



J&J DIVERSITY, EQUITY & INCLUSION



Vision

To make Johnson & Johnson an employer of choice for Asian talent, dedicated to accelerating organizational and business growth through leadership, inclusion, community and innovation

Advance Our Culture of Inclusion & Innovation

1200+ Employees

Sponsored event:

We Stand Strong Together

- + Engaged J&J colleagues to participate in an important dialogue to further our understanding of the Asian experience
- + Addressed and raised awareness of the rise of Anti-Asian hate crimes and racism and reinforce organizational solidarity with our employees and the community
- + Inspiring keynote speaker, Amanda Nguyen, addressed attendees along with senior Johnson & Johnson leaders, including Dr. Paul Stoffels, Wanda Hope, Carla Calizaire, Michael Ehret and Joyce Lee
- + Amplified Asian voices



Other events that built awareness of diverse Asian cultures and values



May 2021

Over 20 enterprise and local events recognized AAPI Heritage Month



Listening tours across ASIA chapter

- + Created a safe environment to address employees' concerns
- + Collected information to inform future initiatives
- + Promoted allyship



Numerous local chapter events

Build a Diverse Workforce for the Future

Created a mentoring program to assist Asian employees in their growth and development

- + Mentoring provided by senior Johnson & Johnson leaders



174

Global participants across all levels in 2020-21



235%

Increase in participation from the previous year



89%

Participants reported that they received value from mentorship

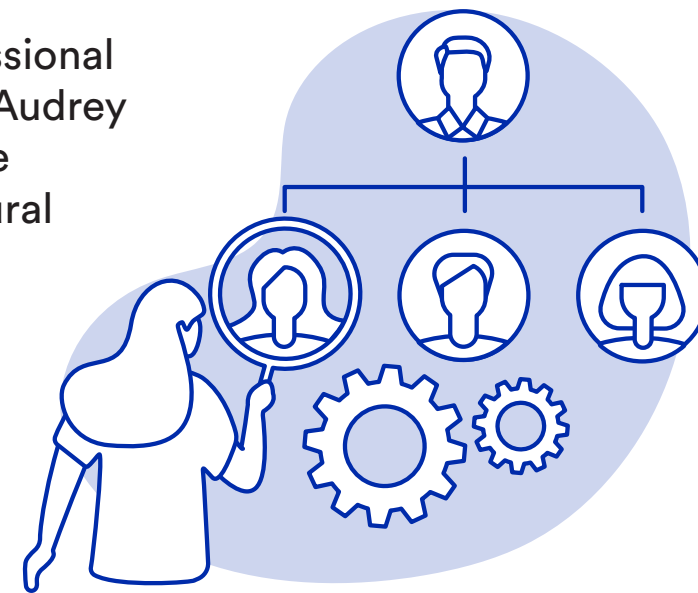
Promoted Asian talent development



Conducted series of events led by professional executive coach and diversity strategist Audrey Lee to build cultural fluency and increase awareness of how Asian values and cultural background impact how Asians are perceived at work



Engaged with senior leaders to expand on the perceptions of effective leadership and to maximize the potential of Asian talent



Initiated employee coaching program in partnership with career improvement company PILOT Inc.

- + Goal: to support career development, retention and productivity
- + Program included digitally-enabled individual reflection, manager feedback, executive and group coaching sessions with external experts

"I have practiced important skills to build strong partnerships with my manager and colleagues."

"I have taken steps to better know myself and my needs."

"This is the best training I have received for my career."

98%

of employees gave the program a favorable rating

88%

of survey respondents said that being selected made them feel valued by Johnson & Johnson



100%

of participants were able to identify a skill set they had improved upon over the last 6 months

Enhance Business Performance & Reputation



Promoted Asian customer insights to facilitate innovation



Consumer Advisory Council

Promoted Asian employee insights to consumer products marketing concepts



Diversity in Clinical Trials (DICT)

Collaborated with Janssen in leveraging Asian employee knowledge for clinical trials



J&J dogfooding

Participated in new J&J digital product concept feedback sessions



Hosted Asian insights webinar series to advance engagement of the market potential in Asia

Ethicon China \$1B Success Story
March 2021 | 330+ participants

Japan Vision Care Fugaku Growth Story
June 2021 | 150+ participants

Accelerating Innovation in Asia
October 2021 | 200+ participants

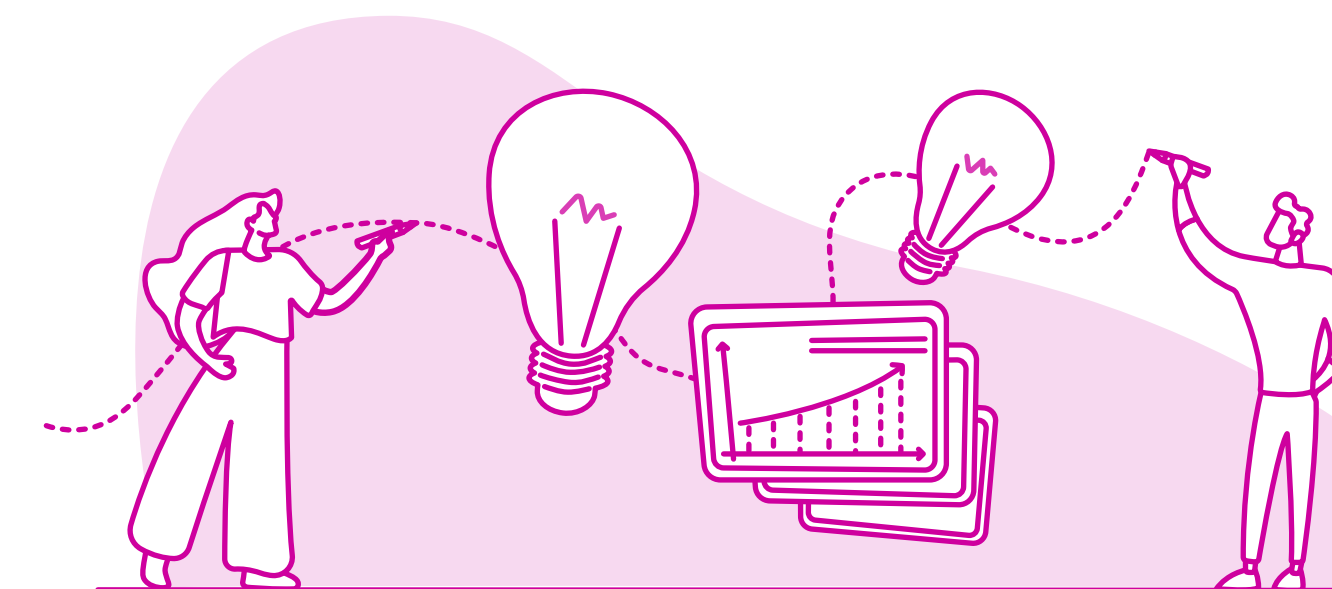


Participated in health disparity awareness and fundraising

Virtual walk for the National Alliance on Mental Illness, "NAMI Walks," supported mental health for all

Walk for Lupus Foundation of America raised funds to improve lives for people living with lupus

Raised COVID-19 awareness in 1Q-2Q 2020 and raised funds for Give2Asia



Heart Walk for American Heart Association raised funds to save lives from heart disease and stroke

Looking Ahead

- + Engage in cross-cultural activities, awareness and education through partnerships with other ERGs
- + Develop and strengthen the leadership and voice of diverse employees through our mentoring program
- + Create/expand relationships with external organizations to promote more awareness, education, equity and inclusion



Global ERG

2021

Launched first Latin America chapter