

J&J DIVERSITY, EQUITY & INCLUSION

Click on arrows below to explore impacts and priorities

Accelerate our **global culture of inclusion** where every individual belongs



Build **a workforce that reflects the diversity** of our communities



Transform talent and business processes to achieve **equitable access and outcomes** for all



Drive **innovation and growth** with our business to serve diverse markets around the world



2023 Priorities

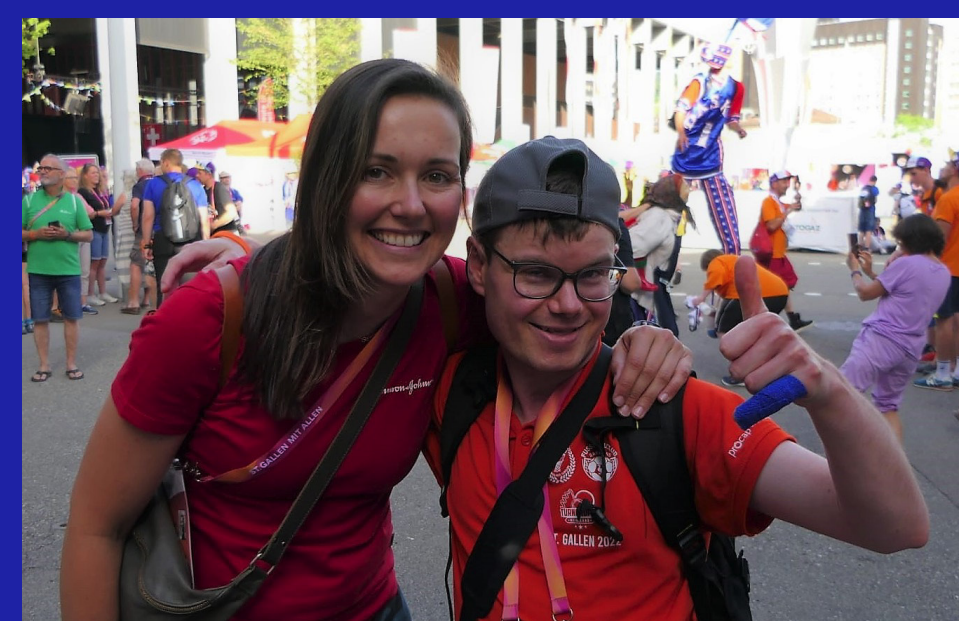


Vision

Transforming the world to enable our best every day.

Mission

Leading the way by actively shaping culture for people with diverse abilities as well as for their caregivers and advocates.



Click on arrows below to explore impacts and priorities

Accelerate our **global culture of inclusion** where every individual belongs



Build **a workforce that reflects the diversity** of our communities



Transform talent and business processes to achieve **equitable access and outcomes** for all



Drive **innovation and growth** with our business to serve diverse markets around the world



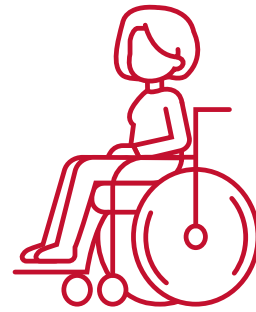
2023 Priorities



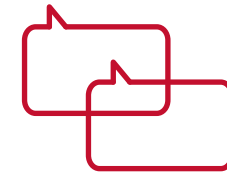
2022 Impacts: Accelerate our global culture of inclusion where every individual belongs

Hosted International Day of Persons with Disabilities (IDPwD) celebration with guest speaker, Judy Heumann - an internationally renowned disability rights activist - to **create awareness about disability inclusion**

350+
attendees

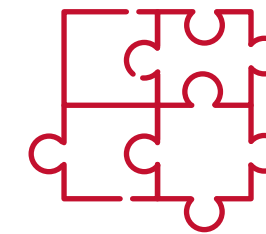


Held a global event for Neurodiversity Celebration Week where J&J neurodiverse employees shared their stories



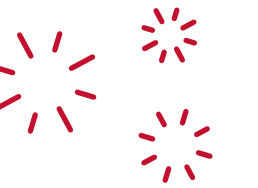
Attended by **several hundred employees**

Hosted a global World Autism Awareness Day event to celebrate autism acceptance



800+
live participants

South Africa chapter launched "I AM ABLE", a virtual campaign to **raise awareness of living and working with a disability**



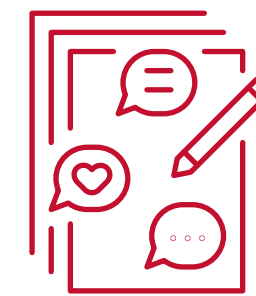
Recognized as a **2022 DEI Honoree**

Recognized World Mental Health Day and May Mental Health Month by amplifying ways employees could help **raise awareness and honor our commitment to combat the stigma associated with mental illnesses**

5,000
engaged employees

70
global leaders participated

8,000
Yammer interactions



New Mental Health Diplomats Global Inclusion initiatives expanded storytelling events to include leaders, Open&Out members from 4 regions, and recognition of Minority Mental Health Month

2,500+
global attendees

Increased global membership by **35%** from **3,100**  to **4,200**



New chapters: Czech Republic, Poland, Romania, Serbia, Colombia, Mexico

2022 Impacts: Build a workforce that reflects the diversity of our communities

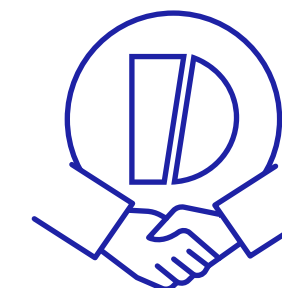
Partnered with Re-ignite, GenNOW, Open&Out, HOLA and Global Health Services to **weave mental health inclusivity into the J&J talent acquisition process and strengthen J&J talent retention**, through deployment of targeted mental health resources to at-risk talent pools

Started in LATAM, J&J is expanding its partnership with Specialisterne, an internationally recognized leader in harnessing the talents of people on the Autism spectrum, to provide **greater opportunity for adults with Autism to sustain meaningful employment at J&J**



Continued partnership with Lime Connect, the largest network of high-potential university students and professionals who have visible and non-visible disabilities, through **active participation in recruiting and learning events**

Continued our partnership with Talent Acquisition on the DiverseAbility Talent Program to attract people with disabilities and support their careers through Peer Buddy and mentor roles



After successful US launch, program now being piloted in:

- + Belgium
- + Switzerland
- + Ireland

Click on arrows below to explore impacts and priorities

Accelerate our **global culture of inclusion** where every individual belongs >

Build **a workforce that reflects the diversity** of our communities >

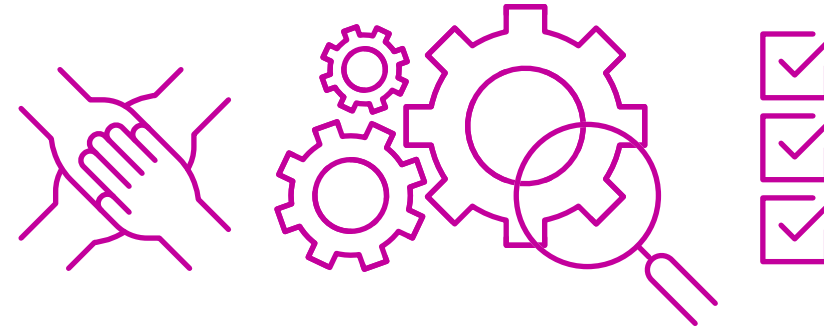
Transform talent and business processes to achieve **equitable access and outcomes** for all >

Drive **innovation and growth** with our business to serve diverse markets around the world >

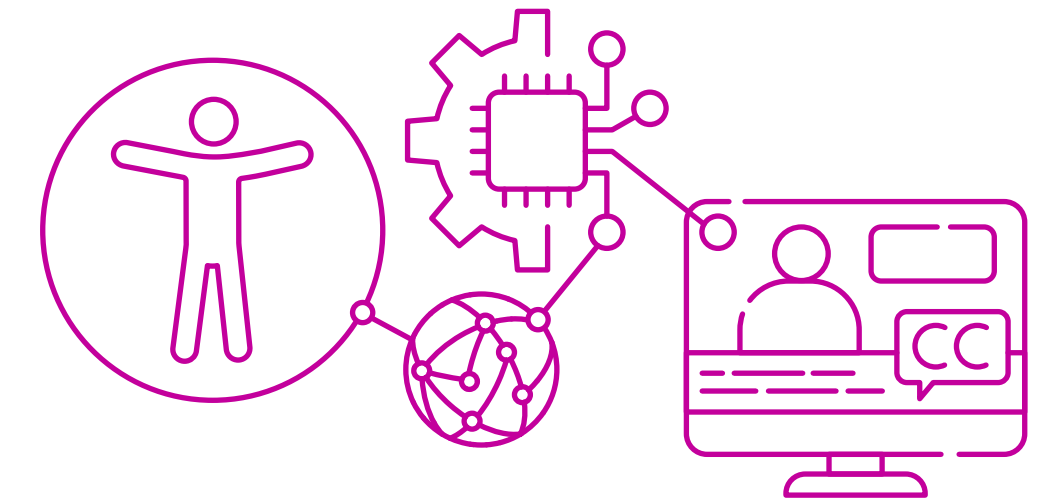
2023 Priorities >

2022 Impacts: Transform talent and business processes to achieve equitable access and outcomes for all

Supported Global Services to review and refresh the accommodations process



Partnered with Technology Services on an accessibility strategy for J&J's tools and processes



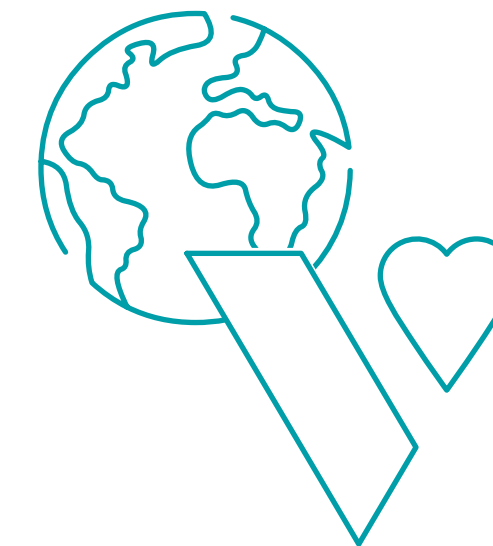
2022 Impacts: Drive innovation and growth with our business to serve diverse markets around the world

Volunteered at the National Special Olympic Summer Games in St. Gallen, Switzerland to **support athletes achieve their dreams and to foster a more inclusive society**

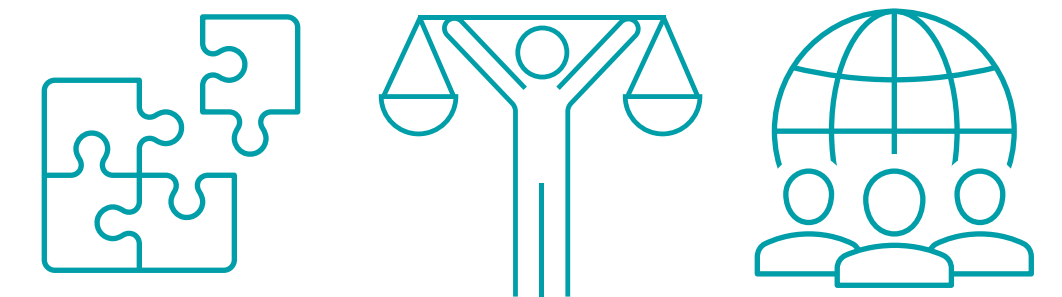
80+
J&J volunteers



Continued J&J's membership in the Valuable 500 through ADA's passion for DEI and commitment to **driving meaningful change for those living with disabilities around the world**



An "Inclusion Roundtable" was organized and co-hosted between J&J and Special Olympics, inviting other partners and organizations to **discuss and exchange on the topic of inclusion in the workplace**

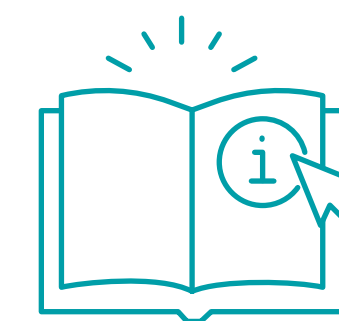


Raised money for Best Buddies campaign and ADA's Angela Andrews was recognized as the New Jersey Champion of the Year for 2022

\$100K+
raised



Developed a legally approved Mental Health ERG Resource Guide for external audiences



Presented "Aligning Mental Health in an ERG Strategy" at the 2022 Women of Color in Pharma conference and provided a resource guide as a value added service to major hospital systems and Med Tech customers

Click on arrows below to explore
impacts and priorities

Accelerate our **global
culture of inclusion** where
every individual belongs >

Build **a workforce that
reflects the diversity** of
our communities >

Transform talent and
business processes to
achieve **equitable access
and outcomes** for all >

Drive **innovation and
growth** with our business
to serve diverse markets
around the world >

2023 Priorities >

2023 Priorities



Accelerate our **global culture of inclusion**
where every individual belongs



Build a workforce that reflects the
diversity of our communities



Drive **innovation and growth** with our business
to serve diverse markets around the world



Transform talent and business processes to
achieve equitable access and outcomes for all