



DIVERSITY, EQUITY & INCLUSION



Vision

To be a model in developing Veterans, Service Members and Military Families to reach their full potential while addressing the unique health and wellness needs of the military-connected community

Advance Our Culture of Inclusion & Innovation



Supported creation of new **Military Spouse paid time-off policy**

Up to **two-weeks of additional PTO** for certain military events



Supported **Enhanced Military Leave Policy**

Full paid duration **extended 50%**



Awards & Recognitions

U.S. Veterans Magazine
2021 Top Veteran-Friendly Companies and Top Supplier Diversity Programs list

Military Times
2021 Best for Vets: Employers

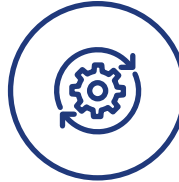


Military Friendly®
2021 Military Friendly Employer

DiversityInc
2021 Top Companies for Veterans

VETS Indexes
2021 5-Star Employer Award

Build a Diverse Workforce for the Future



Launched **Johnson & Johnson SkillBridge**, a program designed to support Military Service Members transitioning from the armed forces to civilian careers

- + Expands our current pipeline programs (e.g., Corporate Fellowship Program) for the military-connected community
- + Supports in-demand hiring needs across our three sectors and our diverse functions in the U.S. and Puerto Rico



VLC proudly partnered with other ERGs to communicate the **power of diversity within our military forces** and share our experiences in maintaining an environment that values and respects individual differences



Launched **Veteran Employee Onboarding Program**



Launched **Veteran Sales Associate Pathway (VSAP)**, a military-connected talent pipeline program designed to support transitioned and transitioning military leaders interested in a pharmaceutical sales career

| | |
|------------------------|---------------------------------|
| 17 Positions | 14 VSAP hires in 2021 |
|------------------------|---------------------------------|

Enhance Business Performance & Reputation



Launched **Johnson & Johnson Veterans Lead QuickFire Challenge** series supporting U.S. Armed Forces Veteran and Military Spouse entrepreneurs and Veteran healthcare topics

Up to \$500k Grant funding



Continued partnership with **American Corporate Partners (ACP)**:
+ Assisted Veterans and Military Spouses during career transitions
+ Provided mentorship opportunities

Looking Ahead



Continued **Veterans Leadership Development Program (VLDP)**
+ Welcomed **12 new participants** in 2021
+ **22 active participants** in program
+ **13 alumni in roles** aligned to their development
+ VLDP participants were involved in **more than 80 rotations across the enterprise**



Expanded **talent partnerships** with Hiring Our Heroes, Heroes MAKE America, Hire Heroes USA and MedTechVets



Created **Military Pathways HR Talent Lead role** that will focus on increasing the military-connected talent pipeline



Continued to be a **best-in-class organization supporting Veteran and Military Spouse business owners**, including purchasing nearly **\$200M** worth of goods and services from Veteran-owned businesses



Partnered with the **USO**
+ Sponsored over 12 USO Special Delivery baby showers — reaching **440+ Military Spouses**
+ Donated **10,000 units** of Johnson & Johnson baby products



Partnered with **Wounded Warrior Project**
+ 4 speakers engaged with over **1,000 J&J employees**
+ Speeches offered perspectives on mental health from Veterans, caregivers and spouses



Partnered with **Travis Manion Foundation (TMF)**
+ Enhanced the Spartan Development Center bringing new modules on mind, body and spirit to TMF members
+ Impacted **over 2,000 youth** in 2021 through virtual and in-person Character Does Matter programming

| | |
|-------------------------------------|--|
| 63 Veteran mentors | 7 ACP protégés/mentees hired this year |
| 6 Military Spouse mentors | |

The VLC will remain undaunted and committed to "covering the six" of the military-connected community, internally and externally