

2024 ESG Summary



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For queries or feedback, please contact us at the [Johnson & Johnson Office of the Corporate Secretary](#).

Learn more

- [↳ 2024 Health for Humanity Report](#)
- [↳ ESG Performance Data & Indices](#), including:
 - ESG performance data
 - Global Reporting Initiative (GRI)
 - Sustainability Accounting Standards Board (SASB)
 - Norges Bank Investment Management (NBIM)
- [ESG Policies & Positions](#)
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ESG strategy

J&J integrates ESG into our business strategies, starting at the highest levels of leadership, where the Board has overall accountability for ESG risk management oversight. Our ESG strategy informs our approach to delivering positive impact for our stakeholders while managing ESG-related risks and opportunities.

Our ESG strategy is grounded in Our Credo values, informed by both our Company's purpose to profoundly impact health for humanity and the views of our external stakeholders. The strategy focuses our efforts on the areas where we are well positioned to achieve the greatest impact: innovation and advancing health for all, empowering our employees and advancing environmental health. Leading with accountability is foundational to these efforts.

Our ESG approach is designed to effectively govern and manage risks, including ESG risks, while enabling us to identify opportunities that accurately reflect our business strategy.

The Enterprise Compliance & Risk Committee (ECRC), chaired by our Chief Technical Operations & Risk Officer with representatives from our business segments and enterprise risk functions, provides governance and oversight for the management of current and emerging risks and facilitation of action planning across the Company, including ESG related matters.

For more information on how we are managing ESG risks and embedding sustainability into decision-making, please see our

[\(i\) Position on ESG Governance](#).

Stakeholder engagement

J&J interacts with numerous stakeholders at the global, national and local levels to understand their expectations of us and gain valuable insight into what matters to them, so that we can better respond to their needs. Our key stakeholders include:

- **Patients** are at the center of all we do at J&J. We prioritize safety, innovation and accessibility to deliver best-in-class solutions for patients at every step of their health journey.
- **Healthcare providers**—including physicians, nurses and a range of health workers—are critical to ensuring patients receive the professional, timely and holistic care they need.
- **Our employees** are critical to our continued success. We foster a culture built on Our Credo values where merit is rewarded and employees are encouraged to grow both professionally and personally.
- **Investors** play a vital role in providing capital for J&J to grow and deliver on our ambitious plans to address the world's toughest healthcare challenges while delivering value to shareholders.

Examples of how we engaged these, and other stakeholder groups, in 2024 can be found throughout our [2024 Health for Humanity Report](#). For a full list of stakeholder groups, see our [\(i\) Position on Stakeholder Engagement](#).



2024 year in brief

Innovation & advancing health for all

>\$17 billion

invested in research and development to create life-enhancing innovations

>196 million

doses of VERMOX Chewable (mebendazole) donated, treating children and women of reproductive age for intestinal worms

>1 million

healthcare workers reached, bringing our total to 3.7 million reached since 2021¹



Our employees



94%

of employees responded to Our Credo Survey, with 85% agreeing that J&J provides an inclusive work environment where each employee is considered an individual

>36,000

employees joined ~15,000 courses on Global Learning Day 2024 in sessions on the day and through October and November combined

~34,000

employees came together across 74 countries for a Global Activity Challenge

Environmental health

26%

reduction of our absolute Scope 1 & 2 greenhouse gas (GHG) emissions since 2021

88%

of J&J's global electricity is sourced from renewable sources

14

countries have hospitals with J&J's recycling program for single-use medical devices



Accountability & governance



\$15 billion

in total tax contribution around the world

97%

of sales and marketing employees completed Health Care Compliance training

>1,000

suppliers engaged to complete EcoVadis assessments

¹ In 2024, we revised our methodology for calculating cumulative data relating to healthcare workers reached to include both U.S.-based and global initiatives (475,800 and 540,500 healthcare workers respectively). The cumulative data reported in 2024 also reflects corrections to 2022 and 2023 totals. Data from J&J Impact Ventures is captured separately in our [2024 Health for Humanity report](#) and excluded from this total.

Recognitions

Ranked in the top 20 of Fortune's ranking of America's Most Innovative Companies

Ranked #5 on the Gartner annual ranking of Top 25 Company Supply Chains for 2024

Ranked #6 on the Drucker Institute Top 250 Best-Managed Companies of 2024

Listed on Fortune's World's Most Admired Companies list for the 22nd year in a row

ESG ratings

ESG Rater	Score	Notes
 access to medicine FOUNDATION	Previous score 4.03 → Current score 3.43	Featured as a top 5 Access to Medicine Index performer for more than a decade.
 CDP DISCLOSURE INSIGHT ACTION	Previous score A- → Current score A-	Maintained an A- CDP score recognizing our leadership in environmental transparency and climate performance.
 ecovadis	Previous score 72 → Current score 74	Scored in the 95 th percentile for the pharmaceutical manufacturing sector for the EcoVadis sustainability assessment.
 FTSE4Good	Previous score 4.6 → Current score 4.7	Inclusion in the FTSE4Good Index Series for the 24th year, scoring in the 98 th percentile in our sector.
 ISS ESG	Previous score B → Current score B	Performed in the first decile among industry peers.
 MSCI	Previous score A → Current score A	Maintained an "A" rating.
 MORNINGSTAR SUSTAINALYTICS	Previous score 22.1 → Current score 20.1	Reduced our ESG risk rating for the sixth consecutive year.

ESG performance data summary

Innovation & advancing health for all*	Unit	2024	2023	2022
Annual number of patients receiving access to SIRTURO (bedaquiline molecule) tuberculosis treatment	#	131,634 [◊]	210,536	133,636
Cumulative doses of VERMOX (mebendazole) donated since the start of the initiative through the WHO and private donations	billions	2.6 [◊]	2.4	2.2
Total value of Johnson & Johnson products and cash contributed globally	million \$	\$5,044	\$4,337	\$4,292
Our employees*	Unit	2024	2023	2022
Total employees	#	137,925 [‡]	134,357	153,677
Total new hires	#	18,569 [‡]	18,193	24,940
Overall voluntary turnover	%	6.3% [‡]	7.4%	8.8%
Overall average hours of enterprise-wide training per employee	hours	36.9	27.3	27.0
Total recordable injury rate	rate	0.30 [‡]	0.28	0.23
Lost workday case rate	rate	0.09 [‡]	0.07	0.06
Fatalities	#	0 [‡]	0	0
Environmental health*	Unit	2024	2023	2022
Total energy use	TJ	8,992	8,920	8,973
Energy intensity	TJ/billion \$	101	105	112
Electricity generated from renewable sources	%	88% [◊]	87%	75%
Total Scope 1 & Scope 2 GHG emissions**	MT CO ₂ e	430,926	456,871	514,693
GHG emissions intensity (Scope 1 & Scope 2)	MT CO ₂ e/million \$	5	5	6
Percentage decrease in GHG emissions intensity (Scope 1 & Scope 2) by revenue (MT CO ₂ e/ million \$) compared to 2021 baseline	%	34%	27%	13%

Percentage of suppliers by emissions covering Purchased Goods and Services and Upstream Transportation and Distribution with science-based targets	%	24%	28%	Not reported
Total water withdrawn	million m ³	7.43 [◊]	7.30	11.11
Total waste diverted from disposal	MT	125,070 [◊]	100,510	169,355
Total waste directed to disposal	MT	17,446 [◊]	20,558	28,915
J&J manufacturing and R&D sites certified to ISO 14001	%	97% [‡]	89%	91%
Number of J&J buildings that have been LEED-certified (total)	#	71	62	68

Accountability & governance*	Unit	2024	2023	2022
Total tax contribution	billion \$	\$15.0 [‡]	\$16.4	\$13.8
R&D expenditures	million \$	\$17,232	\$15,085	\$14,135
Sales and marketing employees who completed Health Care Compliance (HCC) training	%	97%	96%	97%
Employees covered by collective bargaining agreements	%	31% [‡]	30%	30%
Participation of invited suppliers in CDP Supply Chain Climate program	%	77%	74%	85%
Percentage of regulatory inspections that did not result in a regulatory classification	%	100% [‡]	100%	100%
FDA Class I Recall Removals: Innovative Medicine	#	0 [‡]	0	0
FDA Class I Recall Removals: MedTech	#	3 [‡]	1	0
FDA Class II Recall Removals: Innovative Medicine	#	0 [‡]	0	0
FDA Class II Recall Removals: MedTech	#	13 [‡]	10	11

◊ Metric has been assured by ERM CVS. See [Health for Humanity Data Assurance Report](#) and [Health for Humanity Environmental Data Assurance Report](#).

‡ See PwC's [Report of Independent Accountants and Management's Assertion](#).

* For full details of our performance and footnotes on all data points, see our [ESG Performance Data and Indices](#).

** 2022 and 2023 data are restated.

2024 ESG Summary

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Johnson & Johnson

OUR CREDO

WE BELIEVE OUR FIRST RESPONSIBILITY IS TO THE PATIENTS, DOCTORS AND NURSES, TO MOTHERS AND FATHERS AND ALL OTHERS WHO USE OUR PRODUCTS AND SERVICES. IN MEETING THEIR NEEDS EVERYTHING WE DO MUST BE OF HIGH QUALITY. WE MUST CONSTANTLY STRIVE TO PROVIDE VALUE, REDUCE OUR COSTS AND MAINTAIN REASONABLE PRICES. CUSTOMERS' ORDERS MUST BE SERVICED PROMPTLY AND ACCURATELY. OUR BUSINESS PARTNERS MUST HAVE AN OPPORTUNITY TO MAKE A FAIR PROFIT.

WE ARE RESPONSIBLE TO OUR EMPLOYEES WHO WORK WITH US THROUGHOUT THE WORLD. WE MUST PROVIDE AN INCLUSIVE WORK ENVIRONMENT WHERE EACH PERSON MUST BE CONSIDERED AS AN INDIVIDUAL WITH HUMANITY AND DIGNITY AND