



[DATE]

[ADDRESS]

Subject: Pension Benefits Update

Dear [Participant]:

There's a behind-the-scenes change happening with your pension benefits. **Nothing is changing with respect to the amount of your monthly benefit or how it's paid, and no action is required on your part.**

As part of Johnson & Johnson's strategy to manage pension costs and associated financial market risk — as well as ensuring your pension benefits are protected for the long term — we have transferred assets to Metropolitan Tower Life Insurance Company (Met Tower Life, a subsidiary of MetLife, Inc.) to administer your plan benefits.

Starting August 1, 2023, all your pension benefits under the plan will be paid by MetLife under a group annuity contract. Johnson & Johnson's obligation to pay your pension benefit (and, if applicable, your beneficiary's benefit) has been irrevocably transferred to MetLife.

That's it. **Your benefits will continue uninterrupted and without change.**

A consistently top-rated, well-diversified United States insurance carrier with expertise in the management of retirement benefits, Met Tower Life will provide the important level of security that your annuity requires. Look for a welcome letter from them in July.

We know you may have questions. If so, attached is an FAQ that will answer the most common ones. Beginning July 14, 2023, you may contact MetLife, with payment requests or questions about your pension benefit, and all questions should be directed to MetLife after that date. Notify MetLife immediately if you change your mailing address or banking information.

Metropolitan Tower Life Insurance Company
PO Box 14710
Lexington, KY 40512-4710
1-800-638-5656 Monday through Friday from 8 a.m. to 9 p.m. Eastern Time

The annuity contract number is 39199.

As always, thank you for your dedication to the Johnson & Johnson Family of Companies.