



# Health for Humanity 2025 Goals Scorecard

The following Scorecard provides an update on the progress we made in 2022 against our Health for Humanity 2025 Goals.

+ **Exceeded** Exceeded Goal

✓ **Achieved** Met Goal

↗ **On track** Current year Key Performance Indicator (KPI) and/or implementation of all program-related milestones met—expected to meet the Goal by 2025 or 2030





→ **Some progress** Current year KPI and/or implementation of some program-related milestones progressing more slowly than expected—plans are in place to meet the Goal by 2025 or 2030

✗ **Off track** Current year KPI performance and/or implementation of all program-related milestones not progressing as expected—currently at risk of not meeting the Goal by 2025 or 2030

Our Health for Humanity 2025 Goals reflect our ambition to change the course of human health now and for future generations.

They represent the environmental, social & governance 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 UN Sustainable Development Goals by supporting 11 of the 17, spanning the spheres of global health, social justice, environmental stewardship and responsible business practices.









Goal	SDGs	Key Performance Indicator (KPI)	Target	2021-2022 Progress <sup>o</sup>
<b>Champion global health equity</b>				
<b>Global Access Plans</b> 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.*	100%	<p>↗ <b>On track</b></p> <p>Continued evaluation and development of access plans for relevant pipeline assets, including for dengue.</p> <p>Specific internal milestones set for 2022 progress were achieved.</p>
<b>Access to HIV Treatment</b> 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.	Two countries	<p>↗ <b>On track</b></p> <p>Registration approval was received from the Botswana Medicines Regulatory Authority, marking the first RLS approval of the co-developed HIV LAI regimen (Janssen’s rilpivirine LA with ViiV Healthcare’s cabotegravir LA).</p> <p>Clinical studies are ongoing to demonstrate the safety and efficacy of the HIV LAI regimen in adults and adolescents across multiple countries in sub-Saharan Africa.</p>
<b>Access to Tuberculosis (TB) Treatment</b> 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.	700,000	<p>↗ <b>On track</b></p> <p>In 2022, <b>134,000</b> patients received access to bedaquiline potentially averting <b>1.2 million</b> new MDR-TB infections.</p> <p>From 2021–2022, <b>269,000 patients</b> received access to bedaquiline, potentially averting <b>2.4 million</b> new MDR-TB infections.***</p>
<b>Developing TB Treatment</b> 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.	New TB drug/ regimen	<p>↗ <b>On track</b></p> <p>Continued clinical development for a novel, collaborative asset, including dosing completed in a Phase I study.</p> <p>Progress was also made with consortia groups, including UNITE4TB and PAN-TB, using bedaquiline as a key component in several studies.</p>

\* Due to the nature of the R&D process, the numerator and denominator can change year over year, thereby changing the percentage in the annual progress toward the KPI. The intent is to reach 100% of identified assets by end of 2025. The scope and definitions of this goal are different than the scope and definitions of access plans evaluated by the Access to Medicine Index (ATMI), which leads to differences in reporting.

\*\* An average of ten 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.

\*\*\* Upon review of the data and reconciliation processes, a change was needed to correct the annual number of courses of SIRTURO (bedaquiline) shipped for years 2018 to 2021, which resulted in a 1.1% reduction in the total cumulative shipments from 593,000 to 586,000 between 2014 and 2022.




<sup>o</sup> Progress against our Health for Humanity 2025 Goals, and associated data, have been assured by ERM CVS. See [Health for Humanity 2025 Goals Assurance](#).

Goal	SDGs	Key Performance Indicator (KPI)	Target	2021-2022 Progress <sup>o</sup>
<b>Champion global health equity</b>				
<b>Access to Schizophrenia Treatment</b> 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.	Complete clinical study	<a href="#">↗ On track</a> The CASPAR study assessing the treatment of schizophrenia with paliperidone palmitate LAI in Rwandan healthcare settings achieved <b>100%</b> patients screened and nearly <b>50%</b> of patients moved to treatment phase. Clinical research trainings for site investigators in Rwanda ongoing.
<b>Support Frontline Health Workers</b> 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 opportunities.	   	# of nurses, midwives and community health workers reached globally.	1,000,000	<a href="#">+ Exceeded</a> Reached more than <b>570,000</b> nurses, midwives and community health workers in 2022, supporting over <b>1,300,000</b> frontline health workers in cumulative total.
<b>Reduce Burden of Obstetric Fistula</b> 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).	10,000	<a href="#">↗ On track</a> In 2022, supported delivery of <b>5,600</b> obstetric fistula repair surgeries for a cumulative total of <b>8,800</b> since the beginning of 2021. New surgical instruments piloted in Sierra Leone in 2021 and expanded to Kenya in 2022 to increase patient comfort, maximize surgeon visibility and improve safety for the patient and surgeon. Continued support of healthcare workers through Fistula Foundation.*
<b>Preventive Viral Vaccine Capabilities</b> 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.	Create playbook	<a href="#">↗ On track</a> Demonstrated supply capabilities and access pathways for the Johnson & Johnson COVID-19 vaccine, including shipping <b>268 million</b> COVID-19 vaccines in 2022. Captured processes internally for future documentation in playbook. Internal and external pandemic preparedness activities continue across several potential threats.

\* Fistula Foundation is funded by the Johnson & Johnson Foundation.








\*\* If granted emergency use by a stringent regulatory authority (SRA). After First in Human, if granted emergency use by an SRA, the goal would be to move forward to rapidly upscale manufacturing of the vaccine.

<sup>o</sup>Progress against our Health for Humanity 2025 Goals, and associated data, have been assured by ERM CVS. See [Health for Humanity 2025 Goals Assurance](#).

Goal	SDGs	Key Performance Indicator (KPI)	Target	2021-2022 Progress <sup>o</sup>
Champion global health equity				
<b>Vaccination Monitoring Platform</b> 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.	Two countries	<p>↗ On track</p> <p>Platform implemented in 2021 in the WHO Solidarity Trial Vaccines for COVID-19 vaccines and continued in 2022, including expansion to new countries.*</p> <p>Achieved external endorsement with the designation as a “Digital Public Goods (DPG)” by the <a href="#">Digital Public Goods Alliance</a> and addition to the <a href="#">Digital Public Goods registry</a>.</p> <p>Optimized platform and shared as an open-source code, enabling global/open access to the platform for any vaccination program.</p> <p>Completed registered trademark filing of the platform name: VXNAID.</p>
<b>Healthcare for Women</b> 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.	Three	<p>+ Exceeded</p> <p>Achieved publication in <b>nine</b> original publications of insights based on real-world data points representing more than <b>27 million</b> women, with a research focus in two main areas:</p> <ol style="list-style-type: none"> <li>1. Maternal health racial equity.</li> <li>2. Sex as a biologic variable, as women have traditionally been underrepresented in medical research.</li> </ol> <p>Primary contributing publications include the following studies: <a href="#">New Jersey maternal mortality dashboard: an Interactive social-determinants-of-health tool</a> (27 million+ data points representing female residents) and <a href="#">Sex differences in sequelae from COVID-19 Infection and in long COVID Syndrome: a review</a> (600,000+ female participants).</p>

\* WHO Solidarity Trial Vaccines utilizing the vaccination monitoring platform in five countries is being considered as one of two intended collaborations in the collaboration in the KPI/Target.

<sup>o</sup> Progress against our Health for Humanity 2025 Goals, and associated data, have been assured by ERM CVS. See [Health for Humanity 2025 Goals Assurance](#).

Goal	SDGs	Key Performance Indicator (KPI)	Target	2021-2022 Progress <sup>o</sup>
<b>Empower our employees</b>				
<b>Women in Management</b> By 2025, achieve 50% of women in management positions* globally.	 	% of women in management positions.	50%	↗ <b>On track</b> 49% of management positions globally are held by women.
<b>Ethnic/Racial Diversity in Management</b> 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.	35%	✓ <b>Achieved</b> 36% of management positions in the U.S. are held by ethnic/racially diverse employees.
<b>Black/African Americans in Management</b> 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.	50% growth from 2020	↗ <b>On track</b> Achieved a growth of <b>40.5%</b> in Black and African management positions from 2020, with Black and African American employees representing <b>6.6%</b> of management positions in the U.S.
<b>Healthiest Workforce Score</b> 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 their managers achieving ≥80% annual Healthiest Workforce Score.	80% of leaders and their managers	↗ <b>On track</b> 66% of Johnson & Johnson leaders and their managers achieved an ≥80% Healthiest Workforce Score.
<b>Women in STEM<sup>2</sup>D</b> By 2025, engage two million girls in STEM <sup>2</sup> D activities.****	 	# of girls who have participated in virtual or in-person activities led by employees in partnership with nonprofit partners.	2,000,000	→ <b>Some progress</b> Engaged <b>170,000</b> girls in 2022 through 230 events and 190 <a href="https://www.stem2d.org">STEM<sup>2</sup>D.org</a> activities for a total of <b>501,000</b> girls engaged.










\* 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, Native Hawaiian/Pacific Islander, American Indian/Alaskan Native) employees.

\*\*\* Johnson & Johnson leaders (100+ org) across Johnson & Johnson business segments and functional groups globally will be measured on their people leaders (10+ org) meeting annual Healthiest Workforce Score target.










\*\*\*\* May include multiple engagements with same girl.

<sup>o</sup> Progress against our Health for Humanity 2025 Goals, and associated data, have been assured by ERM CVS. See [Health for Humanity 2025 Goals Assurance](#).

Goal	SDGs	Key Performance Indicator (KPI)	Target	2021-2022 Progress <sup>o</sup>
<b>Advance environmental health</b>				
<b>Renewable Electricity</b> By 2025, source 100% of our electricity needs from renewable sources.		% renewable electricity globally.	100%	<p>↗ <b>On track</b></p> <p><b>67%</b> of electricity is produced or procured from renewable energy sources.</p> <p>In 2022, Johnson &amp; Johnson signed additional renewable Power Purchase Agreements (PPAs) in Brazil and India. Previously signed renewable electricity agreements in Europe and the U.S. went into effect in 2022.</p>
<b>Carbon Neutrality for Our Operations</b> 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.	100%	<p>↗ <b>On track</b></p> <p><b>41% (absolute reduction)</b> in Scope 1 + 2 carbon emissions vs. 2016 baseline.  <b>44% reduction</b> including carbon credits.</p> <p>Five Johnson &amp; Johnson sites were newly certified CarbonNeutral® by the external organization Climate Impact Partners, bringing the total number of our certified CarbonNeutral sites to six.</p>
<b>Scope 3 Emissions Reductions</b> 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.	20%	<p>→ <b>Some progress</b></p> <p>11% increase in greenhouse gas (GHG) emissions – Scope 3 (upstream) vs. 2016 baseline.</p> <p>Our Scope 3 emissions increased by 11% from 2016, driven primarily by Purchased Goods and Services and Upstream Transportation and Distribution. The calculation of emissions from both categories is based on spend data and category-specific economic input/output emission factors (versus activity-based emissions). Fuel price increases and inflation further exacerbated costs used in the calculation of emissions.</p> <p>Progress in 2022 includes becoming a founding member of the Pharmaceutical Industry’s program Activate, supporting active pharmaceutical ingredient suppliers in their decarbonization efforts. We also piloted a Joint Climate Action planning process with high emitting suppliers to identify areas of opportunity for collaboration to reduce Scope 3 emissions.</p>

<sup>o</sup> Progress against our Health for Humanity 2025 Goals, and associated data, have been assured by ERM CVS. See [Health for Humanity 2025 Goals Assurance](#).



Goal	SDGs	Key Performance Indicator (KPI)	Target	2021-2022 Progress <sup>o</sup>
<b>Lead with accountability and innovation</b>				
<b>Supplier Sustainability Program</b> 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.	All suppliers	↗ <b>On track</b> <b>42,800</b> suppliers are included in one of the three Tiers, representing <b>93%</b> of Johnson & Johnson's supply base.
<b>Global Supplier Diversity and Inclusion</b> 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.	\$4.5 billion	+ <b>Exceeded</b> Achieved and exceeded target in two consecutive years 2021 and 2022.
<b>Partnerships for Good</b> 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.	10	↗ <b>On track</b> Established <b>six</b> total partnerships, including <b>three</b> partnerships in 2022 focused on women's empowerment, packaging sustainability and fair chance employment. 1. Co-developed a Women's Empowerment program focused on ensuring women have equal professional access and growth opportunities. 2. Deployed recyclable e-commerce-ready pumps into the Johnson & Johnson packaging portfolio. 3. Implemented hiring practices to remove common barriers experienced by justice-impacted communities to build an equitable workforce.

\* 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.

<sup>o</sup> Progress against our Health for Humanity 2025 Goals, and associated data, have been assured by ERM CVS. See [Health for Humanity 2025 Goals Assurance](#).