Johnson & Johnson

Health for Humanity
2025 Goals Scorecard

Our Health for Humanity 2025 Goals reflect our ambition to change the course of human health now and for future generations. They represent the ESG focus areas where we can achieve the greatest impact, reflecting our commitment to generate social, environmental and economic value for all of Our Credo stakeholders: patients, consumers, healthcare providers and all others we serve, employees, the communities in which we live and work, business partners, investors and society as a whole.

Through our Health for Humanity 2025 Goals, we are contributing to the global effort to achieve a majority of the SDGs by supporting 11 of the 17, spanning the spheres of global health, social justice, environmental stewardship and responsible business practices.

The following Scorecard provides an update on the progress we made in 2021 against our Health for Humanity 2025 Goals.

Progress is defined by the following categories:

+ **Exceeded:** exceeded Goal target

✓ **Achieved:** met Goal target

↗ **On track:** expected to meet the Goal

→ **Some progress:** so far progressing more slowly than expected; plans are in place to meet the Goal

✕ **Off track:** not progressing as expected; currently at risk of not meeting the Goal

Goal	Key Performance Indicator	2021 Progress◊	SDGs
Champion global health equity			
Global Access Plans Contribute to addressing endemic diseases by establishing global access plans for all relevant Johnson & Johnson Global Public Health and Janssen Infectious Diseases & Vaccines R&D pipeline assets by 2025.	% of identified assets from Johnson & Johnson Global Public Health and Janssen Infectious Diseases & Vaccines R&D pipeline with global access plans in place by 2025.	↗ **On track** Completed pipeline asset evaluation, internal assessments and developed a resource to support future global access plans. Completed pilot of a relevant pipeline project.	3 GOOD HEALTH AND WELL-BEING
Access to HIV Treatment By 2025, develop and enable HIV long-acting injectable (LAI) access solutions to provide care for people living with HIV in two countries in Resource-Limited Settings (RLS).	LAI Access Program in place in two RLS countries.	↗ **On track** Completed and submitted regulatory filing packages in **two** RLS countries (Botswana and South Africa).	3 GOOD HEALTH AND WELL-BEING
Access to Tuberculosis (TB) Treatment By 2025, enable access to bedaquiline to 700,000 cumulative patients, potentially averting 6,000,000 new multidrug-resistant TB (MDR-TB) infections.*	# of cumulative patients receiving access to bedaquiline molecule (branded and generic) globally from 2021 through to end of 2025.	↗ **On track** Over **137,000 patients** received access to bedaquiline, potentially averting over 1.2 million new MDR-TB infections.*	3 GOOD HEALTH AND WELL-BEING
Developing Tuberculosis Treatment By 2030, shorten and simplify TB treatment by developing at least one new TB drug and/or regimen.	Stringent regulatory authority approval of a new TB drug/regimen that reduces treatment length and is at least as effective and safe as the current recommended treatment by 2030.	↗ **On track** Made progress in the TB R&D pipeline to enable the initiation of clinical studies in 2022.	3 GOOD HEALTH AND WELL-BEING
Access to Schizophrenia Treatment By 2025, we will have demonstrated the health, economic, social value and affordability of using paliperidone palmitate LAI to treat schizophrenia in Rwanda through proof-of-concept.	Complete a clinical study to demonstrate the health, economic and social value of using paliperidone palmitate LAI to treat schizophrenia in Rwanda by 2024.	↗ **On track** Initiated the CASPAR study assessing the treatment of schizophrenia with paliperidone palmitate LAI in Rwandan healthcare settings. Achieved first patient enrolled, with 11 patients enrolled by the end of 2021 and additional patient enrollment underway. Completed clinical research trainings for site investigators, helping to provide local capacity building in Rwanda.	3 GOOD HEALTH AND WELL-BEING

* An average of 10 people infected per one non-treated drug-resistant tuberculosis (DR-TB) patient, based on the WHO Tuberculosis fact sheet and cure rate of 87.8% for patients treated with bedaquiline containing regimens, based on *The Lancet Respiratory Medicine*, Volume 392, September 2018, pp. 821 – 34.
◊ Progress against our Health for Humanity 2025 Goals, and associated data, have been assured by ERM CVS. See Health for Humanity 2025 Goals - First Year of Progress - ERM CVS.

Goal	Key Performance Indicator	2021 Progress◊	SDGs
Champion global health equity			
Support Frontline Health Workers By 2030, in its efforts to strengthen health systems globally, the Johnson & Johnson Center for Health Worker Innovation will support and champion at least one million nurses, midwives and community health workers with skills, tools and growth.	# of nurses, midwives and community health workers reached globally.	↗ **On track** Reached more than **731,000 nurses**, midwives and community health workers.	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 17 PARTNERSHIPS FOR THE GOALS
Reduce Burden of Obstetric Fistula By 2025, reach 10,000 women living with obstetric fistula by strengthening the capacity of health workers and supporting delivery of surgical repair.	# of fistula repair surgeries (based on surgeries reported or product donated).	↗ **On track** Supported delivery of **3,200** fistula repair surgeries. Piloted new surgical instruments in Sierra Leone to increase patient comfort, maximize surgeon visibility and improve safety for the patient and surgeon.	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY
Preventive Viral Vaccine Capabilities By 2025, demonstrate the capabilities to be ready to respond to a pandemic or epidemic threat within 12–18 months of an outbreak by generating data to support an emergency use submission to a stringent regulatory authority* for a preventive viral vaccine (as first demonstrated through our COVID-19 vaccine program).	Create playbook including Documented Organizational Readiness for Pandemic Preparedness based on the demonstrated accelerated process for emergency use licensure submission of our COVID-19 vaccine.	↗ **On track** Captured processes and learnings for future documentation in playbook. The Johnson & Johnson COVID-19 vaccine was granted Emergency Use Authorization (EUA) from the U.S. FDA** and Conditional Marketing Authorization by the European Commission, in addition to Emergency Use Listing (EUL) by the WHO. The Company's COVID-19 vaccine was granted full approval by Health Canada. Shipped **180 million** doses of our COVID-19 vaccine to the African Union, COVAX and South Africa through advanced purchase agreements and country donations.	3 GOOD HEALTH AND WELL-BEING
Vaccination Monitoring Platform By 2025, enable global/open access to a vaccination monitoring platform for Global Health Security vaccination programs.	Adoption of endorsed platform by at least two countries by 2025.	↗ **On track** Completed the first large use case of the Vaccination Monitoring Platform (VMP) through the UMURINZI campaign, fully vaccinating more than 200,000 individuals against Ebola in Rwanda. Also deployed VMP via the WHO Solidarity trial for COVID-19 vaccines in three countries (Colombia, Mali and the Philippines). Identified a partner to support implementation of the platform.	3 GOOD HEALTH AND WELL-BEING
Healthcare for Women By 2025, publish insights into best-practice healthcare for women based on real-world data of one million women.	Three best-practice healthcare for women insights published.	↗ **On track** Achieved publication of insights from **7,500 women** in **seven** original publications with a research focus in two main areas: 1. Maternal health racial equity. 2. Sex as a biologic variable, as women have traditionally been underrepresented in medical research.	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY

Goal	Key Performance Indicator	2021 Progress◊	SDGs

Empower our employees

Goal	Key Performance Indicator	2021 Progress	SDGs
Women in Management By 2025, achieve 50% of women in management positions* globally.	% of women in management positions.	↗ On track **48%** of management positions globally are held by women.	5 GENDER EQUALITY 10 REDUCED INEQUALITIES
Ethnic/Racial Diversity in Management By 2025, achieve 35% ethnic/racial diversity in management positions** within the U.S.	% of ethnic/racial diversity in management positions in the U.S.	↗ On track **34%** of management positions in the U.S. are held by ethnic/racially diverse employees.	10 REDUCED INEQUALITIES
Black/African Americans in Management By 2025, achieve 50% growth of our Black and African American employees in management positions** in the U.S.	% of Black and African American employees in management positions in the U.S.	↗ On track **6%** of management positions in the U.S. are held by Black and African American employees, representing growth of **25%** from 2020.	10 REDUCED INEQUALITIES
Healthiest Workforce Score By 2025, 80% of Johnson & Johnson leaders and their managers will be accountable to achieve ≥ 80% annual Healthiest Workforce Score.	% of Johnson & Johnson leaders and managers achieving ≥80% annual Healthiest Workforce Score.	↗ On track **63%** of Johnson & Johnson leaders and their managers* achieved an ≥80% Healthiest Workforce Score.	3 GOOD HEALTH AND WELL-BEING
Women in STEM²D By 2025, engage two million girls in STEM²D activities.***	# of girls who have participated in virtual or in-person activities led by employees in partnership with nonprofit partners.	↗ On track Reached **317,800** girls through 290 events and 240 STEM²D.org activities.	4 QUALITY EDUCATION 5 GENDER EQUALITY

Advance environmental health

Goal	Key Performance Indicator	2021 Progress	SDGs
Renewable Electricity By 2025, source 100% of our electricity needs from renewable sources.	% renewable electricity globally.	↗ On track Produced or procured **52%** of electricity from renewable energy sources. Signed four new renewable Power Purchase Agreements (PPAs)—one in North America and three in Europe—as well as two Utility Green Tariff contracts in the U.S.	7 AFFORDABLE AND CLEAN ENERGY
Carbon Neutrality for Our Operations By 2030, achieve carbon neutrality for our operations, going beyond our Science Based Target to reduce absolute Scope 1 and 2 emissions 60% from 2016 levels.	% absolute reduction in greenhouse gas (GHG) emissions – Scope 1 + 2 + carbon credits vs. 2016 baseline.	↗ On track **34%** reduction in Scope 1 + 2 carbon emissions vs. 2016 baseline. Carbon credits were not utilized towards this reduction.	3 GOOD HEALTH AND WELL-BEING 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION
Scope 3 Emissions Reductions By 2030, reduce absolute upstream value chain (Scope 3) emissions 20% from 2016 levels.	% absolute reduction in greenhouse gas (GHG) emissions – Scope 3 (upstream) vs. 2016 baseline.	↗ On track **+1%** increase in greenhouse gas (GHG) emissions – Scope 3 (upstream) vs. 2016 baseline. Initiated execution road maps and enhanced data methodologies.	3 GOOD HEALTH AND WELL-BEING 11 SUSTAINABLE CITIES AND COMMUNITIES 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION

* Management positions are defined as all positions M1+ across Johnson & Johnson business sectors and functional groups globally.

** Management positions are defined as all positions M1+ across Johnson & Johnson business sectors and functional groups in the U.S. and ethnic/racial diversity groups include: Asian, Black/African American, Hispanic/Latino, Other Ethnic Racial Diversity (2+ More Races, NH/PI, AI/AN) employees.

*** May include multiple engagements with same girl.

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Goal	Key Performance Indicator	2021 Progress◊	SDGs
Supplier Sustainability Program By 2025, expand the Johnson & Johnson Supplier Sustainability Program to include all suppliers;* monitoring, engaging, collaborating on our joint environmental, social and ethical obligations.	All suppliers included in one of the three Tiers.	↗ **On track** **29,400** suppliers are included in one of the three Tiers, representing 65% of Johnson & Johnson's supply base.	
Global Supplier Diversity and Inclusion By 2025, achieve $4.5B Global Impact Spend with small and diverse suppliers, representing a 20% increase from 2020.	Spend with Tier 1 small and diverse suppliers, social enterprise and Tier 2 supplier spend.	**+ Exceeded** Achieved **$5.22B** Global Impact Spend** with small and diverse suppliers, representing a 40% increase from 2020.	
Partnerships for Good By 2025, establish 10 supplier Partnerships for Good, collaborating with our suppliers to create innovative solutions that drive environmental, social and economic improvements.	# of supplier partnerships.	↗ **On track** Established **three** partnerships focused on: 1. Providing training to Johnson & Johnson employees who travel overseas for business to explain how to spot and report potential instances of human trafficking. 2. Linking performance on diversity metrics to business awards in select contracts, including Tier 2 procurement from minority suppliers. 3. Engaging in the End Workplace TB (EWTB) initiative and promoting TB visibility.	

Lead with accountability and innovation

* All suppliers with whom Johnson & Johnson has had a multi-transactional relationship within the past two years. Excludes some suppliers who perform financial services, legal services, academic research or those who do not have a relationship with Johnson & Johnson directly.

** Global Impact Spend defined as spend with Tier 1 small and diverse suppliers, social enterprise and Tier 2 supplier spend. The Global Supplier Diversity and Inclusion Goal was developed based on planned 2020 Business spend with diverse and small suppliers. The reported % increase in 2021 is as per 2020 planned spend.

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