

GRI Content Index

This report was prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option.

For many topics, our disclosure includes topics or performance data beyond that required to meet core requirements. Information exceeding the GRI core disclosure requirements is included in the Report.

For priority (material) topics where there is no relevant GRI Topic-Specific Standard, we list management approach disclosures according to a Johnson & Johnson list. In some cases, where available, we include reported performance indicators.

Where relevant, cross-reference to United Nations Global Compact (UNGC) principles is provided in the GRI Content Index.

General Standard Disclosures

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	CROSS REFERENCE TO UNGC
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GRI 102: General Disclosures 2016

Organizational Profile

102-1	Name of the organization	At-A-Glance	
102-2	Activities, brands, products and services	At-A-Glance	
102-3	Location of headquarters	At-A-Glance	
102-4	Location of operations	At-A-Glance	
102-5	Ownership and legal form	At-A-Glance	

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	CROSS-REFERENCE TO UNGC
GRI 102: General Disclosures 2016			
Organizational Profile			
102-6	Markets served	At-A-Glance	
102-7	Scale of the organization	At-A-Glance	
102-8	Information on employees and other workers	Empowering People	
102-9	Supply chain	Responsible Supply Base	
102-10	Significant changes to the organization and its supply chain	About this Report	
102-11	Precautionary Principle or approach	Protecting the environment and natural resources is one of Johnson & Johnson's foundational objectives, as outlined in Our Credo. We have a comprehensive environmental risk management approach in place to fulfill this obligation. This includes assessing the potential environmental impacts of all our products during the development phase, evaluating and mitigating the climate change and water risks from our operations, and continuously evaluating and reducing where possible the environmental footprint of products and packaging through our proprietary product development approach called EARTHWARDS. We also integrate environmental risk considerations in our sourcing decisions and have programs in place to identify and mitigate risks in the supply base.	UNGC Principle 7

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	CROSS-REFERENCE TO UNGC
GRI 102: General Disclosures 2016			
Organizational Profile			
102-12	External initiatives	Johnson & Johnson recognizes and subscribes to numerous externally developed economic, environmental and social charters and initiatives, including the UN Global Compact. Select examples are noted in Sustainability Governance (engaging with our stakeholders) and throughout the Report.	
102-13	Membership of associations	Sustainability Governance	
Strategy			
102-14	Statement from senior decision maker	Message from Our Chairman and CEO	
Ethics and Strategy			
102-16	Values, principles, standards and norms of behavior	At-A-Glance	
102-17	Mechanisms for advice and concerns about ethics	Commitment to Ethics & Compliance	
Governance			
102-18	Governance structure	Corporate Governance	

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	CROSS-REFERENCE TO UNGC
GRI 102: General Disclosures 2016			
Governance			
102-19	Delegating authority	Sustainability Governance	
102-20	Executive-level responsibility for economic, environmental and social topics	Sustainability Governance	
102-21	Consulting stakeholders on economic, environmental and social topics	Sustainability Governance	
102-22	Composition of the highest governance body and its committees	Corporate Governance	
102-23	Chair of the highest governance body	Corporate Governance	
102-24	Nominating and selecting the highest governance body	Corporate Governance	
102-25	Conflicts of interest	Commitment to Ethics & Compliance	
102-26	Role of highest governance body in setting purpose, values and strategy	Corporate Governance	
102-28	Evaluating the highest governance body's performance	Principles of Corporate Governance	

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	CROSS-REFERENCE TO UNGC
GRI 102: General Disclosures 2016			
Governance			
102-29	Identifying and managing economic, environmental and social impacts	Sustainability Governance	
102-30	Effectiveness of risk management processes	2020 Proxy Statement , page 25	
102-31	Review of economic, environmental and social topics	Sustainability Governance	
102-32	Highest governance body's role in sustainability reporting	Sustainability Governance	
102-33	Communicating critical concerns	Corporate Governance	
102-35	Remuneration policies	2020 Proxy Statement , page 28	
102-36	Process for determining remuneration	2020 Proxy Statement , page 47	
102-37	Stakeholders' involvement in remuneration	2020 Proxy Statement , page 48	
102-38	Annual total compensation ratio	2020 Proxy Statement , page 97	
102-39	Percentage increase in annual total compensation ratio	2020 Proxy Statement , page 97	

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	CROSS-REFERENCE TO UNGC
GRI 102: General Disclosures 2016			
Stakeholder Engagement			
102-40	List of stakeholder groups	Sustainability Governance	
102-41	Collective bargaining agreements	Respect for Human Rights	
102-42	Identifying and selecting stakeholders	Sustainability Governance	
102-43	Approach to stakeholder engagement	Sustainability Governance	
102-44	Key topics and concerns raised	Sustainability Governance	
Reporting Practice			
102-45	Entities included in the consolidated financial statements	2019 Annual Report/Form 10-K, page 11	
102-46	Defining report content and topic boundaries	About this Report	
102-47	List of material topics	Sustainability Priorities	
102-48	Restatements of information	About this Report	
102-49	Changes in reporting	About this Report	

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	CROSS-REFERENCE TO UNGC
GRI 102: General Disclosures 2016			
Reporting Practice			
102-50	Reporting period	About this Report	
102-51	Date of most recent report	About this Report	
102-52	Reporting cycle	About this Report	
102-53	Contact point for questions regarding the report	WW-Corporate-Governance@its.jnj.com	
102-54	Claims of reporting in accordance with GRI Standards	About this Report	
102-55	GRI content index	GRI Content Index 2019	
102-56	External assurance	About this Report	

Topic-Specific Standards

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	OMISSIONS	CROSS-REFERENCE TO UNGC
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GRI 201: Economic Performance 2016

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	2019 Annual Report/Form 10-K, pages 1-4		
201-1	Direct economic value generated and distributed	2019 Annual Report/Form 10-K, pages 35-38 Contributing to Community Health		
201-2	Financial implications and other risks and opportunities due to climate change	We conduct periodic assessments of risks and opportunities related to climate change and report the findings in our response to CDP.		
201-3	Defined benefit plan obligations and other retirement plans	2019 Annual Report/Form 10-K, page 37		

GRI 203: Indirect Economic Impacts 2016

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Contributing to Community Health		
203-1	Infrastructure investments and services supported	Contributing to Community Health		
203-2	Significant indirect economic impacts	Contributing to Community Health		

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	OMISSIONS	CROSS-REFERENCE TO UNGC
GRI 204: Procurement Practices 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Responsible Supply Base		
204-1	Proportion of spending on local suppliers	Responsible Supply Base		
GRI 205: Anti-Corruption 2016				
				UNGC Principle 10
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Commitment to Ethics & Compliance		
205-1	Operations assessed for risks related to corruption	Commitment to Ethics & Compliance		
205-2	Communication and training about anti-corruption policies and procedures	Commitment to Ethics & Compliance		
GRI 206: Anti-Competitive Behavior 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Commitment to Ethics & Compliance		
206-1	Legal actions for anti-competitive behavior, anti-trust and monopoly practices	2019 Annual Report/Form 10-K, pages 96-99		

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	OMISSIONS	CROSS-REFERENCE TO UNGC
GRI 302: Energy 2016				UNGC Principle 8
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Environmental Health		
302-1	Energy consumption within the organization	Climate Resilience		
302-2	Energy consumption outside the organization	Climate Resilience		
302-3	Energy intensity	Climate Resilience		
302-4	Reduction of energy consumption	Climate Resilience		
302-5	Reductions in energy requirements of products and services	Product Sustainability		UNGC Principle 9
GRI 303: Water 2016				UNGC Principle 8
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Water & Waste Management		
303-1	Water withdrawal by source	Water & Waste Management		
303-2	Water sources significantly affected by withdrawal of water	Water & Waste Management	Specific details of water sources not noted.	
303-3	Water recycled and reused	Water & Waste Management		

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	OMISSIONS	CROSS-REFERENCE TO UNGC
GRI 304: Biodiversity 2016				UNGC Principle 8
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Position on Respecting Biodiversity		
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	In 2016, we conducted water risk assessments at all manufacturing and R&D locations. Included in these assessments were criteria for water stress and watershed health (including inputs classifying threats to amphibians, watershed pollution, biodiversity threat, and ecosystem vulnerability, using input from several external models and tools). The resulting ranking describes the general threat to freshwater biodiversity in the area around the facility. The Johnson & Johnson sites tend to be located in industrial areas where biodiversity impacts are minimal. For more information, see 2016 Health for Humanity Report , page 84.		
304-2	Significant impacts of activities, products, and services on biodiversity	Position on Respecting Biodiversity		
GRI 305: Emissions 2016				UNGC Principle 8
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Environmental Health		
305-1	Direct (Scope 1) GHG emissions	Climate Resilience		

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	OMISSIONS	CROSS-REFERENCE TO UNGC
305-2	Energy indirect (Scope 2) GHG emissions	Climate Resilience		
305-3	Other indirect (Scope 3) GHG emissions	Climate Resilience		
305-4	GHG emissions intensity	Climate Resilience		
305-5	Reduction of GHG emissions	Climate Resilience		
305-6	Emissions of ozone-depleting substances (ODS)	Climate Resilience		
305-7	Nitrogen oxides (NO _x), sulfur oxides (SO _x), and other significant air emissions	Climate Resilience		

GRI 306: Effluents and Waste 2016

UNGC Principle 8

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Water & Waste Management		
306-1	Water discharge by quality and destination	Water & Waste Management		
306-2	Waste by type and disposal method	Water & Waste Management		

DISCLOSURE NUMBER	DESCRIPTION	DISCLOSURES IN 2019	OMISSIONS	CROSS-REFERENCE TO UNGC
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GRI 307: Environmental Compliance 2016

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Environmental Health		
307-1	Non-compliance with environmental laws and regulations	Environmental Health		

GRI 308: Supplier Environmental Assessments 2016

UNGC Principle 8

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Engaging Suppliers		
308-1	New suppliers that were screened using environmental criteria	Engaging Suppliers		
308-2	Negative environmental impacts in the supply chain and actions taken	Engaging Suppliers		

Disclosure Number	Description	Disclosures in 2019	Omissions	Cross-Reference to UNGC
GRI 401: Employment 2016				UNGC Principles 1, 2 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Empowering People		
401-1	New employee hires and employee turnover	Empowering People	Turnover by gender not available.	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	Attracting & Developing Our People		
401-3	Parental leave	Attracting & Developing Our People	Data on employees remaining 12 months after parental leave not available.	
GRI 402: Labor/Management Relations				UNGC Principles 1, 2 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
402-1	Minimum notice periods regarding operational changes	Respect for Human Rights		
GRI 403: Occupational Health and Safety 2016				UNGC Principles 1 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Providing Safe & Healthy Workplaces		

Disclosure Number	Description	Disclosures in 2019	Omissions	Cross-Reference to UNGC
403-2	Types of injury and rates of injury, occupational diseases, lost days and absenteeism, and number of work-related fatalities	Providing Safe & Healthy Workplaces	Absenteeism not reported.	

GRI 404: Training and Education 2016

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Attracting & Developing Our People		
404-2	Programs for upgrading employee skills and transition assistance programs	Attracting & Developing Our People		
404-3	Percentage of employees receiving regular performance and career development reviews	Attracting & Developing Our People		

GRI 405: Diversity and Equal Opportunity 2016

UNGC Principles 1, 2 and 6

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Advancing Diversity & Inclusion		
405-1	Diversity of governance bodies and employees	Advancing Diversity & Inclusion		

Disclosure Number	Description	Disclosures in 2019	Omissions	Cross-Reference to UNGC
405-2	Ratio of basic salary and remuneration of women to men	This information is available for our operations in the United Kingdom, and can be found in our UK Gender Pay Gap Report for 2019 .	Global data not available.	

GRI 406: Non-Discrimination 2016

UNGC Principles 1, 2 and 6

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
406-1	Incidents of discrimination and corrective actions taken	Commitment to Ethics & Compliance		

GRI 407: Freedom of Association and Collective Bargaining 2016

UNGC Principles 1, 2 and 3

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Engaging Suppliers		

Disclosure Number	Description	Disclosures in 2019	Omissions	Cross-Reference to UNGC
GRI 408: Child Labor 2016				UNGC Principles 1, 2 and 5
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
408-1	Operations and suppliers at significant risk for incidents of child labor	Engaging Suppliers		
GRI 409: Forced or Compulsory Labor 2016				UNGC Principles 1, 2 and 4
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Engaging Suppliers		
GRI 412: Human Rights Assessment 2016				UNGC Principles 1 and 2
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Respect for Human Rights		
412-1	Operations that have been subject to human rights reviews or impact assessments	Engaging Suppliers		
412-2	Employee training on human rights policies or procedures	Respect for Human Rights		

Disclosure Number	Description	Disclosures in 2019	Omissions	Cross-Reference to UNGC
GRI 413: Local Communities 2016				UNGC Principles 1 and 6
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Contributing to Community Health		
413-1	Operations with local community engagement, impact assessments and development programs	Contributing to Community Health Engaging & Inspiring We aim for 100% of our operations to engage with local communities across our corporate and employee initiatives (Talent for Good).		
GRI 414: Supplier Social Assessment 2016				UNGC Principles 1 and 2
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Engaging Suppliers		
414-1	New suppliers that were screened using social criteria	Engaging Suppliers		
GRI 416: Customer Health and Safety 2016				UNGC Principles 1 and 2
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Putting Safety First		
416-1	Assessment of the health and safety impacts of product and service categories	Putting Safety First		
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	Product Quality, Safety & Reliability		

Disclosure Number	Description	Disclosures in 2019	Omissions	Cross-Reference to UNGC
GRI 417: Marketing and Labeling 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Upholding Transparency		
417-1	Requirements for product and service information and labeling	Position on Ethical Sales and Marketing		
GRI 418: Customer Privacy 2016				
				UNGC Principle 1
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Information Security & Data Privacy		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	We continue to enhance our global privacy programs to meet or exceed new and expanding regulatory requirements for privacy and data protection around the world.	Details are confidential.	
GRI 419: Socioeconomic Compliance 2016				
103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Position on Ethics and Compliance		
419-1	Non-compliance with laws and regulations in the social and economic area	2019 Annual Report/Form 10-K, pages 96-99		

Johnson & Johnson Specific Priority Topics

GRI Standard	GRI Disclosure	Disclosures in 2019
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J&J19-1: Access

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Enhancing Access to Healthcare
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J&J19-1	Enhance access through the Company's public commitments as part of Health for Humanity 2020 Goals and UN SDG commitments	Health for Humanity 2020 Goals Progress Scorecard UN SDG Commitment Progress Scorecard
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J&J19 -2: Advancing Public Health

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Tackling the World's Toughest Health Challenges
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J&J19-2	Enhance access through the Company's public commitments as part of Health for Humanity 2020 Goals and UN SDG commitments	Health for Humanity 2020 Goals Progress Scorecard UN SDG Commitment Progress Scorecard
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J&J19-3: Bioethics

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Bioethics
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GRI Standard	GRI Disclosure	
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J&J19-4: Counterfeiting and Illicit Trade

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Combating Counterfeiting & Illicit Trade
J&J19-4	Number of stakeholders trained in brand protection best practices	Combating Counterfeiting & Illicit Trade

J&J19-5: Digital Health Innovation

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Our Innovation Networks
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J&J19-6: Disclosure and Transparency

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Upholding Transparency
J&J19-6	Reporting on sustainability in line with leading standards and frameworks	To support the evolving information needs of our investors, 2019 marks the first time our Health for Humanity Report is informed by Sustainability Accounting Standards Board (SASB) industry standards most closely aligned with our business: Biotechnology & Pharmaceuticals, Medical Equipment & Supplies and Household & Personal Care Products.

GRI Standard	GRI Disclosure	
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J&J19-7: Intellectual Property

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Improving Access & Affordability
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J&J19-8: Pricing

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Enhancing Access to Healthcare
J&J19-8	Disclosures in the Janssen U.S. Transparency Report	2019 Janssen U.S. Transparency Report

J&J19-9: Product Quality

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Product Quality, Safety & Reliability
J&J19-9	Product quality indicators	Making Quality a Priority

GRI Standard	GRI Disclosure	
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J&J19-10: R&D Investment

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Innovating for Better Health
J&J19-10	Total investment in R&D	Innovating for Better Health

J&J19-11: Strengthening Health Systems

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Contributing to Community Health
J&J19-11	Frontline healthcare workers trained	Strengthening Health Systems

J&J19-12: Sustainable Products

103-1, 103-2, 103-3	GRI 103: Management Approach 2016: Material topic: explanation, Boundary, components, evaluation	Product Sustainability
J&J19-12	Products achieving EARTHWARDS recognition	Product Sustainability