

SASB Index

Johnson & Johnson reports against the Sustainability Accounting Standards Board (SASB) Standards. As the world's most broadly based healthcare company, we have included disclosures related to three SASB industry standards that most closely align to our business: Biotechnology & Pharmaceuticals, Medical Equipment & Supplies and Household & Personal Care Products. Our reporting against the SASB Standards is a voluntary disclosure to support the evolving information needs of our investors. As such, we are committed to providing investors with useful, relevant and meaningful sustainability information and have selected metrics from the three aforementioned sectors under the SASB Standards. The determination of the topics covered below is based on two factors: (i) sector-specific guidance provided by SASB and (ii) periodic assessments of sustainability issues that matter most to our stakeholders and our business. We will continue to evaluate these topics in the future and, accordingly, our disclosure may evolve over time.

Biotechnology & Pharmaceuticals Standard, Version 2018–10

SASB CODE	SASB METRIC	RESPONSE/DISCLOSURE LOCATION
Safety of Clinical Trial Participants		
HC-BP-210a.1	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	Position on Patient Safety Position on the Conduct of Clinical Trials Johnson & Johnson Quality Management Framework Clinical Trials
HC-BP-210a.2	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	Clinical Trials
HC-BP-210a.3	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	Not reported

SASB CODE	SASB METRIC	RESPONSE/DISCLOSURE LOCATION
Access to Medicines		
HC-BP-240a.1	Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index	Access & Affordability HIV Tuberculosis Global Health Security Position on Antimicrobial Resistance Neglected Tropical Diseases Mental Healthcare Strengthening Health Systems Position on Strengthening Health Systems
HC-BP-240a.2	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	Access & Affordability
Affordability & Pricing		
HC-BP-240b.1	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	Not reported
HC-BP-240b.2	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	The 2020 Janssen U.S. Transparency Report
HC-BP-240b.3	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	The 2020 Janssen U.S. Transparency Report

SASB CODE	SASB METRIC	RESPONSE/DISCLOSURE LOCATION
Drug Safety		
HC-BP-250a.1	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	FDA MedWatch Safety Alerts for Human Medical Products database
HC-BP-250a.2	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	FDA Adverse Events Reporting System (FAERS)
HC-BP-250a.3	Number of recalls issued, total units recalled	Quality Management
HC-BP-250a.4	Total amount of product accepted for takeback, reuse, or disposal	Not reported
HC-BP-250a.5	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quality Management
Counterfeit Drugs		
HC-BP-260a.1	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	Position on Counterfeit Healthcare Products Counterfeiting & Illicit Trade
HC-BP-260a.2	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	Position on Counterfeit Healthcare Products
HC-BP-260a.3	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	Not reported
Ethical Marketing		
HC-BP-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in 2020 Annual Report, 19. Legal Proceedings , page 85
HC-BP-270a.2	Description of code of ethics governing promotion of off-label use of products	Position on Ethics and Compliance Position on Ethical Sales and Marketing

SASB CODE	SASB METRIC	RESPONSE/DISCLOSURE LOCATION
Employee Recruitment, Development & Retention		
HC-BP-330a.1	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	Employee Attraction & Development Position on Employee Development
HC-BP-330a.2	(1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	Employee Attraction & Development
Supply Chain Management		
HC-BP-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	Johnson & Johnson Quality Management Framework Position on Quality and Compliance
Business Ethics		
HC-BP-510a.1	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with corruption and bribery are included in 2020 Annual Report, item 19. Legal Proceedings , page 85
HC-BP-510a.2	Description of code of ethics governing interactions with healthcare professionals	Position on Ethics and Compliance Position on Ethical Sales and Marketing Position on Responsible Interaction with Healthcare Professionals

Medical Equipment & Supplies Standard, Version 2018–10

SASB CODE	SASB METRIC	RESPONSE/DISCLOSURE LOCATION
Affordability & Pricing		
HC-MS-240a.1	Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index	Not reported
HC-MS-240a.2	Description of how price information for each product is disclosed to customers or to their agents	<p>The Johnson & Johnson Medical Devices Companies offer tens of thousands of individual medical devices. Each of our companies sets, and makes available to customers, a list price for each of its devices. We also extend discounts and rebates. These price concessions may be based upon volume, market share or other factors and may be at the product code, construct (such as a complete hip or knee), or product category level (such as all orthopaedic trauma products) and may span multiple business lines (such as all trauma, joint reconstruction and spine orthopaedic products) consistent with applicable antitrust and fair trade practices laws. Usually, these price concessions are included in executed contracts, either directly with a customer or with its group purchasing organization or other purchasing group, and those contracts are often the result of a competitive bidding process. For direct sales, the discounted price points would also be reflected on invoices delivered to the customer and rebate amounts would be disclosed in writing via a rebate memorandum delivered to the customer when the rebate is paid. Under applicable U.S. regulatory guidance, certain fees paid to purchasing groups must be treated as discounts by members of that group. We also have contracts with third parties authorizing them to distribute certain products. Purchases made through an authorized distributor (indirect sales) are subject to the terms negotiated directly between the distributor and the customer (e.g., payment terms, service fees, shipping fees and product surcharges). We recognize the important role that our devices play in healthcare, and endeavor to make our devices available to healthcare providers at a fair price. Therefore, our approach allows flexibility to offer customer-appropriate price points to better ensure access and affordability for different healthcare providers, with different characteristics, serving different communities.</p>

SASB CODE	SASB METRIC	RESPONSE/DISCLOSURE LOCATION
Product Safety		
HC-MS-250a.1	Number of recalls issued, total units recalled	Quality Management
HC-MS-250a.2	List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database	FDA MedWatch Safety Alerts for Human Medical Products database
HC-MS-250a.3	Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience	FDA Manufacturer and User Facility Device Experience (MAUDE) database
HC-MS-250a.4	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	Quality Management
Ethical Marketing		
HC-MS-270a.1	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in 2020 Annual Report, 19. Legal Proceedings , page 85
HC-MS-270a.2	Description of code of ethics governing promotion of off-label use of products	Position on Ethics and Compliance Position on Ethical Sales and Marketing
Product Design & Lifecycle Management		
HC-MS-410a.1	Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products	Position on Responsible Chemical Management Position on Sustainable Products and Packaging Product Sustainability
HC-MS-410a.2	Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies	Product Sustainability

SASB CODE	SASB METRIC	RESPONSE/DISCLOSURE LOCATION
Supply Chain Management		
HC-MS-430a.1	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality	Johnson & Johnson Quality Management Framework Position on Quality and Compliance
HC-MS-430a.2	Description of efforts to maintain traceability within the distribution chain	Position on Counterfeit Healthcare Products Counterfeiting & Illicit Trade
HC-MS-430a.3	Description of the management of risks associated with the use of critical materials	Position on Conflict Minerals Supplier Engagement Responsible Sourcing
Business Ethics		
HC-MS-510a.1	Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption	When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with corruption and bribery are included in 2020 Annual Report, item 19. Legal Proceedings , page 85
HC-MS-510a.2	Description of code of ethics governing interactions with healthcare professionals	Position on Ethics and Compliance Position on Ethical Sales and Marketing Position on Responsible Interaction with Healthcare Professionals

Household & Personal Products Standard, Version 2018–10

SASB CODE	SASB METRIC	RESPONSE/DISCLOSURE LOCATION
Water Management		
CG-HP-140a.1	(1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress	Water & Waste Management Position on Water and Waste Management
CG-HP-140a.2	Description of water management risks and discussion of strategies and practices to mitigate those risks	Water & Waste Management Position on Water and Waste Management
Product Environmental, Health, and Safety Performance		
CG-HP-250a.1	Revenue from products that contain REACH substances of very high concern (SVHC)	Not reported
CG-HP-250a.2	Revenue from products that contain substances on the California DTSC Candidate Chemicals List	Not reported
CG-HP-250a.3	Discussion of process to identify and manage emerging materials and chemicals of concern	Position on Consumer Safety and Care Position on Responsible Chemical Management
CG-HP-250a.4	Revenue from products designed with green chemistry principles	Not reported
Packaging Lifecycle Management		
CG-HP-410a.1	(1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable	The New Plastics Economy Global Commitment 2020 Progress Report
CG-HP-410a.2	Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle	Position on Sustainable Products and Packaging Product Sustainability