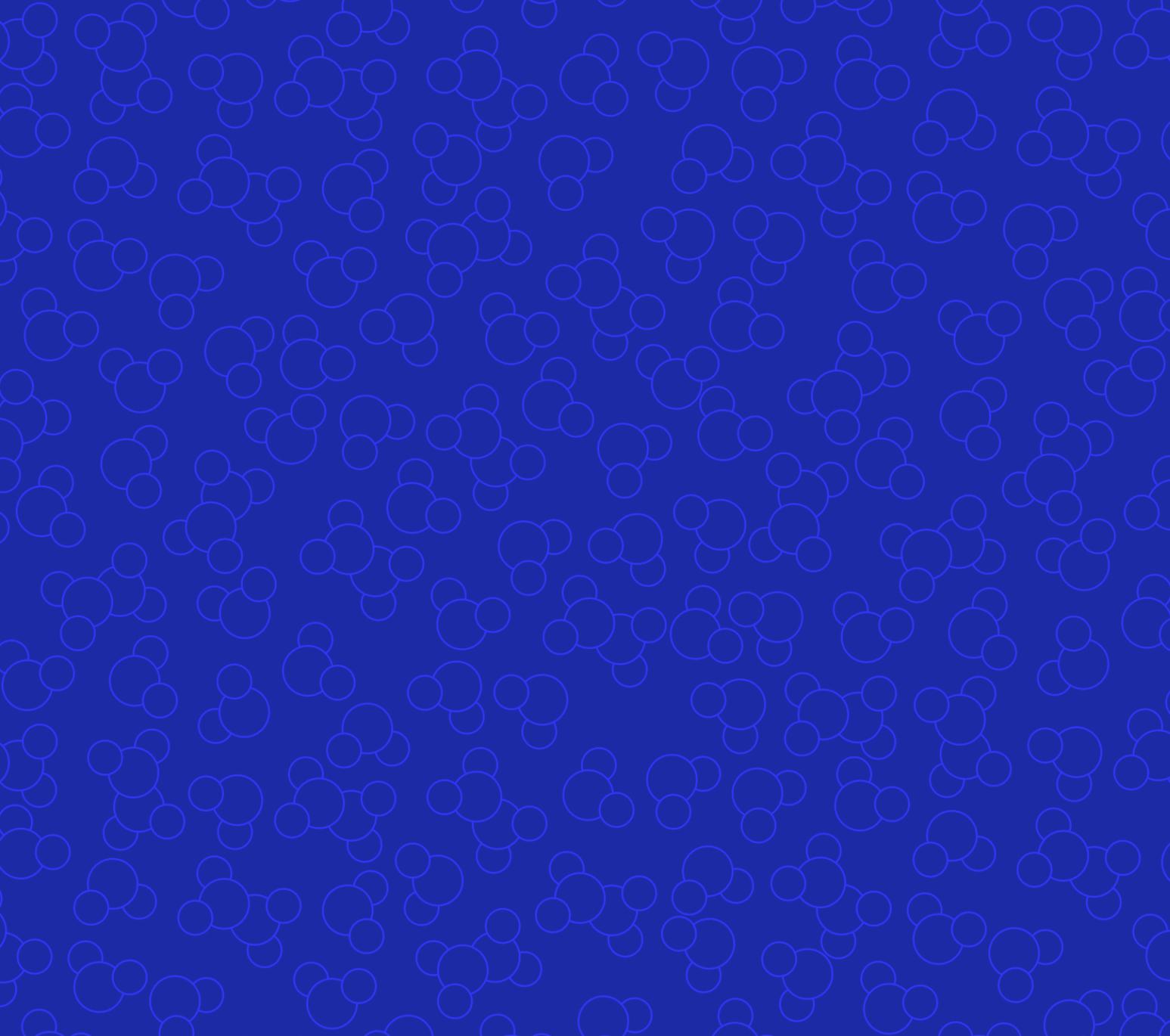




2020 Annual Report

JOHNSON & JOHNSON FOUNDATION UNITED STATES

Johnson & Johnson
FOUNDATION



Message from the President

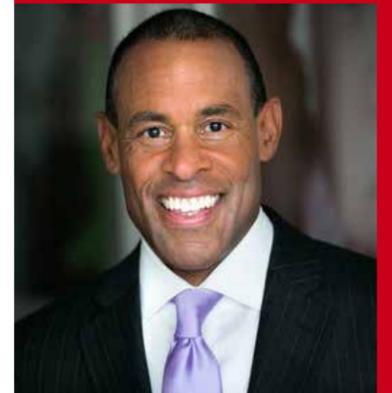
The funding of the Johnson & Johnson Foundation reflects the Company's most meaningful philanthropic investment in its commitment to profoundly changing the trajectory of health for humanity. The Foundation, an independent 501(c)(3) organization, supports innovative partnerships—both global and country-based—focused on helping those on the front lines in providing the highest quality care to the communities they serve.

In January 2020 the Foundation and the Johnson & Johnson Family of Companies announced a \$250 million, 10-year commitment to build a thriving health workforce through the Center for Health Worker Innovation. As we began to gain a fuller picture of the impact of COVID-19, the Foundation worked closely with partners to understand their immediate, near- and long-term needs and contributed toward an additional \$50 million commitment to COVID-19 response with the Johnson & Johnson Family of Companies. The Foundation was able to quickly pivot to help partners respond to the crisis—from emergency relief that prioritized the safety of

health workers delivering COVID-19 care, which included PPE donations, training and technology, mental health and psychosocial support for health workers, and working with governments on health systems strengthening.

The inequitable health access and systemic racism exposed by COVID-19 has compounded a sense of urgency to create more equitable health systems now and into the future. The Foundation is committed to address racial and social injustices as the critical public health issue that it is, including scaling up programs that advance the health of Black people and other communities of color in the US.

Support for health workers with funding from the Foundation grew significantly in 2020 benefiting more than 118 partners, 125 thousand nurses, 26 thousand midwives, 22 thousand community health workers, and an additional 349 thousand health workers across 36 countries. The programs focused on what individual health workers need to thrive today and into the future, and to help make healthcare accessible and equitable.



We are proud of the Foundation's achievements in an extraordinarily challenging year.

Michael Sneed
President
Johnson & Johnson Foundation

About Us

The Johnson & Johnson Foundation is a private, non-profit 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 that focus on building robust and resilient health workers and health systems, increasing health workforces and driving progress toward the Johnson & Johnson Health for Humanity 2020 goals and the company's 2020 Sustainable Development Goals Commitment.



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 global 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 2020, 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 by supporting and championing nurses, midwives and community health workers who are at the heart of delivering care.
- 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 invested over \$61 million dollars in 2020 to over 120 partners that supported health workers, strengthened community-based primary health systems, and helped advance health and improve people's lives in nearly 50 countries.

As the COVID-19 crisis unfolded, investments focused on addressing critical needs of frontline health workers providing COVID-19 care, while not losing sight of long-term priorities that aim to build a thriving global frontline health workforce and achieve health for all.

Programs and partnerships supported by the Foundation in 2020 include:

- Mobilizing to meet the immediate safety needs of frontline health workers with longstanding global partners such as UNICEF, UNFPA, Save the Children, AmeriCares and World Vision, as well as new coalitions and local partnerships including Indian Red Cross Society; Project Hope in Indonesia; and Cadena and Partners in Health in Mexico.
- We worked with partners such as Praekelt.org, IntraHealth, Dimagi, Ona, ARMMAN, Reach52 and Penn IMPaCT to accelerate digital health technologies the world needs now and in the future, including mobile technologies with widespread community use like WhatsApp, SMS and automated voice messaging, as well as exploring frontier technologies such as natural language processing and artificial intelligence to expand access to healthcare.
- With burn-out among frontline health workers rapidly becoming a pandemic within the pandemic, we developed a robust set of tools that make mental, emotional and physical well-being of frontline health workers an essential priority through the First Responders First initiative.
- To better understand the drivers and consequences of the COVID-19 pandemic within the US and globally, we are partnering with Johns Hopkins University to generate more granular data and nuanced analysis around inequities in COVID-19 exposure, care and consequences, as well as to systematically document public health policy interventions being implemented in the US and around the globe during the COVID-19 pandemic.
- In addition to supporting communities through the COVID-19 pandemic, we worked with partners including AmeriCares, Direct Relief, HPIC, Heart to Heart International, IHP, Save the Children and UNICEF to coordinate product donations and emergency relief to support communities struck by disaster, including earthquakes in Puerto Rico, Hurricanes Eta and Iota in Latin America, and Forest Fires in North America.

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 US 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.



Committees

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.

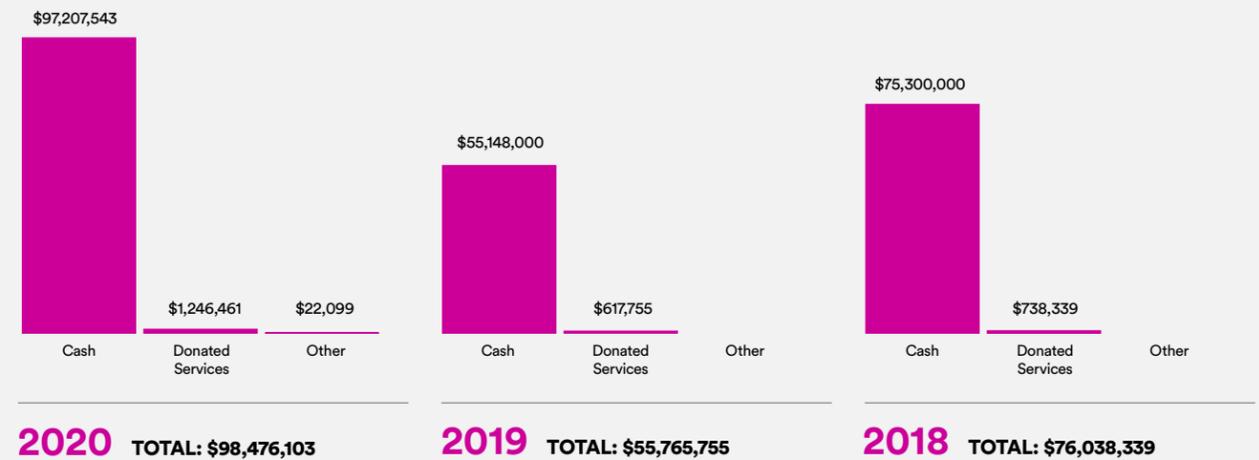
Board of Trustees

- Casey Murphy-Gerry
- Daryl Todd
- Lauren Moore
- Michael Sneed
- Michelle Ryan
- Scott Trzaskawka

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 US 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.

Johnson & Johnson Foundation Contributions



Johnson & Johnson Foundation Expenses

