



Mission
Make Johnson & Johnson the employer and healthcare company of choice for the LGBTQIA+ community

Advance Our Culture of Inclusion & Innovation

Employee Activations



Hosted annual tentpole engagements focused on education, allyship, and building a global community in support of LGBTQIA+ persons within and outside of the workforce

30
Countries
6,000
Participants



Celebrated LGBTQIA+ identity and culture during Pride Month

Allyship in Action



10K+ Participants collaborated in discussions with ADA, AALC, GenNow, HOLA, Nursing Alliance and WLI focused on the importance of inclusion through intersectionality, allyship and eradication of microaggressions



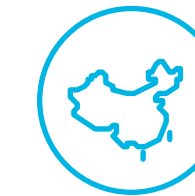
Developed and led an intersectional conversation with Consumer Health US on the experiences of Black LGBTQIA+ colleagues and intersectional allyship in our company

10 years
CARE WITH PRIDE®
1000+
Colleagues & guests



Designed Ally Certification

(in English and Spanish) deployed in U.S. and Brazil, which introduced LGBTQIA+ themes and topics such as gender expression and identity, and embracing the use of preferred pronouns



Established Open&Out in China—a two-year journey—with launch in Shanghai & Beijing

600+
Livestreaming online
1,000+
Allies in WeChat O&O groups



Global ERG

90 Chapters
Globally with presence across every region

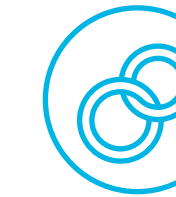
+18%
Membership growth, 4,300+ members in 31 countries



Institutionalized gender-inclusive “Restrooms for All” worldwide



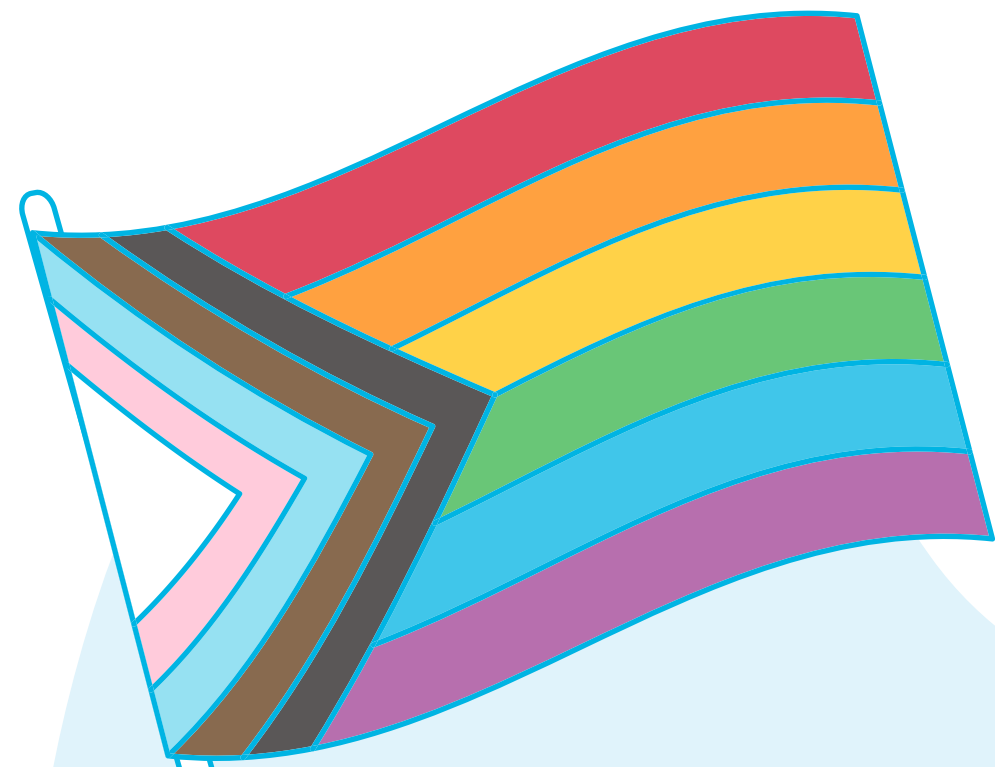
Revised HR policies and activities through an autonomous, independent review via FELGTB (e.g. initiated labor insertion programs/signed with myGwork) in Spain



Extended marriage benefits to all union-associate married couples, including same-sex couples in Mexico



Established programs to support LGBTQIA+ colleagues in India, Philippines, Singapore and Thailand



Build a Diverse Workforce for the Future



Supported the Dandara Project Talent Acquisition Program to hire trans-identifying people to join the Consumer Beauty frontline in Key Account Markets. (Brazil)



Activated the J&J Pride logo during Pride Month on the J&J LATAM Careers Facebook and Instagram pages



APAC O&O members shared stories about their individual experiences as leaders or allies in the community in a series of well-received LinkedIn posts



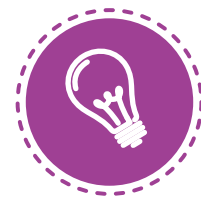
1,800
People
497
Likes
28%
Engagement rate

6
Featured individuals
152,000
Impressions
1,200
Likes



Piloted a Reverse Mentoring program to educate and empower J&J Finance leaders to build a diverse, inclusive future for all employees – by better understanding LGBTQIA+ diversity issues in the workplace





Launched Open&Out LABS an internal innovation incubator that brings LGBTQIA+ lived experiences and professional insights to strengthen our businesses and address health inequities experienced by LGBTQIA+ people



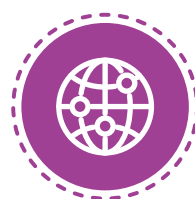
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Enhance Business Performance & Reputation



Partnered with ODEI and executive leadership to add J&J as a signatory with 152 other companies to the Human Rights Campaign Business Statement on Anti-LGBTQIA+ State Legislation, demonstrating our commitment to supporting transgender, non-binary people in the U.S.



Initiated the opportunity for J&J to join the **World Economic Forum Partnership for Global LGBTI Equality (PGLE)** as a Founding Member – the first healthcare company to join



CARE WITH PRIDE® purpose-driven marketing initiative in U.S. delivered over \$6M in 2021

- + Spanned 5 Consumer Health Brands (OGX, Listerine, C&C, Neutrogena and Exuviance)
- + Included 14 Retailers (Target, Ulta, Walgreens, Kroger, Amazon and more)
- + Unlocked more than \$100K in donations to Family Equality Council

TOGETHER WE
care with PRIDE



Awards

Open&Out EMEA nominated for three British Diversity Awards, including recognition as the network having the biggest impact on making people feel valued in the workplace

Awarded the highest rank GOLD Award for five consecutive years in the PRIDE Index in Japan

DiversityInc recognized J&J as "Best Place to Work for LGBTQ+ People"

Recognized by Human Rights Campaign

- + 100% on Corporate Equality Index
- + Seal for "Commitment to LGBTQ+ Inclusion" (J&J Mexico)
- + Certified as Best Place to Work for LGBT+ for 2nd consecutive year (J&J Mexico)

Honored with the "Swiss LGBTI Label" in Switzerland

Ranked 3rd most inclusive company in Colombia by Chamber of LGBT Merchants of Colombia and the National Consulting Center

Recognized as one of the top 5 most inclusive companies in Spain by FELGTB



Global ERG

90 Chapters Globally with presence across every region

+18% Membership growth, 4,300+ members in 31 countries

Looking Ahead



Drive to 5,000 members with high engagement



Address health equity gaps through O&O LABS



Nurture external relationships



Launch LGBTQIA+ Talent Development Program



Globalize **CARE WITH PRIDE®** initiative