

2023 ESG Summary



Arti Gajanan Modshe, a student in the Indian Red Cross Society Auxiliary Nurses and Midwives (ANM) Training Program, supported by the Johnson & Johnson Foundation, puts her training to work in a home visit in rural India

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For queries or feedback, please contact us at the [Johnson & Johnson Office of the Corporate Secretary](#).

Learn more

[2023 Health for Humanity Report](#)

↓ [ESG Performance Data & Indices](#), including:

- [Key ESG metrics](#)
- [Global Reporting Index \(GRI\)](#)
- [Sustainability Accounting Standards Board \(SASB\)](#)
- [Norges Bank Investment Management \(NBIM\)](#)

[UN Global Compact \(UNGC\) Communication on Progress](#)

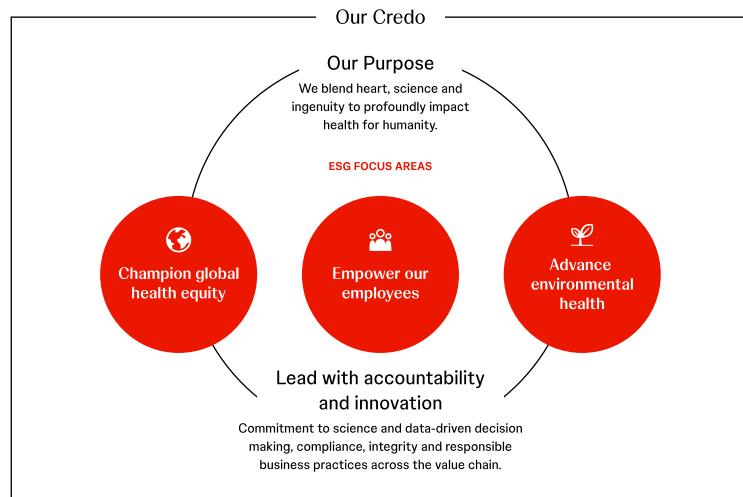
[ESG Policies & Positions](#)

[ESG Resources](#)

ESG governance and strategy

J&J integrates environmental, social and governance (ESG) considerations into our business strategies, starting at the highest levels of leadership, where the Board has overall accountability for ESG risk management oversight.

Our ESG strategy informs our approach to delivering positive impact for our stakeholders while managing ESG-related risks and opportunities. We believe that sound ESG practices promote financial value through building stakeholder trust, mitigating risk, and fostering employee engagement.



ESG governance

Board of Directors: Effective governance is the foundation of our ESG strategy. Significant ESG risks are reviewed and evaluated by the Board and its committees as part of their ongoing risk oversight. The Board and its committees are also regularly briefed on progress against our ESG strategy, goals, and performance, and our annual J&J Health for Humanity Report is shared with the Regulatory Compliance & Sustainability Committee and the Board prior to publication.

Management: The Enterprise Compliance and Risk Committee (ECRC), chaired by our Chief Technical Operations & Risk Officer with representatives across the Company, facilitates end-to-end risk management and enables sharing of risk and compliance information, including ESG-related risks. In furtherance of this function, our [Enterprise Risk Management \(ERM\) Framework](#) identifies potential events that may affect the Company and manages associated risks and opportunities. For more information on how we manage ESG risks and embed sustainability considerations into decision making, please see our [Position on ESG Governance](#).

ESG strategy

Our ESG strategy is grounded in Our Credo values, informed by both our Company’s purpose to profoundly impact health for humanity and the views of our external stakeholders. Our ESG strategy allows us to focus our efforts where we can achieve the greatest impact: championing global health equity, empowering our employees, and advancing environmental health. Leading with accountability and innovation is foundational to these efforts.

ESG priorities

We regularly undertake a process to identify and prioritize the ESG topics that are relevant to our business. We call this process our Priority Topics Assessment (PTA) and it involves analysis of business impacts, risks, trends and extensive engagement with stakeholders. Our most recent Priority Topics are available here: [ESG Performance Data and Indices](#).

ESG goals

In 2023, we updated our Health for Humanity Goals to reflect the separation of our Consumer Health business, changes in our portfolio, and

stakeholder feedback. Our Health for Humanity Goals and annual progress are presented in our [Health For Humanity Report](#), with performance subject to external assurance. Our Health for Humanity Goals directly advance several United Nations Sustainable Development Goals (SDGs), with a strong focus on Goal #3 (Global Health and Well-Being).

ESG disclosure

J&J provides extensive disclosures relating to our ESG performance in our annual Health for Humanity Report ([healthforhumanityreport.jnj.com](#)). In doing so, we aim to provide our shareholders, regulators, and other stakeholders with clear, decision-useful information.

We disclose the following:

- Reporting In Accordance with the Global Reporting Initiative (GRI) Standards;
- Disclosure against relevant Sustainability Accounting Standards Board (SASB) Standards; and
- Disclosure to meet the Norges Bank Investment Management anti-corruption indicator framework;
- An annual submission to CDP with our responses publicly available;
- As signatories to the United Nations Global Compact, an annual Communication on Progress;
- Our U.S. Federal Employer Information Report EEO-1; and
- An annual J&J Diversity, Equity & Inclusion (DEI) Impact Review ([belong.jnj.com](#)).

The disclosures in our Health for Humanity Report are externally assured by ERM Certification and Verification Services (ERM CVS) and PricewaterhouseCoopers LLP (PwC), with the Assurance Statement and Management Assertion included in the Report. We maintain regular engagement with investors, standard setters and other stakeholders to help us improve our ESG-related disclosures. We also proactively engage with third-party ESG rating agencies to ensure our performance is accurately reflected in various ESG scores used by the investment community.

2023 year in brief

Championing global health equity

~1 million

healthcare workers reached, bringing our total to ~2.3 million in the last 3 years

> 200 million

doses of VERMOX (mebendazole) delivered, treating up to 100 million children and women of reproductive age for soil-transmitted helminths

40,000

operating room and hospital staff trained in resource-limited settings



Empowering our employees



Global Learning Day

First dedicated Global Learning Day for all employees – amounting to more than 196,000 training hours in 220,000 different J&J Learn sessions on the day and throughout October combined

94%

of employees responded to Our Credo Survey, with 85% reporting management provides an inclusive work environment

30,000+

employee volunteer hours with our community partners through our signature Talent for Good programs

Advancing environmental health

87%

of Johnson & Johnson's global electricity needs come from renewable sources, including 100% for our operations in Europe, the U.S. and Canada

23%

reduction of our absolute Scope 1 & 2 GHG emissions since 2021

11

countries have hospitals partnering with Johnson & Johnson on our recycling program for single-use medical devices



Leading with accountability & innovation



\$15.1 billion

invested in research & development across Innovative Medicine and MedTech

\$4.9 billion

total spend with small and diverse suppliers

Enhanced governance

Enhanced our Code of Business Conduct and Enterprise Risk Management Framework and related governance, reflecting our commitment to compliance and responsible operations

For full details of our performance and notes on all data points, see our [ESG Performance Data and Indices](#).

Executive summary

At Johnson & Johnson, as we aim to solve the world’s toughest health challenges through scientific innovation and technology, Our Credo challenges and inspires us to put the well-being of the people we serve first. This commitment is at the heart of our ESG strategy, which focuses our efforts on the areas where J&J can achieve the greatest impact: championing global health equity, empowering our employees and advancing environmental health—all underpinned by a foundation of accountability and innovation.

Championing global health equity

We advance equitable access to quality healthcare by closing the gap between communities and the care they need. Our community-based efforts focus on empowering health workers and strengthening primary care, addressing critical healthcare challenges such as tuberculosis, global surgery, vision care, Ebola, and neglected tropical diseases, as well as helping to eliminate health disparities experienced by historically marginalized communities. Across our company, our Innovative Medicine and MedTech teams are advancing initiatives to improve representation in clinical research and driving innovation and growth to serve patients of all backgrounds.

Our impact in 2023 includes:

- **~1 million** healthcare workers reached, bringing our total to ~2.3 million in the last 3 years
- **>200 million** doses of VERMOX (mebendazole) delivered, treating up to 100 million children and women of reproductive age for soil-transmitted helminths
- **40,000** operating room and hospital staff trained in resource-limited settings



Empowering our employees

Across J&J, employees find inspiration in Our Purpose to change health for humanity. Building on that foundation, and guided by Our Credo, our culture centers on three core principles: care, learn and include. We prioritize our employees’ well-being and learning through a comprehensive portfolio of benefits that address physical, emotional, mental and financial well-being, in addition to personalized career development resources. Diversity, equity, and inclusion are integral to our culture, and we foster an inclusive environment where all perspectives, abilities and experiences are valued.

Our impact in 2023 includes:

- First dedicated **Global Learning Day** for all employees—amounting to more than 196,000 training hours in 220,000 different J&J Learn sessions on the day and throughout October combined
- **94%** of employees responded to Our Credo Survey, with 85% reporting management provides an inclusive work environment
- **30,000+** employee volunteer hours with our community partners through our signature Talent for Good programs

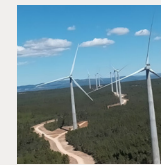


Advancing environmental health

We know that healthy people need a healthy planet, and we continually strive to reduce the environmental footprint of our operations, our products and our value chain. Building on more than two decades of climate action, we are making strong progress towards our climate goals, which include reaching 100% renewable electricity and reducing GHG emissions in our global operations while also engaging key suppliers on their own decarbonization efforts. We also continue to improve the sustainability of our products by focusing on our packaging and offering product end-of-life recycling and circular solutions.

Our impact in 2023 includes:

- **87%** of Johnson & Johnson’s global electricity needs come from renewable sources, including 100% for our operations in Europe, the U.S. and Canada
- **23%** reduction of our absolute Scope 1 & Scope 2 GHG emissions since 2021
- **11** countries have hospitals partnering with Johnson & Johnson on our recycling program for single-use medical devices



Leading with accountability & innovation

Accountability and innovation are foundational to delivering our ESG strategy. Accountability encompasses responsible, ethical and compliant practices that we aim to uphold at all times, starting with our Board of Directors that oversees ESG matters. We drive accountability across our entire value chain through our supplier sustainability programs, including an emphasis on our commitment to human rights, product quality and data privacy. Innovation means harnessing the power of science and technology in research & development and operational processes to enhance our ability to deliver better health outcomes.

Our impact in 2023 includes:

- **\$15.1 billion** invested in research & development across Innovative Medicine and MedTech
- **\$4.9 billion** total spend with small and diverse suppliers
- **Enhanced our Code of Business Conduct and Enterprise Risk Management Framework** and related governance, reflecting our commitment to compliance and responsible operations



Recognitions

Ranked #1 in the Pharmaceutical Category on the Fortune World's Most Admired Companies list for the 10th year in a row

Ranked as a Top 50 All-Star on the Fortune World's Most Admired Companies list for the 21st consecutive year

Ranked #13 on Wall Street Journal's Best-Managed Companies of 2023

Ranked #14 on the Drucker Institute Top 250 Best-Managed Companies of 2023

Claimed the 20th spot on the TIME World's Best Companies of 2023 list









Ranked #4 on the Gartner annual ranking of Top 25 Company Supply Chains for 2023

Fifth consecutive year on the Forbes Best Employers for Diversity list in 2023

Sixth consecutive year with Trendsetter status on the CPA-Zicklin Index of Corporate Political Disclosure and Accountability

Sixth consecutive year receiving a CDP A or A- score for leadership in environmental transparency and climate change performance

ESG ratings

ESG rater	Score	Improved/Maintained	Notes
	Previous score 3.76	Current score 4.03	Ranked #2 in the 2022 Access to Medicine Index and featured as an Index top-three performer for the sixth consecutive year
	Previous score A	Current score A-	Recognized with a CDP A- score for our leadership in climate action
	Previous score 72	Current score 72	Scored in the 95 th percentile for the pharmaceutical manufacturing sector for the EcoVadis sustainability assessment in 2023
	Previous score 4.4	Current score 4.6	Inclusion in the FTSE4Good Index Series for the 23 rd year, which measures the performance of publicly traded companies demonstrating ESG practices, scoring in the 99 th percentile in our sector in 2023
	Previous score B-	Current score B	Received an ISS ESG "good" rating
	Previous score 54	Current score 56	Ranked #1 in the pharmaceuticals & biotechnology sector in North America for Moody's ESG scorecard in 2022
	Previous score A	Current score A	Achieved an MSCI "A" ESG Rating in 2023
	Previous score 24.1	Current score 22.1	Reduced our risk rating for the fifth consecutive year

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ESG data summary

Global Health Equity	Unit	2023	2022	2021
Products on the WHO List of Prequalified Medicinal Products and Vaccines	#	8	8	8
Patients provided access to MDR-TB treatment*	#	210,536 ^o	133,636	135,493
Cumulative doses of VERMOX (mebendazole) donated since the start of the initiative through the WHO and private donations	billions	2.4 ^o	2.2	2.0
Total value of Johnson & Johnson products provided to communities impacted by natural disasters	million \$	\$4.0	\$23.2	\$6.7
Total value of Johnson & Johnson products and cash contributed globally	million \$	\$4,337 ⁺	\$4,292	\$2,738

Our Employees	Unit	2023	2022	2021
Total employees	#	134,357	153,677	144,315
Total new hires	#	18,193	24,940	22,543
Gender representation of global employees	# of women	67,670 ⁺	76,874	70,774
Women in management positions*	%	49.2% ⁺	49.0%	48.0%
Ethnic/racial diversity in management positions in the U.S.*	%	36.4%	35.9%	33.9%
Overall voluntary turnover	%	7.4% ⁺	8.8%	8.4%
Average training*	hours	27.3	27.0	Not reported
Total Recordable Injury Rate	%	0.28 ⁺	0.23	0.27
Lost Workday Case rate	%	0.07 ⁺	0.06	0.05
Fatalities	#	0 ⁺	0	0

Environment	Unit	2023	2022	2021
Total energy use**	TJ	8,920	8,973	9,136
Energy intensity**	TJ/billion \$	105	112	116
Electricity generated from renewable sources*	%	87%	67%	52%
Total Scope 1 + Scope 2 GHG emissions**	MT CO ₂ e	442,880	506,573	574,165
Percentage decrease in GHG emissions intensity (Scope 1 + Scope 2) by revenue compared to 2021 baseline**	MT CO ₂ e/ million \$	18%	13%	Not reported

GHG emissions intensity (Scope 1 + Scope 2)**	MT CO ₂ e/ million \$	5	6	7
Percentage suppliers with science-based targets	%	28%	Not reported	Not reported
Total water use in areas of high or extremely high baseline water stress	million m ³	3.20	4.42	4.45
Total waste diverted from disposal**	MT	100,510	169,355	177,745
Total waste directed to disposal**	MT	20,558	28,915	29,299
Manufacturing and R&D sites certified to ISO 14001	%	89% ⁺	91%	89%
LEED-certified Johnson & Johnson buildings	#	62	68	67

Governance & Accountability	Unit	2023	2022	2021
Total tax contribution	billion \$	\$16.4 ⁺	\$13.8	\$13.1
R&D expenditure***	million \$	\$15,085	\$14,135	\$12,159
Women in Board composition	%	46.2% ⁺	50.0%	35.7%
Ethnic/racial diversity in Board composition	%	30.8% ⁺	25.0%	21.4%
Sales and marketing employees who completed HCC training	%	96%	97%	97%
Employees covered by collective bargaining agreements	%	30%	30%	30%
Total Global Impact Spend*	billion \$	\$4.89	\$5.88	\$5.22
Participation of suppliers in CDP Supply Chain Climate program	%	74%	85%	82%
Percentage of regulatory inspections that did not result in a regulatory classification*	%	99.75% ⁺	100.00%	100.00%
FDA Class I Recall Removals: Innovative Medicine*	#	0 ⁺	0	0
FDA Class I Recall Removals: MedTech*	#	1 ⁺	0	0
FDA Class II Recall Removals: Innovative Medicine*	#	0 ⁺	0	0
FDA Class II Recall Removals: MedTech*	#	10 ⁺	11	10

◊ Metric has been assured by ERM CVS. See [Health for Humanity Goals Assurance](#).

‡ See PwC's [Report of Independent Accountants and Management's Assertion](#) and PwC's Report of Independent Accountants in previous Health for Humanity Reports.

* For full details of our performance and notes on all data points, see our [ESG Performance Data and Indices](#).

** 2021 and 2022 data is restated to reflect the separation of the Consumer Health business.

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