

Report to the Community Highlights

2013

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THE COMMUNITY AT

www.janssenbelgium.be



IN THE SPOTLIGHT



Our new competitors are Google, Samsung, Philips, Microsoft and IBM

Collaboration with partners, even those outside of the traditional pharmaceutical industry, brings new possibilities. **p.9**



Health is not equal

The needs of developing countries deserve equal attention.

p.10



One size smaller

Less water, energy, waste, emissions and raw materials — it is possible.

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We don't stop until new ideas have been transformed into medical solutions for patients in need.



SONJA WILLEMS, MANAGING DIRECTOR, JANSSEN-CILAG BENELUX

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Wide-ranging efforts

IN THE AREAS OF NEUROSCIENCE, ONCOLOGY AND INFECTIOUS DISEASES

In 2013, Janssen continued its efforts in the fields of neuroscience, oncology, infectious diseases, immunology and cardiovascular and metabolic diseases. Solutions that should lead to the prevention of disease and to the improvement and saving of the lives of patients all over the world.

Janssen does not stop until new ideas have been transformed into medical solutions for patients in need.

In 2013, the research center in Belgium made extensive efforts in the areas of neuroscience, oncology and infectious diseases. The focus was on the discovery and development of a new generation of small molecules for diseases such as schizophrenia, depression, pain control, Alzheimer, hepatitis C, HIV and different types of cancer.

p.2 | Interview with Tom Heyman & Sonja Willems

Take a look at the
Report to the
Community 2013



www.janssenbelgium.be

Riding the positive sustainability trend

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For many years now, sustainability has been an integral part of Janssen's strategic agenda. The company wants to share the strategy, performance and improvement points with you and offer the opportunity to thoroughly assess its sustainability efforts. Janssen thinks that effective, transparent reporting and an open and honest dialogue are essential. Janssen's goal is to continue to work on sustainable healthcare and

to continue to evaluate and adjust its policies. This publication provides you a glimpse of several of the company's important events and milestones from 2013. In the Report to the Community at www.janssenbelgium.be you will find a more detailed overview of activities and key figures, in line with the Global Reporting Initiative (GRI).

CONVERSATION WITH TOM HEYMAN & SONJA WILLEMS

Investing in innovation and in the sustainability of care

Tom Heyman, CEO of Janssen Pharmaceutica and Sonja Willems, Managing Director of Janssen-Cilag Benelux and Chairman of pharma.be, have given Janssen in Belgium a new élan after several difficult years. Their absolute priority is to strengthen Janssen in Belgium to such an extent that it can continue to play a leading role in the healthcare sector. A talk with Tom and Sonja on the occasion of the second Report to the Community revealed many new insights.

What did Janssen do for our health in 2013? Was any progress made? Is there hope for new and better treatments tomorrow?

TOM: In 2013, Janssen continued its efforts in the fields of neuroscience, oncology, infectious diseases, immunology and cardiovascular and metabolic diseases. We are focusing on the discovery and development of a new generation of molecules in the areas of schizophrenia, depression, pain management, Alzheimer's disease, hepatitis C, HIV and cancer, among others. Our search for solutions for some of the most life-altering diseases - diseases for which there are no good treatments - continues unabated. We have already made a good deal of progress, but we must not underestimate the magnitude of the challenge or how much research is still left to be done.

SONJA: The challenges are enormous, the investments in future treatments are large, and the result is never certain. We have a duty to ourselves, and to future generations, to invest vigorously in new research. Over the last five years our parent company Johnson & Johnson (pharmaceuticals, medical and diagnostic ap-

plications and consumer products) has invested approximately 11% of its annual turnover in research and development. In the pharmaceutical sector alone, Janssen's expenditures on R&D amount to 20% of its turnover.

Were there any new treatments in 2013?

SONJA: In the US and in various other countries, 3 important new medicines were launched in 2013: INVOKANA® (canagliflozin) for the treatment of type 2 diabetes, IMBRUVICA™ (ibrutinib) for the treatment of mantle cell lymphoma and OLYSIO™ (simeprevir) for the treatment of chronic hepatitis C infection. In 2013 Janssen received a total of nine approvals for new medication and new indications.

And what will the future bring?

TOM: We expect the pipeline to continue to grow in 2014. Janssen continues to invest in R&D and plans the registration of 10 new molecular entities for approval between 2013 and 2017 and more than 25 additional line extensions of our commercialized medication.

What is your ambition?

SONJA: Solutions that lead to the prevention of disease and to the improvement and saving of the lives of patients all over the world. We will not stop until new ideas have been transformed into medical solutions for patients in need. We hope to one day cure and prevent cancer and be able to stop the progression of Alzheimer's disease at an early stage. We also dream of one vaccine that provides protection against flu for several years instead of an annual vaccine.

TOM: The development and sustainable pro-

duction of pioneering solutions, accessible to all, no matter where in the world. We invest in innovation and sustainable healthcare. This is the path toward the future that serves patients, the community and our employees.

What are your challenges?

TOM: We see continuous innovation and collaboration as the only sustainable way forward, certainly in this still uncertain economic climate. In 2013, with our open innovation model, we are on our way to intensive collaborations with knowledge institutions, companies and the government in order to increase our cross-sector knowledge.

We have a duty to ourselves, and to future generations, to invest vigorously in new research.

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SONJA: Together with our stakeholders, we are working on worldwide accessibility to qualitative and affordable healthcare. In many regions of the world people have hardly any access to high-quality healthcare due to financial, logistical or organizational reasons.

TOM: In addition to our efforts for the well-being of the community, we also care a great deal about the well-being of our employees. In a world where guaranteed job security is being eroded, we continue to invest in the talent available and the potential capabilities of everyone at our company. With realistic goals and excellent work ability, our employees are happy to continue to work with us.

SONJA: We are also aware of our impact on the environment. Our focus on sustainable development links economic growth to social progress and ecological balance.

Is sustainability the solution?

TOM: Sustainable innovation is, indeed, the only bridge toward the future that serves patients, the community and our employees.

SONJA: We invest in sustainable innovation and reflect on the sustainability of care. Access to good and affordable healthcare is our central concern.



Overview 2013

For the complete overview, read the Report to the Community at

www.janssenbelgium.be



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Janssen Global Public Health

strives for health for everyone around the globe

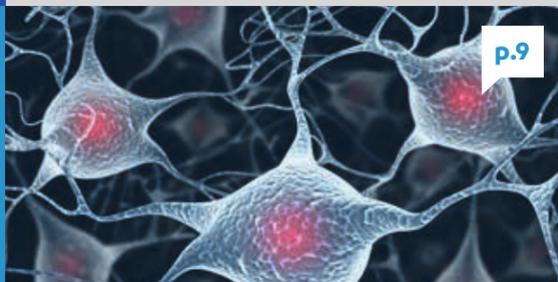
3 new medicine launches

for the treatment of type 2 diabetes, mantle cell lymphoma and hepatitis C infection



Paul Stoffels top 25 biopharma

Janssen-Cilag adapts organization in Belgium and the Netherlands



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Stellar joins forces in the fight against brain disorders

Janssen wins the Supply Chain Award 2013



For the first time in years, an open house during the 'Dag van de Zorg' (Day of Care)

Janssen develops application for HIV therapy compliance

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Economic trade mission to India



10-years difference for people with HIV

GSK and Janssen launch European Medical Information Framework (EMIF)



Dr. Koen Andries honored for tuberculosis research

Start-up of Combined Heat and Power Installation

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First Lifetime Achievement Award from Flanders Investment & Trade (FIT)

Janssen applies House of Work Ability

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Heart for a sustainable world

Sustainability has been an ingrained part of Janssen's company culture for 70 years now, and it still reinforces its push for innovation on a daily basis. For decades now, the Johnson & Johnson Credo has included sustainability values. Janssen contributes to making the world a better place by improving health and well-being but also by handling our planet with care, by acting in a responsible manner every day and by strengthening the company, so that it is able to continue to provide essential contributions to global healthcare and to the Belgian economy.

Parent company Johnson & Johnson has expressed its commitment in seven domains within a sustainability strategy called Healthy Future 2015. At the end of 2010, Janssen translated these objectives into a global sustainability strategy. In Belgium, too, a local Sustainability Council was established to integrate the global sustainability policy into the daily working methods. All of the Janssen groups are represented in the Council in order to create broad support. Janssen aims to stimulate a culture of sustainability to the fullest extent. Communication plays a crucial role in this endeavor.

Healthy Future

The sustainability goals of Johnson & Johnson have been expressed in 7 Healthy Future goals.

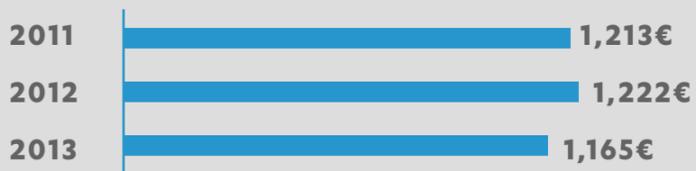
 Affordable access to medicines	 Well-being of the community
 Protection of our planet	 Promotion of global health and philanthropy
 Sustainability of our suppliers	 Transparent and external collaborations
 The health, safety and commitment of the employees	

Read the results of the Healthy Future goals in the Report to the Community www.janssenbelgium.be.

NEW TREATMENTS IN 2013

INVOKANA ® (canaglifozin)	TYPE 2 DIABETES
IMBRUVICA ™ (ibrutinib)	MANTLE CELL LYMPHOMA
OLYSIO ™ (simeprevir)	CHRONIC HEPATITIS C

EVOLUTION R&D INVESTMENTS*



* JANSSEN PHARMACEUTICA NV
AMOUNTS IN MILLIONS OF EUROS



TOP 10 FASTEST GROWING PHARMACEUTICAL COMPANY



Economic sustainability

Janssen is convinced that strong business results, correct management and results-oriented activities are the right path to economic sustainability. The company strives every day to find solutions for some of the most complex medical challenges of our time. The company does not settle for small improvements in healthcare. Janssen aims for medical innovation which does not only provide added value to patients, but also to those who pay for it (national health services) and the government, who must critically monitor healthcare expenses in order to control them.

Healthcare is changing fast. Janssen is looking for new ways to diagnose and administer medication in the future, to recognize or prevent diseases and to follow-up patients. The company looks beyond its own walls for new solutions. Experts collaborate with external parties within an open innovation model and at every stage of the value chain – from the early discovery to the commercialization stage. They search for medical breakthroughs wherever they occur – whether at a university, a research institution or even in other pharmaceutical or biotechnology companies.



Social Sustainability

Janssen is a company with a big heart. The company wants to be part of this world in a way that is meaningful to patients, society, the planet, employees and the company. This is expressed in the sustainable corporate culture and the dedication of employees to make a real difference. Janssen's main goal is to develop sustainable medical solutions for the world's biggest medical challenges. Solutions which are accessible to everyone, especially for those who need it most.

The deep-rooted social responsibility at the company stimulates the commitment of all employees. The company is dedicated to the sustainable deployment of available talent and cares for the physical and mental health, safety and continuous training of its people.

Janssen supports patient organizations in achieving their projects independently. Janssen pays special attention to young people (education), keeps its neighbors informed and is committed to local projects.

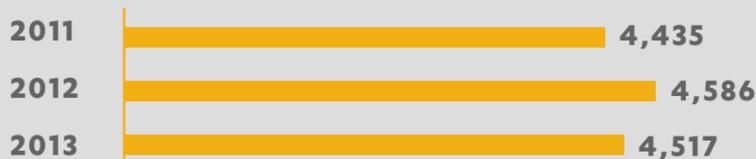


Ecological sustainability

Janssen cares for the environment and the world. Environmental care is a crucial pillar in the sustainability strategy. After all, the company is a large consumer of raw materials, energy and water. Janssen consistently invests in more environmentally-friendly products and production processes and accepts responsibility for the environment in the entire value chain, from the discovery of a medicine to the delivery to the patient. The company spares no expense in ensuring a sustainable transition with regard to energy, waste, raw materials, water, emissions and biodiversity.



EVOLUTION NUMBER OF EMPLOYEES



NUMBER OF NATIONALITIES

42

PERCENTAGE MEN/WOMEN



58%



42%



WATER

988,755 m³
-5.1% compared to 2010



ENERGY

Total energy consumption
1,159,829 GJ

-7% CO₂ emission
compared to 2010



MOBILITY

1 to 5 employees bikes to
work regularly

1.4 million
kilometers by bike in 2013

We hope one day to have powerful diagnostics that can show us who runs an increased risk of a certain type of cancer so that we can intervene in time to limit that risk.

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WERNER VERBIEST, GLOBAL HEAD, JANSSEN DIAGNOSTICS



Prospects for good health

Janssen is working on sustainable healthcare today and in the future. At the same time, the company is concentrating on the most complex medical challenges of our time. How diagnoses will be made, how medication will be administered, how diseases will be recognized or prevented and how patients will be monitored will all look very different tomorrow than they do today. Janssen believes that we are at a turning point in our approach to the unanswered medical needs of today's healthcare.

The healthcare sector is on the cusp of an astonishing evolution and is being influenced by all kinds of trends, trends which Janssen is capitalizing on to create sustainable value in the future. From the ageing population to the increasing availability of modern communication media and information technology to the need to guarantee product authenticity at all times.

Enormous scientific progress is also associated with new opportunities in the field of biotechnology, genome theory, information technology and nanotechnology. The company is evolving from the traditional, reactive healthcare paradigm to a new era of preventive and personalized healthcare. More and more resources are becoming available to detect diseases, to treat them and to monitor them. Curative medicines will only remain as one part of a comprehensive solution.

Preventive medicine on the rise

In the future, greater efforts will be made in the early detection of illnesses in order to prevent their further development. Predicting disorders on the basis of genetic predisposition is becoming ever more feasible. Inventions such as biomarkers – specific substances that reveal whether you are susceptible to a certain disease – also help us to extend the reach of preventive healthcare. “Today, cancer is often diagnosed only when it has reached a stage that is too advanced. We hope to one day have powerful diagnostic tools which will identify those with an increased risk of a certain cancer so that we will be able to intervene in time to limit the risk”, explains Werner Verbiest, Global Head of Janssen Diagnostics.

Personalized medicine brings hope

Medicines do not work in the same way in every patient. Why do patients who are all suffering from the same illness react differently to the same treatment? Some patients react to a treatment as anticipated, while others do not react at all and a third group of patients experience severe side effects. Genetic make-up, age, life style, other treatments, culture, sex and ethnicity are all factors that contribute to variations in treatment response. Finding one treatment that helps everyone equally well is extremely difficult.



Thanks to our increasing understanding of disease mechanisms and patient responses to medicines, more opportunities exist to link patients to the therapy that is most effective and safe. “We are evolving to a practice of medicine that develops different treatments for one disease, each one adapted to the specific subtypes of patients and to the various stages of the disease. Based on the diagnosis of your illness, and on your genetic profile, a medicine will be selected for you that offers you the greatest chances of successful treatment. Based on individual genes and gene clusters, we can already determine to which subtype each patient belongs. This allows us to predict which treatment the patient will react to and which he or she will not. This allows us to work more effectively and to eliminate the inefficiencies, which makes the healthcare model of the future more sustainable for everyone.”

More about economic sustainability at www.janssenbelgium.be

Health model of the future

PREVENT

In the future, genetic information will allow the prediction of an individual's risk of suffering from a certain disorder. People with a high risk of suffering from a certain disease may be helped with a lifestyle change or a preventive treatment.

DIAGNOSE

In the future, diagnosis at the molecular level will allow diseases to be better characterized, which will provide healthcare providers with more relevant, patient-specific information. The identification of biomarkers, such as genes, proteins and cells.

TREAT

The treatment model is evolving towards solution-oriented therapy. This is a combination of medicine-based therapy, diagnostics based on a device or software and components from the various healthcare services.

MONITOR

Based on a control system for personal health information, better monitoring of personal health will be guaranteed in the future. In addition, all sorts of future innovations will allow professional care organizations and family members to carry out complex treatments at home.

We do not only focus on medicines

Janssen focuses on the development of pioneering medicines. But the company also wants to search for alternative solutions, besides medicines, which can help to improve the quality of the treatment as well as the life of patients. Various initiatives and projects were launched or continued in 2013.

Educational online game for children with ADHD

Along with a number of external experts, Janssen has developed an educational online game for children with ADHD (Attention Deficit Hyperactivity Disorder) between the ages of 8 and 12. Plan-it Commander is more than just a fun and challenging game. This 'serious' game was developed with the goal of demonstrably improving the quality of life for young ADHD patients and their families. After the market launch and positive results, Plan-it Commander won the award for the 'Best Health Game 2013' at the Fun and Serious Game Festival in Bilbao, one of the most important festivals in Europe for this still emerging industry. This award is an important recognition of the quality of the work performed.

Stimulating therapy adherence

The effectiveness of medicines depends to a great extent on the correct and consistent administration of medication by the patient. Compliance to therapy is an important condition for the success of any treatment with medicines. In the treatment of HIV patients, the need arose for an effective resource to improve therapy compliance. In cooperation with physicians and nursing staff, Janssen developed Pillcoach for this purpose.

The Pillcoach is an app that keeps track of how the HIV medication is taken. Together with the treating doctor, a medication schedule is created, and then the app is activated. The patient receives messages showing the timetable.



Discover more initiatives in the Report to the Community at www.janssenbelgium.be

2013

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APPROVALS
FOR NEW MEDICATION
AND NEW INDICATIONS



16

PATIENT ORGANIZATIONS
IN BELGIUM WERE
SUPPORTED BY JANSSEN





With both feet on Belgian ground

Deliberately continuing to invest in Belgium is Janssen's priority. In Belgium, parent company Johnson & Johnson employs approximately 5,000 people and invests more than a billion euros in research and development annually. This means the company also plays an important role in Belgian employment and the economy.

Janssen in Belgium is the largest private investor in research and development in the country. In 2013, the company invested some 1,165 million euros here. These investments are essential for the development of new medication and technologies for urgent, as yet unresolved, medical needs. For the first time in April 2013 Johnson & Johnson was awarded the Lifetime Achievement Award as recognition of its position in Belgium as a role model for domestic and foreign investments.

Attractive investment climate

These investments demonstrate the deep-rooted confidence of Johnson & Johnson in Belgium as a subsidiary location. "In recent years, Belgium has made some serious efforts to create an attractive investment climate for R&D intensive sectors such as the pharmaceutical industry – one of the pillars of the Belgian economy. We also continue to make targeted investments in Belgium. Because here we are able to compensate for high labor costs with advanced scientific knowledge and a stimulating taxation environment", explains Tom Heyman, CEO of Janssen Pharmaceutica. It takes many years to get from the preliminary research stage to the effective market launch of a medicine. Tom: "That is why it is important that the government creates a stable fiscal and economic climate, one that allows us to develop and expand this essential long-term vision."

Stability for growth

Janssen considers it important to invest in the future of the country. Belgium is the third largest exporter of medicines in Europe – after Switzerland and Ireland - with an annual turnover of 34 billion euros in 2013. Moreover, the pharma sector directly provides more than 32,000 jobs and is good for 40 percent of all Belgian private investment in research and development.

"The largest pharmaceutical companies that invest in research and development here in Belgium have foreign shareholders. They can perform their activities wherever they want. Therefore, we may never take our Belgian branches for granted," asserts Tom.

Read more about economic sustainability at www.janssenbelgium.be



We should never take our Belgian branches for granted.



TOM HEYMAN, CEO JANSSEN PHARMACEUTICA



Our new competitors are Google, Samsung, Philips, Microsoft and IBM

Janssen makes great efforts to find solutions for some of the most complicated medical needs of our time. The challenges are huge, and the company looks beyond its own walls for new solutions. Based on an open innovation model, Janssen goes in search of new collaborative ties with partners from diverse sectors.

“We want to identify the best ideas, both inside and outside our organization. Our people work together with external parties in every stage of our value chain - from the early discovery to commercialization,” says Ludo Lauwers, Senior Vice President and head of the Janssen Campus Office (JCO). This office was set up in 2009 as a platform from which to implement the Janssen growth strategy. “We endeavor to set up innovative partnerships to boost our own efforts.”

No ‘me-too’ scenario

By acting as a central point of contact between the internal and external world, the JCO aims to enable and promote innovation with a view to sustainable healthcare in the future. The mission is the care for the patient. The goal is to discover, develop and manufacture fundamentally new therapeutic solutions.

The company is not caught up in a ‘me-too’ scenario but in cutting-edge science and is looking for answers to unanswered questions, the so-called unmet medical needs.

Open innovation

Janssen decisively chooses open innovation to ensure that new therapeutic solutions reach patients quicker and at a lower cost. This means that the company is actively looking for potential partners to help them achieve this goal: internal and external companies, researchers and institutions who can link their expertise to the company’s knowledge for the purpose of jointly developing better therapeutic solutions.

Beyond a pill

Since its establishment, the JCO has already made 254 contacts with external parties. Ludo: “Not only do we look for partners within the traditional pharma industry. We also look for collaboration opportunities with companies in the food, artificial intelligence, building automation, wireless and mobile communication, IT and logistics sectors.”

The new therapeutic model goes beyond a pill. The landscape has changed: the new competitors are Google, Samsung, Philips, Microsoft and IBM. Prices and budgets are under pressure. Therapy compliance is a problem, and intelligent applications can offer solutions. The company is aware that diseases not only have to be combatted, they must be prevented.



We want to make open innovation possible with a view to a sustainable healthcare model for the future.



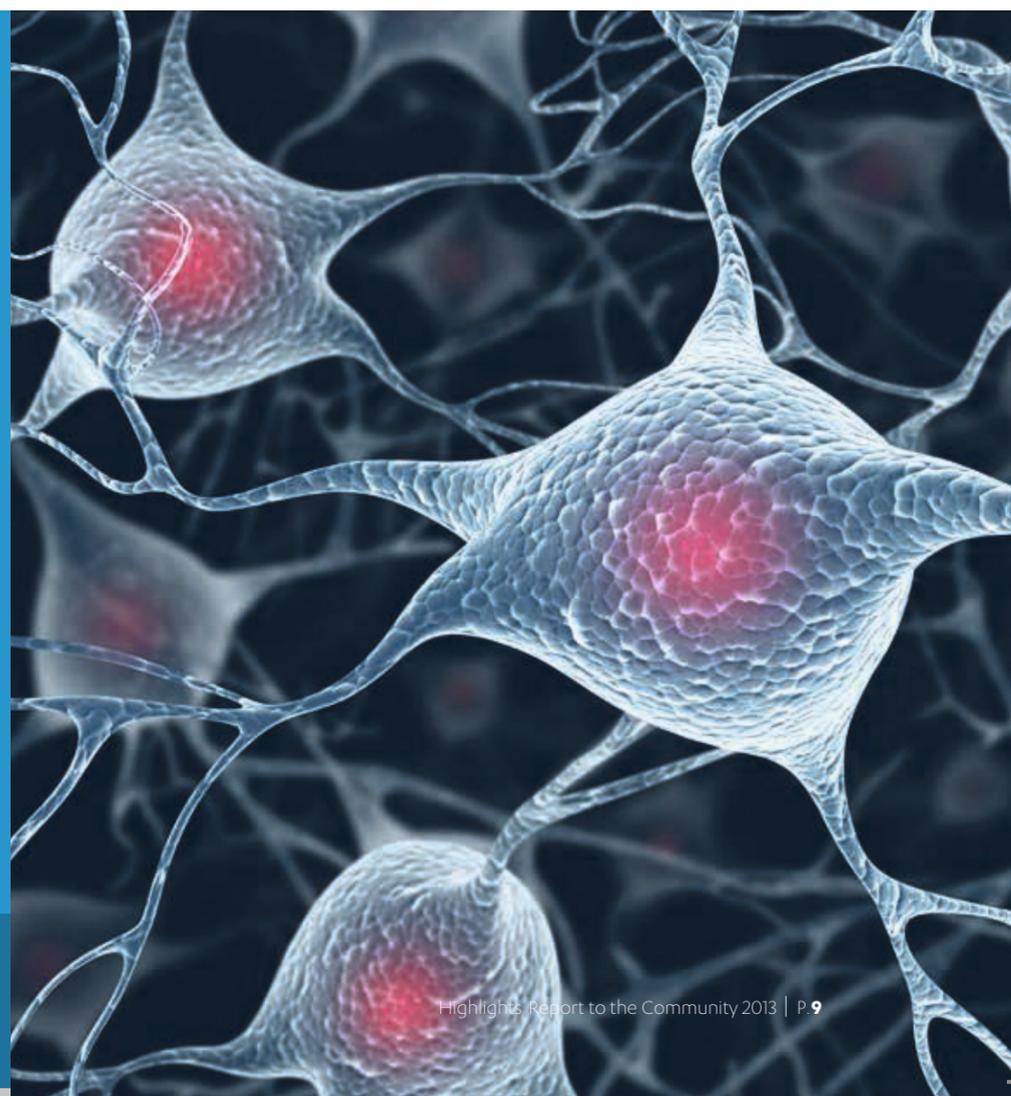
LUDO LAUWERS, SENIOR VICE PRESIDENT AND HEAD OF JANSSEN CAMPUS OFFICE (JCO)

Read more about economical sustainability at www.janssenbelgium.be

Joining forces in the fight against brain disorders

In 2013 the VIB, KU Leuven, UZ Leuven, Janssen and Johnson & Johnson Innovation launched project Stellar. The purpose of this powerful collaboration is to make it easier to translate molecular insights into new medicines and diagnostics for brain diseases.

Janssen and Johnson & Johnson Innovation are providing financing for this project amounting to five million euros over five years. With this investment, they will support academic research projects. The company believes it is essential to work together with external innovators to arrive at the type of discoveries that can result in the neurodegenerative disorder therapies of the future.



More about open innovation at www.janssenbelgium.be



Get up and make a difference

Everyone has a role to play in making this world a better place by accepting their own social responsibility. A responsibility for everything that affects people and their quality of life. As a health-care company that places a high priority on the interests of the world it operates in, Janssen aims to find sustainable solutions for the medical challenges of today and tomorrow. That is the company's main responsibility. That is why people at Janssen get up in the morning—to make a difference in the lives of millions of people worldwide and to make sure no one is forgotten. In addition, Janssen wants to be close to its community—locally, regionally, nationally and internationally.

In 2013 the company worked on a new Corporate Social Responsibility strategy. The purpose of this policy is to identify concrete social needs that Janssen will work on as a company in the future for the benefit of society. A full roll-out of this strategy is scheduled for 2015.

In 2013, Janssen also worked on innovative access strategies and on a wide range of social projects, especially in the area of HIV/AIDS. For a decade now, Janssen has been making a difference for people living with HIV. In March 2013 it was exactly 10 years ago that the Janssen HIV franchise was established. Since 2003 this franchise has marketed 3 medicines which are used in an HIV combination therapy.

Janssen confirmed its solidarity with Africa in 2013 through supporting the 'Move for Africa' campaign. Closer to home, many Janssen employees work as volunteers in hospitals, psychiatric hospitals, homes for the elderly and care centers. The Janssen Cares! Project embodies the Johnson & Johnson Credo. With the 'Labyrinth Psychotics' project, the company is making efforts to gain a better understanding of psychosis in society.

Janssen attaches great value to a preventive policy in the areas of health, safety and the environment and provided financial support to the non-profit organization De Schakel in Beerse which makes sure that babies in underprivileged families have everything they need.

Janssen opened its doors during the Dag van de Zorg (Day of Care) in March of 2013 as part of its efforts to be involved in its community. In 2013, further investments were also made in developing good relations with the neighbors.

Janssen wants to be close to the society, both locally, regionally, nationally and internationally.



Health is not equal

Providing access to affordable, high-quality healthcare is one of the most difficult yet most important challenges to face. Janssen works on initiatives to create a world where people, regardless of their economic and social circumstances, have access to the treatments they need.

The creation of Janssen Global Public Health (GPH) in 2013 was a new step in the company's ambitions to solve global public health challenges. Janssen GPH is responsible for a growing portfolio of medication and services targeting illnesses which have a significant impact on public health.



Read more about the innovative access strategies and the diverse community projects at www.janssenbelgium.be





Janssen wants to bring its healthcare innovations and solutions to more people and more places in the world.



WIM PARYS, HEAD OF RESEARCH & DEVELOPMENT FOR JANSSEN GLOBAL PUBLIC HEALTH

In 2014 there are still many regions worldwide where people have very limited access to quality treatments. Places where the financial means are not available, the local market is not ready or no steadfast vision for healthcare has yet been established. Janssen sees it as their responsibility to find solutions for today's biggest health challenges. The company strives to take healthcare innovations and solutions to more people and more places in the world. Regardless of where these people live and their ability to pay for it.

Focus on healthcare in neglected regions

Wim Parys, Head of Research & Development for Global Public Health, explains the background of Janssen GPH: "A major challenge in global healthcare is to design medication and treatments according to the needs of patients in the less wealthy regions of the world. We hope that Janssen GPH can help us to develop more targeted medicines for these people." Janssen GPH will be responsible for the complete clinical development of medication and services and for maximizing access to medicines and care for patients worldwide. In doing so, the organization focuses on major medical needs; at the moment, these are mainly HIV, tuberculosis, hepatitis C and parasitic infections.

- **Janssen GPH is building a global framework to provide access to a medication for the treatment of multi-drug-resistant tuberculosis in adults.**
- **The group also continues to invest in the development of a long-acting, injectable version of an HIV medicine. With this new administration method, less doses will be required, which is a great plus for less accessible regions in developing countries.**

- **A vaginal microbicide ring, which should stop the sexually transmitted disease HIV, is also in the pipeline.**
- **With the reformulation of an existing medicine, Janssen GPH hopes to offer a new treatment for parasites that cause elephantiasis and onchocerciasis (river blindness). These are two of the most difficult to treat and often neglected tropical diseases.**
- **A chewable formulation of an existing treatment for intestinal parasites in young children. Until 2020 Janssen is donating 200 million doses of this treatment to more than 30 countries worldwide.**

For the development of these solutions, Janssen GPH is working with international non-profit organizations like PATH, the International Partnership for Microbicides (IMP) and the Drugs for Neglected Diseases initiative (DNDi).

Applying expertise where needed

In addition to new treatments, diagnostics (tests to diagnose diseases) and healthcare services for these diseases, Janssen GPH is also developing strategies to make these innovations practically available in developing countries. For instance, GPH will use innovative pricing and results-based financing models to guarantee that patients with limited means receive the treatment that they need.

Access to HIV medicines

Janssen is also dedicated to helping HIV/AIDS patients by offering more effective and sustainable access to HIV medication. The company believes that effective HIV drug access has two important components: ensuring quality and affordable medicines are available in a sustainable manner and ensuring they are used in the most appropriate way for patients.

In 2006, Janssen introduced the Global Access and Partnerships Program (GAPP), a global program supporting access to HIV medications, as a way to live up to its responsibility to HIV/AIDS patients in countries with limited resources.

The efforts of the GAPP to make HIV medicines accessible are focused on the countries with the highest rates of HIV infection and the greatest economic vulnerability, such as countries in Sub-Saharan Africa, the least developed countries and low and middle-income countries. A variety of factors influence our approach to HIV drug access, including the approved indications of each of these medicines and how they are used in clinical practice.



Read more about social sustainability at www.janssenbelgium.be



A House of Work Ability for Everyone

Janssen strives for sustainable activation of its talent and takes care of the physical and mental health, safety and continued development of its employees. That is why the company makes sure that employees live on a campus where working is pleasant and where people feel good in their jobs, where they can meet each other and exchange knowledge, feel appreciated and respected, eat healthy and balanced meals, play sports and exercise and, as a result, give the best of themselves, for themselves and for the company.

Going to work and staying at work with enthusiasm, that is what Janssen wants for each employee, and they achieve this by applying a human resources strategy built on the foundation of the 'House of Work Ability'. In 2013 the company decided to implement this Finnish HR strategy concept.

The House of Work Ability is a representation in the form of a house of a person's ability to work and all of the factors that influence that ability. The roof is the work ability, the degree to which someone has the enthusiasm and strength to set to work. This work ability is supported by 4 different floors, the crucial supporting factors: health, competences and talents, standards and values, and work. All of these factors are inextricably intertwined as represented by the staircase running through the house. A strong work ability exists when the four floors are well-balanced and interlinked.

Janssen chose this concept because it is in perfect harmony with its corporate vision. This HR strategy is aimed at creating sustainable and flexible careers. With work that matches the different phases of life and with an eye for talent and the right life-work balance.



Janssen offers a growing number of initiatives which act as building blocks for the House of Work Ability, including programs focusing on exercise, flexible work sites, leadership and talent.

"The House of Work Ability is a clear, connective and inspiring concept. It makes clear that all employees have their work abilities in their own hands. That they have ownership of their careers," says Hilde Claes, Head of Human Resources. "And that the interplay between the employee and the organization is what is needed to find the right balance."



Each employee can take his or her own work ability into their own hands.



HILDE CLAES, HEAD OF HUMAN RESOURCES





Sustainable Human Resources Strategy

The long-term human resources strategy of Janssen in Belgium consists of:



Attracting and developing talent by being an attractive employer.



Monitoring and guiding employees in the development of their talents.



Sustainable mobilization of talent by offering various career paths and types of work, depending on the life and career phases.



Creating an inspiring and pleasant work environment.



Rolling out mental and physical health programs.



Reinforcing a results-driven culture, with attention to diversity and inclusion, personal engagement and individual recognition of everyone's performance.



Excellent operational service provision by means of an HR Service Center for wage administration, vacation planning, training, recruiting, career planning ... and by means of clear communication with all employees about their total, personal remuneration package.



Read more about social sustainability at www.janssenbelgium.be

Attracting and developing talent

School visits to the company, presentations to young people and even support for a new field of study. Janssen has different ways of trying to motivate young talent for a scientific career.

Inspiring young people

Janssen CEO Tom Heyman is a mentor for the STEM class at the Heilig Graf secondary school in Turnhout. STEM is a new study program— Science, Technology, Engineering and Mathematics. The program offers an alternative for students who are capable of studying Latin but have a great interest in science, mathematics and technology. In 2013 during a guest lecture, Tom Heyman told his 'mentees' about the rapid evolution of science and technology.

Discover a future as a researcher

In 2013 within the framework of the Roadies Project, an initiative of the education newsletter 'Klasse', Brecht Herteleer and Hanne Reumers got introduced to the Janssen work environment. For a whole week these two young, recent high school graduates worked in the laboratory. Throughout the school year, Brecht and Hanne discovered and tested what goes on in 40 different jobs. Every Monday morning they started a new job.

Monitoring and guiding talent development

Talent must be cherished, that is something Janssen truly believes. The company invests a great deal of energy in attracting talent but also ensures that their people can continue to use and develop their talents.

Training courses

Janssen pays a lot of attention to training opportunities for its employees. Not only because it is an innovative knowledge company which belongs to one of the most regulated and controlled business sectors but primarily as a result of their conviction that employees make a company a success.

Therefore, the training opportunities cover all domains: safety, compliance, information technology, interpersonal skills, management and leadership. Of course, this does not include all of the specific position-related training opportunities which are offered in various forms (e-learning, traditional classroom, on the job).

In 2013, each Janssen employee took an average of 29 hours of training. That is 130,712 training hours in total. In other words, Janssen invested 8,978,941 euros in training its employees, an investment of 1,988 euros per employee.

Logically, newcomers receive more training than others. Janssen continually stimulates all of its employees to actively design their careers in all of their career phases, including participating in training. The majority of the training efforts go to training in the areas of prevention, compliance and safety. These themes are extremely important for Janssen.



One size smaller

Janssen cares for the environment and the world. Care for the environment is a crucial pillar of its sustainability policy. After all, the company is a large consumer of raw materials, energy and water. Janssen continually invests in more environmentally friendly medication and production processes and takes responsibility for the environment throughout the entire value chain, from the discovery of a medicine to its supply to the market.

Janssen makes sure that a minimum of pharmaceutical ingredients is discharged to the environment. The company spares no expense in ensuring a sustainable transition with regard to energy, waste, raw materials, water, emissions and biodiversity. Many indicators point at positive progress, but also reveal opportunities which the company takes to heart. All departments are fostering the ambition of reaching the Healthy Future goals by 2015. Among these goals are several important green initiatives, including the reduction of energy consumption.

In-house generation of electricity and heat

The pharmaceutical industry is an energy-intensive sector. Energy management at Janssen focuses on the reduction of energy consumption as well as on the sustainable provision of the energy that is needed. The company continues to search for ways to further reduce its energy consumption and even to generate its own green energy. In 2013, the combined heat and power plant was officially activated at the Beerse site. This installation converts natural gas into heat and electricity in a sustainable manner. The heat generated is used to heat a major portion of the research buildings, and the electricity is used throughout the site. The installation will reduce the CO₂ emissions (directly and indirectly) from the Beerse site by 1.6%, which corresponds to the CO₂ emissions of 160 families. The feasibility of a similar project in Geel is now also being investigated. With the principle of combined heat and power, Janssen is making a major contribution to the Healthy Future 2015 goals of Johnson & Johnson. Janssen is also considering the installation of a wind turbine for the site in Geel, in collaboration with some of the neighboring companies .

Research into recovery of geothermal heat

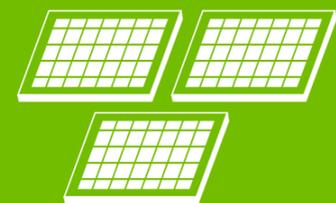
Since March of 2013 Janssen has been investigating the possibilities of utilizing geothermal heat as a source of green energy. Research from the VITO (Flemish institute for Technological Research) has, in fact, indicated that the groundwater is approximately 90 degrees at a depth of 2.4 kilometers and at 3.5 kilometers, it goes up to 120 degrees.

Recovering geothermal heat is a technical challenge because of the depths at which it is found. However, the principle is very simple: warm water is pumped up from the aquifer, the heat is extracted from it in a power plant, the cooled water is returned to the same aquifer a few kilometers further along. This process generates a closed cycle.

Geothermal heat is a green source of energy. It is not harmful to the environment, and its recovery does not produce CO₂ emissions. Geothermal energy is a very reliable source of energy, because it is available locally and it is inexhaustible. The cost of using geothermal energy is stable, as opposed, for example, to the major price fluctuations on the natural gas or oil markets. According to calculations, Janssen's use of geothermal energy would mean about 16,000 tonnes less CO₂ emitted. This is 33% less than today. 16,000 tonnes of CO₂ corresponds to the emissions produced by 4000 traditional houses.

Whether Janssen will in fact employ geothermal heat in order to satisfy its own energy needs will become clearer in 2104.

Janssen continually invests in more environmentally friendly medication and production processes and takes responsibility for the environment throughout its entire value chain.



SUSTAINABLE ENERGY

Increase the use of renewable energy sources.



WASTE

Reduce the volume of waste by 10%.



WATER CONSUMPTION

Reduce water consumption by 10%.



EMISSIONS

Reduce CO₂ emission by 20% by 2020.

earthwards[®]
moving towards a healthy future

MEDICATION

Sustainable improvements to medication and packaging by obtaining 60 Earthwards[®] certificates.



Transition to green chemistry

Nothing has a greater impact on the footprint of a pharmaceutical company than its chemistry-related activities. The pharmaceutical industry typically requires 100 kg of material in order to produce 1 kg of active medicine. Green chemistry has become a standard practice at Janssen and aims for sustainable methods for the development and production of medicines. At each step of the synthesis process, the company strives to work with a minimum of raw materials in order to keep the burden on the environment as low as possible. Janssen wholeheartedly participates in the European CHEM21 program. There, Janssen joins forces with 5 other pharmaceutical companies and 13 academic research institutions and SMEs throughout Europe to develop sustainable methods for the production of medicines.

In 2013 the active pharmaceutical ingredient buprenorphine was granted an EARTHWARDS™ certificate. This is the seventh pharmaceutical product to receive this recognition. Buprenorphine is a narcotic pain reliever that is used for the management of both acute and chronic pain and in the treatment of narcotic drug addiction. The medication was awarded the certification because it met the strict criteria for green production: less raw materials, less water, less waste and an innovative production process.



Read more about ecological sustainability at www.janssenbelgium.be

Earthwards™

Earthwards™ is a Johnson & Johnson (J&J) program designed to stimulate the development and production of greener medication. With this program, J&J's goal is to have no fewer than 60 products with the Earthwards™ label, 10 of which originate from within the pharmaceutical division, by 2015.

Every medicine with the Earthwards™ label must represent an improvement of at least 10% in a minimum of 3 of the following 7 target areas:



Reduced
PACKAGING



Reduced
WATER



Reduced
ENERGY



Positive
**SOCIAL IMPACT OR
BENEFIT**



Reduced
RAW MATERIAL USED



Reduced
WASTE



Product
INNOVATION



Collaborating with the world for the health of everyone in it

Johnson & Johnson is one of the largest healthcare companies in the world. The company discovers and develops, produces and sells a wide range of medicines, consumer products, medical devices and diagnostics, all of which make a daily difference in the health of people all over the world. Johnson & Johnson employs some 128,000 employees in 60 countries.

The Pharmaceutical Group of Johnson & Johnson works globally under the name “Janssen Pharmaceutical Companies of Johnson & Johnson”. Today, Janssen is one of the most innovative pharmaceutical companies in the world. Trend-setting in the areas of neuroscience, oncology, infectious disease & vaccines, immunology, cardiovascular disease and metabolic diseases.

One of Janssen’s prominent companies is the Flemish Janssen Pharmaceutica. The company that Paul Janssen founded when he started his own research in 1953 has since then fundamentally influenced the evolution of medicine. Janssen has locations in Belgium in Beerse (Beerse I and II), Geel, Olen, Diegem, La Louvière and Merksem.

Together, these organizations discover, develop and produce medicines and therapeutic solutions for patients across the globe. Their work ranges from the very inception of an idea for a new medicine straight through the production, commercial and supporting services all the way to the distribution of the medicines. As a result, Janssen in Belgium has the complete pharmaceutical cycle in its own hands, which makes the company unique within the world of pharmaceuticals.

**What if there was a vaccine for HIV?
Or if we could delay the onset of Alzheimer’s disease?
And what if we could cure cancer or even prevent it?**

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Janssen 

RESPONSIBLE PUBLISHER:
Tim De Kegel

EDITING, DESIGN & PRODUCTION:
Juneau Cayenne

PRINTING:
Daneels Grafische Groep

DISTRIBUTION:
Amival vzw

Janssen Pharmaceutica NV
Turnhoutseweg 30
B-2340 BEERSE