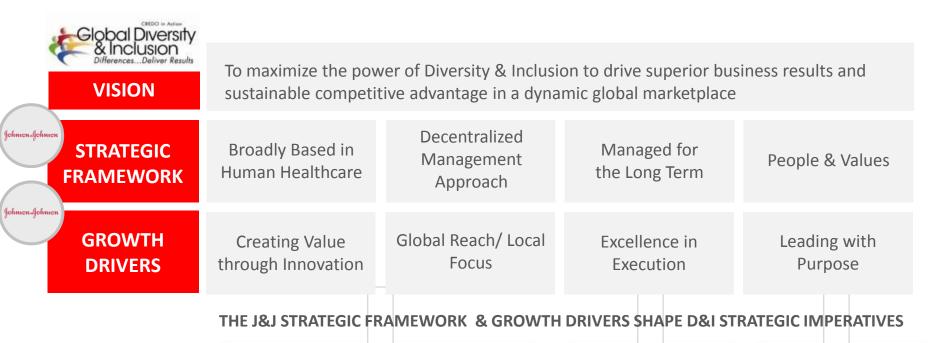
Global Office of Diversity & Inclusion

Enterprise Strategic Framework Shaping D&I Strategy



THREE D&I STRATEGIC IMPERATIVES

TALĚNT

Hold leadership accountable for recruiting, developing, retaining and advancing diverse, global talent in partnership with HR

BUSINESS IMPACT

Create the spark that drives business growth to increase market share and create a transformational shift in thought in the way we do business at J&J

LEADERSHIP ACCOUNTABILITY Percent of the

enterprise scorecard is allocated to a D&I metric