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2022 Annual Report

JOHNSON & JOHNSON FOUNDATION UNITED STATES

Johnson & Johnson
FOUNDATION

Message from the President

Johnson & Johnson is a relentless champion of global health equity, with a steadfast commitment to use its size, scale and talent to transform the world for the better. A belief that good health is at the heart of human progress underpins the company's commitment to fostering better health for people, communities and planet, and improving access and affordability around the world.

The funding of the Johnson & Johnson Foundation reflects the company's most meaningful philanthropic investment and its bold ambition to change the course of human health now and for future generations. The Foundation, an independent 501(c) (3) organization, supports innovative partnerships—both global and country-based—and focuses on working collectively to bring good health within reach to all.

With half the world lacking access to essential health services, the work of the Foundation supports the company's commitment to doing its part to ensuring that the promise of Universal Health Coverage (UHC) becomes a reality for families and communities around the world. As UHC requires skilled health workers providing quality, people-centered care, the Foundation prioritized developing the global health workforce and working with partners to solve the challenges they face.

In 2022, with its program management executed by the Johnson & Johnson Global Community Impact team, the Foundation funded more than 110 partners, supporting over 392,000 health workers, including training and leadership programs, investments in innovation and new models of care, and advocacy for systemic change.

We are proud of the Foundation's achievements in 2022, as we carry forward our mission towards making healthcare more equitable and ensuring that families and communities all around the world can thrive and reach their fullest potential.



Vanessa Broadhurst
President
Johnson & Johnson Foundation



Photo courtesy of Mercy Ships



About Us

The Johnson & Johnson Foundation is a private, nonprofit 501(c)(3) organization, founded in 1953. It is an independent organization that reflects the commitment of Johnson & Johnson to keeping people well at every age and every stage of life by blending heart, science and ingenuity to profoundly change the trajectory of health for humanity.

Funded solely by Johnson & Johnson, the Foundation provides support to programs and partnerships around the world managed by company's Global Community Impact (GCI) organization.



We support and champion the people on the front lines who are at the heart of delivering care.



Strategic Framework

Under the guidance of the GCI leadership team, the Foundation advances health equity by helping to support and champion the global health workforce and increase access to quality healthcare. In 2022, Foundation activities were guided by these strategic principles:

- We believe everyone should have access to basic quality health services.
- We align with country and local priorities to strengthen community-based health systems.
- We collaborate with both global and community-based partners to pursue novel ideas and scale solutions with potential to create meaningful change and meet the demands of a changing world.
- We encourage the engagement of over 150,000 Johnson & Johnson employees around the globe, leveraging our unique resources, deep expertise and extensive local reach.
- We catalyze efforts to tackle the complex challenges health workers face and help amplify their voices around the world.

Highlighted Activities

Globally, in 2022 the Foundation invested over \$68 million across 110 partners to help advance health equity and improve people's lives largely by supporting the health workforce and strengthening community-based primary health systems.

The Foundation primarily funded activities guided by the Johnson & Johnson Center for Health Worker Innovation (the Center) that enabled the global frontline health workforce through training and leadership programs, investments in innovation and new models of care, and advocacy for systemic change, while working with partners to achieve global health priorities, including Universal Health Coverage (UHC).

Examples of programs and partnerships supported by the Foundation in 2022 include:

- **Strengthening community-based health systems:** The Center, with support from the Foundation, helped establish a Community Health Worker Think Tank led by South Africa's National Department of Health to address critical gaps facing community health worker policy implementation and community level service delivery. In Nigeria, the Center collaborated widely internally and externally to help create a roadmap of partnership opportunities to strengthen the health workforce with an emphasis on mental health, oncology, and maternal and newborn health.
- **Developing a Nurse Empowerment Program:** Sigma, in partnership with Johnson & Johnson Foundation has been providing the Nurse Empowerment Program to nurses working at the bedside across the U.S. since 2019. Nurses were able to apply the program to workplace practices and many progressed in leadership positions in their health care setting. The intent is for health systems in the U.S. to use the Nurse Empowerment Program as the foundation of an evidence-based clinical ladder program and to recognize the contributions and experience of nurses working at the bedside.
- **Making primary healthcare stronger and resilient in India:** In partnership with UNICEF, the Foundation is helping to support strengthening of primary healthcare systems across the country for resilience, and empowering and enhancing the capacity of frontline health workers to provide essential, safe and quality care to those most in need. UNICEF works with the government to further strengthen the capacity of the primary healthcare system and support the frontline healthcare functionaries and various service delivery platforms to provide quality services across the continuum of care.
- **Ukraine crisis response:** With more than two million people displaced inside Ukraine since the Russian invasion started, Johnson & Johnson Foundation funding has allowed the International Rescue Committee (IRC) to provide support to refugees, families hosting refugees, and government refugee reception centers on the Poland/Ukraine border. This includes providing psychosocial support, cultural assistance and translation services, offering women legal assistance and support through a dedicated hotline, and supplying medical equipment and other support to health teams operating at border crossing points and in refugee reception centers.
- **Frontline Health Workers Capacity Building for Healthy China 2030:** With a commitment to achieving universal coverage and social equity and in alignment with the China 2030 plan, the Johnson & Johnson Foundation has partnered with International Health Exchange and Cooperation Centre, National Health Commission, P.R. China (IHECC) to improve primary health and meet the challenging health personnel shortage. During the 10-year program period, the partnership will strive to train 100,000 frontline health workers (community health workers and nurses) in frontline medical and health institutions with the goal to improve healthcare services, reduce the health workforce coverage gap, integrate public health service resources, and expand the health workforce.
- **Accelerating health equity through entrepreneurship:** Johnson & Johnson Impact Ventures (JJIV) supports a global portfolio of early-stage companies and partners working to improve access to affordable and quality healthcare for all, fueled by the potential of impact entrepreneurs to create new market-based solutions to address health inequities. HealthQuad in India and Penda Health in Kenya were among the investments added to JJIV's portfolio in 2022. In addition, JJIV supports the field of healthcare impact by funding programs such as Rock Health's Equitable Investments Initiative for underrepresented entrepreneurs in the U.S., as well as Village Capital's accelerator program to provide early-stage healthcare companies with resources to succeed
- **Preparing Youth for Brighter Futures:** The Johnson & Johnson Bridge to Employment (BTE) program, with support from the Foundation and engaging Johnson & Johnson employees as mentors, helps young people from disadvantaged communities build solid futures by providing them with enhanced academic and real-world experiences in the Science, Technology, Engineering, Mathematics, Manufacturing and Design (STEM2D) sectors. Managed globally by FHI 360, BTE—currently in its 30th year—has been initiated in more than 102 communities across 24 countries worldwide.



Photo courtesy of Heart to Heart International

Grantmaking Policy

The Foundation's Grantmaking Guidelines set out the process that it follows in funding partners and programs around the world. The Guidelines guarantee that the Foundation's assets are used exclusively to further its charitable purposes and to ensure compliance with U.S. Federal tax law requirements for 501(c)(3) organizations.

Structure, Governance and Management

The Foundation is governed by a Board of Trustees who are responsible for overseeing its operations and safeguarding its charitable mission. All Trustees are Johnson & Johnson employees who are governed by separate non-profit rules and regulations as defined by section 501(c)(3) of the Internal Revenue Code. A wider network of Johnson & Johnson employees operating at the local country level provide support and advice to the Foundation on day-to-day matters.

Disclaimer: This report does not reflect charitable activities performed by entities within Johnson & Johnson outside of the Johnson & Johnson Foundation.

Cash Investment Committee

This committee sets forth the overall cash investment guidelines and objectives. Appointed by the Board of Directors, members are responsible for overseeing and monitoring the prudent investment of available resources and ensuring the social and ethical goals of the Foundation are reflected in the portfolio.

Board of Trustees

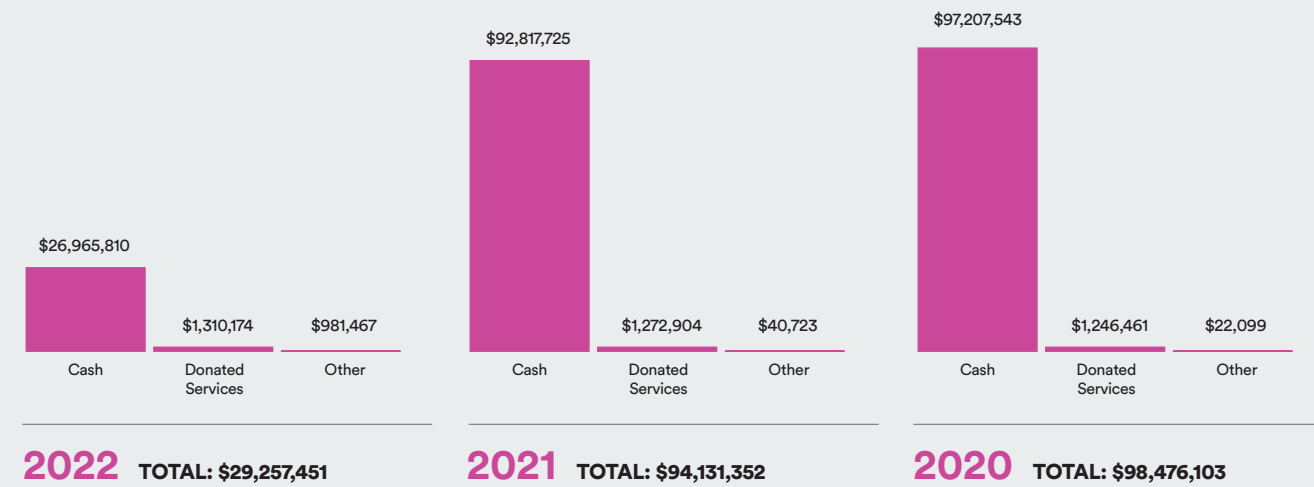
- Vanessa Broadhurst
- Lauren Moore
- Daryl Todd
- Jessica Moore
- Casey Murphy-Gerry
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- Dirk Brinckman



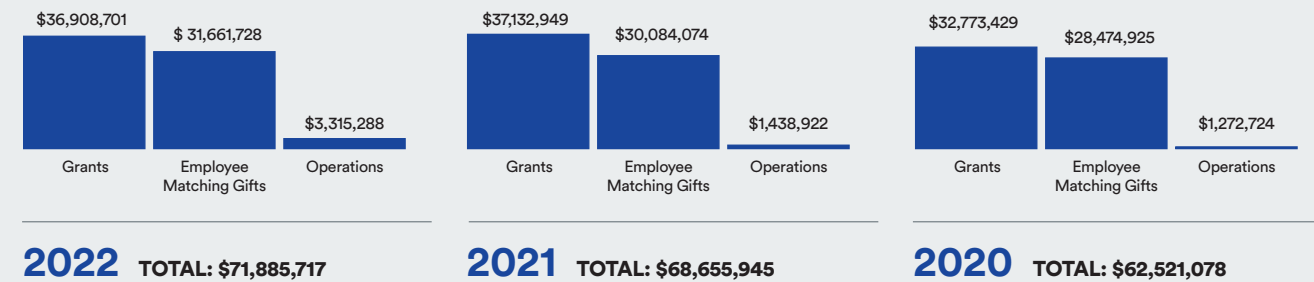
Financial Highlights

The Foundation is funded through cash contributions from Johnson & Johnson. The Foundation also matches contributions made by Johnson & Johnson employees and retirees to qualified not-for-profit organizations in the United States. Nonprofit organizations eligible for matching gifts must be recognized as tax-exempt per section 501(c)(3) of the U.S. Internal Revenue Code and not be a private foundation. Expenses of the Foundation include grants made to various organizations whose missions align with the mission and guiding principles of the Foundation, charitable Employee Engagement activities, and payments made under the Matching Gifts Program.

Contributions into the Johnson & Johnson Foundation



Johnson & Johnson Foundation Expenses



These contributions come solely from the Johnson & Johnson Family of Companies



The Johnson & Johnson Story

At Johnson & Johnson, we believe good health is the foundation of vibrant lives, thriving communities and forward progress. That's why for more than 135 years, we have aimed to keep people well at every age and every stage of life. Today, as the world's largest and most diversified healthcare products company, we are committed to using our reach and size for good. We strive to improve access and affordability, create healthier communities, and put a healthy mind, body and environment within reach of everyone, everywhere.

Every day, our more than 150,000 employees across the world are blending heart, science and ingenuity to profoundly change the trajectory of health for humanity.

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