

CONTRIBUTIONS REPORT 2019

Bringing
More
Happiness
to the World



JAPAN COMMUNITY IMPACT (JCI)
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JAPAN COMMUNITY IMPACT

Bringing Impact to the Society

JAPAN COMMUNITY IMPACT (JCI) is an organization that offers various social contribution activities by employee volunteers of J&J Family of Companies in Japan (J&J), the world's largest total healthcare company of diverse businesses. Through fulfilling our responsibility to the community as stated as the third responsibility in Our Credo, the guiding principle of J&J, JCI is committed to continuously bringing impact to the society of Japan.



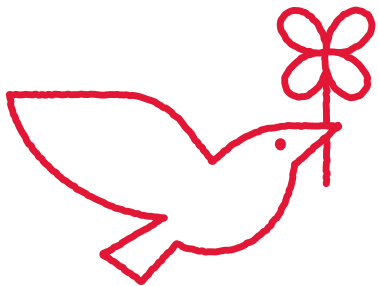
Unique social contribution activities led by employee volunteers



Johnson & Johnson Family of Companies
in Japan President Council

Under the President Council of J&J Family of Companies in Japan, JCI is run by employee volunteers of various sectors. The JCI Leadership Team and the JCI Office work together to support non-profit organizations (NPOs, etc.) and encourage employee participation in volunteering. Such two-pillar activities are supported by the JCI members and the Regional Ambassadors, strongly driving the culture of social contributions in J&J Family of Companies in Japan.

IMPACT 01



Support for non-profit organizations (NPOs, etc.)

Under the third responsibility described in Our Credo, we pursue a better society, and as a good corporate citizen, we are engaged in activities to help achieve a society in which everyone can lead a healthy life. We support non-profit organizations (NPOs, etc.) that closely collaborate with local community-based partners to address the improvement of social issues under the theme of physical, mental and social health with a long-term perspective.

Collaborations with non-profit organizations (NPOs, etc.)

Focusing on the social issues around physical and mental health, JCI supports projects that offer clear vision and plan to improve fundamental cause of such issues. In addition to providing monetary support, JCI discusses with the organizations to decide our scope of activity and areas for support as well as clarify target and overall timeline. We also leverage our business capabilities such as marketing knowledge and task prioritization in the process to support a better activity.

JAPAN COMMUNITY IMPACT (JCI)

Organization run by employee volunteers

LEADERSHIP TEAM

Make decisions on direction and strategies for social contribution activities and lead execution and operation of task teams throughout the year.

Employee

JCI Office



Execute administrative processing for NPO support programs. Communicate, contact and make arrangements with employees to support daily activities of JCI members.

MEMBERS

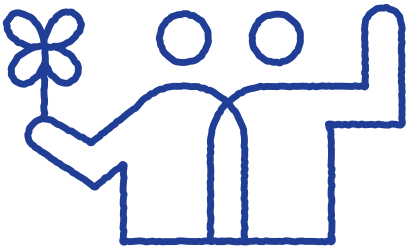
Execute and operate events and programs. Promote creation of culture and activities of social contribution within J&J Family of Companies in Japan.

REGIONAL AMBASSADOR

Execute and operate community-based social contribution activities. Promote participation in activities in sales offices.



IMPACT 02



Encouraging employee participation in volunteering

JCI plans and runs events and volunteer programs to create an environment where employees can voluntarily act as "good citizens".

Starting from Learning program

A lunchtime program of workshops and lecture meetings on social issues. Employees attend there as a casual first step toward social contribution.

Aiming for Volunteer Months with the participation of all employees

With June and July every year designated as the Volunteer Months, various programs are offered nationwide, joined by employees from different divisions for fun volunteer activities.

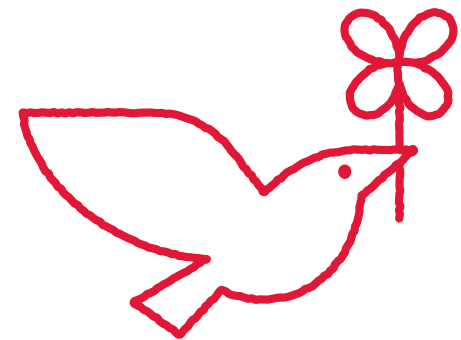
Volunteerism by buying/ eating

A volunteer activity by buying products from the disaster-affected areas and welfare facilities. In addition to physical shopping events in HQ, online shopping platform was provided for employees across Japan.

Children's clothing charity bazaar

A charity bazaar of used children's clothing for internal employees to donate the proceeds. Set up by employees with small children, the charity bazaar has been held regularly since 2016.

IMPACT 01



Support for non-profit organizations



Specified Non-Profit Organization, JAM Network



Kotoba Camp Instructor Training Project

Expanding the circle to support independence of children

In many cases, children who left children's home struggle to live independently due to lack of communication skill as adults. JAM Network organizes Kotoba Camp program to help children acquire communication skill to reduce those struggle with social communication. To roll out this program nationwide, the NPO promotes Kotoba Camp instructor training project. This is a 3-year project including nationwide research over children's home, development of certified instructors, national execution of the program and manual development. The goal is for children in Japan to nurture self-respect and have more opportunities to acquire strong communication skills and skills to think and decide by themselves. By supporting independence of children, we believe we can make the future society brighter for them.



JCI partner
Kazuhiko Kitano
Ethicon,
Medical Company Johnson & Johnson

I deeply sympathize with Kotoba Camp, which helps children proactively improve communication skills with fun. After taking part in the program myself, I realized it is quite inspiring not only for children but also for adults. I'd like to keep supporting the project to expand it more.



TOMODACHI Initiative



TOMODACHI J&J Disaster Nursing Training Program

Reinforcing foundation of healthcare and nursing in the disaster-affected areas

This program started with passion to help restore the areas affected by the Great East Japan Earthquake through supporting the development of those engaged in healthcare and nursing. The name of the program comes from the OPERATION TOMODACHI by the US military rolled out during the earthquake. The Purposes of the TOMODACHI Initiative are to improve capabilities of nurses engaged in the affected areas in Tohoku and to build their leadership. While the program had limited the participants to the students from the affected areas until 2018, it has expanded the participants to nursing students and post graduate students across Japan since 2019. Last year, 8 students including those from the Kanto area participated. In addition to the reconstruction support and disaster nursing development, the program also offered an event where the program graduates shared and hand over their firsthand learning to the next-generation participants. Developing leaders in the area of disaster nursing in Japan, a country known for frequent natural disasters, will build strong foundation of healthcare and nursing against disasters, resulting in a better social environment.



JCI partner
Keiko Tsuboi
Medical Affairs,
Janssen Pharmaceutical

Every year, I am touched by the passion of nursing students who are committed to change their earthquake experiences to positive energy to contribute to their hometown and their growth through the program. Also, I am grateful to mentors, nurses in Japan and US and healthcare professionals who are involved in this project voluntarily to run and develop the program.



Non-Profit Organization, Florence



Development of parenting training program
for foster parents, cultivation of parenting trainers,
and awareness-raising campaign for special adoption

Building an environment for children to live healthy both physically and mentally

In Japan, one baby per two weeks loses his/her life shortly after birth due to abandonment and abuse by biological parents. Baby abuse deaths have become a social issue in Japan and it is estimated that 80% of over 47,000 children in Japan who cannot live with their parents live in foster home. We should not look away from this issue and realize a society where children can live happily.

The project offers "Development of parenting training program for foster parents" and "Development of parenting trainers" who train, screen foster parents and provide them with post-adoption support. We helped digitalization of training and distribution of awareness campaign video to promote understanding of special adoption and help couples become foster parents. We will continue to focus on the program, believing that continuous execution of such initiatives will help reduce baby abuse deaths and build a society for children to live healthy both physically and mentally.



JCI partner
Kazuhiro Ida
DePuy Synthes, Medical Company,
Johnson & Johnson

While I have been a supporter of Florence on nursing care activities for children with disabilities, I learned the importance of the Baby Adoption Initiative more after attending the training for special adoption and learning attitude and voices of couples who desire special adoption.



Specified Non-Profit Corporation, Mura no Mirai



Community parenting project
in Nishinomiya

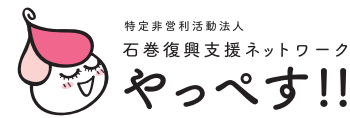
Helping raise children with each other for better future

Mura no Mirai focuses on creating a framework to maintain, leverage and circulate local resources instead of introducing elements missing from the society. The NPO mainly provides training methods for people to identify and solve issues by themselves, and navigates them to an activity that engages others. This is a project that provides follow-up seminars on childrearing for families before and after childbirth and seminars to develop supporters who help families raising children. By increasing the awareness of those who raise children and people around them, Mura no Mirai promotes the framework for people to "support childrearing mutually in the community". While the project is currently rolled out in Nishinomiya, Hyogo, expansion of the area is also planned. The NPO believes there will be more family smiles if their childrearing time becomes more fun and richer, which will promote healthy growth of children and create better future.



JCI partner
Takahiro Ozono
JAPAN COMMUNITY IMPACT,
Johnson & Johnson Family of Companies in Japan

I sympathize with and support their activity to create a framework for mothers to solve issues by themselves, and to develop supporters. Their meta-facilitation method is a great practice to build fair relationships while respecting others. I also learned myself and using it in my communication.



Specified Non-Profit Organization, Ishinomaki Revival Support Network



Talent development project to improve
self-recovery power of women under stress

For women in Ishhinomaki to live actively

After the Great East Japan Earthquake, many women in Ishinomaki carry emotional wounds, feeling difficult to continue working or raising children. NPO, Network Supporting Reconstruction of Ishinomaki has developed trainers to support such women so that they can regain power to recover while also living smartly with stress. The goal of this project is to enhance talent development by introducing new seminars and training technique. In the first year in 2019, the project offered beginner's training on resilience and healthcare as well as seminars to train certified personal coaches. From the second year, the project provides training opportunities to supervise other women based on the learning to increase those who can cope with stress and recover. Towards the goal of "realizing community where women can shine and live actively", the NPO will continue to work with the local women with the spirit of Yappesu ("let's do together" in Ishinomaki dialect).



JCI partner
Norio Sasaki
President's Office, Vision Care Company,
Johnson & Johnson

I became a partner for this JCI program to help support Ishinomaki, Miyagi, a town affected by the earthquake and a town I was born in. I'd like to be engaged in the program for a long term, thanking for this great opportunity to be connected with people in my hometown.



Public Interest Incorporated Association, YWCA of Tokyo (The Young Women's Christian Association of Tokyo)



Project to promote survivor-driven assist
in supporting DV victims

Helping DV victims returning to normal lives as quickly as possible

Violence between male and female never ends. Survey by the Gender Equality Bureau Cabinet Office reveals that 1 in 3 women received violence from a spouse and 1 in 5 from a dating partner. To help women who suffer from such serious and unforgivable issue, YWCA of Tokyo focused on developing supporters for DV victims via JCI support from FY 2016 to 2018. This project utilizes the experiences so far and the community network of the course graduates to promote support for victims based on their desire and request in consideration of their human rights ("survivor-driven support"). While social understanding towards DV structure and victims is insufficient, this 3-year project aims to build a scheme where secondary damage to victims is prevented and supporters themselves can have mutual network to help each other. The NPO strives to create a situation where DV victims can feel safe to talk and receive sufficient support to help themselves return to their normal lives.



JCI partner
Tessui Nakanishi
Integrated Market Access,
Janssen Pharmaceutical

I helped YWCA of Tokyo conduct workshop called "Strategic Approach to the Administration", by developing a story-based request form to tell the government what kind of support is required to solve issues. I felt the "responsibility for the communities", stated in Our Credo through helping to support DV victims.

How We Support Non-Profit Organizations (NPOs, etc.)



Deciding areas for support

Based on the social needs, areas that require support are decided through discussions.



Selecting non-profit organization (NPOs, etc.) partners

Openly recruit projects by non-profit organizations (NPOs, etc.) who have long-term plans to solve such social issues and select the winners.



Deciding projects to assist

Among several projects by non-profit organizations (NPOs, etc.) selected above, JCI members examine and discuss from various aspects to decide the projects to support.



Implementing the project

Non-profit organizations (NPOs, etc.) will lead to drive the project. JCI members will be their partners to check the progress and support executing the project.



Employee participation

Opportunities are provided to the entire J&J employees including JCI members to learn activities of non-profit organizations (NPOs, etc.) and the social issues.



Validating project effectiveness

Projects are managed on a yearly basis. Effectiveness is validated based on the report to examine whether to continue or change the content.

Specified Non-Profit Corporation, Mura no Mirai

Spreading circle of mutual childrearing support from Nishinomiya



1 Helping bathe a 2-week old baby 2 Monthly meeting between Mura no Mirai and 'a little', where activity updates from previous month, upcoming plans and challenges are shared. 3 Seminar by 'a little' introducing public/private support available for families in Nishinomiya before and after childbirth. The seminar also shares actual cases of families who used the support, encouraging women before/after childbirth, who are hesitant in using external support, to use the local support more casually. 4 Yoko Kawanishi, a clinical psychologist, explaining "visual assistance" at the training for development of community childrearing supporters. Use of Scroll Calendar® by Omemedo is recommended for children with intellectual disability to promote understanding of the distance of 1 to 31 days at a glance. 5 'a little' members learning meta-facilitation method in a monthly meeting.

INTERVIEW



Training Chief,
Specified Non-Profit Corporation,
Mura no Mirai
Yasuko Hara

Mura no Mirai uses meta-facilitation*, a method developed in the field of international cooperation to develop talent who can guide local residents to solve their challenges by themselves and to build a happy and healthy society. We have been receiving supports from J&J Family of Companies in Japan since 2018 on "Community parenting project in Nishinomiya", which we have launched with "a little" in Nishinomiya. The entire process, from research on childrearing to planning and executing of activities based on such research, will not complete in a year. So, we really appreciate this 3-year monetary support

from J&J. In addition, J&J colleagues equipped with business know-how and skills always provide us with ideas and accurate advices on operations of the organization and our field activities based on the understanding of meta-facilitation method. We can feel free to ask for their advice. I also feel that we are beyond the relationship of provider/ receiver of monetary supports and J&J supports us as a partner who shares the same purpose. Seeing social contribution activities of a global company like J&J, we feel more confident in applying for subsidies from other companies and joint projects, which has really opened up our

possibilities of activities. Today, still many mothers and families are struggling with childrearing on their own without being able to ask for help. A year after we started our activity, we began visiting homes of women before and after childbirth. Though gradually, we have started working with the government, cooperative associations and social welfare councils. Through the support from J&J, we hope to see increase in activities to support childrearing mutually and be connected to those who are engaged in similar activities across Japan. Even after the project ends, I hope employees of J&J Family of Companies

in Japan will continue to "run along with us as a partner".

* Meta-facilitation: a method established by the representative of Mura no Mirai, which asks facts only to create a process to solve issues free from biased mindset.

Name of project:
Community parenting project in Nishinomiya
Activity:
Execute various support projects for people in the community who raise children and those who want to support them.
URL:
http://muranomirai.org/projects/summary_kosodatenowa

Disseminating the change

Sawa Ito
Quality Assurance,
Janssen Pharmaceutical



In the world today, community network is becoming shallow and the number of nuclear families increases. For those raising children to solve issues proactively, it is important to empower and support them and those who are around them. I was engaged in the project as a team member to make contribution for better outcome. First, I took meta-facilitation training and learned the strength of the organization. Also, through open conversations and talking over ideas and thoughts, I feel we could improve our action as one team. Although local challenges will not be solved in 3 years, I am excited to see more empowered people being proactive and bring change to the society. I also want many people in other regions to know this project to disseminate the change throughout the country.

IMPACT 02



Encouraging employee participation in volunteer activities

Experiencing the life in marginal village!

We organized a kids camp for local children and children of our employees to experience the life in a marginal village in Kaga City, Ishikawa Prefecture. Through working with an international workcamp by NPO NICE we incorporated English workshop to make the experience memorable. The camp was attended by many employees, serving as a good opportunity to deepen understanding of a life in marginal village. We hope to see expansion of the circle of support from this activity.

Name of program
Supporting International Kids Camp in Marginal Village in Kaga, Ishikawa Prefecture

Supporting organization
Non-Profit Organization, Never-ending International WorkCamps Exchange (NICE)

Kanami Koyama
Biosense Webster, Medical Company
Johnson & Johnson



Noriko Ito
Distributor Branch Management
Medical Company, Johnson & Johnson



Connecting with and caring people in Ishinomaki more

I have been supporting beach clean activity in Ishinomaki, Miyagi Prefecture. As time passes by, reconstruction of the affected areas progresses and there are more children who do not know about the earthquake. But there are many people who still carry emotional scars to this day. The search for the missing is still going on in the sea. I'd like to be more connected with people there, caring and giving energy to them by helping activities such as handing down the disaster experiences to children in addition to beach clean.

Name of program
Cleaning Umihama, Ishinomaki, Miyagi- for children to feel ocean as a safe place to play in.

Supporting Organization
General Incorporated Association, Ishinomaki Umisakura



Nobuhiro Hashiguchi
Neuroscience,
Janssen Pharmaceutical



Giving courage to sick children and their families!

Ronald McDonald houses are places where sick children and their families stay. In addition to a regular volunteer activity of cleaning the house, we organized a "dinner gift" to give courage to children and their families who cannot eat properly due to treatment or nursing. Volunteers including myself were also encouraged when the facility users gave us thank you messages. I hope to expand this activity to other Houses so that more people are touched and encouraged through the experience.

Name of Program
Cleaning up the House to make child patients and their families smile. Let's serve dinner to users to bring a smile to the faces of child patients and their families.

Supporting organization
Ronald McDonald House Osaka Kento

Providing medical experiences to children with cancer and their families

We provide healthcare experiences to children who fight against pediatric cancer and their families. This program has started based on our hope that they can feel healthcare close and be courageous about receiving treatment. In this healthcare experience, we also ask families to join who closely support the treatment of their children fighting against pediatric cancer. Though the activity originally started from one division of Medical Company, it expands gradually and now employee volunteers of Janssen also exhibit their booth from 2 years ago. We hope to expand it even further.

Name of project
SmileSmilePROJECT

Supporting Organization
International Medical Volunteers Japan Heart

Kazuhiro Ida
DePuy Synthes, Medical Company
Johnson & Johnson



Fostering mindset of "reaching out to those in need"

I participated in a volunteer activity to assist the elderly and people in need at Hiroshima Peace Memorial Ceremony. Many attended the ceremony and we tried to effectively ask if and how people needed help, and where to wait for them. Careful assistance was required in managing small steps, slopes and timing to go to restrooms, and I felt the struggle the elderly and people with disabilities experience every day. It made me have the mindset of "reaching out to those in need" in our daily lives. I will continue this activity as a social contribution by One J&J.

Name of program
Volunteering to assist at Hiroshima Peace Memorial Ceremony

Supporting organization
Hiroshima City Council of Social Welfare

Keita Itsumi
Oncology,
Janssen Pharmaceutical



Volunteer programs which employees of J&J Family of Companies in Japan participated in during 2019



Contribution to the communities

Contribution to the communities will make a better future for Japan. In addition to cleaning activities, various activities were executed nationwide to support the local communities.

Companywide cleaning activity
430 employees from 34 sites joined to clean up the areas around our offices.



Cleaning of tropical beach
(Okinawa)



Cleaning of pinewood forest on Shigetomi Beach in Kagoshima from where Sakurajima can be seen (Kagoshima))



Cleaning of Expo 2005 Aichi Commemorative Park (Aichi)



Non-Profit Organization, Japan Seaborn Art Association
Beach creation and beach handcraft workshop (Kanagawa)



Elderly Anshin Center Kojimachi
Hand massage & quiz (Tokyo)



Caring for people

Through diverse activities provided by various organizations, we support with a caring heart the people with disabilities, people with difficulties in leading social lives and sick children and their families.

Non-Profit Organization, SINGLE MOTHERS FORUM
Providing a healthcare professional experience to children with single parents (HQ, Tokyo)



Non-Profit Organization, Florence
Excursion by Annie, home-care service for children with disabilities (Kasai Rinkai Park, Chiba)



Non-Profit Organization, Florence
Cleaning up day care centers for children with disabilities (Tokyo)



Non-Profit Organization, Florence
Giving handmade toys to day care centers for children with disabilities (Tokyo)



Social Welfare Corporation, Unchusha Kagawa Gakuen
Making wall art for classroom (HQ, Tokyo)



Social Welfare Corporation, Unchusha Kagawa Gakuen
Cleaning of rehabilitation center (window and floor) (Tokyo)



Non-Profit Organization, Hokkaido Shogaisha Joba Center
Enjoy communication with horses and riders. Assisting horseback riding training for children with disabilities, and taking care of horses (Hokkaido)



Non-Profit Organization, BLACKSOX
Enjoy Challenge Tennis with people with disabilities! (Kanagawa)



Shimizu Special-needs Education School, Shizuoka
Support for a Sports Day in primary and junior high schools



Haruka Gakuen, Group Home for Children, Osaka Sujo Rinpokan
Let's play with children in children's home/ memory-making (Osaka)



Non-Profit Organization, Family House
Clean-up volunteer (Tokyo)



Non-Profit Organization, Family House
Garland-making for Family House (HQ, Tokyo)



Public Interest Incorporated Association, Ronald McDonald House Charities Japan
Cleaning up the House to make child patients and their families smile (Tokyo Uni, Fuchu, Setagaya, Nagoya, Saitama, Fukuoka, Sendai, Osaka)



Public Interest Incorporated Association, Ronald McDonald House Charities Japan
Let's Serve Dinner to Users to Bring a Smile to the Faces of Child Patients and Their Families (Fuchu, Osaka, Fukuoka)



Public Interest Incorporated Association, Ronald McDonald House Charities Japan
Charity Relay Run



Social Welfare Corporation, Green Road
Clean up the bus terminal of Shin Yokohama Station with Green Road, day care center in Yokohama (Kanagawa)



Non-Profit Organization, Kureon
Supporting English classes and café operation, spending one day with people with handicap (Saitama)



Restaurant Yuzunoki by Social Welfare Corporation, Yuzunoki Fukushima
Volunteerism by Eating — Communication with staff members with disabilities (Fukuoka)



Coco Farm & Winery
Assistance in grape cultivation at Coco Farm & Winery where students of Cocoromi Gakuen, an institute for students with special needs, work (Tochigi)



Swan Co., Ltd.
Assistance work at Swan Bakery events to create employment opportunities for people with disabilities and to support their independence and social participation (HQ, Tokyo)



Public Interest Incorporated Foundation, Guide Dog & Service Dogs Association of Japan
Support operation of Spring Charity Sports Day as part of a campaign to increase awareness of guide dogs and assist dogs (Tokyo)



Non-Profit Organization, ReBit
Packing LGBT teaching material, "Ally Teacher's Tool Kit" for primary and junior high schools (Tokyo)



Nongovernment Organization Services for the Health in Asian and African Regions (SHARE)
Making stuffed animals used in health examinations for infants in Cambodia (HQ, Tokyo)



Support for Reconstruction After the Great East Japan Earthquake

Areas affected by the Great East Japan Earthquake are still under reconstruction. In 2019, many employees participated in activities in Tohoku to support the recovery.

Minamisoma City Volunteer Activity Center
Volunteer activities to support reconstruction



Tomioka Winery Viticulture Club
Visit to a difficult-to-return zone in Obama, Tomioka Town and winery weeding



Non-Profit Organization, Jin
Visit Namie Machi in Fukushima and farming volunteer



Minamisanriku-cho Tourist Associations, Minamisanriku Cheer Group
Maintaining Minamisanriku Park of Life Observing the Sea



Non-Profit Organization, Minamisanriku Mishin Kobo
More support still needed. Trip to Support Reconstruction of Minamisanriku 2019



Non-Profit Organization, Place To Grow
Networking volunteer with friends in Minamisanriku-Cho, Miyagi, an area under recovery



Tomioka Town, Fukushima and National Training Center J-village
Winegrowing in Tomioka Town and visiting J-VILLAGE: Volunteer trip to learn current situation in Tohoku



Rikuzentakata City
Assisting operation of marathon to support Rikuzentakata Participating as a runner



General Incorporated Association, Ishinomaki Umisakura
Cleaning Umiyara, Ishinomaki, Miyagi- for children to feel ocean safe place to play in.



NPO, Acchi Cocchi
Delivering sweets to areas affected by disaster — confectionary making volunteer



Non-Profit Organization, Tono Magokoro Net
Kamaishi City Social Farm & Winery Kamaishi Amahara Vineyard Kamaishi and Ozuchi reconstruction volunteer activity



REGIONAL AMBASSADOR

Activating local communities

The Regional Ambassador (RA) was established with an aim to promote participation of sales force employees working in sales offices around Japan. Those volunteered to become the RA members across the country have been actively carrying out community-based activities, involving regional employees across J&J Family of Companies in Japan.

Above are a few examples of the programs that employees of J&J Family of Companies in Japan participated in 2019. Many employees are engaged in various activities other than above across the country.



Disaster Relief Efforts

Supporting reconstruction of the disaster areas in various forms

From multiple aspects, JCI continuously supports areas struck by natural disasters. In 2019, the local specialty fair was held three times to support the areas affected by the Great East Japan Earthquake, which sold 1.5 million yen to total 895 employees. JCI also supported volunteer trips for the Tohoku reconstruction by assisting employees their travelling fees to Miyagi, Fukushima and Iwate as part of employee-driven activities to support reconstruction of the affected areas. To support recovery from Typhoon Faxai and Hagibis in 2019, both caused significant destruction, JCI assisted travelling fee for disaster volunteers and purchase of necessary equipment as well as subscribing to disaster volunteer insurance on behalf of the employees. We also developed a disaster volunteer program and recruited employee participants to support their activities in Tochigi, Fukushima and Nagano. Internal funding programs and supporting programs via Donate a Photo were

also established.

Donations from employees in Japan with a matching sum from the company reached 557,300 yen and 15,363 photos were uploaded to Donate a Photo, resulted in 1,674,106 yen of support. Also, a sale event was conducted to support apple farms damaged by the typhoons, which sold total 85,200 yen.

Recently, significant natural disasters occur almost every year and anywhere in Japan can be affected. To create an environment easy for employees to participate in volunteer activities, JCI provides various support programs. In addition to encouraging employees to join volunteer activities, we reduce various burdens involved in activities such as travelling fee. For employees who cannot visit the areas physically, we introduce hometown taxation or place of contact for donation. We will continue to focus on supporting people who suffer from disasters.



Skill Based Volunteer

Supporting activities using business skills of employees

Skill Based Volunteer* is a support provided by employees who sympathize with the belief of non-profit organizations (NPOs, etc.) and use their business skills built up through daily operations to help the organization acquire skills to solve social issues.

In 2019, Logic Model (i.e. drawing a total picture of logistic causal relationship of an initiative until achievement of its objective) was introduced to build a system that effectively drive the project to “support operations of child development support organizations nationwide”, which is organized by Non-Profit Organization, Hattatsu-Wanpaku-Kai as part of its consulting business. The Skill Based Volunteer has helped identify issues such as no systematic support programs available, lack of personnel and difficulty in capturing customer needs and build a scheme for Hattatsu-Wanpaku-

Kai to support its organizations more smoothly. Hattatsu-Wanpaku-Kai commented that they will “use the project outcome as a long-term robust policy for their business to support operations of child development organizations”, showing how our activity could benefit NPOs. We hope to further develop support activities that leverage skills of our employees.



*Skill Based Volunteer

Following the volunteer practice called “pro bono”, where experts provide their professional knowledge, skills and experiences voluntarily and without payment as part of social contribution, employees of J&J Family of Companies in Japan leverage their professional knowledge and skills to support operations of non-profit organizations (NPOs, etc.)

Name of project

Building a scheme to effectively support operations of child development support organizations nationwide.

Supporting organization

Non-Profit Organization, Hattatsu-Wanpaku-Kai

URL

<https://www.wanpaku.org/index.html>

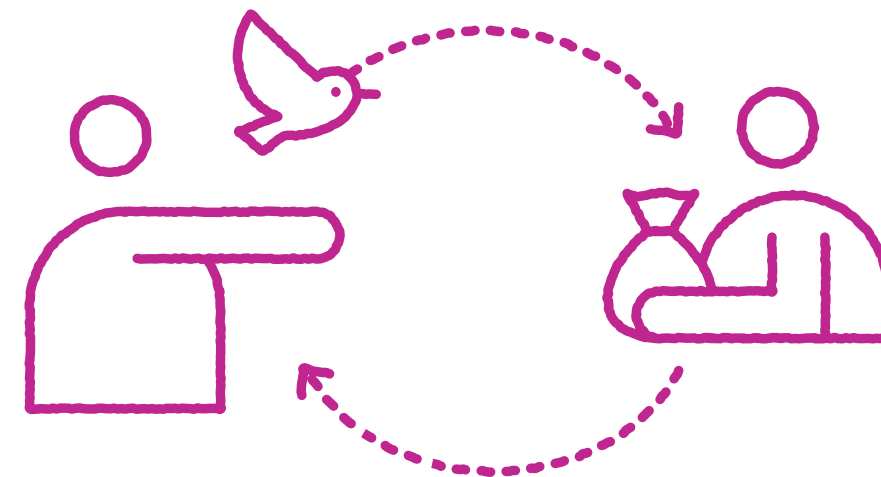
Content of activity

For child development support organizations to operate profitably, we helped them understand current situation and prioritize problems/solutions

JCI Conveying the “Kindness” of Employees

Modest Grant Programs

Employee requests company for support



Company donates based on the level of contribution of the employee

“It’s a great activity but there is not enough money...”, “If there were more fund they could do more things...” - Modest Grant is a program that meets such needs of employees of J&J Family of Companies in Japan who are engaged in volunteer activities in their spare time. Every year, JCI invites employees to apply for this small donation program to nominate the organizations they support, encouraging voluntary social contribution

activities in the company. In 2019, JCI donated up to 300,000 yen per organization to 22 organizations in total. To care modest “kindness” of many employees who support policies of specified non-profit organizations and participate in their activities, JCI will continue to support voluntary social contributions of our employees.

Organizations supported by the Modest Grant program (2019)

1. Non-Profit Organization, Fukushima Yasai Batake / 2. Non-Profit Organization, Fathering Japan Kansai / 3. NPO, DAREDEMO HERO / 4. Non-Profit Organization, DxP / 5. Non-Profit Organization, RDA Yokohama / 6. Social Welfare Corporation, Inochi No Denwa / 7. Universal Design Ishikawa / 8. Public Interest Incorporated Foundation, Human Rights Watch Japan / 9. Specified Nonprofit Corporation Seminare / 10. Non-Profit Organization, BLACKSOX / 11. Non-Profit Organization, Habitat for Humanity Japan / 12. Kanenonaruoka Aiseikai, Kanenonaruoka Shonen-no Ie / 13. Non-Profit Organization, Never-ending International Workcamps Exchange (NICE) / 14. Special Kids Support Corporation / 15. Imagawa Gakuen / 16. NPO, Kaze no Oto / 17. Social Welfare Corporation, Green Road / 18. Non-Profit Organization, Asdessin / 19. Non-Profit Organization, Hokkaido Shogaisha Joba Center / 20. NPO, Second Harvest Japan / 21. Non-Profit Organization, PLACE TOKYO / 22. Non-Profit Organization, Minamisanriku Mishin Kobo

Building up small efforts



Ayano Arai
Biosense Webster
Medical Company, Johnson & Johnson

As one of the Regional Ambassadors, I organized community activities in the Yokohama area and was engaged in various volunteer work with the Social Welfare Corporation, Green Road, an organization which runs day care centers for people with disabilities. I applied for the Modest Grant program when I learned that Green Road was planning to start face-to-face bakery store to broaden the connection between people with disabilities who come to the day care centers and the community. I really wanted to support them. Thanks to the support of JCI, I am quite happy that we could expand the circle of support. Accumulation of small efforts is essential to support local volunteer activities continuously. I will organize more community activities to drive volunteer activities.

Contribution to the Communities, Starting from a Photo

Donate a Photo

“Donate a Photo” is a program where J&J donates US\$1 every time a user uploads a photo via the application. People around the world are connected through smartphones and share their passion. Uploaded photos will not be provided to a third party by J&J. See terms of use for details. https://www.donateaphoto.com/en_US

Contribution to the Communities, starting from a photo, “Donate a Photo”



Donate a Photo
J&J

How to use

1

Download

Download J&J's free “Donate a Photo” application.



Google Play

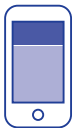


App Store

2

Choose

Choose the program you want to support.



3

Upload

Take a photo using the Donate a Photo application or pick one from your photo album.



4

Donate

J&J donates US\$1 to the program you chose to support.



For example

Non-profit organization, Empowerment Kanagawa



Maki Abe
Chairperson,
Non-profit Organization
Empowerment Kanagawa

For society where children can live safely without becoming victims of violence

Empowerment Kanagawa is NPO to help build a society where “all children can feel they are important, and live safely without becoming victims of violence”. In 2019, thanks to the support via Donate a Photo, we could provide classroom workshops to some 3,000 children. They learned that they have rights to live freely and safely with confidence and that they can say “NO”, “GO (run away)” and “TELL (talk

to others, seek for support)” in case of receiving violence. After the workshops, we received feedback such as “I had thought if I’d say no, they would bully me more but now I learned that I can say no”, and “I want to talk to my family and friends instead of thinking by myself alone”. We will keep telling that “nobody is allowed to be a victim of violence”.

Donate a Photo program categories

Health of women and children	Healthy families	Health Care	Environmental preservation
Global disease challenges	Essential surgery	Education and equality	Emergency relief

Programs supported in 2019

Domestic

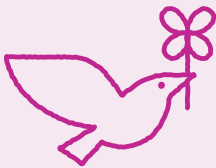
- General Incorporated Foundation, Colabo
- General Incorporated Foundation, El Sistema Japan
- Non-Profit Organization, Empowerment Kanagawa
- (Registered No-Profit Organization) Home-Start Japan

- Non-Profit Organization, Madre Bonita
- Non-Profit Organization, Sankakusha
- Social Welfare Corporation, Central Community Chest of Japan

International

- Save the Children
- Operation Smile

Our Contribution Activities in 2019



No. of NPOs and amount of donation

supported by JCI through project promotion

Total **6** See details in p 6-9
60,000,000 yen

Proceeds JCI supported through volunteerism

by buying/ eating

(Not included in the total support amount)

2,548,250 yen

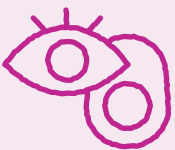


Donation through soft drink vending machines

for Contribution to the Communities,

a “Yume-no Chokinbako,” installed in company offices

357,690 yen



No. of disposable contact lens

packages collected for recycling

146,500



Amount donated by employees

for children with cleft lip and palate

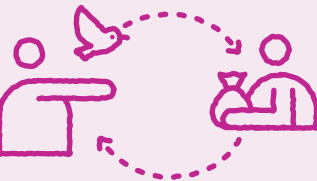
371,226 yen

No. of organizations supported

by the Modest Grant

and donation amount

Total **22**
5,500,000 yen



No. of employees participating in volunteering

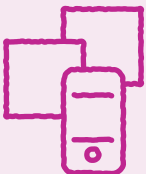
Total **200** programs

Total **4,487** employees

Amount of donation through voluntary

activities by employees

296,422 yen



No. of photos uploaded and amount

donated through “Donate a Photo”

160,928 photos
17,500,000 yen

Total financial contribution in 2019

84,025,338 yen

D&I initiatives at J&J

DIVERSITY & INCLUSION



3 Strategic Pillars

Through collaboration with Japan President Council, ERG and HR, D&I activities in J&J are always driven by employees based on Our Credo.
We aspire to build an environment where everyone feels being accepted and advances healthcare.



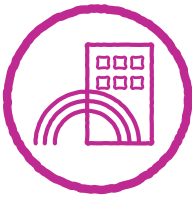
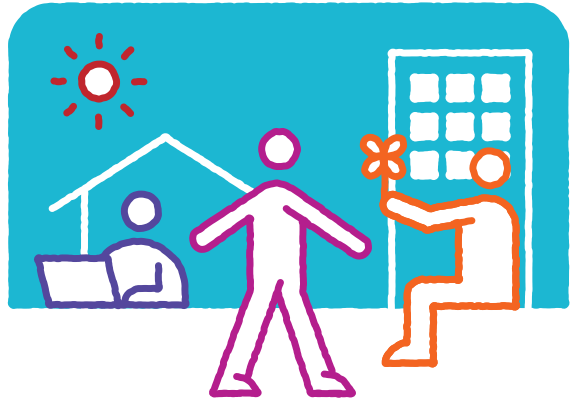
ERG (Employee Resource Group)

ERGs are voluntary groups of employees in the specific areas of diversity to increase employee awareness and encourage their engagement. Today, three ERGs are in action; WLI (Women's Leadership & Inclusion), which works on gender diversity and female leadership development; O&O (Open&Out), which promotes understanding of LGBT and D&I culture, and; ADA (Alliance for Diverse Abilities), which pursues an environment where everyone appreciates diversity regardless of disability to exert their best performance. In addition to hosting various events under specific themes, ERGs are also engaged in reputation building through external network.



Offering various options to support diverse workstyle

J&J offers various initiatives and systems to build an environment where all employees feel easy to work in case of life events and also to promote diversity and inclusion throughout the organization. In addition to initiatives that drive diverse ways of work such as working from home, we offer several initiatives to encourage male employees to take parental leave and participate in childrearing. Also, volunteer leave systems and a system where internal regulations and welfare programs including nursing care leaves are equally applied to those with same-gender partners are established to support individuality of each employee and their diverse workstyle.



Supplier diversity

As a company that provides products to diverse consumers and patients, J&J values diversity in our procurement and promotes purchase from organizations run by women or LGBT and those committed for social contribution in addition to pursuing their profitability.



Praising People Contributed to Improving Quality of Life

HEALTHY SOCIETY AWARD



Healthy Society Award was established by the Japanese Nursing Association and Johnson & Johnson Family of Companies in Japan in 2004, to praise individuals who contributed to improvements in healthy society and local society as well as quality of life of people. The award celebrated its 15th anniversary in 2019.

Healthy Society Award Official Website
[http:// www.healthysociety-sho.com/](http://www.healthysociety-sho.com/)

Award winners from left:
 Eriko Tomita, Etsuko Kita, Shinichi Muramatsu,
 Junko Takeda and Kumi Kuroda

Educators

Giving back many years of experience in international health to community medicine in Japan

Etsuko Kita
 Chair,
 Sasakawa Memorial Health Foundation

After many years of experience as a pediatrician, then in the field of international health and nurse development, Kita currently is Chair of Sasakawa Memorial Health Foundation. She drives to change mindset of people for a society where primary health care for residents is practiced.

Volunteers

Working hard in St. Barnabas Maternity Center in the Philippines

Eriko Tomita
 St. Barnabas Maternity Center,
 NPO NEKKO

Tomita lives in the Philippines since 1997, and self-funded a clinic in 2000 to help poor pregnant women during childbirth, which was later certified by the local administration. She continues to support local women during pregnancy examinations and birth as well as general examinations for free, recognized as a critical figure in the area.

Medical Doctors

Actual utilization of gene therapy

Shin-ichi Muramatsu
 Professor, Neurology,
 Jichi Medical University
 Visiting Professor,
 Center for Gene and Cell Therapy,
 The Institute of Medical Science,
 The University of Tokyo

Through his gene therapy studies in various research institutes, Muramatsu has developed gene therapies for Parkinson's Disease, amyotrophic lateral sclerosis and Alzheimer's Disease. In 2010, he succeeded in world's first gene therapy for AADC deficiency in Taiwan. His research and development will further draw attention as the world faces super-ageing society.

Healthcare / Nursing Professionals

Realizing care which patients with dementia feel confident about

Junko Takeda
 Chairman, Life Art Co., Ltd.
 Facility Director,
 Group Home Fukujuso

After working as a nurse for many years, Takeda opened Group Home Fukujuso for patients with dementia in 2000. She strives to support the elderly with severe dementia and their families, being critical part of nursing care development in the community. She continues to be proactively involved in improvement of quality of dementia care and establishment of caring method.

Pioneers

Promoting understanding and supporting parent-child relationships with neuroscientific methodology

Kumi Kuroda
 Laboratory Head,
 Laboratory
 for Affiliative Social Behavior,
 RIKEN Center for Brain Science

During her residency, she learned many patients with mental illnesses had struggled with their relationships with parents in their childhood, which inspired her to engage in studying parent-child relationships. By using cutting-edge neuroscientific methods, she helped promote understanding of childrearing and child abuse. She continues her study to support parents and children.

Exhibiting the "Hospital" Pavilion at KidZania Tokyo

Johnson & Johnson Family of Companies in Japan exhibits the "hospital" pavilion as a sponsor at the Edutainment Town "KidZania Tokyo" located in Toyosu, Tokyo. Children can role-play as a doctor, nurse, pharmacist and paramedic and experience virtual surgery, baby care, dispensing of medicines in accordance with prescriptions, and emergency life-saving activities. By offering a place to experience the medical professions we support children in their learning about the importance of our life and raising awareness towards own health and conditions. We hope that these professions will be options for children in the future through learning their significance and roles.



Global Initiatives

Global contribution activities by J&J materialize our responsibility
 "to the communities in which we live and work and to the world community"
 as stated in Our Credo and various contribution activities have been rolled out to the international society.

GLOBAL COMMUNITY IMPACT (GCI) APAC Ambassadors



GCI APAC Ambassadors broaden the circle of contributions activities to Asia. During the assigned period of 1 year, Ambassadors share their passion for and experiences in contribution activities with other Ambassadors in Asia, their colleagues, families and friends through blogs and journals.

Health for Humanity Report



A report on progress in J&J's initiatives on environment, society and governance (ESG), sharing worldwide outcomes and progress in talent investment, promotion of responsible business and environmental protection for better health. **See past reports from here: <https://bit.ly/2WDTaBt>**

Our Vision for 2030



We live in a world where possibilities for human connectivity are all around us, and increasing day by day. To bring good health to all, we need to make the right connections, one human at a time. We dedicate our expertise, ideas and ingenuity to ignite partnerships and catalyze efforts in five areas where Johnson & Johnson is uniquely positioned to create sustainable and scalable impact.

Operation Smile



J&J has been supporting treatment for children with cleft lip and palate since 1988. In 2015, the activity was expanded to all Companies in the world and 7 employees from Japan experienced the Medical Mission in 2019 (total 42 employees).

Center of Health Worker Innovation



By 2030, the Center for Health Worker Innovation intends to support one million nurses, midwives and community health workers and strengthen health systems in 10 regions across five continents, to improve the quality of care for an estimated 100 million people.

Greetings from the Group Presidents



**Now is the time to restate
our commitment
to building a culture
that ‘gives something back’**

Chris Hourigan
President
Janssen Pharmaceutical K.K.
Chairman, JAPAN COMMUNITY IMPACT

In 2019, led by the JCI, all employees have made an outstanding contribution to both our Company culture and our communities, making a positive impact for those in need. We have also built new connections across Johnson & Johnson and with external partners, showcasing our commitment to our colleagues and society. Employees active in JCI projects are also able to utilize valuable leadership skills and qualities, helping to build their passion for an Enterprise mindset. Participation in volunteer months in 2019 increased by +230% versus the prior year, and overall, 3,097 of us participated in a JCI volunteer activity. This was an impressive increase on our 2018 result of 1,300 participants. While we celebrate all that the JCI has achieved in 2019, we also recognize the new challenges our communities will face due to COVID-19. As such, it is a good time to restate our commitment to building a culture that ‘gives something back’. Let’s work together to encourage even more colleagues at Johnson & Johnson to support our communities in 2020. With your leadership, our colleagues will help others and live our Credo. This is the right thing to do.



**Making social contributions
a “normal” practice**

Takanao Tamai
President and CEO
Johnson & Johnson K.K.
Medical Company

2019 was a year where social contribution activities became even more a “normal” practice for us. In addition to my personal project of continued engagement with people in Namie, Fukushima, I also joined the volunteer in the flooded areas hit by the summer typhoon. Support for cleft lip and palate treatment has also gradually become part of our culture. I hope employees feel social contributions closer to them and such activities serve as opportunities for them to feel connected to the world. I am committed to lead by example to make social contributions a “normal” practice for us all.



**Supporting patient’s QOL
improvement to meet
the needs for “See Better”**

Keiko Iwashige
President & Country Manager
AMO Japan K.K.
Johnson & Johnson Surgical Vision

As aging population progresses in Japan, the number of patients who require surgical treatment for cataract is increasing every year. In the area of intraocular lenses (IOLs) for cataract, in addition to Monofocal IOLs, penetration of Multifocal IOLs which provides vision across varying distances and reduces the need for glasses, has enhanced patient’s needs not only for improvement of post-surgery visual acuity, but also heightened interest towards a lifestyle with quality of vision and without depending on glasses. I feel that we can contribute to the society through our activities to meet our patient’s needs to “See Better” and go beyond business boundaries to realize Quality of Lives of people through See Better, Connect Better, and Live Better.



**In spirit of Servant
Leadership**

Akihiko Kuroki
President
Johnson & Johnson K.K.
Consumer Company

Consumer Company participated in our usual annual Ronald McDonald House Charity Relay Run. We ran as one team across multiple divisions for health and society. We also cleaned up the area around the office to express our gratitude to the community where we work. It is our hope to be an organization where social contributions are not something special but part of our normal lives. In the spirit of Servant Leadership, I will lead by example and spend my energy to social contributions.



**Tackling the challenge
in front of us as a team**

Hiroo Ito
President
Actelion Pharmaceuticals Japan Ltd.
**Integrated into Janssen Pharmaceutical K.K.
effective as from July 1, 2020*

Infected number of COVID-19 has been rapidly increased across the world (as of end of March). The news of Johnson & Johnson’s efforts in vaccine development has given hope to many people and the employees felt proud of being part of the company. When Johnson & Johnson first entered vaccine business 10 years ago, investors repeatedly criticized that the strategy was a mistake. However, Johnson & Johnson has continued its investment from a long-term perspective to this day. Now, we work as a team to face this difficulty standing in front of us. Johnson & Johnson puts all of its effort to fulfill our responsibility for customers and secure employee safety. In parallel, we think of how we should contribute to the communities in both short and long-term perspectives. We realize once again the values and meaningfulness of Our Credo every day.

Everything we do around social contributions activities is based on Our Credo

Everything we do as J&J is based on Our Credo, paragraphs crafted in 1943 by Robert Wood Johnson Jr., third Chairman of Johnson & Johnson. The sentences less than 1,000 characters have been the foundation of everything we do for as long as 77 years.

All we do around social contributions activities have been conducted in accordance with the paragraphs in Our Credo, including the one that states our responsibility for the communities. This will continue and Our Credo will remain as a strong force that pushes our activity.

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. We must respect their diversity and dignity and recognize their merit. They must have a sense of security, fulfillment and purpose in their jobs. Compensation must be fair and adequate and working conditions clean, orderly and safe. We must support the health and well-being of our employees and help them fulfill their family and other personal responsibilities. Employees must feel free to make suggestions and complaints. There must be equal opportunity for employment, development and advancement for those qualified. We must provide highly capable leaders and their actions must be just and ethical.

We are responsible to the communities in which we live and work and to the world community as well. We must help people be healthier by supporting better access and care in more places around the world. We must be good citizens — support good works and charities, better health and education, and bear our fair share of taxes. We must maintain in good order the property we are privileged to use, protecting the environment and natural resources.

Our final responsibility is to our stockholders. Business must make a sound profit. We must experiment with new ideas. Research must be carried on, innovative programs developed, investments made for the future and mistakes paid for. New equipment must be purchased, new facilities provided and new products launched. Reserves must be created to provide for adverse times. When we operate according to these principles, the stockholders should realize a fair return.

Johnson & Johnson