

Position on ESG Governance

We believe that sound environmental, social and governance (ESG) practices promote financial value through building stakeholder trust, driving innovation, mitigating risk, fostering employee engagement and promoting productivity. Moreover, Johnson & Johnson's size, prominence and depth of expertise provide a powerful platform for advancing progress on some of the world's toughest health challenges.

Governance of ESG

Board of Directors: Effective governance is the foundation of our ESG strategy. Significant potential ESG risks are reviewed and evaluated by the Board and its committees as part of their ongoing risk oversight. The Board and its committees are also regularly briefed on progress against our ESG strategy, goals and performance, and our annual J&J Health for Humanity Report is shared with the Regulatory Compliance & Sustainability Committee and the Board prior to publication. Additional relevant information is included in our annual Proxy Statement.

Management: The Enterprise Compliance & Risk Committee (ECRC) – chaired by our Chief Technical Operations & Risk Officer and with representatives across the Company – facilitates end-to-end risk management and enables sharing of risk and compliance information, including ESG-related risks. In furtherance of this function, our Enterprise Risk Management (ERM) Framework identifies potential matters that may affect the Company and manages associated risks and opportunities. For more information on how we manage ESG risks and embed sustainability considerations into decision-making, please see our [ERM Framework](#).

ESG Strategy

Our ESG strategy is grounded in Our Credo values, informed by both our Company's purpose to profoundly impact health for humanity and the views of our external stakeholders. Our ESG strategy allows us to focus our efforts where we can achieve the greatest impact: championing global health equity, empowering our employees, and advancing environmental health. Leading with accountability and innovation is foundational to these efforts.



ESG Priorities

We regularly undertake a process to identify and prioritize the ESG topics that are most relevant to our business. This process, which we call our Priority Topics Assessment (PTA), involves analysis of business impacts, risks, trends and extensive engagement with stakeholders. Our most recent PTA results can be found [here](#).

ESG Disclosure and Reporting

Transparent disclosure on our ESG priorities helps ensure that our shareholders have access to useful information regarding our progress. We therefore provide extensive disclosures on our corporate

citizenship and ESG efforts in our annual Health for Humanity Report. The disclosures in our [Health for Humanity Report](#) are externally assured by independent auditors, with the Assurance Statements and Management Assertions included in the Report. We seek to continually evolve our ESG disclosures to meet the expectations of our shareholders and other stakeholders.

Stakeholder Engagement

Our longstanding relationships with policy, advocacy and industry association stakeholders are vital to our business success and our ESG strategy. J&J interacts with numerous stakeholders at the global, national and local levels, through membership and participation in a broad range of forums. We maintain regular engagement with investors, standard setters and other stakeholders to help us improve our ESG-related disclosures. We also proactively engage with third-party ESG rating agencies to promote accurate reflection of our performance in various ESG scores used by the investment community. Additional information can be found in our [Position on Stakeholder Engagement](#).

Application

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

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