

INTERNAL SITE TERMS OF USE

Last Updated: April 27, 2026

Thank you for taking the time to read these Internal Site Terms of Use ("**Terms of Use**"), which together with the J&J Internal Digital Assets Terms of Use (collectively, the "**Agreement**"), govern your use of this J&J Global Activity Challenge platform (the "**Site**"). The J&J Internal Digital Assets Terms of Use are available [here](#). Please read both documents carefully. By using this Site, you agree to this Agreement.

The Site is a private asset of Johnson & Johnson companies (collectively, "**Johnson & Johnson**", "**J&J**", "**Company**", "**we**", "**us**" or "**our**"). The Site is intended for use by Johnson & Johnson employees and contractors with approved access ("**you**", "**your**", "**yours**").

We may change this Agreement from time to time in our discretion by notifying you of the changes by any reasonable means, which may include by making a revised Agreement available through the Site. The "*Last Updated*" legend above indicates when these Internal Sites Terms of Use was last changed.

1. Administration of these Terms of Use and Contact Us.

This Agreement is between you and Johnson & Johnson Services, Inc. The Employee Health & Well-Being organization is responsible for the administration of these Internal Sites Terms of Use. If you have any questions regarding this document, or if you would like to report inappropriate content posted to this Site, please contact RA-EHW-Products@its.jnj.com.

2. Monitoring Use of the Site.

We may (but have no obligation to) monitor your access to or and use of the Site and/or evaluate, alter or remove any materials you create using the Company's resources, the content that you submit, upload, or post on the Site or that you create on the Site (your "Submissions") before or after they appear on the Site. We may take any action we deem necessary and/or appropriate if we believe your conduct violates this Agreement, infringes the intellectual property rights or other rights of any person, threatens the personal safety of other users of the Site, or could otherwise create liability for the Company. We may disclose information regarding your access to and use of the Site, 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 and this Site Privacy Notice.

3. Privacy Notice

Your submission of personal information through the Site is governed by our Privacy Notice, available at <https://jnj.challenge.huskwelness.com/content/privacy>.

4. Open-Source Font License Language.

The following fonts may be used within this Site and are licensed under open-source font licenses as described below.

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5. Third Party Software Components.

This Site may include files, tools, snippets or code from the following third-party software components:

- a) **MIT License** @nestjs/bullmq, @nestjs/common, @nestjs/config, @nestjs/core, @nestjs/jwt, @nestjs/passport, @nestjs/platform-express, @nestjs/platform-socket.io, @nestjs/schedule, @nestjs/serve-static, @nestjs/throttler, @nestjs/websockets, @socket.io/redis-adapter, bcrypt, bullmq, class-transformer, class-validator, cookie-parser, ioredis, passport, passport-jwt, sanitize-html, socket.io, socket.io-client, uuid, xml2js, @floating-ui/dom, @tanstack/react-query, @tiptap/extension-link, @tiptap/extension-placeholder, @tiptap/extension-underline, @tiptap/pm, @tiptap/react, @tiptap/starter-kit, axios, date-fns, i18next, i18next-http-backend, react, react-dom, react-i18next, react-router-dom, react-simple-maps, recharts
- b) **Apache License, Version 2.0** @prisma/client, prisma, rxjs, reflect-metadata, sharp
- c) **ISC License** lucide-react
- d) **MIT-0 License** nodemailer
- e) **BSD-3-Clause License** node-forge (used for SAML cryptographic operations)

6. Terms Required by External Operating Systems.

a) 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 Terms of Use of the Site 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 these 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.

b) Terms Required by Google.

In addition to your agreement with the terms and conditions included in this Agreement, 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 Android operating system of Google LLC ("Google"). To the extent that the application makes use of Google's APIs, other development services and associated software, you agree to comply with the Google API Terms of Use (available at <https://developers.google.com/terms>).

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