Company Name Changes - Frequently Asked Questions

Contents

1. What is changing and why? 3
2. What is not changing? 3
3. What is the timeline, and which companies are affected? 3
4. When will Suppliers receive the details for each country? 7
5. What is the communication schedule? 7
6. How will Quotations/Orders/Shipping Documentation be affected? 7
7. Will Quality and Compliance Contracts be updated due to the name change? 7
8. Will there be any changes to purchase orders (POs) due to company name change? 8
9. Will suppliers need a new credit application? 8
10. I need a new Tax Exemption certificate. How should I request for it? 8
11. Do I need to make any changes to existing contracts/ agreements? 8
12. Will licenses and regulatory registrations be affected? 8
13. How should suppliers handle invoices until the go-live date? 8
14. Can suppliers issue invoices with the new name before the effective date? 8
15. What if a supplier does not update its records in time? 9
16. How will suppliers be notified of critical cut-off dates? 9
17. Who should suppliers contact for any questions? 9

1. What is changing and why?

In 2023, we completed our separation from Johnson & Johnson and became an independent company, Kenvue. As part of this transition, some of our operating subsidiaries that still contain the "Johnson & Johnson" name are being renamed to reflect our Kenvue branding and independence.

Our Company name updates will occur at different times for different legal entities (or "LE's") across all regions.

2. What is not changing?

Only the subsidiary company name is changing. The following aspects will **NOT** change:

- **Tax ID/ VAT ID:** No changes to tax identification numbers
- **Company Official Numbers (e.g. CNPJ/ RCS/ SIREN/others):** No changes
- **Bank Account Details:** No changes to bank accounts
- **No change to parent company** – our legal entities are ultimately owned, and continue to be owned, by Kenvue Inc.
- **Contracts & Agreements:** All existing agreements remain valid
- **Legal Representatives & Board Members:** No changes
- **Purchase Order Terms & Conditions:** No changes

3. What are the timelines, and which companies are affected?

Below is the list of legal entities which are in scope of name change. All other entities that are not mentioned below will remain as is and are out of scope.

North America:

Country	Effective As Of	Previous Company Name	New Company Name
Canada	31-Jul-2024	Johnson & Johnson Inc.	Kenvue Canada Inc.
United States	28-Oct-2024	Johnson & Johnson Consumer Inc. Previous Corporate Address: 199 Grandview Rd Skillman, NJ 08558	Kenvue Brands LLC New Corporate Address: 1 Kenvue Way, Summit, NJ 07901

*Note – Bill-to and Ship-to addresses may differ from corporate address, please refer to your purchase order (PO) for the same. Invoices must reflect the correct legal entity name as above.

EMEA:

Country	Effective As Of	Previous Company Name	New Company Name
France	31-Mar-25	Johnson & Johnson Sante Beaute France SAS	Kenvue France
France	31-Mar-25	Johnson & Johnson Consumer Holdings France SAS	Kenvue Holdings France
UK	31-Mar-25	Johnson & Johnson Consumer Services EAME Limited	Kenvue EAME Services Limited
UK	31-Mar-25	Johnson & Johnson Limited	Kenvue UK Limited
Austria	12-May-25	Johnson & Johnson Gesellschaft M.B.H.	Kenvue Austria GmbH
Belgium	12-May-25	Johnson & Johnson Consumer NV	Kenvue Belgium NV
Germany	12-May-25	Johnson & Johnson GmbH	Kenvue Germany GmbH
Netherlands	12-May-25	Johnson & Johnson Consumer BV	Kenvue Netherlands B.V.
Greece	7-Jul-25	Johnson & Johnson Hellas Commercial & Industrial S.A.	Kenvue Hellas Industrial Single Member S.A.
Greece	7-Jul-25	Johnson & Johnson Hellas Consumer Products Commercial Societe Anonyme	Kenvue Hellas Commercial Single Member S.A.
Italy	7-Jul-25	Johnson & Johnson S.p.A.	Kenvue Italia S.p.A.
Saudi Arabia	6-Oct-25	Johnson & Johnson Consumer Saudi Arabia Limited	*TBD
South Africa	6-Oct-25	Johnson & Johnson (Proprietary) Limited	*TBD
Ukraine	Jan 26	Johnson & Johnson Ukraine LLC	*TBD
Egypt	TBD	Johnson & Johnson (Egypt) S.A.E.	*TBD

Note – all dates mentioned above are estimated dates. Actual dates may vary depending on approval from local authorities and will be confirmed through email communication.

*TBD - New names will be shared later through email communication closer to effective date upon approval

APAC:

Country	Effective As Of	Previous Company Name	New Company Name
China	31-Mar-2025	Shanghai Johnson & Johnson Ltd.	Kenvue (Shanghai) Health Co., Ltd.
China	28-April-2025	Johnson & Johnson China Ltd.	Kenvue (Shanghai) Healthcare Co., Ltd.
China	Q1 2026	Shanghai Johnson & Johnson Pharmaceuticals Ltd.	*TBD
South Korea	Q1 2026	Johnson & Johnson Korea Selling & Distribution LLC	*TBD
South Korea	Q1 2026	Johnson & Johnson Korea, Ltd.	*TBD
South Korea	Q1 2026	Johnson & Johnson Pte. Ltd. Korea Branch	*TBD
Australia	Q4 2026	Johnson & Johnson Pacific Pty Limited	*TBD
Australia	Q4 2026	Johnson & Johnson Pty. Limited	*TBD
Hong Kong	Q4 2026	Johnson & Johnson Consumer (Hong Kong) Limited	*TBD
Indonesia	Q4 2026	PT Johnson & Johnson Indonesia	*TBD
Singapore	Q4 2026	Johnson & Johnson Pte. Ltd.	*TBD
Thailand	Q4 2026	Johnson & Johnson (Thailand) Ltd.	*TBD
Thailand	Q4 2026	Johnson & Johnson Consumer (Thailand) Limited	*TBD

Note – all dates mentioned above are estimated dates. Actual dates may vary depending on approval from local authorities and will be confirmed through email communication.

*TBD - New names will be shared later through email communication closer to effective date upon approval

LATAM:

Country	Effective As Of	Previous Company Name	New Company Name
Guatemala	2-Dec-2024	Johnson & Johnson Guatemala, S.A.	Kenvue Guatemala, S.A.
Brazil	10-Feb-2025	Johnson & Johnson Industrial Ltda.	Kenvue Ltda.
Colombia	5-May-2025	Johnson & Johnson de Colombia S.A.	Kenvue Colombia S.A.
Costa Rica	5-May-2025	Johnson & Johnson de Costa Rica, S.A.	Kenvue Costa Rica, S.A.
Paraguay	5-May-2025	Johnson & Johnson Del Paraguay, S.A.	Kenvue Paraguay, S.A.
Argentina	2-June-2025	Johnson & Johnson de Argentina S.A.C. e. I.	Kenvue Argentina S.A.
Panama	7-July-2025	Johnson & Johnson Panama, S.A.	Kenvue Panama, S.A.
Mexico	4-Aug-2025	Johnson & Johnson, S.A. de C.V.	*TBD
Chile	4-Aug-2025	Johnson & Johnson Personal Care (Chile) S.A.	*TBD
Peru	Nov 2025	Johnson & Johnson del Peru S.A.	*TBD
Ecuador	Nov 2025	Johnson & Johnson del Ecuador, S.A.	*TBD
Venezuela	TBD	Johnson & Johnson de Venezuela, S.A.	*TBD

Note – All dates mentioned above are estimated dates. Actual dates may vary depending on approval from local authorities and will be confirmed through email communication.

*TBD - New names will be shared later through email communication closer to effective date upon approval

4. When will Suppliers receive the details for each country?

Kenvue LE Name Change Team will share the details of each country in separate communications closer to the date of company name change for the relevant LE's. As the new company name must in some cases be approved by multiple authorities, the new name will be received, along with the official documentation, closer to (perhaps only a few days before) the effective date. All the details will be provided as soon as they are available via email communications.

5. What is the communication schedule?

We plan to have two to three pre-communications before each Go Live*, plus a final communication on the go-live date. As new information and confirmations are published, they will be shared.

*Go-Live date above refers to the effective date from which supplier partners must invoices using the new name for that specific Kenvue subsidiary.

6. How will Quotations/Orders/Shipping Documentation be affected?

From the effective date of each LE name change, all new quotations, orders, and shipping documents must be addressed to the new legal name of the relevant company.

International shipping documents, including GMP Certificates of Conformance and Certificates of Analysis, must be updated to reflect the new Kenvue Company Name.

7. Will Quality and Compliance Contracts be updated due to the name change?

Quality Contracts remain valid after the change of the legal entity name, since the Tax ID will remain the same. The services and responsibilities referenced in the current Quality Contracts and Agreements remain valid and unchanged.

Licenses, certifications, and registrations under the responsibility of your site must be reviewed and updated by you when necessary (e.g. Health Authority manufacturing license, importer licenses, precursor and narcotics licenses, dietary supplement authorization) if they mention Johnson & Johnson.

Control documents (SOPs) and internal records must be reviewed and updated if they mention Johnson & Johnson.

8. Will there be any changes to purchase orders (POs) due to company name change?

Existing Open POs and their terms and conditions will remain valid.

New POs: Any new PO issued after the effective date will reflect the new Kenvue company name in the Bill to or Ship to sections (wherever relevant).

Some PO numbers may change due to purchasing system updates. You will receive separate communication email regarding these Purchase Orders.

9. Will suppliers need a new credit application?

No, since any LE affected by name change remains the same other than the adoption of the new name, and our ultimate parent company and Tax ID remain unchanged, there is no need for a new credit application. Kenvue will not support any request for new credit application.

10. I need a new Tax Exemption certificate. How should I request for it?

Please connect with the Kenvue Tax representative for your country for assistance on Tax Exemption Certification (if applicable).

11. Do I need to make any changes to existing contracts/ agreements?

All existing agreements (SOW, MSA, PAA, Work Orders, etc.) will remain valid, and no change is required at the time of transition. However, for good record keeping, at the time of any subsequent renewal or amendment, after the date of the LE name change, that new name will be updated in relevant contracts. All new agreements should reflect the new legal entity name from the date of signature.

12. Will licenses and regulatory registrations be affected?

All licenses held by Kenvue will be updated as needed. Suppliers must update any licenses they maintain on behalf of Kenvue (or which mention a J&J legal entity name).

13. How should suppliers handle invoices until the go-live date?

Invoices must follow the current format until the new entity name becomes effective. After the go-live date for any relevant legal entity, all invoices must reflect that new legal entity name.

14. Can suppliers issue invoices with the new name before the effective date?

No. Invoices issued before the go-live date must continue using the current entity name.

15. What if a supplier does not update its records in time?

Suppliers will be advised to promptly update their records if they have not done so after the go-live date. Unfortunately, invoices issued with any “old” company name, after the name change is effective, will have to be rejected. We appreciate supplier’s support as we work through this transition.

16. How will suppliers be notified of critical cut-off dates?

Suppliers will be informed of any transition/ cut-off dates for their respective countries via separate communication emails closer to the transition timing.

17. Who should suppliers contact for any questions?

- All information related to any legal entity name change is shared with supplier partners before the respective Kenvue subsidiary name change dates. If you have any further questions, please reach out to your Kenvue point of contact or account manager.
- For questions related to your purchase orders, invoicing or payment status, please reach out to the Helpdesk for your respective country.
- Information on Kenvue's transition to a new invoice processing system, including all communications, the Kenvue Supplier Guide, reference guides, and frequently asked questions (FAQs), are available on our supplier resource page.
- Information on the Tungsten Web portal (as part of the transition to our new invoice processing system) is included in the materials on the resource page mentioned above. For additional questions, please contact: Kenvue Tungsten Adoption Team