

Position on Corporate Governance

We believe that robust corporate governance is critical to sound management of risk and the creation of long-term value for all stakeholders. Johnson & Johnson's approach to corporate governance begins with [Our Credo](#), which defines our responsibility to the patients and customers who use our products, our employees, the communities where we live and work, and our shareholders. Beyond that foundational commitment, we look to the following:

- Our [Principles of Corporate Governance](#) sets forth the duties and responsibilities of the Company and the Board of Directors to ensure effective governance of our Company.
- The Company is committed to providing robust disclosure on our corporate governance practices to our shareholders and other stakeholders in our annual [Proxy Statement](#) and [Health for Humanity Report](#).
- Company management and the Board of Directors closely monitor corporate governance practices and developments and implement best practices as they evolve. In certain circumstances, the Company may also endorse third-party governance standards.

Board oversight: Johnson & Johnson is committed to conducting its business responsibly, and that starts with oversight by leadership at the highest level of the organization, our Board of Directors. Our Board of Directors oversees our business to ensure that our strategy is in line with Our Credo values, enabling us to operate in a compliant manner that manages risk and advances opportunities. Our governance structure, policies, and processes are designed to support the needs of our business, shareholders, and other stakeholders, and to promote a culture of accountability across Johnson & Johnson.

Our Board is comprised of leaders with diverse experiences who are deeply engaged in the oversight of our business and possess the skills and requirements necessary for optimal oversight. The core

Committees of the Board of Directors are comprised of independent Directors, and those Directors have broad access to internal and external experts to ensure that they have the information and perspective necessary to appropriately oversee the Company's operations. Johnson & Johnson provides extensive disclosure about the Board and its practices—including its approach to risk oversight—in the Company's annual Proxy Statement.

For more information about our governance structures, supporting governance documentation, and Board Charters, please see the [Corporate Governance](#) section of our website and annual [Proxy Statements](#).

Board transparency and accessibility: We believe in thoughtful transparency at every level, including our most senior leadership and Board of Directors. Interested parties can contact our Board of Directors at any time using contact information published on our [Corporate Governance website](#).

Application

This Position is relevant for the Johnson & Johnson Family of Companies, as detailed in our [governance materials](#). We provide updates, where relevant, relating to corporate governance in our annual [Health for Humanity Report](#). Johnson & Johnson's Policies and Positions on these and other issues are available in full [here](#).

Last updated: May 2024