



Vision for GOOD

IMPACT REVIEW 2021

Johnson & Johnson VISION



Message from Our Company Group Chairman

To Our Global Community

Johnson & Johnson Vision is passionately working to do **good in the world**.

We have a bold ambition to redefine healthy sight for life. Vision, the most dominant of our senses, is vital at every turn of our lives—it’s how we experience the world.¹ Good vision can impact self-confidence and a child’s ability to learn and socialize.¹ Yet, 2.2 billion people right now are living with vision impairment—nearly half of which could have been prevented or have yet to be treated.¹ This is what continues to motivate our teams around the world as we work to improve sight for more than 40 million people each year.²

But that’s not all. We believe doing good goes beyond changing the trajectory of eye health.

Last year, we released our second “Vision for Good” impact review (2020). In the review, we provided detailed information on our purpose driven partnerships with Sight For Kids and HCP Cureblindness, commitment to sustainability, progress in creating a more equitable and inclusive world, helping communities, and much more.

¹World Report on Vision. Geneva: World Health Organization; 2019. License: CC BY-NC-SA 3.0 IGO. Retrieved August 29, 2022, from https://www.who.int/docs/default-source/documents/publications/world-vision-report-accessible.pdf?sfvrsn=223f9bf7_2.

²JJV Data on File 2021, Growth Levers analysis based on Ipsos Global Incidence Tracker, retail outlet consumption data and national census population data covering United States, United Kingdom, Russia, Japan, South Korea, and China.

Since then, we continue to make tremendous strides in our efforts to positively impact the world—helping provide solutions for some of the most pressing challenges to **help keep people, communities, and our planet healthy**.

Highlights from our new “**Vision for Good**” 2021 impact review include:

- **Good for Communities:** Helping our nonprofit partners continue to realize their mission and address unmet needs in global communities. In 20 years, we have now provided access to eye care to 42 million children across the world through our co-founded program, Sight For Kids.³
- **Good for Talent:** Launching programs to ensure all our Johnson & Johnson Vision colleagues feel like they belong and their voice matters. We have 12 Employee Resource Groups (ERGs), and as one example, our Open&Out ERG launched our Pride Month celebration by hosting soccer star Briana Scurry, World Cup Champion and two-time Olympic gold medalist, to speak about the importance of being accepted.
- **Good for the Planet:** Continuing efforts to help protect the planet. Ahead of our goal, our ACUVUE® contact lenses are now produced by the power of wind and sun—100% renewable electricity.⁴

The level of purpose, passion, and service our teammates display every day to drive meaningful change is truly inspirational. I am so proud to be a part of Johnson & Johnson, guided by Our Credo, and Johnson & Johnson MedTech, innovating with purposeful technology; and at Johnson & Johnson Vision, doing our part through our **Vision for Good—good for communities, talent, and the planet**.

Grounded in Vision for Good,

Peter Menziuso

Company Group Chairman
Johnson & Johnson Vision

³ Lions Clubs International Foundation. (2021). SIGHT FOR KIDS. Retrieved July 7, 2022, from <https://www.lionsclubs.org/en/resources-for-members/resource-center/sight-for-kids>.

⁴ Our Sustainable Vision. (2022). Johnson & Johnson Vision [Infographic].



Our mission is to redefine healthy sight for life.

Sight is how we experience the world. It's what empowers us to experience more moments of wonder and wow, connection, and adventure. Yet poor eye health has reached epidemic proportions and care remains inequitable and disconnected.¹

The time for action is now.

As the only eye health company powered by the world's largest and most broadly-based healthcare company, Johnson & Johnson Vision is harnessing the diverse expertise, talents, and perspectives across the eye health spectrum to create a new reality where healthy sight can be enjoyed across a lifetime and accessed by all.

Building off a proud legacy of firsts, we are, once again, continuing to push the frontiers of science, technology, AI, and data to develop smarter surgical systems, connected digital experiences, and advanced lens solutions that not only treat and cure eye conditions today, but work in concert to help prevent the development of challenges tomorrow.

From Sales to Supply Chain, R&D to Communications, we, in partnership with patients and professionals, are raising standards of care and making better outcomes real by anticipating what's next, guiding through complexity and delivering the right choice at the right time across the journey.

At Johnson & Johnson Vision, we are paving the way for a new future in eye health.

Part of the Johnson & Johnson Family of Companies

Johnson & Johnson operates according to the principles in Our Credo. A significant and timeless document, it reflects the values of the Company's leaders regardless of where they are—or in which Johnson & Johnson operating company—they work. As part of Johnson & Johnson, the principles of Our Credo have grounded and guided Johnson & Johnson Vision employees to put the needs of the human family before all else. It has permeated, and often led, our conversations on corporate social responsibility with an authenticity that is sincere and credible.

Today, Our Credo is as relevant as ever—promoting pioneering ideas, remaining timeless despite global changes, guiding our ethical and business decisions, and unifying us as one Johnson & Johnson family. Every day, we proudly accept our responsibility to the people we serve, paving the way to a healthier future for everyone, everywhere.



Learn more at www.jnj.com/credo

Our Credo Excerpt


“We are responsible to the communities in which we live and work and to the world 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.”



Big for Good

In today’s world, corporations are accountable not only for what they make, but also what they stand for. From the start, Johnson & Johnson has stood for putting people first, doing things the right way, and using its size and reach for good.

Now, more than 130 years later, that tradition still holds true. From tackling the toughest health challenges facing under-resourced populations in resource-limited settings worldwide to improving access to innovative devices, medicines, vaccines, and diagnostics—Johnson & Johnson actions have helped transform access for HIV, Tuberculosis, Neglected Tropical Diseases, Ebola, and more.⁵

 Check out more ways Johnson & Johnson is using its “big for good” at <https://healthforhumanityreport.jnj.com/global-health-equity>

Global Health Equity*



180 million

doses of our COVID-19 vaccine shipped to the African Union, COVAX, and South Africa through advanced purchase agreements and country donations⁶



459,000+

courses of SIRTURO (bedaquiline) delivered in over 150 countries (2014-2021) to treat multi-drug resistant tuberculosis⁶



2 billion+

VERMOX® (mebendazole) doses donated since 2006, treating up to 100 million children annually for intestinal worms⁶

Empower Employees*



48%

of management positions globally are held by women⁶



50%+ women

LATAM (Latin America) and EMEA (Europe, Middle East, and Africa) regions achieved gender parity⁷

Environmental Health*



9.4 million+

square feet of Johnson & Johnson workspace is LEED-certified⁶



52%

of our electricity is generated from renewable energy sources⁶

⁵ Johnson & Johnson. (n.d.). Living Our Values: Our Commitment to Transparency and Accountability. Retrieved August 16, 2022, from <https://www.jnj.com/living-our-values>.

* Metrics in the Global Health Equity, Empower Employees, and Environmental Health sections cover the period between January 1, 2021, and December 31, 2021, unless otherwise noted.
⁶ Johnson & Johnson. 2021 Health for Humanity Report. Retrieved July 5, 2022, from <https://healthforhumanityreport.jnj.com/johnson-johnson-2021-health-for-humanity-report-pdf>.
⁷ Johnson & Johnson. 2021 Diversity, Equity, & Inclusion Impact Review. Retrieved August 15, 2022 from https://belong.jnj.com/_document/johnson-johnson-diversity-equity-inclusion-impact-review-2021?id=00000181-4275-d12f-a1e1-4a75735d0000.



Vision for Good

The Johnson & Johnson Vision social responsibility rally cry, Vision for Good, inspires us to bring an equity mindset to everything we do—igniting actions aimed at redefining healthy sight for life and challenging us to enable a thriving world where everyone belongs...vibrant communities full of healthy people.



Good for communities

Driving equity by strengthening communities, raising eye health awareness, and increasing access to care



Good for talent

Building an environment where our talent can achieve their full potential



Good for the planet

Creating a healthy planet to have a healthy people and a sustainable future for us all



See our Vision for Good in action at <https://www.jjvision.com/corporate-social-responsibility/#modal-node-view-1686>

GOOD for Communities

Driving equity in healthcare, bringing access to eye health through global signature charity partners, and empowering nonprofits through contributions and outreach.

Partnerships for Good

We strive to support healthy communities around the world with compassion, collaboration, and service—coming together for the benefit of all.

Signature Charity Partners

Eye health is a lifelong journey. It is a privilege to help increase access to care through our two signature charity partners—Lions Clubs International Foundation and HCP Cureblindness.

Together, we’re helping kids grow, play, and learn; and adults more fully experience the lives they’ve built—freeing them from needless blindness.



Discover more about our corporate social responsibility efforts at <https://www.jjvision.com/corporate-social-responsibility>

Charitable Contributions and Outreach

From providing their communities with free vision exams to leading Science, Technology, Education, and Mathematics (STEM) initiatives to cleaning beaches, our teammates lend their heart—and expertise—to various volunteer and outreach efforts.

We also work to empower local nonprofit organizations through the provision of charitable contributions that support community-focused, programmatic initiatives related to:



Healthy
Vision



Healthcare
Access



STEM
Education



Healthy
Communities



Supporting Our Local Communities

Contributions support of 74 nonprofits’ programs served **~9.7 million** people globally from 2020-2021

Program for Good



Since 2002, Johnson & Johnson Vision and Lions Clubs International Foundation have collaborated to implement Sight For Kids—the largest-known, school-based eye health program in the world. Mobilizing eye care professionals and volunteers to provide comprehensive eye health services to 3 million students in low-income schools across Africa, Asia, and North America each year, the program equips under-resourced communities with tools needed for children to have clear and healthy vision.⁸

Sight For Kids also trains teachers to screen their students for common eye conditions, perform visual acuity tests, and deliver eye health education to the children's families.

In 2020

Health for
Humanity
2020 Goal

Exceeded
support delivery of 6 million
screenings to under-
resourced kids and 100,000
spectacles (as needed)⁹

Since 2002**



42 million
students screened
at SFK program
sites globally⁸



600,000
kids received
further eye care
treatments⁸



500,000
kids were given
prescription
eyeglasses⁸



200,000
teachers trained
to provide eye
health education⁸

** Metrics in this section cover the period between 2002 and 2022 and are as reported by Lions Clubs International Foundation.

⁸ Lions Clubs International Foundation. (2021). SIGHT FOR KIDS. Retrieved July 7, 2022, from <https://www.lionsclubs.org/en/resources-for-members/resource-center/sight-for-kids>.

⁹ Johnson & Johnson. Health for Humanity 2020 Goals Progress Scorecard. Retrieved July 26, 2022, from <https://healthforhumanityreport.jnj.com/2020-health-for-humanity-report-2020-goals-progress-scorecard-pdf>.





Expansion for Good

In the summer of 2021, Johnson & Johnson Vision and Lions Clubs International Foundation brought the Sight For Kids program to the United States (U.S.) for the first time. Launched in South Florida, the program provides access to no-cost vision services and treatment to students in low-income and under-resourced communities across four counties—helping close the gap in eye health care for children in these areas.¹⁰

Working closely with the Florida Heiken Children's Vision Program—a division of Miami Lighthouse for the Blind—and the Bascom Palmer Eye Institute at the University of Miami, Sight For Kids U.S. is already off to a great start with over 10,000 students served so far.



Watch as students from Theodore R. and Thelma A. Gibson Charter School in Miami, Florida learn about eye health and receive comprehensive eye exams at <https://www.youtube.com/watch?v=7oQFAjPwLdc&feature=youtu.be>

¹⁰ Johnson & Johnson MedTech. Our Social Impact—Creating Positive Local Impact. Retrieved August 30, 2022, from <https://www.jnjmedtech.com/sites/default/files/2022-06/Creating%20Positive%20Local%20Impact.pdf>.

Restoring Sight for Good

More than 25 years ago, two visionary eye surgeons set out on a common mission to eradicate avoidable blindness in Nepal and across the poorest areas in the world.¹¹ Daring to dream the impossible, these doctors took a hands-on approach—founding HCP Cureblindness and cultivating the growth of local, sustainable eye care systems for under-resourced communities worldwide.

Today, HCP Cureblindness remains dedicated to changing the arc of global blindness. Partnering with an extensive network of local eye health providers, they bring life-changing vision care solutions to more than 20 countries across South Asia and sub-Saharan Africa.¹² And over two decades of results speaks for themselves—showing success is the result of actions, not dreams—and we can envision a world without needless blindness.



Impact***

Screened & provided basic treatment for **13.3 million** people globally¹²

Trained **19,000+** eye care professionals from 43 countries, including 552 ophthalmologists¹²

Performed **1.19 million+** sight-restoring surgeries¹²

Established **5** dedicated eye hospitals and training institutes¹²

*** The listed impact metrics cover the period between 1995 and 2022 and are as reported by HCP Cureblindness.

¹¹ HCP Cureblindness. (n.d.). Dare The Impossible. Retrieved August 15, 2022, from <https://cureblindness.org/our-story/transformation>.

¹² HCP Cureblindness. (1995-2022). Changing the Arc of Global Blindness [Fact Sheet].





The Latest on Ari and Bono

Last year we shared the story of Ari Aska and Bono Lingo and their inspiring 600-mile odyssey for sight, complete with four people and two goats on a motorcycle.

We're happy to share that HCP Cureblindness teammates recently ran into Ari and Bono at a local market and reported both Ari and Bono are doing well, their vision still great!



Baby Beatrice

Born with cataracts in both eyes, baby Beatrice's parents (who themselves have varying levels of blindness), feared the worst. Worried for the future of her vision, they took their 2-month-old daughter to see a pediatric ophthalmologist.

Confirming she needed surgery the doctor told them of an upcoming outreach event supported by HCP Cureblindness. Beatrice received surgery—at no cost to her parents—and will use aphakic glasses until old enough for further treatment.



Read Beatrice's full story at <https://cureblindness.org/news/one-of-our-favorite-patient-stories-of-2021-baby-Beatrice>

Outreach for Good

Dr. Reeta Gurung, Master Trainer at HCP Cureblindness and CEO of the Tilganga Institute of Ophthalmology, and her colleagues help an average of 2,500 patients each week—some in remote Himalayan villages 13,000 ft above sea level.¹³

Born in 1958, Dr. Reeta had one older and one younger sister. For families, having only daughters at that time wasn't viewed as fortunate. This negative sentiment is "there even now, to some extent," Dr. Reeta says. Her father died when she was young, but her mother would always repeat his words, saying his girls would always be educated. When asked about how she decided to study ophthalmology, the response is unexpected.

"Patience is not one of my virtues," she says, laughing. But as an ophthalmologist, she elaborated, "you watch people see immediately after you perform surgery. I didn't have to wait years and years for the results; I could see immediately how the surgery changed the life of the person I just operated on."

Still a practicing ophthalmologist, she's also a CEO, philanthropist, and teacher. "Sometimes, I don't enjoy being a CEO as much as practicing ophthalmology. But somebody had to do it, and maybe at that time, it had to be me. I put all my energy and effort into it, and I think I'm doing pretty okay."



Dr. Reeta Gurung

The Tilganga Institute was started in 1992 to combat the epidemic of blindness in Nepal.¹⁴ Now a world-renowned training and education center for ophthalmologists in Nepal, Tilganga also waives surgical fees for anyone unable to pay. Their mission is simple.

“If a patient is blind and the blindness can be cured, they shouldn’t be blind.”

Funding is their biggest challenge, but with partners like HCP Cureblindness and Johnson & Johnson Vision, they can “use their expertise to bring vision back to the blind.”

Before the early 90s, cataract surgery patients had to wear glasses that made everything 33% larger. “In Nepal, where the geographical terrain is so harsh, the people walking on those hills and mountains, you can imagine how difficult it was for the patient.” And when the glasses broke, their vision was gone. Again.

Intraocular lenses had begun to be used during surgery in other parts of the world. After the cataracts were removed, these lenses were implanted into the eye. Unfortunately, intraocular lenses

can be costly. But almost three decades ago, founders of HCP Cureblindness found a way to make the lenses in Nepal at a fraction of the cost of those on the world market. “That was a miracle,” Dr. Reeta says. “People didn’t think these types of surgeries would be possible in developing countries. But we did it.”

Since then, her work hasn’t gotten any easier. When I asked what it’s like climbing mountains to perform surgeries in remote villages, she says, “I walked for two and a half days to get there, after the flight. It was not easy. I’m 63.”

However, Dr. Reeta and her team are efficient. They always set up their camps at the lowest point possible. “Patients don’t go up, but they tend to come down.” Having camps at lower villages is easier for the patients and the doctors. Less travel also means lower elevation camps are a more efficient use of funds. “We have to carry microscopes, lenses, medicines, and generators.”

Holding cataract camps in remote villages also makes it easier for women, who are more prone to cataract blindness, to get surgeries. Women can’t often make it to the hospital, but they can make it to the camps. “They don’t have to be away from their children, from their kettles, from their households, from their chores.”

¹³ HCP Cureblindness. (2022, March 30). Sanduk Ruit, MD. Retrieved August 17, 2022, from <https://cureblindness.org/who-we-are/dr-sanduk-ruit>.

¹⁴ Pokharel, G. P., Regmi, G., Shrestha, S. K., Negrel, A. D., & Ellwein, L. B. (1998). Prevalence of blindness and cataract surgery in Nepal. *British Journal of Ophthalmology*, 82(6), 600–605. <http://dx.doi.org/10.1136/bjo.82.6.600>.

"I've never regretted being in such a wonderful profession. You can make the blind person see. My work makes my life fulfilled."

Dr. Reeta Gurung
CEO, Tilganga Institute of Ophthalmology

Dr. Reeta tells a story about a man who carried his father to a camp on his back. The son had so much trust in her team he was willing to carry his father on his back — because he knew they would make him see again. “In every camp, there are people like this; these people need our services. We are fulfilling our social obligations.”

Some people can go to a hospital to get the surgery done, but many, like the blind father, cannot. “Our hospital is here not only for the people who can come to the hospital or who can pay money to have the surgery done,” she says. “But our hospital is established for those people who cannot otherwise come here. So, we have to go and find them.”

Once the blind father was able to see, he was able to feed himself and work again. The other members of the family were then free to work as well. “We didn’t just help that person who was blind; we helped their whole family.”

Along with being an accomplished ophthalmologist, Dr. Reeta is also a voice for gender equality in Nepal. The Tilganga Institute has 30+ ophthalmologists, most of whom are women. She thinks it may be easier for women to be an ophthalmologist, saying “a blessing in disguise. You can have your family intact and at the same time have your full professional life.”

When asked what led to her success, she replied, “First and foremost, I would give credit to my mom. And the education she provided me that led me to this point.” She’s also grateful to her

husband and family. “I always felt supported and never had to say I would do something tomorrow. I never had any obstacles on the family level.” She believes, “If you work hard enough with sincerity, it is not difficult to come to this position. With hard work, sincerity, and education, anybody can succeed.”

That spirit is integral to both the Tilganga Institute and HCP Cureblindness. What started with a couple of doctors working in two rented rooms in Nepal is now a fully staffed operation known worldwide, with a single goal: cure blindness.


 Read the full story on Dr. Reeta at <https://www.injmedtech.com/en-US/jjmd-stories/so-we-have-go-and-find-them>



Photo by Christopher Briscoe

License for Good

As children spend less time outdoors and more time on near work (activities at a shorter working distance like being on computers, phones, or reading), there’s increasing concern about how these activities impact their vision.¹⁵ A recent study showed that children with myopia—a chronic and progressive eye disease—use twice as much smartphone data each day than their non-myopic peers.¹⁶

Hoping to disrupt that trend, the Global Myopia Awareness Coalition (GMAC) launched five consumer campaigns—one of which is the “Little Kid License” video—across the United States aiming to “increase public awareness of the growing prevalence and consequence of myopia in children.”¹⁷

**"I'm honored to represent
Johnson & Johnson Vision
as a part of GMAC, working
to drive awareness and
action among parents
in a fun and public
service-style way."**

**Lisa McAlister
Global Myopia Lead,
Johnson & Johnson Vision**



In the campaign video, a group of junior racers are invited to the go-kart track. But before they can get a “license to ride” they need their vision assessed. The kids and their antics do not disappoint—resulting in one of the most adorable eye exams you’ll ever see!



Watch as the junior racers receive their first eye exams and corrective treatments (where needed)
<https://www.youtube.com/watch?v=lii9zse6jFw>

¹⁵ Johnson & Johnson Vision. (n.d.). SEE MYOPIA FOR WHAT IT IS—What Causes Myopia? ACUVUE® Abiliti™. Retrieved August 17, 2022, from <https://www.seeyourabiliti.com/patients>.

¹⁶ American Optometric Association. (2020, June 15). Children’s myopia risk linked to smartphone use, study says. Retrieved August 16, 2022, from <https://www.aoa.org/news/clinical-eye-care/health-and-wellness/children-device-use-and-myopia?sso=y>.

¹⁷ Global Myopia Awareness Coalition. (n.d.). Global Myopia Awareness Coalition (GMAC). Retrieved August 16, 2022, from <https://www.myopiaawareness.org/>.

Mission for Good

Putting purpose to action and determined to increase access to eye care in areas of the world that need it most, we launched a social responsibility campaign to support the visual health of local, indigenous communities across Latin America.

Implemented in partnership with volunteer ophthalmologists, the medical missions have already made an impact in remote parts of Brazil, Argentina, and Columbia.

Campaign Impact in 2021

10,000+

people helped

15,700+

eye exams
donated

2,000+

eye surgeries performed
in local communities

4

nonprofit partners to
better support people
in remote areas

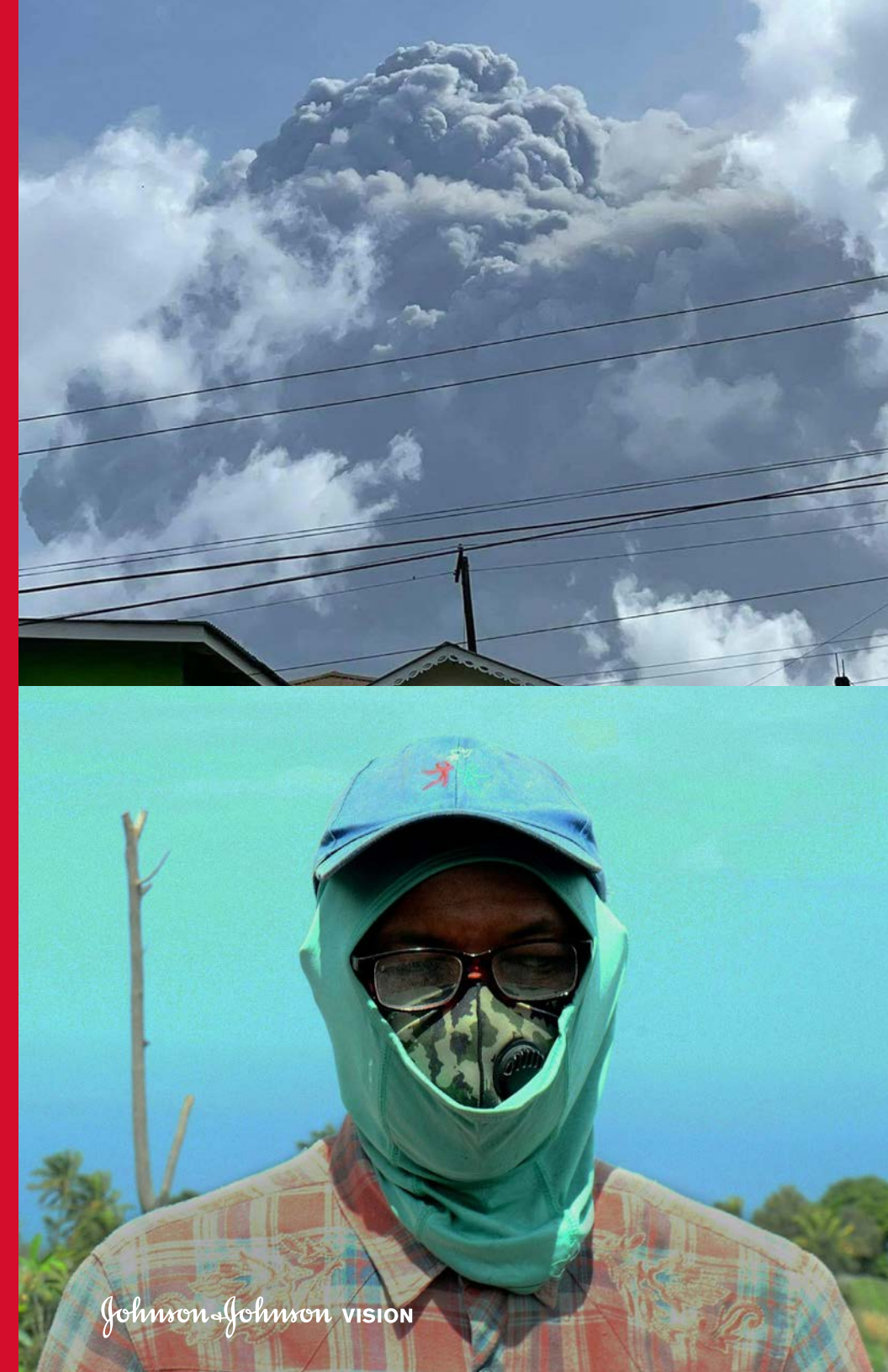


Blink for Good

In April 2021, the La Soufrière stratovolcano on the island of Saint Vincent explosively erupted. Just shy of marking 42 years since a 1979 eruption, volcanic ash shot 20,000 feet into the air.¹⁸ Facing power outages and cut off from much needed water supplies, residents who had been unable to evacuate also began experiencing eye irritation from the smoke and ash saturating the air.

After hearing many residents were trying to soothe the burning by placing wet towels over their eyes for hours at a time, Johnson & Johnson patient advocacy teammate Stephanie Duffy knew she had to try and help. Leaping into action, she reached out to colleagues across Johnson & Johnson Vision and Johnson & Johnson Global Community Impact Disaster Response team. Without fanfare or delay, a group across the Johnson & Johnson enterprise assembled—donating and shipping cases of Blink-N-Clean® Drops to support the urgent eye needs of those suffering in Saint Vincent.

¹⁸ Gigova, R., & Waldrop, T. (2021, April 10). "Extremely heavy ash fall" as authorities report third explosion at volcano in St. Vincent. CNN. Retrieved August 17, 2022, from <https://www.cnn.com/2021/04/10/americas/st-vincent-volcano-explosion-saturday-intl/index.html>.





Hearts for Good

Each World Sight Day, many Johnson & Johnson Vision teams around the world challenge themselves to think of creative and fun ways to share with their communities the importance of eye health and care.

In honor of the “Love Your Eyes” theme, teammates across the Asia Pacific region not only accepted the challenge but took it to the next level—breaking the existing Guinness World Record™ (GWR) for the “Most People Making Heart Gesture Online Simultaneously.”

When signaled by the GWR adjudicator, 265 event participants (including cataract patients, eye care providers, and Johnson & Johnson Vision employees) successfully made hand gestures to the camera connected to the main venue via online conferencing software—beating the previous record of 137 for this activity!¹⁹

¹⁹ Zhan, E. (2021, December 20). 265 people making the heart gesture simultaneously to bring eye health awareness. Guinness World Records™. Retrieved July 12, 2022, from <https://www.guinnessworldrecords.com/news/corporate/2021/12/most-people-making-heart-gesture-online-simultaneously>.

Kindness for Good

When Johnson & Johnson Vision teammate Kherri Jean’s 12-year-old son Orion won the 2020 National Kindness Speech Contest, they had no idea how far it would take him—or how fast. Since then, he’s created the “Race to Kindness,” been featured on CBS News, and was named TIME’s 2021 Kid of the Year.²⁰

From sparking in people the joy of reading through book donations from his “Race to 500,000 Books” campaign or providing free meals to those who need it most through the “Race to 100,000 Meals” initiative, Orion is an inspiration to many.²¹ For him though, the “Race to Kindness” represents more than just a series of events to help local communities.

Seeing what kindness can do motivates Orion to continue making a difference and encouraging others to do the same. And gives him hope for the future—one where kindness can be a force multiplier and people around the world work together for the benefit of all.



Be inspired by Orion’s “Race to Kindness”—and see the speech that started it all—at <https://www.racetokindness.com/>



"I know that we can change this world just by being kind. So, please join me in the 'Race to Kindness,' the best part is, 'Everybody Wins!'"

Orion Jean
Founder, Race to Kindness

²⁰ Jolie, A. (2022, February 10). Orion Jean Is TIME’s 2021 Kid of the Year. TIME. Retrieved August 19, 2022, from <https://time.com/6144632/kid-of-the-year-2021-orion-jean/>.

²¹ Jean, O. (n.d.). Race to Kindness. Race to Kindness. Retrieved August 19, 2022, from <https://www.racetokindness.com/>.

Service for Good

Checking in on the “Bagel Guy”

Never one to let an obstacle stand in the way of helping his community, Johnson & Johnson Vision teammate Scott Walker (aka the Bagel Guy) wasn’t going to let the pandemic put a halt to his “food rescue” mission. Forging ahead, Scott not only continued “rescuing” edible food from nearby restaurants and delivering it to a local nonprofit but had a record year doing so—diverting nine tons of food from landfills.[^]

We aren’t the only ones who noticed Scott’s accomplishment. He shared, “2021 was one of unimaginable surprises for me! I was completely star-struck to be presented with the annual gold-level President’s Volunteer Service Award, which recognizes nominees who perform 500+ hours of volunteer service.”



Find out more about the President’s Volunteer Service Award and eligibility criteria for nominees at <https://presidentalserviceawards.gov/>



[^] Data as reported by Scott Walker.



Advancing Cardiovascular Health for All with American Heart Association

Focused on advancing cardiovascular health for all, the American Heart Association (AHA) is working to impact hypertension in local communities by removing barriers to health care access while helping people adopt healthier lives.

AHA’s First Coast market hopes to do that and more with clinic and hospital systems through their hypertension improvement platform Target: BP™—which has the potential to reach hundreds of thousands of patients across the First Coast.^{^^} We’re happy to support a part of that platform, the self-measured blood pressure (SMBP) initiative. Together, we can help increase access to health care education and services for vulnerable and critically hypertensive First Coast patients.



Helping Children with Visual Impairments Lead Full and Rewarding Lives

Since 2017, Johnson & Johnson Vision employees across Orange County, California have supported Beyond Blindness and their mission to “empower children with visual impairments and other disabilities to achieve their fullest potential.”²² Last year alone, more than 75 of our dedicated teammates volunteered their time and talent to the nonprofit—providing more than 400 hours of service and funding that supported 2,704 sessions of vision stimulation to 150+ infants and toddlers.^{^^^}

^{^^} Data as reported by the American Heart Association.

^{^^^} Data as reported by Beyond Blindness.

²² Beyond Blindness. (2021, November 15). Our Mission. Retrieved August 25, 2022, from <https://www.beyondblindness.org/about/mission/>.

GOOD for Talent

Cultivating an equitable, diverse, and inclusive work environment; developing and advancing employees; prioritizing employee health and well-being.

Allies for Good

Diversity, equity, and inclusion aren't just a commitment at Johnson & Johnson Vision—they are values by which we live and work. We foster a culture of inclusion for our teams to learn, grow, and feel confident in bringing their whole selves to work; and help solve some of the racial and social injustices threatening public health.



Driving Equity Among Eye Care Professionals in Optometry

The first major eye health company to sign the 13% Promise, we are collaborating with the Black EyeCare Perspective to promote equity and representation in the eye care industry—and in optometry schools—by increasing the number of Black students to mirror the 13% of Black people in the U.S. population.²³

We will continue contributing to 13% Promise efforts by creating more culturally relevant information and eye health education materials, bringing more diversity and equity into the eye care industry, and supporting new programs focused on improving representation of people of color in optometry.



Read more about the Black EyeCare Perspective and 13% Promise online at <https://blackeyecareperspective.com/>

The PRIDE of Inclusion

Each June, our teams around the world **unite for pride**—championing equality, love, and care for the LGBTQIA+ community. Leading the charge is the Open&Out Employee Resource Group (ERG) focused on education, allyship, and building a global community in support of LGBTQIA+ persons in and out of the workforce.

Our 2021 Pride Month kicked off with Briana Scurry, World Cup champion and two-time Olympic gold medalist, speaking about the importance of being accepted—all thanks to our Open&Out ERG colleagues.



Learn more about the ERGs and their efforts to make the world a more inclusive place at <https://www.jnj.com/diversity/employee-resource-groups>



²³ Johnson & Johnson Vision. (2021, September 16). Johnson & Johnson Vision Announces New Collaboration to Eliminate Inequities and Increase Representation of People of Color in the Eye Care Industry [Press release]. <https://www.jjvision.com/press-release/johnson-johnson-vision-announces-new-collaboration-eliminate-inequities-and-increase>.

Igniting the Global Power of Women



Improving Gender Parity

Compared to many other countries globally, female representation in India's workforce is low—with women accounting for ~20% of their total labor force (as of 2020).²⁴ Unacceptable to our surgical vision team in India, they launched several initiatives throughout the company in 2020 to create a workforce that better reflects the incredible diversity of the region, which in the first year resulted in women representing 20% of all employees we hired in India.



Building an Inclusive Workforce

Our vision care team in Ireland took a fresh approach to creating a more diverse and inclusive workforce with the launch of a manufacturing technician apprenticeship program. The program focused on attracting female talent and participation in apprenticeships across Ireland and inspiring their interest in STEM²D careers. Offering an accredited program that is a combination 70% on-the-job training and 30% formal learning, an impressive 540 applicants competed for 12 places in the first year—21% of which were women.



Celebrating SHEROes

Recognizing the power of SHE, the surgical vision team in China successfully hosted the annual Cataract Academic Summit and the second Women Leadership Forum in Shanghai, China. This annual event continues to be a fantastic platform for female professionals and leaders to exchange views and spark ideas.

²⁴ World Bank Group, "Labor Force, Female (% of Total Labor Force)—India," The World Bank Databank (2020). Retrieved August 26, 2022, from <https://data.worldbank.org/indicator/SL.TLF.TOTL.FE.ZS?locations=IN>.

Talent for Good

By empowering our employees to combine their time and talent to make a positive impact on the world, we're building the healthiest communities and amplifying our Talent for Good. Led by Johnson & Johnson, Talent for Good offers a wide range of volunteer opportunities for employees.

Secondment

Enabling employees to enhance their development while taking on skills-based volunteering assignments, the Johnson & Johnson Secondment Program, focuses on raising public health standards in under-resourced communities worldwide. Since its launch in 2014, the program has seen 140 teammates share their expertise—through 77,423 in-kind donated hours across 34+ countries—to make long-term impacts to nonprofit organizations working on the frontlines of care.

Three of those employees—Dr. Brian Schwam, Tiffany Haynes, and Dr. Priya Janakiraman—participated in a joint, four-month, virtual Technical Training Expert in Ophthalmology Secondment assignment with the nonprofit CCBRT (Comprehensive Community Based Rehabilitation in Tanzania). The Johnson & Johnson Vision teammates partnered with CCBRT’s clinical ophthalmology team to help educate the staff members on basics as well as newer, more advanced methods to manage cataract surgeries, focusing on biometry measurements for optimizing their cataract surgery patient outcomes.



WiSTEM²D—Starting with a Spark

SparkGuided by employee volunteers, the Johnson & Johnson Women in Science, Technology, Engineering, Mathematics, Manufacturing, and Design (WiSTEM²D) initiative cultivates STEM²D interest in young people at an early age and offers youth, university, and professional-level programming to engage them throughout their lifetime. Since 2015, this effort has been a driving force in providing girls and women with tools and platforms to change the world.

As part of the Johnson & Johnson Family of Companies, our employees engage in this important effort in many ways—including the WiSTEM²D University Series. Aiming to inspire women at pivotal moments in their university years to choose and stick with STEM²D majors and careers, female STEM²D professionals at Johnson & Johnson Vision share what it's like to work in STEM²D, provide advice for women pursuing related majors, and much more!

 Learn more at <https://www.jnj.com/wistem2d>

 Watch our WiSTEM²D University Series at <https://www.youtube.com/playlist?list=PLfYGfwYsm2XxQy8G-1K3kmSjhlmNq9zeE>

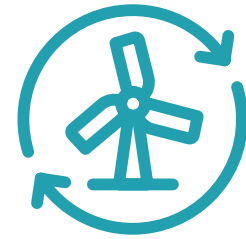


GOOD for the Planet

Achieving carbon neutrality in all operations by 2030 to reduce our carbon footprint, decreasing water use and combating deforestation, while helping limit landfill contributions through recycling efforts.

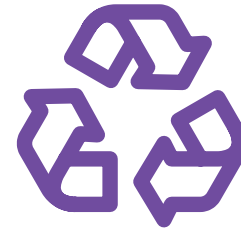
Going Green for Good

A leader in helping redefine healthy sight for life, we continuously explore innovative, environmentally sustainable solutions that better ensure the world remains a place worth seeing.



Climate Resilience

Reducing our carbon footprint and increasing the use of renewable energy



Waste Reduction

Optimizing our packaging, reducing waste, and helping our customers and patients recycle more



Natural Resources

Limiting our use of natural resources and finding solutions to protect the environment

[†] CO₂ savings are based on engineering estimates completed at the time the projects were approved.

^{*} Equivalency calculation was completed using the US EPA's Greenhouse Gas Equivalencies Calculator.

[†] Calculated based on average weight of device, lens, tray, and pouch of Alcon's Clareon® AutonoMe™ and UltraSert™ preloaded delivery systems as well as Vivinex™ preloaded delivery systems from Hoya Surgical Optics.

²⁵ Sustainability at Johnson & Johnson Vision. (2022). Johnson & Johnson Vision [Fact sheet].

²⁶ Johnson & Johnson Vision Data on File, 2022. Data Substantiation for Energy Efficiency and Renewable Energy Projects at US and Ireland ACUVUE® Contact Lens Manufacturing Facilities.

²⁷ Johnson & Johnson Vision. (2022). Looking Towards a Greener Future. Retrieved July 11, 2022, from <https://www.jjvision.com/feature-story/looking-towards-a-greener-future>.

²⁸ Johnson & Johnson Vision. (2022, April 19). JOHNSON & JOHNSON VISION FOCUSES ON A GREENER FUTURE BY REMOVING 10 TONS OF PLASTIC FROM DELIVERY POUCHES [Press release]. <https://www.jjvision.com/press-release/johnson-johnson-vision-focuses-greener-future-removing-10-tons-plastic-delivery>.

²⁹ Johnson & Johnson Vision Data on File, 2022. Data Substantiation for Wind Turbine at ACUVUE® Contact Lens Manufacturing Facility in Limerick, Ireland.

Climate

Over the past 10 years we've significantly reduced our carbon footprint and are on track to help Johnson & Johnson meet its carbon neutrality goal by 2030.²⁵



Energy efficiency and renewable energy projects at Johnson & Johnson Vision facilities in Limerick, Ireland and Jacksonville, FL are saving more than 48,000 tonnes of CO₂ per year—equivalent to removing 10,000+ cars from the road.^{†, ‡, 26}



As of 2022, all ACUVUE® contact lenses are made using 100% renewable electricity, helping the business achieve its global climate goal of sourcing 100% of its electricity needs from renewable energy—three years early.²⁵



Achieved certification and recertification of the ISO 50001 standard for our energy management systems—including policies, targets, improvements and use of data.²⁷

Waste Reduction

We innovate how we produce, transport, and responsibly dispose of our products to reduce waste.



In Europe, we've removed plastic pouches for ACUVUE® delivery notices on customer orders, saving 10 tons of plastic annually.²⁸



Our partnership with TerraCycle® in the UK has seen 8.5 million+ contact lenses, blister packs, and foils recycled as part of the ACUVUE® Contact Lens Recycling Program.²⁵



Our SmartLOAD™ IOL delivery system produces 4.2x less waste than the average preloaded disposable delivery system.^{†, 25}

Natural Resources

We strive to limit our use of natural resources and find new solutions to protect the environment.



We're undertaking technical assessments to reduce water, Isopropyl Alcohol (IPA), and Propylene Glycol (PG) usage at our manufacturing sites and reduce plastic content in our primary packaging.²⁵



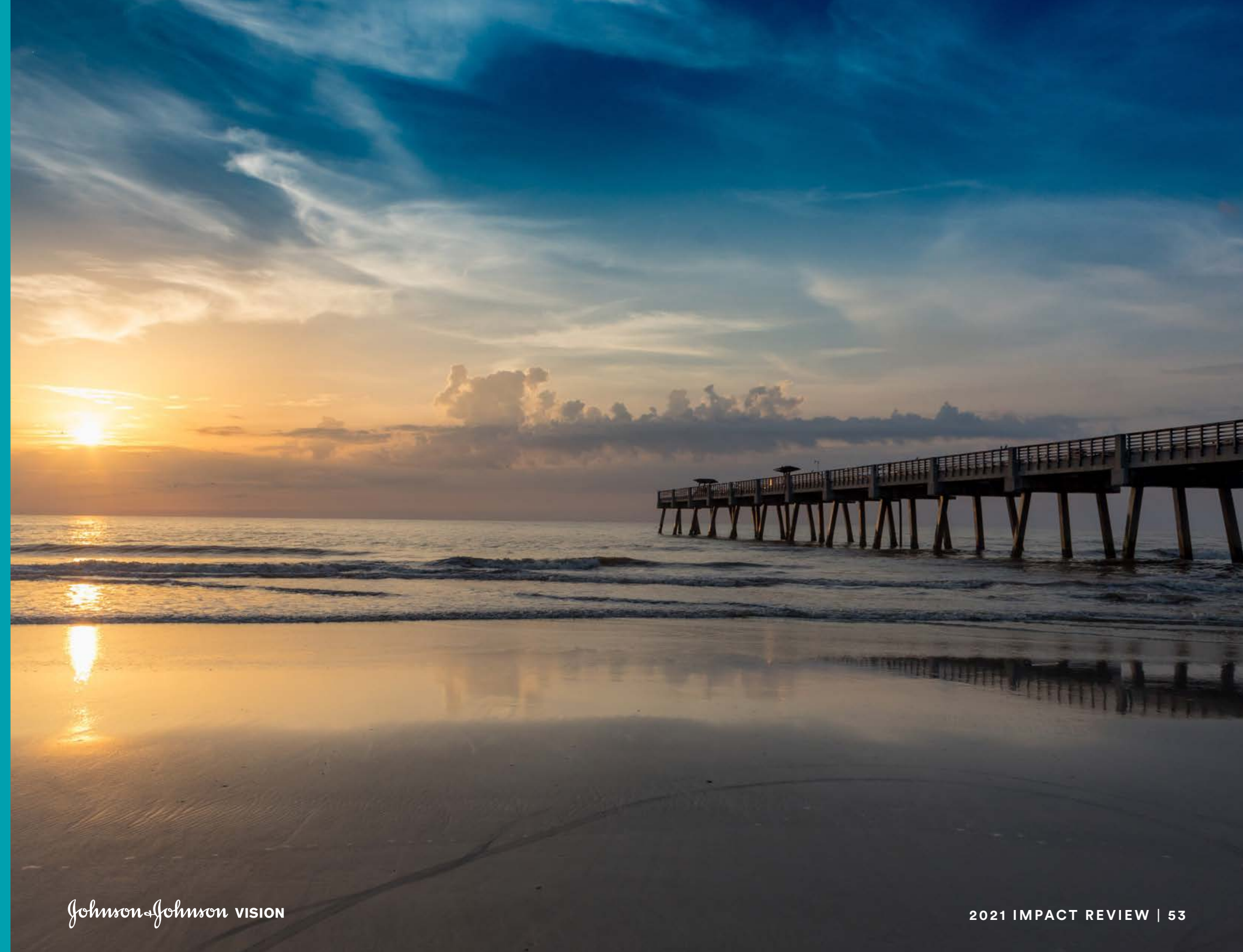
At our Limerick, Ireland facility, we installed a 3-megawatt wind turbine, which generates 4 gigawatt-hours of energy per year, enough to power ~550 homes.^{‡, 29}



We're working with regulatory bodies to seek approval to provide 'Electronic Directions for Use' (DFUs) in place of paper 'Instructions for Use' (where they meet regulatory guidelines). Internally, we've gone digital—using 'Electronic Design History Files' at all our sites.²⁵

Beachin' for Good

Johnson & Johnson Vision teammates in Jacksonville, Florida decided to spend a day at the beach. It was beautiful—but not beautiful enough for them. While there, the 80 volunteers from three different departments picked up more than 50 pounds of track and debris.



LEED-ership for Good

We reached another exciting milestone in our environmental sustainability journey when our Central Utility Plant in Jacksonville, Florida was awarded LEED (Leadership in Energy and Environmental Design) certification recognizing its sustainable design!

Soon, all utilities supplied to our Jacksonville manufacturing site will come from this world-class facility.



A globally recognized symbol of sustainability achievement and leadership, LEED is the most widely used green building rating system, and provides a framework for healthy, efficient, and cost-saving green buildings.³⁰

³⁰ U.S. Green Building Council. (2022, April). What is LEED certification? USGBC. Retrieved July 8, 2022, from <https://support.usgbc.org/hc/en-us/articles/4404406912403-What-is-LEED-certification->.



Technology for Good

Our vision care order fulfillment facility in the United Kingdom received the highly coveted Lighthouse designation from the World Economic Forum last year for providing a beacon of light for other manufacturers to follow.

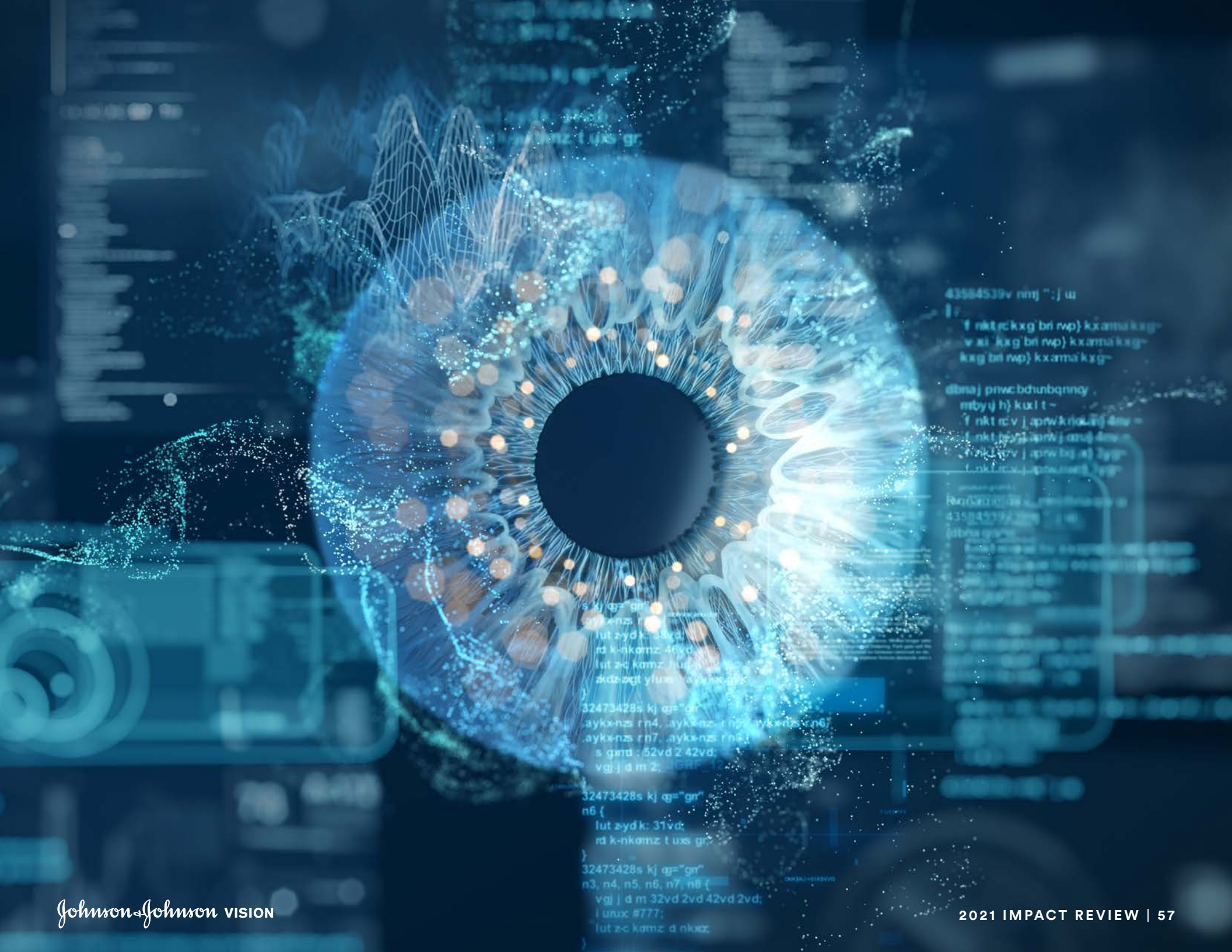
The team there recognized the way people shop for everything—including contact lenses—changed during the pandemic. These changes drove the development of a dynamic virtual call center that relies on advanced technology such as intelligence-based call routing and auto answer.

Another new system ensures repeat customers never see a “sold out” message when they log on to order their contact lenses, thanks to a technology that anticipates when they’ll reorder and reserves lenses just for them.



"Lighthouses" exemplify how digitally infused operations transcend productivity gains to create a foundation for sustainable, profitable growth.³¹

³¹ World Economic Forum. (2021, March 15). Global Lighthouse Network: Reimagining Operations for Growth, pgs. 4, 6. Retrieved May 9, 2022, from <https://www.weforum.org/whitepapers/global-lighthouse-network-reimagining-operations-for-growth>.



All for Good

Our Vision for Good is shaped by the belief that good health is the foundation of vibrant lives, thriving communities, and forward progress. Where every person is empowered to live their best life, healthy sight is treated as an integral part of whole health, and a lifetime of healthy sight can be experienced and enjoyed by all.

**We thrive on
the challenge
to create a
better world.**

Not only do we strive to help people see better, connect better, and live better, we consider it a privilege to bring eye health access to people around the world. Project by project, person by person, we're committed to sharing our time, talents, and treasure to positively impact the world—helping provide solutions for some of the most pressing challenges to keep communities, people, and our planet healthy.

³ Data in this impact review covers the period between July 1, 2020, and December 31, 2021, unless otherwise indicated. Neither the Johnson & Johnson MedTech Companies nor Johnson & Johnson undertakes to update any information in this impact review as a result of new information or future events or developments.

Vision for
GOOD

Johnson & Johnson VISION