



**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

To strengthen our employee community to empower Veterans, Service Members, Military Families, and Veteran Caregivers to reach their full potential while addressing the unique health and wellness needs of the Veteran community.

# Mission

The VLC will leverage the breadth and depth of the J&J Enterprise to empower, support, and care for the military-connected community by:

- + Accelerating Employment & Advancement in Healthcare to ensure diverse representation, development and inclusion at J&J
- + Fostering Vibrant & Healthy Communities through collaborative partnerships with leading organizations and allies that share our passion
- + Championing Health & Wellness – Leveraging resources to promote wellness and raise awareness to dispel the myths of mental health



## Awards & Recognition

U.S. Veterans Magazine  
2022 Top Veteran Friendly Company List

☆ Military Friendly®  
2022 Military Friendly Silver Employer Designation

☆ Chief Executive Magazine  
“Patriots in Business” Award  
2022 Large Enterprise category

☆ VETS Indexes  
2022 5-Star Employer Award

☆ Military Times  
Best for Vets: Employers

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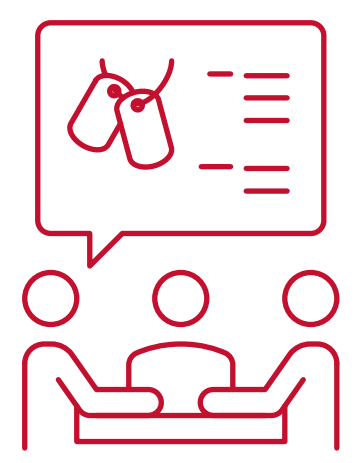
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**2022 Impacts: Accelerate our global culture of inclusion where every individual belongs**



Developed and delivered an enterprise-wide leadership development program that used military frameworks to facilitate better decision making

**1,000+** employees attended  
**3** speakers

Partnered with Wounded Warrior Project and J&J Mental Health Diplomats to host three speakers and a virtual yoga session to increase understanding of health and wellness needs of the Veteran community

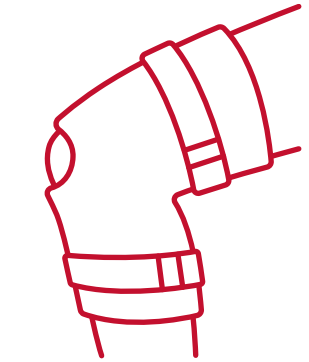
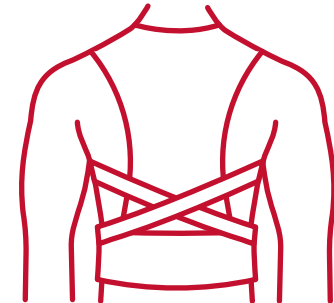


Hosted an event highlighting J&J's relationship with the American Corporate Partners mentorship program that provides mentoring for Veterans and eligible spouses on their path towards fulfilling, long-term careers

**1st** LinkedIn Live event for J&J

**140+** participants

Increased the engagement of VLC chapters with Veteran families in the communities where we live and work



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

Hired our first direct Department of Defense SkillBridge Fellow through our Department of Defense Hiring our Heroes (HOH) Military Pathways program

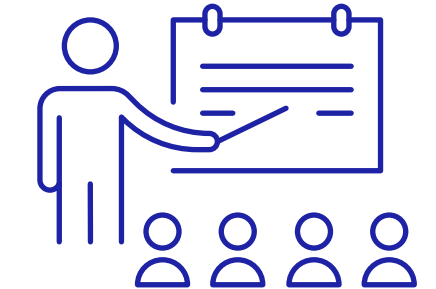


**30** VLC volunteers

Attended training and signed up as military talent volunteers to support recruiting

**60+** events

Volunteers represented J&J at targeted military-connected employment events



Expanded Workforce Opportunity Services (WOS) upskilling program efforts to J&J Vision in Jacksonville; Pilot completed in early 2023

2021 ↑ 2022 ↑  
**Veteran hires**

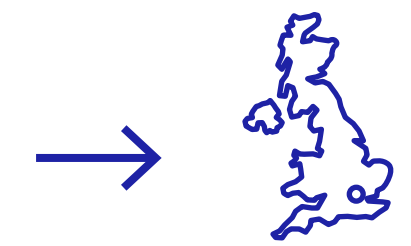
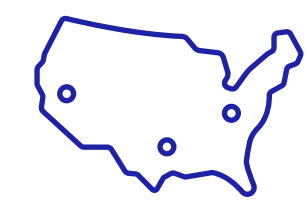
US & PR on track to exceed previous year

**AALC | ADA | ASIA | HOLA | Open & Out | WLI**

**17+** cross-ERG collaborations hosted

Highlighted the diversity among the ranks of the military-connected community

**3** new chapters



Relunched and reinvigorated VLC UK Chapter

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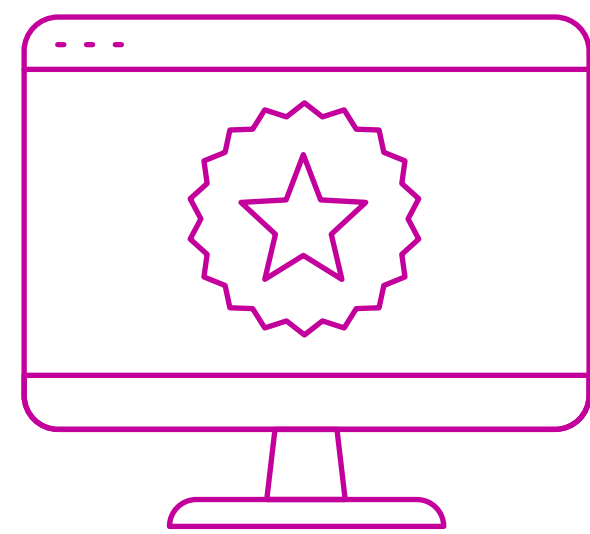
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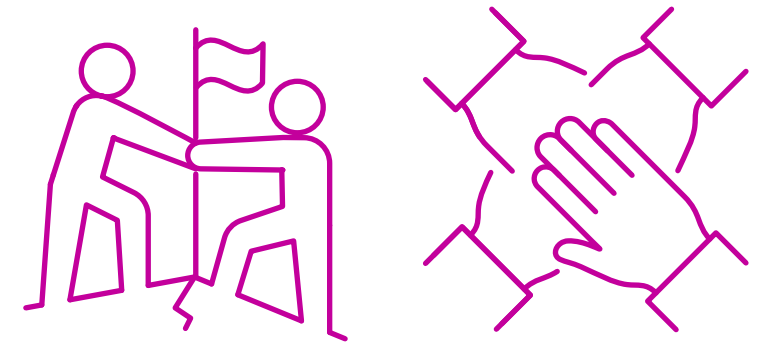
2023 Priorities >

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

**1<sup>st</sup> ever** ERG page on HOME  
The VLC is setting the standard for others to follow



**~300** peers trained  
**+112%** participation from previous year  
Trained peers in Operation Leadership sessions across the J&J enterprise, resulting in more cohesive teams and Credo-based leaders



VLC Special Projects Team lead the first US Military Academy at West Point Department of Systems Engineering Capstone Project with Ethicon Biosurgery



Allows senior year cadets to apply their course knowledge to design solutions to real-world problems

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

Completed the Veterans Lead QuickFire Challenge Series

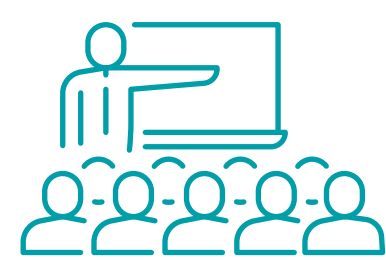
Awarded a total of \$1M in non-dilutive grants to entrepreneurs at 12 different companies



Driving innovation to meet the unique healthcare needs of the military and Veteran communities

Diverse supplier spend with Veteran and disabled Veteran-owned businesses in the U.S. **totaled \$119 million**

**12** conferences



Showcased J&J's commitment and best-in-class support to the military community through participation in conferences attended by key customers and industry stakeholders

Partnered with Wounded Warrior Project on a commercial co-venture where J&J products were purchased

Raised **\$250,000** for Wounded Warrior Project



Continued partnerships with strategic Veteran service organizations (VSOs) to positively impact the Veteran community in line with Our Credo values



**3x** membership in Military Spouse Network



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**2023 Priorities**



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