

Health for Humanity 2025 Goals



Our ESG Strategy

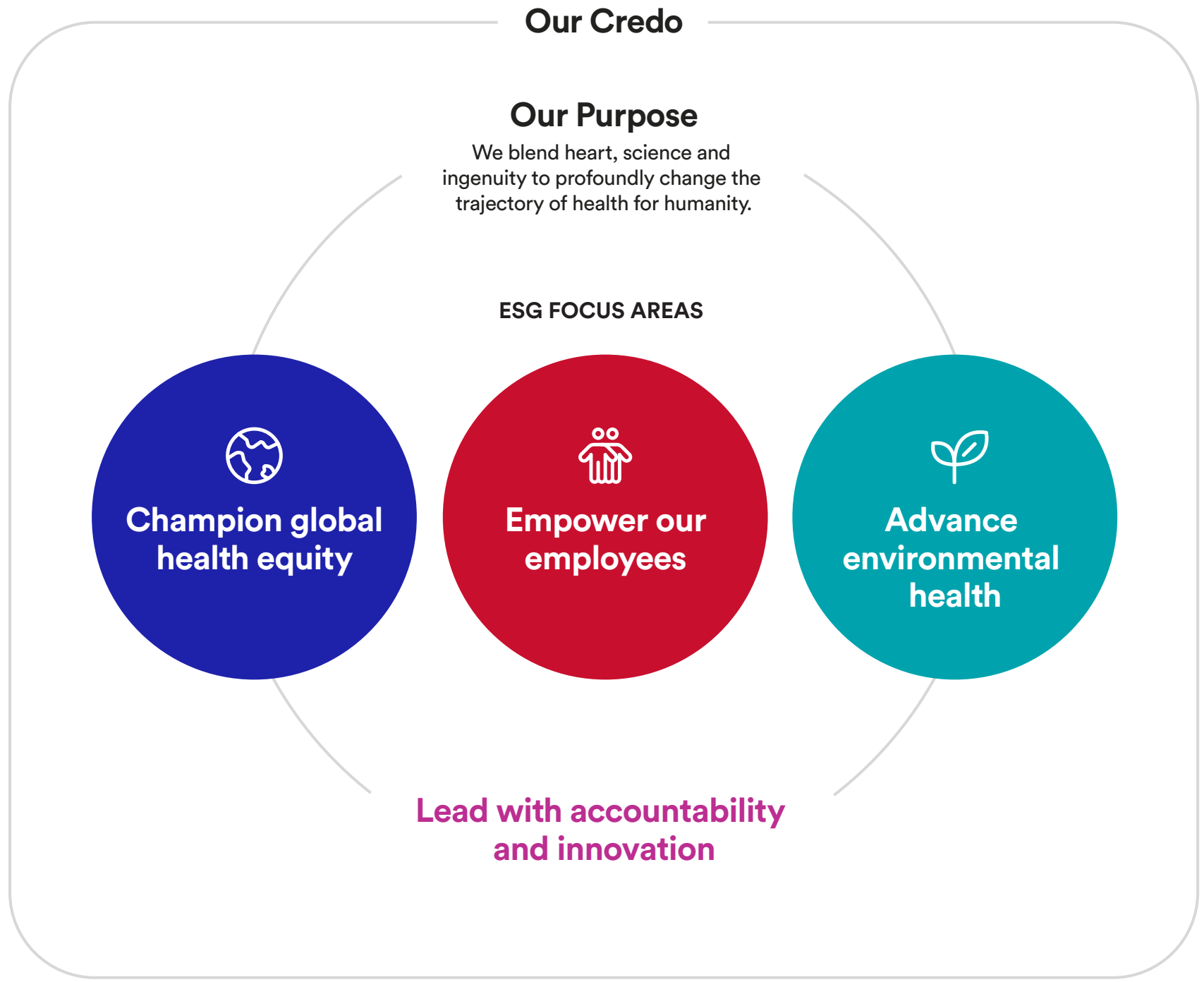
Our ESG strategy is integral to Johnson & Johnson's plans to create value for all stakeholders over the long term and drives progress toward Our Purpose to profoundly change the trajectory of health for humanity.

Our Guiding Principles

Our Credo is a deeply held set of values that have served as the strategic and moral compass for generations of Johnson & Johnson leaders and employees. We believe Our Credo is a blueprint for long-term growth and sustainability that's as relevant today as when it was written.

Our Purpose

We are a Company committed to doing good for the world and Our Purpose powers us to see where human health is heading, and commit our size, scale and talent to dramatically transform it for the better.



Our ESG Strategy Defined

OUR ESG FOCUS AREAS



Champion global health equity

Foster better health for people, communities and planet, improving access and affordability around the world.



Empower our employees

Cultivate a workforce that is healthy, inspired and reflective of those we serve.



Advance environmental health

Protect environmental health and the resilience of our business.

OUR FOUNDATION

Lead with accountability and innovation


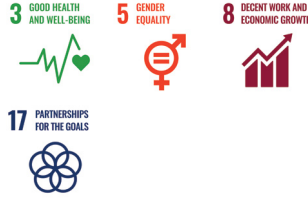






Commitment to science and data-driven decision making, compliance, integrity and responsible business practices across the value chain.

Our Goals

Our ESG strategy also informs our goal setting; how we hold ourselves publicly accountable to our stakeholders. 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 and foundation of accountability and innovation where we can achieve the greatest impact, serving as 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.

UN Sustainable Development Goals (SDGs)

Johnson & Johnson 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 Goals		SDGs
 <p>Champion global health equity</p>	<ul style="list-style-type: none"> • Global Access Plans • Access to HIV Treatment • Access to Tuberculosis Treatment • Developing Tuberculosis Treatment • Access to Schizophrenia Treatment • Support Frontline Health Workers • Reduce Burden of Obstetric Fistula • Preventive Viral Vaccine Capabilities • Vaccination Monitoring Platform • Healthcare for Women 	
 <p>Empower our employees</p>	<ul style="list-style-type: none"> • Women in Management • Ethnic/Racial Diversity in Management • Black/African Americans in Management • Healthiest Workforce Score • Women in STEM²D 	
 <p>Advance environmental health</p>	<ul style="list-style-type: none"> • Renewable Electricity • Carbon Neutrality for Our Operations • Scope 3 Emissions Reductions 	
 <p>Lead with accountability and innovation</p>	<ul style="list-style-type: none"> • Supplier Sustainability • Global Supplier Diversity and Inclusion • Partnerships for Good 	

Champion global health equity



Goal	Key Performance Indicator
<p>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.</p>	<p>% 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.*</p>
<p>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).</p>	<p>LAI Access Program in place in two RLS countries.</p>
<p>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.**</p>	<p># of cumulative patients receiving access to bedaquiline molecule (branded and generic) globally from 2021 through to end of 2025.</p>
<p>Developing TB Treatment By 2030, shorten and simplify TB treatment by developing at least one new TB drug and/or regimen.</p>	<p>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.</p>
<p>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.</p>	<p>Complete a clinical study to demonstrate the health, economic and social value of using paliperidone palmitate LAI to treat schizophrenia in Rwanda by 2024.</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.

Champion global health equity (Cont.)



Goal	Key Performance Indicator
<p>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.</p>	<p># of nurses, midwives and community health workers reached globally.</p>
<p>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.</p>	<p># of fistula repair surgeries (based on surgeries reported or product donated).</p>
<p>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).</p>	<p>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.</p>
<p>Vaccination Monitoring Platform By 2025, enable global/open access to a vaccination monitoring platform for Global Health Security vaccination programs.</p>	<p>Adoption of endorsed platform by at least two countries by 2025.</p>
<p>Healthcare for Women By 2025, publish insights into best-practice healthcare for women based on real-world data of one million women.</p>	<p>Three best-practice healthcare for women insights published.</p>

* 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.

Empower our employees



Goal	Key Performance Indicator
<p>Women in Management By 2025, achieve 50% of women in management positions* globally.</p>	<p>% of women in management positions.</p>
<p>Ethnic/Racial Diversity in Management By 2025, achieve 35% ethnic/racial diversity in management positions** within the U.S.</p>	<p>% of ethnic/racial diversity in management positions in the U.S.</p>
<p>Black/African Americans in Management By 2025, achieve 50% growth of our Black and African American employees in management positions** in the U.S.</p>	<p>% of Black and African American employees in management positions in the U.S.</p>
<p>Healthiest Workforce Score By 2025, 80% of Johnson & Johnson leaders and their managers* will be accountable to achieve ≥ 80% annual Healthiest Workforce Score.***</p>	<p>% of Johnson & Johnson leaders and their managers achieving ≥80% annual Healthiest Workforce Score.</p>
<p>Women in STEM²D By 2025, engage two million girls in STEM²D activities.****</p>	<p># of girls who have participated in virtual or in-person activities led by employees in partnership with nonprofit partners.</p>

* 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.

Advance environmental health



Goal	Key Performance Indicator
<p>Renewable Electricity By 2025, source 100% of our electricity needs from renewable sources.</p>	<p>% renewable electricity globally.</p>
<p>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.</p>	<p>% absolute reduction in greenhouse gas (GHG) emissions – Scope 1 + 2 + carbon credits vs. 2016 baseline.</p>
<p>Scope 3 Emissions Reductions By 2030, reduce absolute upstream value chain (Scope 3) emissions 20% from 2016 levels.</p>	<p>% absolute reduction in greenhouse gas (GHG) emissions – Scope 3 (upstream) vs. 2016 baseline.</p>

Lead with accountability & innovation



Goal	Key Performance Indicator
<p>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.</p>	<p>All suppliers included in one of the three Tiers.</p>
<p>Global Supplier Diversity and Inclusion By 2025, achieve \$4.5B Global Impact Spend with small and diverse suppliers, representing a 20% increase from 2020.</p>	<p>Spend with Tier 1 small and diverse suppliers, social enterprise and Tier 2 supplier spend.</p>
<p>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.</p>	<p># of supplier partnerships.</p>

* 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.



Health for Humanity 2025 Goals

For Johnson & Johnson ESG resources, please see [here](#).

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