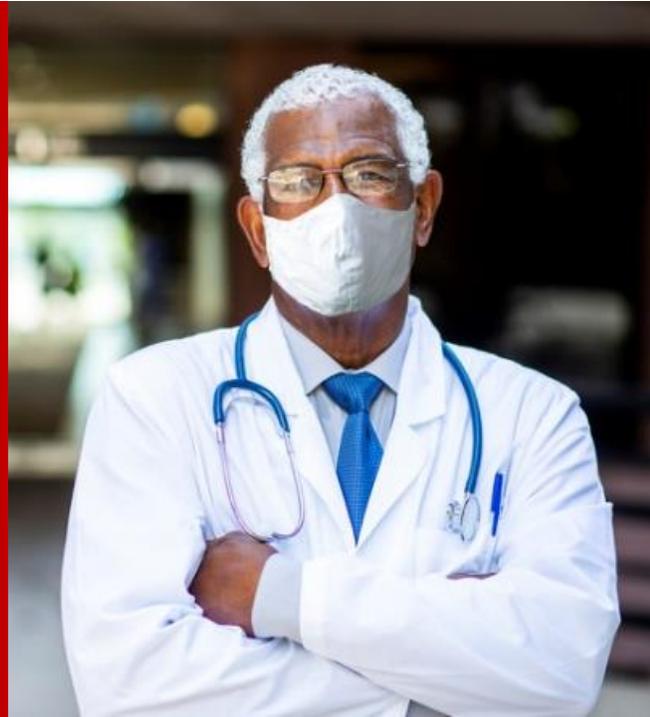


Mobilizing to address the COVID-19 pandemic

Johnson & Johnson has been actively engaged in fighting pandemics for over a century. We have done it before, and we will do it again. With our global reach comes a responsibility and unique ability to leverage our deep scientific expertise and extensive partnerships to take on this challenge. Our more than 130,000 employees around the world are mobilizing with urgency to address the critical needs of families, communities and healthcare providers working toward mitigating and ultimately ending the COVID-19 pandemic.

Our commitment to families doesn't change in a time of crisis: we'll never stop taking care of you.



Developing an investigational vaccine and identifying therapies for COVID-19

We're progressing the development of an investigational vaccine for COVID-19 with the goal of working with regulators to deliver large volumes globally on a not-for-profit basis by 2021.

We're also working with global partners to screen a library of molecules, including antivirals, in order to identify potential treatments that could provide options to address the current pandemic.

[Learn more →](#)



Supporting frontline healthcare workers

The Johnson & Johnson Family of Companies and the Johnson & Johnson Foundation committed \$50M—for a total of \$300 million—to support frontline health workers.

Our contributions, already hard at work, are delivering essential training and education, supporting mental health and well-being, fostering advocacy, helping to strengthen leadership and management skills, and ensuring frontline health workers are connected to each other, to communities and to health systems.

[Learn more →](#)



Taking action to support health equity in communities of color

The COVID-19 pandemic is disproportionately impacting communities of color. That's why we are working to advance racial and ethnic health equity through a series of targeted COVID-19 focused programs and partnerships.

[Learn more →](#)



Caring for employees

We're supporting the safety, health and well-being of our employees, contractors and the communities in which we live and work.

[Learn more →](#)

Developing an investigational vaccine and identifying therapies for COVID-19

Our efforts to develop an investigational vaccine and make it available worldwide, support innovative solutions and identify potential treatments for COVID-19:

We're working with partners to identify potential treatments for COVID-19 and are committed to bringing an investigational vaccine to the public on a not-for-profit basis for emergency pandemic use.

Our vaccine development technology, deep scientific expertise and strong global manufacturing capabilities provide us with the ability to rapidly develop vaccine candidates and upscale production to ensure, if proven safe and effective, we can get it in the hands of those who need it most as quickly as possible. We're working toward the goal of delivering large volumes of an investigational vaccine as soon as early 2021.



We're continuing to collaborate with regulators, healthcare organizations, institutions and communities worldwide to help ensure our research platforms, existing science and outbreak expertise can be maximized to stem this public health crisis.



Our infectious disease experts are providing guidance to entrepreneurs and the startup community embarking on COVID-19 related research and technologies. More than 60 resident companies in our global incubator network Johnson & Johnson Innovation – JLABS are currently exploring novel approaches to help address the COVID-19 pandemic.



We're working with global partners to screen a library of molecules, including antivirals, in order to identify potential treatments that could provide options to address the current pandemic.



We've initiated phase 1/2a, a first-in-human clinical study of our vaccine candidate.



We are expanding our global capacity to support the goal of supplying more than one billion doses of the vaccine globally.

Supporting frontline healthcare workers

In March, the Johnson & Johnson Family of Companies and Johnson & Johnson Foundation committed \$50 million to support frontline health workers.

This commitment expands upon a \$250 million multi-year commitment made earlier this year to support those at the frontlines guided by the [Johnson & Johnson Center for Health Worker Innovation](#).



Product donations and volunteering



We've donated millions of J&J products around the world across our Consumer Health, Medical Devices and Pharmaceuticals businesses.

Delivering essential training & education and supporting mental health & well-being



The Johnson & Johnson Institute developed a COVID-19 Community Hub, to meet some of the pressing needs of healthcare professionals around the world. Doctors, nurses and other clinical and administrative staff visit the Hub for information about managing mental health and well-being and to take courses anytime/anywhere for continuous learning across multiple specialties.

Strengthening leadership and management skills



We are supporting the American Organization for Nursing Leadership on the development of leadership and management training for nursing leaders on the frontlines of COVID-19.

Ensuring connection and integration



To maximize the ability of community health teams to conduct surveillance, contact tracing and tracking and rapid deployment of high quality health information to communities and FLHWs through mobile tech, Johnson & Johnson Foundation is supporting a range of mHealth partners: Dimagi, Praekelt.org, mHero, Mothers2Mothers, and Reach52.

Fostering advocacy



We're continuing our 120-year legacy of elevating and empowering nurses as innovative, critical leaders on the frontline with a special 10-episode miniseries entitled SEE YOU NOW: COVID-19 The Nurse Response and an upcoming Nurses Innovation QuickFire Challenge aimed at fostering innovative solutions for COVID-19 Patient Care.

Taking action to support health equity in communities of color

Today, the COVID-19 pandemic is disproportionately impacting communities of color. We are working to advance racial and ethnic health equity through a series of targeted COVID-19 focused programs and partnerships.



We're establishing new partnerships in order to generate deeper, more granular insights to better capture data and understand how the COVID-19 crisis is impacting communities in the US.



We are working directly with many branches of government, as well as partnering with advocates, NGOs and leaders like the Congressional Black Caucus, to lend our voice, expertise and perspective to improving health outcomes in Black communities.



Johnson & Johnson was one of a few companies to sign on to a coalition letter to Congressional leaders in the U.S. calling for increased and improved data collection and dissemination for COVID-19 patients. We are hopeful that these provisions will be included in a Senate package and signed into law.



In our Company-sponsored COVID-19 clinical trials, we are leveraging a special engagement strategy that includes a digital and community outreach plan to provide resources to help identify opportunities to participate in clinical research, identifying and implementing ways to reduce operational barriers and patient burden, applying lessons from other trial recruitment efforts, and educating Black and Hispanic communities across the U.S. about clinical trials and the importance of participation.

Caring for our employees

Throughout the COVID-19 global health crisis, Johnson & Johnson has remained open and operational, continuing to provide critical medicines, products and services to those we serve while protecting the health and safety of our people.

We instituted a variety of workplace enhancements – social distancing, enhanced cleaning, use of face masks/PPE, etc. to ensure the safety of employees who have continued to work on-site, our field staff who continued to visit healthcare facilities in support of patients, as well as for those who will be returning to the workplace.

We continue to adapt our work environment, policies and benefits to support them in balancing their personal and professional responsibilities and prioritizing emotional, mental and physical health and well-being so they can be at their best.



In recognition of the extraordinary commitment to our values and dedication of our employees working on the front line to ensure our essential facilities are operational, we provided a one-time award of \$1,000.00 USD* to eligible Johnson & Johnson employees.

**The value of the award outside the U.S., and in Puerto Rico took into account standard of living differences.*



We provided 100% of base salary and benefits to those who were unable to work due to changes caused by COVID-19, such as being a primary caregiver and being unable to work, having underlying health issues, etc. -- from March 13 through May 15.



In the spirit of Our Credo and longstanding commitment to frontline healthcare workers, Johnson & Johnson introduced a medical personnel leave policy – a global minimum paid leave for up to fourteen (14) weeks over the course of a year, enabling our employees who are healthcare providers to take paid time off to volunteer to provide COVID-related medical care.



Available to all employees is a curated range of virtual volunteering opportunities specifically related to COVID-19 through our Talent for Good program.



We have launched a variety of mental well-being virtual trainings and webinars. We also expanded access to our digital resilience tool and are providing new tips daily to support mental well-being during this complicated time.



In an effort to encourage our employees to consider virtual medical care as a first line of defense, we are offering complimentary telemedicine, including for COVID-19-related symptoms.