



Health for Humanity 2025 Goals

Our Purpose: We blend heart, science and ingenuity to profoundly change the trajectory of health for humanity.



Our Ambition

Johnson & Johnson's comprehensive set of Health for Humanity 2025 Goals (Goals) represent an ambitious next step in the Company's purpose to blend heart, science and ingenuity to profoundly change the trajectory of health for humanity. The set of 21 Goals focus on our corporate citizenship and sustainability efforts where we believe we can achieve the greatest impact, reflecting our commitment to advance a healthier world where people and communities can thrive.

The Goals take on two of the most fundamental global health challenges facing humanity — pandemics and epidemics, and global health equity — while continuing to focus on people, planet and partners to build a more diverse, inclusive and representative workforce and protect the health of our planet through environmental stewardship.

Through these Goals, we are building on Johnson & Johnson's long legacy and track record of setting and making progress toward corporate citizenship and sustainability goals. We encourage you to view [our progress](#) on our previous set of Health for Humanity Goals and United Nations Sustainable Development Goals (SDGs) Commitments. We are also pushing ourselves to have an even bigger impact on the health of humanity while continuing to raise the bar within and beyond the walls of Johnson & Johnson to strengthen our Company's resilience and amplify our societal impact.

The Goals were informed by the Company's 2019 Priority Topics Assessment, which is a foundational tool and an opportunity to engage with our stakeholders to identify, prioritize and strategically address relevant Environmental, Social and Governance (ESG) topics that can have an impact on society and our business. Each of the Goals is accompanied by Key Performance Indicators, and progress against the Goals will be reported annually in the Johnson & Johnson Health for Humanity Report. The Goals also contribute to the SDGs and will help to deliver progress against 11 of 17 SDGs.

While these Goals set the path for the next five years, we know there is always more work to be done, and we know we cannot do it alone. We continue to innovate to deliver life-changing healthcare solutions to more people around the world, and as new health challenges arise, and as new inequities come to light, Johnson & Johnson will be ready to leverage our breadth, scale and partnering power to meet the needs of the moment.

FRONT COVER IMAGE: Women recovering from fistula surgery at the CCBRT / Mabinti Centre in Tanzania receive training on technical skills, health education, and wellbeing as part of their holistic recovery. Photo by Sala Lewis.

Our Focus Areas

Taking On the Greatest Health Challenges Facing Humanity

Pandemics & Epidemics

From COVID-19 to antibiotic resistance, tuberculosis and HIV, we are taking on the largest pandemic and epidemic threats we face to stem the current crises and prepare the world for the next ones.

Global Health Equity

We believe every single person on this planet deserves a healthy life. We are advancing health equity by putting life-saving medical and surgical care within reach of more people around the world.

Raising the Bar Within & Beyond Our Walls

Our People

We will build a more diverse workforce representative of the communities we serve and advance a culture of health, innovation and belonging.

Our Planet

We will accelerate our long-standing commitment to help protect the health of our planet because human health depends on it.

Our Partners

We will work alongside our more than 53,000 partners and suppliers, raising the bar to create a multiplier effect in communities and families across the globe.

Our Goals

Pandemics & Epidemics

Preventive Viral Vaccine Capabilities
 Vaccination Monitoring Platform
 Developing Tuberculosis Treatment

Global Health Equity

Global Access Plans
 Access to Tuberculosis Treatment
 Support Frontline Health Workers
 Access to HIV Treatment
 Access to Schizophrenia Treatment
 Reduce Burden of Obstetric Fistula
 Healthcare for Women

UN Sustainable Development Goals

Johnson & Johnson strongly supports the 2030 Agenda for Sustainable Development. 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.

Our People

Women in Management
 Ethnic/Racial Diversity in Management
 Black/African Americans in Management
 Healthiest Workforce Score
 Women in STEM²D











Our Planet

Renewable Electricity
 Carbon Neutrality for Our Operations
 Scope 3 Emissions Reductions













Our Partners

Supplier Sustainability Program
 Global Supplier Diversity and Inclusion
 Partnerships for Good



GOAL	KPI	SDGs
Pandemics & Epidemics		
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 the COVID-19 vaccine.	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.	3 GOOD HEALTH AND WELL-BEING 
Developing Tuberculosis (TB) 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.	3 GOOD HEALTH AND WELL-BEING 
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.	3 GOOD HEALTH AND WELL-BEING 
Access to Tuberculosis 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 2025.	3 GOOD HEALTH AND WELL-BEING 
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 opportunities.	# of nurses, midwives and community health workers reached globally.	3 GOOD HEALTH AND WELL-BEING 5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 17 PARTNERSHIPS FOR THE GOALS    
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.	3 GOOD HEALTH AND WELL-BEING 

*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.



















GOAL	KPI	SDGs
Global Health Equity (Cont.)		
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.	Completed a clinical study to demonstrate the health, economic and social value of using paliperidone palmitate LAI to treat schizophrenia in Rwanda by 2024.	3 GOOD HEALTH AND WELL-BEING 
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).	3 GOOD HEALTH AND WELL-BEING  5 GENDER EQUALITY 
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.	3 GOOD HEALTH AND WELL-BEING  5 GENDER EQUALITY 
Our People		
Women in Management By 2025, achieve 50% of women in management positions* globally.	% of women in management positions.	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.	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.	10 REDUCED INEQUALITIES 
Healthiest Workforce Score By 2025, x%*** of Johnson & Johnson leaders and their managers* will be accountable to achieve ≥ x%*** annual Healthiest Workforce Score.	% of Johnson & Johnson leaders and managers achieving ≥% annual Healthiest Workforce Score.	3 GOOD HEALTH AND WELL-BEING 
Women in STEM²D By 2025, engage two million girls in STEM ² D activities.****	# of girls who have participated in virtual or in-person activities led by employees in partnership with nonprofit partners.	4 QUALITY EDUCATION  5 GENDER EQUALITY 

*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 and Hispanic/Latino employees.

***Baseline to be established in 2021

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

GOAL	KPI	SDGs
Our Planet		
Renewable Electricity By 2025, source 100% of our electricity needs from renewable sources.	% renewable electricity globally.	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.	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.	3 GOOD HEALTH AND WELL-BEING 7 AFFORDABLE AND CLEAN ENERGY 11 SUSTAINABLE CITIES AND COMMUNITIES 13 CLIMATE ACTION    
Our Partners		
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.	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 13 CLIMATE ACTION   
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.	5 GENDER EQUALITY 8 DECENT WORK AND ECONOMIC GROWTH 9 INDUSTRY, INNOVATION AND INFRASTRUCTURE   
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.	8 DECENT WORK AND ECONOMIC GROWTH 12 RESPONSIBLE CONSUMPTION AND PRODUCTION 17 PARTNERSHIPS FOR THE GOALS   

*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.