



2023 Annual Report

Johnson & Johnson Foundation United States

J&J
Foundation



Message from the President

Healthcare is advancing at a rapid pace, yet significant gaps in access to quality care persist, often for historically marginalized communities who are at risk of experiencing the greatest inequities. We need bolder, smarter approaches to overcome the drastic inequity that exists in access to care.

The funding of the Johnson & Johnson Foundation is Johnson & Johnson's most meaningful philanthropic investment, using its size, scale, and diversity to profoundly impact health for humanity. The recent evolution of J&J into a two-sector company focusing exclusively on healthcare allows for moving with purpose and speed to tackle the world's toughest health challenges. The Foundation, an independent 501(c) (3) organization, supports innovative partnerships—both global and community-based—that reflect J&J's highest aspirations to transform health outcomes for all.

J&J's new Global Health Equity (GHE) organization is poised to meet this moment and implement the Foundation's programming. GHE leverages J&J's strength in healthcare innovation and long legacy in social impact and global public health work, enabling us to deepen our

impact and find solutions to break down the barriers that keep quality care out of reach for communities.

Core to that work is our steadfast commitment to health workers, especially nurses and community health workers. We believe a thriving health workforce, representative of the communities they serve, is critical to closing the gaps that exist between communities and the care they need.

The Foundation's achievements in 2023 include funding 77 partner-led initiatives, supporting more than 480,000 health workers, and 10 new investments in impact-focused companies and funds, providing innovative ways to improve the health of underserved communities around the world. We are proud to drive the urgent and transformational solutions we need to achieve the best version of health for everyone, everywhere.

Howard Reid
President
Johnson & Johnson Foundation



Johnson & Johnson Foundation United States

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 use its size, scale, and diversity to advance equitable care and put better health within reach.

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

We are committed to creating a world without health inequities by closing the gaps between communities and the care they need.



Strategic Framework

The Foundation advances health equity by helping to support and champion the global health workforce and increase access to quality healthcare. In 2023, 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 and achieve universal health coverage.
- We catalyze efforts to tackle the complex challenges faced by frontline health workers working to strengthen primary health systems especially in under-resourced settings.
- 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 Johnson & Johnson employees around the globe, leveraging our unique resources, deep expertise and extensive local reach.



Highlighted Activities

Globally, in 2023 the Foundation invested over \$21 million across 77 partner-led initiatives to help advance health equity and improve people's lives. The Foundation funded activities that supported health workers 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 2023 include:

Investing in global health equity: Impact Ventures by J&J Foundation is an impact investment fund focused on companies and entrepreneurs innovating to improve health equity and accelerate access to quality and affordable healthcare for underserved patients around the world. Financial returns to the Foundation from successful portfolio companies are reinvested, enabling further expansion of the fund's impact. Impact Ventures was very active in 2023 with 10 total investments, including Viebeg Medical, a company creating more robust supply chains for medical equipment in Africa, and Certintell, a telehealth and remote monitoring company improving care for communities of color in the US. Since joining the portfolio, investees have reached over 3.4 million patients directly and supported more than 90,000 healthcare workers. With a focus on global access and lower-resourced settings, the majority of these investments and resulting impact are in low- and middle-income countries or under-resourced communities in the US. Impact Ventures has also actively supported the broader ecosystem for health equity entrepreneurship, providing early-stage funding for accelerator programs and venture competitions, often to under-represented founders.

Advancing universal health coverage in Kenya: The Community Health Units for Universal Health Coverage (CHU4UHC) platform in Kenya co-created with the Ministry of Health in 2020 with support from the Foundation was instrumental in launching a historic national initiative in 2023 to integrate community health workers into the health system. CHU4UHC played a catalytic role in mobilizing other co-funders and government to collaborate on a single plan aimed at addressing CHW issues—including remuneration and digitalization—at a systemic level. In 2023, the project focused on scaling up the electronic community health information system in four pastoralist counties in Kenya, seeking to address the challenges they face in accessing quality healthcare due to the remoteness of their settlements and the lack of adequate health infrastructure. By providing 5,000 CHWs with mobile phones and training them on how to report using digital technology, the project aims to improve the quality of health data collection and analysis in these counties.

Advancing the vision of Healthy China 2030: China faces an acute shortage of community-level health workers and, as part of China's Healthy China 2030 plan, aims to provide training to 100,000 community health workers in several key areas including

treatment and control of common diseases, health promotion for the elderly and mental health rehabilitation services. The J&J Foundation provided a grant to China's National Health Commission's International Health Exchange and Cooperation Centre to enable capacity building initiatives that improve primary healthcare services and mental health support.

Strengthening health systems in sub-Saharan Africa with “Smart” Learning: In collaboration with mothers2mothers (m2m) the Foundation is piloting a Smart Learning System (m2mSLS) for health workers that aims to strengthen m2m's own primary healthcare service delivery, contribute to health systems strengthening, and accelerate progress towards UHC in South Africa, Ghana, Malawi, Nigeria, Uganda, and Zambia. In addition to ensuring more equitable access to quality healthcare services and improved health outcomes for clients, m2mSLS will be a catalyst for scaling the professionalization of CHWs in sub-Saharan Africa, and in the long run, supporting education and development of a universally recognized, standardized and accredited health workforce.

Strengthening National Nursing Associations in Africa: National Nursing Associations' (NNA) provide advocacy to influence better health outcomes, whilst building respect, recognition, and support for the nursing profession. The Foundation support of International Council of Nurses' ODENNA program aims to address the need for strengthening NNAs and empower nurses, so they are valued and recognized as knowledgeable professionals and system navigators. These nurse-led communities are the basis for developing a peer support network for organizations to learn and develop advocacy, influence and leadership collectively.

Addressing the unmet need for trauma care in Malawi: Making quality surgical care accessible around the world is part of our commitment to advancing global health equity. Long bone fractures, which are cracks or breaks in the tibia or another long bone often resulting from injuries, can result in long-term disability without proper care. The dire shortage of surgeons in Malawi means that surgical needs, especially of rural populations, often go unmet. In partnership with organizations like the AO Alliance, LifeBox and KidsOR, we are making long bone fracture care accessible across Malawi by helping to deliver the tools and trainings needed to cultivate surgical capabilities and significantly elevate the standard of care so that no matter where people live, they can receive the treatment they need.



Supporting resilience of nurses in Mexico: The Foundation funded a project with the Institute for Healthcare Improvement and Partners in Health, aiming to improve the welfare and resilience of multidisciplinary health teams, alleviate stress and exhaustion facing nurses and promote a sense of joy in work for health workers within the Mexican public health context. This initiative brought together 21 public healthcare institutions across eight states in Mexico. A total of 162 health workers undertook the program in an effort to increase retention rates and improve access to healthcare for marginalized populations.

Supporting mental health and well-being of the U.S. health workforce: The Foundation supported the Dr. Lorna Breen Heroes' Foundation to lead the ALL IN Coalition to advance solutions such as comprehensive well-being programs for their workforce and empower leaders to implement best practices validated by experts in the field. ALL IN is also raising awareness and sparking meaningful changes to the licensing process to remove outdated, intrusive language and questions about mental health that discourage the workforce from taking proper care of themselves, especially in times of crisis.

Addressing the lack of diversity in the healthcare industry: Established in 2021, the National Medical Fellowships Alliance for Inclusion in Medicine (AIM) initiative is an innovative, three-year service-learning fellowship program designed to expose high performing underrepresented medical students to skill sets that will prepare them to become future clinicians and research leaders with a commitment to address health disparities that disproportionately affect communities of color. The program will expose students to various functions within the pharmaceutical, medical devices, and healthcare industries where physicians play a key role. The program envisions building a diverse healthcare workforce that will have the leadership, commitment and cultural consciousness to achieve health equity.

Johnson & Johnson Talent for Healthy Communities Program: Johnson & Johnson's Talent for Healthy Communities Program is a virtual pro bono program that connects the unique talent and expertise of J&J employees to partner organizations to address their critical capacity-building needs. The projects are focused in areas of health equity, health access, health systems improvement and other social determinants of health. In 2023, to further advance health equity across the globe, the program

expanded to include two separate cohorts, from June to August and September to December, each completing 12 weeks of project work. In total, 187 employees from 21 different countries engaged with 36 partner organizations from 9 countries. Talent for Healthy Communities is managed by Global Health Equity in partnership with Taproot Foundation, a leader in pro bono service.

Johnson & Johnson Changemaker Program: J&J's Talent for Good team launched the Johnson & Johnson Changemaker Program in October 2023 to help early-in-career professionals grow personally and professionally by applying their time and expertise to build healthier communities around the world. The program brought together 60 employees at J&J World Headquarters in New Brunswick, New Jersey (USA) to further develop their leadership skills, foster a social impact mindset and accelerate their ability to lead social impact efforts. Putting their newfound skills to the test, they took part in a Social Impact Challenge to support local New Jersey nonprofits. In the months following the in-person meeting, participants set out to organize their own Social Impact Challenges to transform organizations in their home cities and countries, guided by the insights and inspiration of the New Brunswick sessions.

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
Dirk Brinckman
Sue Hohenleitner
Jessica Moore
Lauren Moore (resigned January 31, 2024)
Casey Murphy-Gerry
Howard Reid
Daryl Todd

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, impact investments, charitable employee engagement activities, and payments made under the Matching Gifts Program.



	2023	2022	2021
Contributions			
Cash	\$130,132,932	\$26,965,809.81	\$92,817,725
Donated Services	\$1,416,970	\$1,310,173.55	\$1,272,904
Other	\$4,621,741	\$981,467.97	\$40,723
TOTAL	\$136,171,643	\$29,257,451.33	\$94,131,352
Expenses			
Grants	\$21,554,448	\$36,908,699.75	\$37,132,949
Employee Matching Gifts	\$30,909,656	\$31,661,727.93	\$30,084,074
Operations	\$2,984,886	\$3,315,288	\$1,438,922
TOTAL	\$55,448,990	\$71,885,717	\$68,655,945



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Learn more: www.jnjfoundation.com