

Legal notice / Terms of Service

The Johnson & Johnson Network, including this site (the “Site”), and other internal websites, SharePoint, Teams, and related tools (collectively, including this Site, the “Network”) is a private network where Johnson & Johnson employees and contractors with approved access can communicate and collaborate within or across sectors, functions, and regions, depending on the purpose of the site. You can access it from a computer or mobile device to connect with colleagues, stay informed about what's going on in your team or group that is leveraging the site, and share documents with others. It's intended to help you be more productive and work more efficiently with your colleagues across Johnson & Johnson. Please read these Terms of Service (the “Agreement”) carefully. By using the Network, you agree to this Agreement. We retain the right to make changes to this Agreement from time to time in our sole discretion.

THE NETWORK IS EXCLUSIVELY FOR INTERNAL USE. MATERIALS THAT ARE SHARED BY THE COMPANY THROUGH THE NETWORK HAVE BEEN CLEARED FOR INTERNAL USE ONLY AND MAY NOT NECESSARILY BE SHARED EXTERNALLY. PROPER CLEARANCE IS REQUIRED PRIOR TO LEVERAGING ANY MATERIALS, INCLUDING ARTICLES, BLOG POSTS, COMMENTS, AND IMAGES, OUTSIDE OF THE COMPANY.

1. Information Submitted Through the Network. Your submission of information through the Network is governed by our Privacy Policy which includes our Cookie Policy.

2. Jurisdictional Issues. The Network may not be appropriate or available for use in some jurisdictions. Your use of the Network must comply with all applicable laws, rules and regulations. We may limit the availability of the Network at any time, in whole or in part, to any person or geographic area that we choose, in our sole discretion.

3. Acceptable Use and Rules of Conduct. You may use the Network only for lawful purposes and in accordance with this Agreement. We reserve the right to remove any content that, and prohibit access to any user who, does not comply with these requirements.

First, be sure to adhere to the following principles:

- Respect is a requirement. First and foremost, we ask that everyone show respect for other members of our community.
- We encourage and welcome your comments and feedback, provided that you share your viewpoint in a way that is respectful to others in our community, and is not inappropriate, off-topic, abusive, harassing, profane, or promoting/soliciting third-party sites, initiatives or products.
- You also must respect others' privacy and refrain from posting photos of or comments from your colleagues, unless you have their permission.

- If you see a post or comment that you believe is inappropriate, please report it for further investigation.
- You are responsible for what you post, and it reflects on you.
- You are responsible for your use of the Network and for any content you post on the Network.
- What you post reflects on you and your reputation at Johnson & Johnson, so please remember that what submit, post, display or store will be able to be viewed by other users of the site and through other systems like the Intranet that may be connected to the site, depending on the privacy settings of the site.
- We expect that our participants will demonstrate the values of Our Credo and uphold the standards of business conduct that we require in all business dealings. Additionally, please bear in mind that our CLEAR communication guidelines can help keep you on track with what is and isn't appropriate to post.
- Be careful when choosing which content to share.

Second, be aware that the following types of content are never appropriate for sharing on the Network.

- Content that violates any of Johnson & Johnson's policies.
- Confidential content should not be shared unless you are part of a group or space that has restricted access and is approved for use in sharing confidential documents. The Network is currently approved for Restricted information. Please see our IAPPs for more detail about Confidential, Restricted and Highly Restricted information.
- Adverse Event/Pharmacovigilance Reporting. While we do not anticipate that this forum will be used for such discussions, always remember your responsibilities with respect to timely report adverse events and product quality complaints through proper channels, as you have been trained within your sector.
- Content that is off-topic or not relevant to the group or discussion you're participating in.
- Content that contains harassing, threatening, derogatory, defamatory, discriminatory, abusive, hateful, violent or obscene content, language or material.
- Content that contains personal information about others without their consent, including name or information that may be used to identify or locate an individual (including last name, e-mail address, phone number, age or geographical location) or that could otherwise be deemed an invasion of another's privacy.
- Content that libels, slanders or defames someone.
- Content that infringes another's intellectual property (copyright, trademark, patent), proprietary rights or right of publicity. Articles and materials from magazines, newspapers, and journals should not be copied and uploaded to the Network. If permitted by the source, you can provide a link back to the original source.

Finally, remember that you may not: (i) use the Network in any manner that could disable, overburden, damage, or impair it, or interfere with others' use of it; (ii) use any robot, spider or other automatic

device, process or means to access the Network for any purpose, including to scrape, data mine, monitor or copy any of the material on the Network; or (iii) use or copy any of the material on the Network for any unauthorized purpose.

4. Our Right to Use Submissions. To the extent that the Company does not own rights automatically to your Submissions to the site, for each Submission, you grant to us a worldwide, royalty-free, fully paid-up, non-exclusive, perpetual, irrevocable, transferable and fully sublicensable (through multiple tiers) license, without additional consideration to you or any third party, to reproduce, distribute, perform and display (publicly or otherwise), create derivative works of, adapt, modify, store and otherwise use, analyze and exploit such Submission, and to contact you about your Submission, in any format or media now known or hereafter developed, and for any purpose (including promotional purposes, such as testimonials and advertising).

In addition, if you provide to us any ideas, proposals or suggestions (“Feedback”), we will deem such Feedback a Submission. You agree that Feedback is not confidential and that your provision of it is gratuitous, unsolicited and without restriction and does not place us under any obligation in respect of such Feedback.

You confirm that (a) you have all rights necessary to grant the licenses granted in this section, (b) your Submissions are complete and accurate, and (c) your Submissions and your provision of them to us are not fraudulent or otherwise in breach of any applicable law or any right of any third party. You further irrevocably waive (and consent to us performing any acts or omissions in relation to your Submissions and associated materials that may be inconsistent with) any “moral rights” or other rights with respect to attribution of authorship or integrity of materials regarding your Submission that you may have under any applicable law.

5. Monitoring Use of the Service. We may (but have no obligation to) monitor, evaluate, alter or remove Submissions before or after they appear on the Network or analyze your access to or use of the Network. We may disclose information regarding your access to and use of the Network, the circumstances surrounding the transmission of Submissions, and personal information regarding users who make Submissions available, in each case in accordance with applicable law or a request by a court or law enforcement or other governmental authority, or otherwise in accordance with our Privacy Policy.

6. Your Right to Use the Network. You acknowledge that all intellectual property rights in the Network belong to us or our licensors. You have no right in or to the Network other than the right to access them in accordance with this Agreement. If you fail to comply with this Agreement, you must immediately cease using the Network, and delete the mobile software

application providing mobile access to the Network from your device. You are responsible for keeping your device secure and protecting it appropriately.

7. Company's Proprietary Rights. We and our suppliers own the Network, which are protected by proprietary rights and laws, including all of our brand names, trademarks and service marks and any associated logos. All trade names, trademarks, service marks and logos (collectively, "Marks") on the Network not owned by us are the property of their respective owners. You may not use our Marks in connection with any product or service that is not ours or in any manner that is likely to cause confusion. Nothing contained on the Network should be construed as granting any right to use any Marks without the express prior written consent of the owner.

8. Third Party Materials; Links. The Network may allow access to third-party information, products, services and other materials, including Submissions (collectively, "Third Party Materials"), and including any access via links. We do not control or endorse, and are not responsible for, any Third-Party Materials. We have no obligation to monitor Third Party Materials, and we may block or disable access to any Third-Party Materials at any time. Your access or use of Third-Party Materials is at your own risk and is subject to any additional terms, conditions and policies applicable to such materials.

9. DISCLAIMER OF WARRANTIES. TO THE FULLEST EXTENT PERMITTED UNDER APPLICABLE LAW, THE SERVICES ARE MADE AVAILABLE TO YOU ON AN "AS IS," "WHERE IS" AND "WHERE AVAILABLE" BASIS, WITHOUT ANY WARRANTIES OR CONDITIONS OF ANY KIND, WHETHER EXPRESS, IMPLIED OR STATUTORY. While we take reasonable steps to try to maintain the timeliness, integrity and security of the Network, we cannot guarantee that they are or will remain updated, complete, correct or secure, or that access to it will be uninterrupted. The Network may include inaccuracies, errors and materials that conflict with this Agreement. Additionally, third parties may make unauthorized alterations to the Network. If you become aware of any such alteration, Contact Us. link with a description of such alteration and its location on the Services.

10. GOVERNING LAW; JURISDICTION. Unless otherwise prescribed by applicable law, this Agreement is governed by and shall be construed in accordance with the laws of the State of New York, without regard to its principles of conflicts of law, and regardless of your location. All disputes between you and us arising out of or related to the Network or this Agreement,

whether based in contract, tort, statute, fraud, misrepresentation or any other legal theory and including non-contractual disputes or claims, will be subject to the exclusive jurisdiction of the federal and state courts located in the State of New York, U.S.A., and you waive any jurisdictional, venue or inconvenient forum objections to such courts.

11. Information or Complaints. If you have a question or complaint regarding the Network, please Contact Us.

12. Copyright Infringement Claims. If you believe in good faith that materials available on the Network infringe your copyright, you may write to us by mail and request that we remove such material or block access to it. Please be precise about the identity and location of the allegedly infringing materials. If you believe in good faith that someone has wrongly filed a notice of copyright infringement against you, you may send us a written counter-notice. Notices and counter-notices must be sent by e-mail to the Contact Us. In the United States, the Company's Agent for complaints related to the Digital Millennium Copyright Act (DMCA) is as follows:

Trademark Law Department

Johnson & Johnson

One Johnson & Johnson Plaza

New Brunswick, NJ 08933

This contact information may also be used to contact us about copyright infringement claims in jurisdictions outside of the United States.

13. Other Important Terms. This Agreement does not, and shall not be construed to, create any partnership, joint venture, employer-employee, agency or franchisor-franchisee relationship between you and us. This Agreement is between you and us. If any provision of this Agreement is found to be unlawful, void or for any reason unenforceable, that provision will be deemed severable from this Agreement and will not affect the validity and enforceability of any remaining provision. You may not assign, transfer or sublicense any or all of your rights or obligations under this Agreement without our prior written consent. We may assign, transfer or sublicense any or all of our rights or obligations under this Agreement without restriction. No waiver by either party of any breach or default under this Agreement will be deemed to be a waiver of any preceding or subsequent breach or default. Any heading, caption or section title contained herein is for convenience only, and in no way defines or explains any section or provision. All terms defined in the singular shall have the same meanings when used in the plural, where appropriate and unless otherwise specified. Any use of the term "including" or variations thereof in this Agreement shall be construed as if followed by the phrase "without limitation." This Agreement, including any terms and conditions incorporated herein, is the entire agreement between you and us relating to the subject matter of this Agreement, and, in the absence of fraud, supersedes any and all prior or contemporaneous written or oral agreements or

understandings between you and us relating to such subject matter. Notices to you (including notices of changes to this Agreement) may be made via posting to the Network or by e-mail (including in each case via links), or by regular mail. Without limitation, a printed version of this Agreement and of any notice given in electronic form shall be admissible in judicial or administrative proceedings based upon or

relating to this Agreement to the same extent and subject to the same conditions as other business documents and records originally generated and maintained in printed form. Neither party will be responsible for any failure to fulfill any obligation due to any cause beyond its control.

14. Terms Required by Apple. In addition to your agreement with the foregoing terms and conditions, and notwithstanding anything to the contrary herein, the following provisions apply with respect to your use of any version of the App compatible with the iOS operating system of Apple Inc. (“Apple”). Apple is not a party to this Agreement and does not own and is not

responsible for the App. Apple is not providing any warranty for the App except, if applicable, to refund the purchase price for it. Apple is not responsible for maintenance or other support services for the App and shall not be responsible for any other claims, losses, liabilities, damages, costs or expenses with respect to the App, including any third-party product liability

claims, claims that the App fails to conform to any applicable legal or regulatory requirement, claims arising under consumer protection, privacy or similar legislation (including in connection with any use by the App of Apple’s HealthKit or HomeKit frameworks), and claims with respect to intellectual property infringement. Any inquiries or complaints relating to the use of the App, including those pertaining to intellectual property rights, must be directed to Company in accordance with the “Information or Complaints” section above. The license you have been granted herein is limited to a non-transferable license to use the App on an Apple-branded product that runs Apple’s iOS operating system and is owned or controlled by you, or as otherwise permitted by the Usage Rules set forth in Apple’s App Store Terms of Service, except that the App may be accessed and used by other accounts associated with the purchaser via Family Sharing or volume purchasing. In addition, you must comply with the terms of any third-party agreement applicable to you when using the App, such as your wireless data service agreement. Apple and Apple’s subsidiaries are third-party beneficiaries of this Agreement and, upon your acceptance of the terms and conditions of this Agreement, will have the right (and will be deemed to have accepted the right) to enforce this Agreement against you as a third-party beneficiary thereof; notwithstanding the foregoing, Company’s right to enter into, rescind or terminate any variation, waiver or settlement under this Agreement is not subject to the consent of any third party.