

SASB Index

Johnson & Johnson reports against the Sustainability Accounting Standards Board (SASB) Standards. As the world's most broadly based healthcare company, we have included disclosures related to three SASB industry standards that most closely align to our business: Biotechnology & Pharmaceuticals, Medical Equipment & Supplies and Household & Personal Care Products. Our reporting against the SASB Standards is a voluntary disclosure to support the evolving information needs of our investors. As such, we are committed to providing investors with useful, relevant and meaningful sustainability information and have selected metrics from the three aforementioned sectors under the SASB Standards. The determination of the topics covered below is based on two factors: (i) sector-specific guidance provided by SASB and (ii) periodic assessments of sustainability issues that matter most to our stakeholders and our business. We will continue to evaluate these topics in the future and, accordingly, our disclosure may evolve over time.

Biotechnology & Pharmaceuticals Standard, Version 2018–10

| SASB CODE | SASB METRIC | RESPONSE/DISCLOSURE LOCATION |
|--|---|--|
| Safety of Clinical Trial Participants | | |
| HC-BP-210a.1 | Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials | Position on Patient Safety Position on the Conduct of Clinical Trials Johnson & Johnson Quality Management Framework Clinical Trials |
| HC-BP-210a.2 | Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI) | Clinical Trials |
| HC-BP-210a.3 | Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries | Not reported |

| SASB CODE | SASB METRIC | RESPONSE/DISCLOSURE LOCATION |
|------------------------------------|--|---|
| Access to Medicines | | |
| HC-BP-240a.1 | Description of actions and initiatives to promote access to healthcare products for priority diseases and in priority countries as defined by the Access to Medicine Index | Access & Affordability HIV Tuberculosis Global Health Security Position on Antimicrobial Resistance Neglected Tropical Diseases Mental Healthcare Strengthening Health Systems Position on Strengthening Health Systems |
| HC-BP-240a.2 | List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP) | Access & Affordability |
| Affordability & Pricing | | |
| HC-BP-240b.1 | Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period | Not reported |
| HC-BP-240b.2 | Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year | The 2020 Janssen U.S. Transparency Report |
| HC-BP-240b.3 | Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year | The 2020 Janssen U.S. Transparency Report |

| SASB CODE | SASB METRIC | RESPONSE/DISCLOSURE LOCATION |
|--------------------------|--|--|
| Drug Safety | | |
| HC-BP-250a.1 | List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database | FDA MedWatch Safety Alerts for Human Medical Products database |
| HC-BP-250a.2 | Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System | FDA Adverse Events Reporting System (FAERS) |
| HC-BP-250a.3 | Number of recalls issued, total units recalled | Quality Management |
| HC-BP-250a.4 | Total amount of product accepted for takeback, reuse, or disposal | Not reported |
| HC-BP-250a.5 | Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type | Quality Management |
| Counterfeit Drugs | | |
| HC-BP-260a.1 | Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting | Position on Counterfeit Healthcare Products Counterfeiting & Illicit Trade |
| HC-BP-260a.2 | Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products | Position on Counterfeit Healthcare Products |
| HC-BP-260a.3 | Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products | Not reported |
| Ethical Marketing | | |
| HC-BP-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in 2020 Annual Report, 19. Legal Proceedings , page 85 |
| HC-BP-270a.2 | Description of code of ethics governing promotion of off-label use of products | Position on Ethics and Compliance Position on Ethical Sales and Marketing |

| SASB CODE | SASB METRIC | RESPONSE/DISCLOSURE LOCATION |
|--|--|---|
| Employee Recruitment, Development & Retention | | |
| HC-BP-330a.1 | Discussion of talent recruitment and retention efforts for scientists and research and development personnel | Employee Attraction & Development Position on Employee Development |
| HC-BP-330a.2 | (1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others | Employee Attraction & Development |
| Supply Chain Management | | |
| HC-BP-430a.1 | Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients | Johnson & Johnson Quality Management Framework Position on Quality and Compliance |
| Business Ethics | | |
| HC-BP-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery | When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with corruption and bribery are included in 2020 Annual Report, item 19. Legal Proceedings , page 85 |
| HC-BP-510a.2 | Description of code of ethics governing interactions with healthcare professionals | Position on Ethics and Compliance Position on Ethical Sales and Marketing Position on Responsible Interaction with Healthcare Professionals |

Medical Equipment & Supplies Standard, Version 2018–10

| SASB CODE | SASB METRIC | RESPONSE/DISCLOSURE LOCATION |
|------------------------------------|--|--|
| Affordability & Pricing | | |
| HC-MS-240a.1 | Ratio of weighted average rate of net price increases (for all products) to the annual increase in the U.S. Consumer Price Index | Not reported |
| HC-MS-240a.2 | Description of how price information for each product is disclosed to customers or to their agents | <p>The Johnson & Johnson Medical Devices Companies offer tens of thousands of individual medical devices. Each of our companies sets, and makes available to customers, a list price for each of its devices. We also extend discounts and rebates. These price concessions may be based upon volume, market share or other factors and may be at the product code, construct (such as a complete hip or knee), or product category level (such as all orthopaedic trauma products) and may span multiple business lines (such as all trauma, joint reconstruction and spine orthopaedic products) consistent with applicable antitrust and fair trade practices laws. Usually, these price concessions are included in executed contracts, either directly with a customer or with its group purchasing organization or other purchasing group, and those contracts are often the result of a competitive bidding process. For direct sales, the discounted price points would also be reflected on invoices delivered to the customer and rebate amounts would be disclosed in writing via a rebate memorandum delivered to the customer when the rebate is paid. Under applicable U.S. regulatory guidance, certain fees paid to purchasing groups must be treated as discounts by members of that group. We also have contracts with third parties authorizing them to distribute certain products. Purchases made through an authorized distributor (indirect sales) are subject to the terms negotiated directly between the distributor and the customer (e.g., payment terms, service fees, shipping fees and product surcharges). We recognize the important role that our devices play in healthcare, and endeavor to make our devices available to healthcare providers at a fair price. Therefore, our approach allows flexibility to offer customer-appropriate price points to better ensure access and affordability for different healthcare providers, with different characteristics, serving different communities.</p> |

| SASB CODE | SASB METRIC | RESPONSE/DISCLOSURE LOCATION |
|--|--|--|
| Product Safety | | |
| HC-MS-250a.1 | Number of recalls issued, total units recalled | Quality Management |
| HC-MS-250a.2 | List of products listed in the FDA's MedWatch Safety Alerts for Human Medical Products database | FDA MedWatch Safety Alerts for Human Medical Products database |
| HC-MS-250a.3 | Number of fatalities related to products as reported in the FDA Manufacturer and User Facility Device Experience | FDA Manufacturer and User Facility Device Experience (MAUDE) database |
| HC-MS-250a.4 | Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type | Quality Management |
| Ethical Marketing | | |
| HC-MS-270a.1 | Total amount of monetary losses as a result of legal proceedings associated with false marketing claims | When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with false marketing claims are included in 2020 Annual Report, 19. Legal Proceedings , page 85 |
| HC-MS-270a.2 | Description of code of ethics governing promotion of off-label use of products | Position on Ethics and Compliance Position on Ethical Sales and Marketing |
| Product Design & Lifecycle Management | | |
| HC-MS-410a.1 | Discussion of process to assess and manage environmental and human health considerations associated with chemicals in products, and meet demand for sustainable products | Position on Responsible Chemical Management Position on Sustainable Products and Packaging Product Sustainability |
| HC-MS-410a.2 | Total amount of products accepted for takeback and reused, recycled, or donated, broken down by: (1) devices and equipment and (2) supplies | Product Sustainability |

| SASB CODE | SASB METRIC | RESPONSE/DISCLOSURE LOCATION |
|--------------------------------|--|---|
| Supply Chain Management | | |
| HC-MS-430a.1 | Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in third-party audit programs for manufacturing and product quality | Johnson & Johnson Quality Management Framework Position on Quality and Compliance |
| HC-MS-430a.2 | Description of efforts to maintain traceability within the distribution chain | Position on Counterfeit Healthcare Products Counterfeiting & Illicit Trade |
| HC-MS-430a.3 | Description of the management of risks associated with the use of critical materials | Position on Conflict Minerals Supplier Engagement Responsible Sourcing |
| Business Ethics | | |
| HC-MS-510a.1 | Total amount of monetary losses as a result of legal proceedings associated with bribery or corruption | When public disclosure criteria are met, monetary losses as a result of legal proceedings associated with corruption and bribery are included in 2020 Annual Report, item 19. Legal Proceedings , page 85 |
| HC-MS-510a.2 | Description of code of ethics governing interactions with healthcare professionals | Position on Ethics and Compliance Position on Ethical Sales and Marketing Position on Responsible Interaction with Healthcare Professionals |

Household & Personal Products Standard, Version 2018–10

| SASB CODE | SASB METRIC | RESPONSE/DISCLOSURE LOCATION |
|--|--|---|
| Water Management | | |
| CG-HP-140a.1 | (1) Total water withdrawn, (2) total water consumed, percentage of each in regions with High or Extremely High Baseline Water Stress | Water & Waste Management Position on Water and Waste Management |
| CG-HP-140a.2 | Description of water management risks and discussion of strategies and practices to mitigate those risks | Water & Waste Management Position on Water and Waste Management |
| Product Environmental, Health, and Safety Performance | | |
| CG-HP-250a.1 | Revenue from products that contain REACH substances of very high concern (SVHC) | Not reported |
| CG-HP-250a.2 | Revenue from products that contain substances on the California DTSC Candidate Chemicals List | Not reported |
| CG-HP-250a.3 | Discussion of process to identify and manage emerging materials and chemicals of concern | Position on Consumer Safety and Care Position on Responsible Chemical Management |
| CG-HP-250a.4 | Revenue from products designed with green chemistry principles | Not reported |
| Packaging Lifecycle Management | | |
| CG-HP-410a.1 | (1) Total weight of packaging, (2) percentage made from recycled and/or renewable materials, and (3) percentage that is recyclable, reusable, and/or compostable | The New Plastics Economy Global Commitment 2020 Progress Report |
| CG-HP-410a.2 | Discussion of strategies to reduce the environmental impact of packaging throughout its lifecycle | Position on Sustainable Products and Packaging Product Sustainability |