



2021 Annual Report

JOHNSON & JOHNSON FOUNDATION UNITED STATES

Johnson & Johnson
FOUNDATION

Message from the President

At Johnson & Johnson, we seek to provide solutions for some of the world's most pressing and toughest health challenges. The funding of the Johnson & Johnson Foundation reflects the Company's most meaningful philanthropic investment and is core to our purpose. The Foundation, an independent 501(c)(3) organization, supports innovative partnerships—both global and country-based—and focuses on working collectively to advance better health for all.

The work of the Foundation reflects the Company's bold ambitions for healthcare, such as eradicating racism as a public health crisis; ensuring a health worker is accessible to every patient and equipped with the treatment solutions needed at the point of care; personalizing health and care through mobile, digital, artificial intelligence and other technologies; and, creating a world without disease.

To ensure that we are using every tool at our disposal to achieve these goals, the Foundation's program management is executed by the Johnson & Johnson Global Community Impact team through initiatives such as the Johnson & Johnson Center for Health Worker Innovation, Our Race to Health Equity and Johnson & Johnson Impact Ventures. In 2021, the Foundation funded more than 65 partners, supporting over 575,000 health workers, including nurses, midwives and community health workers.

Three years into the COVID-19 pandemic, we are in a period of remarkable challenge and opportunity. As a Foundation, and as part of the global health community, we are proud to be driving the transformative solutions the world needs today and into the future.



Vanessa Broadhurst
President
Johnson & Johnson Foundation



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 the Johnson & Johnson Family of Companies 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 the Johnson & Johnson Family of Companies, the Foundation is responsible for managing the Corporation's Global Community Impact (GCI) programs and partnerships around the world. These efforts focus on building robust and resilient health workers and health systems, increasing health workforces and driving progress toward the Johnson & Johnson Health for Humanity 2025 goals.



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 enterprise GCI leadership team, the Foundation supports and champions the people on the front lines who are at the heart of delivering care, including nurses, midwives and community health workers. In 2021, Foundation activities were guided by these strategic principles:

- We believe everyone, everywhere should have access to basic quality health services.
- We align with country and community priorities to strengthen community-based health systems.
- We collaborate with both global and community-based partners to pursue the best ideas and scale solutions with potential to make the greatest impact and meet the demands of a changing world.
- We encourage engagement of over 130,000 Johnson & Johnson employees around the globe, leveraging our unique resources, deep expertise and extensive local reach.
- We catalyze efforts to tackle the complex challenges frontline health workers face and help amplify their voices and make change real.

Highlighted Activities

Globally, the Foundation delivered \$67 million dollars in 2021 to 65 partners that supported health workers, strengthened community-based primary health systems, and helped advance health and improve people's lives.

The Foundation primarily funded activities guided by the Johnson & Johnson Center for Health Worker Innovation that supported the evolving needs of the global frontline health workforce through the continuing COVID-19 pandemic, while working with partners around the globe to help build resilient, community-based health systems.



Programs and partnerships supported by the Foundation in 2021 include:

- **Partnering for Collective Impact:** The Center for Health Worker Innovation demonstrated a new partnership model for collective impact through the launch of the Kenya Community Health Strategy, a multi-stakeholder coalition in Kenya to strengthen community health led by the Kenyan Ministry of Health. The strategy has community health workers (CHWs) at its heart—acknowledging their vital role in bridging communities to health systems—and aims to integrate CHWs formally into the health system. The co-creation model was also launched in South Africa, with the national Ministry of Health, to help transform the health system to support CHWs.
- **Eliminating Health Inequities for People of Color:** The Foundation is supporting Johnson & Johnson's Our Race to Health Equity initiative by partnering with the American College of Nurse Midwives to increase equity in access to midwifery education and care that aims to tackle the high maternal mortality rate among Black women in the U.S., who are three to four times more likely to die from child-birth related causes than white women. The project includes a comprehensive midwifery education landscape analysis and development of a strategic plan to increase the number of midwives of color by building partnerships with minority serving institutions such as historically black colleges and universities and tribal colleges.
- **Responding to India's Second Wave of COVID-19:** As the scale and scope of India's second wave of the virus led to a surge in demand for oxygen concentrators and ventilators nationwide, the Foundation supported longstanding partners -- AmeriCares and the Indian Red Cross Society Bel Air Hospital -- and new relationships with Philips Foundation and the US-India Strategic Partnership Forum to acquire the devices at speed and to train medical staff in their use with COVID-19 patients and for other respiratory diseases in the future.
- **Supporting Mental Health of U.S. Healthcare Workers:** The Foundation supported the launch of ALL IN: Wellbeing First for Healthcare, a coalition of leading healthcare organizations committed to taking systemic accountability for workforce well-being. The coalition was instrumental in the signing of the Dr. Lorna Breen Health Care Provider Protection Act, the first ever federal legislation to end the culture of fear among healthcare professionals who seek mental health support and treatment.
- **Strengthening Professional Midwifery:** The Foundation is part of an alliance to improve sexual and reproductive health services across the globe by prioritizing the training, education and professionalization of midwives. The Foundation proudly supported ICM and UNFPA on the 2021 State of the World's Midwifery report—a significant piece of research providing unequivocal evidence that increased investments in midwives will lead to healthier families everywhere.
- **Preparing Youth for Brighter Futures:** The Johnson & Johnson Bridge to Employment (BTE) program 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. Launched in 1992, BTE is managed globally by FHI 360, with programs initiated in 98 communities in 23 countries worldwide.
- **Helping Build a Vibrant Health Impact Investing Ecosystem:** Johnson & Johnson Impact Ventures, an impact investment vehicle within the Foundation, focuses on areas such as innovation in health services, and taking on the urgency of tackling health inequities in the U.S. and around the world, by finding and supporting health impact entrepreneurs through investment capital, and creating tools that can guide, support and incentivize entrepreneurship.

Grant Making Policy

The Foundation's grantmaking strategy is based on region-led priorities and programs tied to Our Credo, informed by global and community health insights; and enabled by employee engagement, the innovative use of technology, and key social business practices that leverage additional business assets.

Foundation Grantmaking Guidelines set out the process that the Foundation follows in making its grants around the world. The Guidelines ensure that the Foundation's assets are used exclusively to further our charitable purposes and ensure that the Foundation is compliant with U.S. Federal tax law requirements for private foundations in their grantmaking.

Structure, Governance and Management

The Foundation is governed by a Board of Trustees responsible for overseeing the affairs of the Foundation and ensuring that it delivers on 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. Day-to-day operations of the Foundation are managed by the GCI team. The Foundation is also supported by a wider network of Johnson & Johnson professionals who operate at the local country level and provide support and advice to the Foundation on important issues. Above and beyond the Foundation's work, other entities within Johnson & Johnson do charitable activities outside of the Foundation, which are not reflected in this report.



Cash Investment Committee

Cash Investment Committee –The 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.

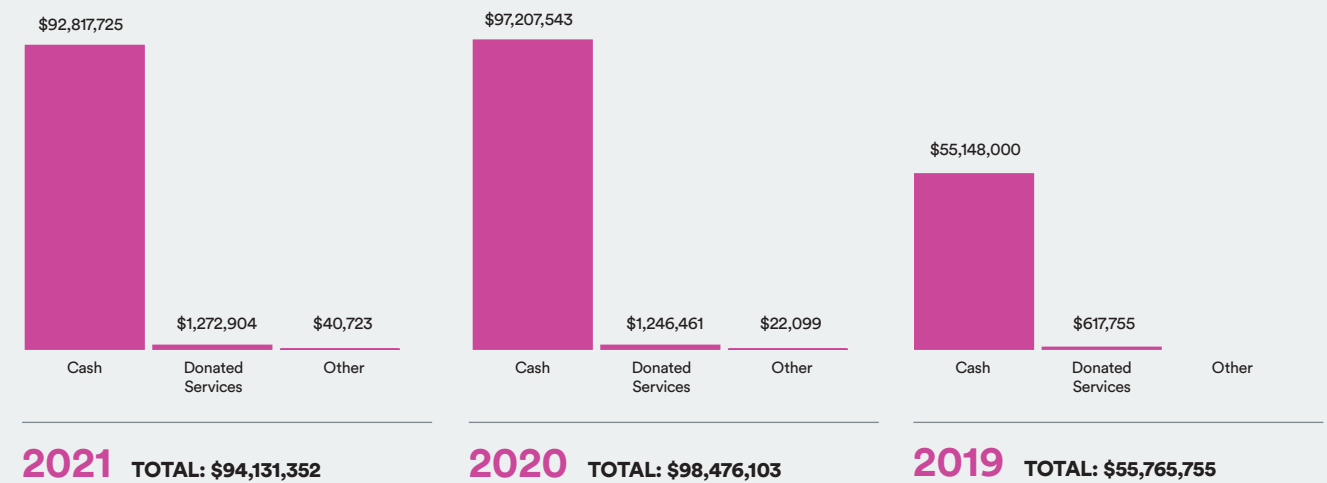
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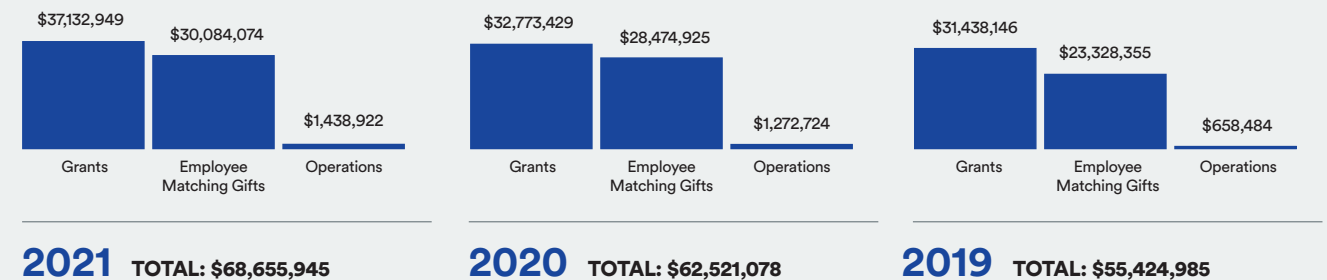
Financial Highlights

The Foundation is funded through cash contributions from Johnson & Johnson. The Foundation also matched contributions made by Johnson & Johnson employees and retirees to qualified 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

For more than 130 years, Johnson & Johnson has aimed to keep people well at every age and every stage of life. Today, as the world's largest and most broadly based healthcare company, the Company remains committed to using its reach and size for good. It strives to improve access and affordability, create healthier communities, and put a healthy mind, body and environment within reach of everyone, everywhere.

Every day, the Company's more than 130,000 employees across the world are blending heart, science and ingenuity to profoundly change the trajectory of health for humanity.

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One Johnson & Johnson Plaza
New Brunswick, NJ 08901 USA

For more information, visit: <https://www.jnj.com/our-giving>