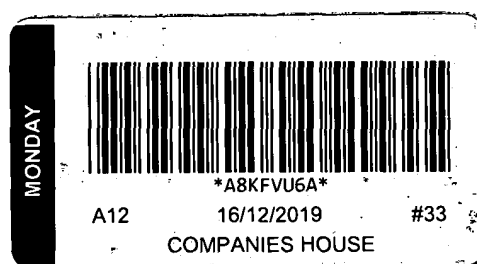


JOHNSON & JOHNSON CONSUMER SERVICES EAME LTD

**ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**



CONTENTS

	Page(s)
Company Information	1
Strategic Report	2 - 3
Directors' Report	4 - 7
Independent Auditors' Report	8 - 9
Income Statement	10
Statement of Comprehensive Income	11
Statement of Financial Position	12
Statement of Changes in Equity	13
Notes to the Financial Statements	14 - 40

JOHNSON & JOHNSON CONSUMER SERVICES EAME LTD

COMPANY INFORMATION

Directors G Rice (appointed 1 March 2019)
A Peirce (appointed 4 September 2019)

Registered number 00603028

Registered office Foundation Park
Roxborough Way
Maidenhead
Berkshire
SL6 3UG

Independent auditors PricewaterhouseCoopers LLP
3 Forbury Place
23 Forbury Road
Reading
Berkshire
RG1 3JH

Bankers Royal Bank of Scotland
PO Box 450
5-10 Great Tower Street
London
EC3P 3HX

Solicitors Linklaters LLP
One Silk Street
London
EC2Y 8HQ

**STRATEGIC REPORT
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

The directors present their Strategic report on the company for the financial year ended 30 December 2018.

Principal activities

The principal activity of the company is to act as a service provider to other Johnson & Johnson group companies.

Business review

The directors are satisfied with the performance of the company during the financial year and its financial position at the financial year end.

The key financial and other performance measures were as follows:

	2018 €000	2017 €000	Change (%)
Revenue	138,495	153,948	(10)
Operating profit	5,004	9,498	(47)
Total equity	71,770	61,981	16
Average number of employees	316	315	

The results and dividend section within the Directors' report and the income statement on page 10 show the full results for the financial year.

Revenue has decreased 10% year on year due to a decrease in service activities performed on behalf of group affiliates.

Operating profit has decreased by 47% year on year. The decrease is mainly due to decrease in revenues and higher costs incurred.

Total equity has increased by 16% year on year. This is mainly due to profit of the year and pension actuarial movement.

The statement of financial position on page 12 of the financial statements shows the company's financial position at the end of the year.

Future outlook

Both the level of business and the year-end financial position remain satisfactory. The directors expect that the present level of activity will be sustained for the foreseeable future.

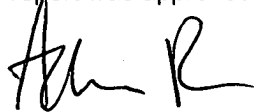
STRATEGIC REPORT (CONTINUED)
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018

Principal risks and uncertainties

The management of the business and the execution of the company's strategy are subject to a number of risks.

The key business risks and uncertainties affecting the company are considered to relate to general industry conditions and competition; economic conditions; technological advances; challenges inherent in new product development; and product efficacy or safety concerns resulting in product recalls or regulatory action. The risks and uncertainties are managed at regular board meetings, and where applicable, actions are taken to mitigate the risks.

This report was approved by the board and signed on its behalf.



A Peirce
Director

Date: 6/12/19

**DIRECTORS' REPORT
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

The directors present their annual report and the audited financial statements for the financial year ended 30 December 2018.

Statement of directors' responsibilities in respect of the financial statements

The directors are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulation.

Company law requires the directors to prepare financial statements for each financial year. Under that law the directors have prepared the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 101 "Reduced Disclosure Framework", and applicable law). Under company law the directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the company and of the profit or loss of the company for that period. In preparing these financial statements, the directors are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable United Kingdom Accounting Standards, comprising FRS 101, have been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the company will continue in business.

The directors are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The directors are responsible for keeping adequate accounting records that are sufficient to show and explain the company's transactions and disclose with reasonable accuracy at any time the financial position of the company and enable them to ensure that the financial statements comply with the Companies Act 2006.

Directors' confirmations

In the case of each director in office at the date the Directors' Report is approved:

- so far as they are aware, there is no relevant audit information of which the company's auditors are unaware; and
- they have taken all the steps that they ought to have taken as a director in order to make themselves aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Future outlook

The directors' expectations for the future of the business are set out in the Strategic report included within the annual report and financial statements.

DIRECTORS' REPORT (CONTINUED)
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018

Financial risk management

The policies set by the Group are implemented by the company's finance department. The department has a policy and procedures manual that sets out specific guidelines to manage liquidity risk, interest rate cash flow risk and foreign exchange risk and circumstances where it would be appropriate to use financial instruments to manage these.

Liquidity risk

The company is funded within the Johnson & Johnson group of companies. The group's funding requirements are reviewed regularly by both the board of directors and the treasury department of Johnson & Johnson to ensure the company has sufficient available funds for operations and planned expansions.

Interest rate cash flow risk

The company has both interest bearing assets and interest bearing liabilities. Interest bearing assets include only cash balances, which earn interest at a fixed rate. The company has a policy of maintaining debt at a fixed rate to ensure certainty of future interest cash flows. The directors will revisit the appropriateness of this policy should the company's operations change in size or nature.

Foreign exchange risk

The company makes sales and purchases in foreign currencies. The company manages its foreign exchange risk by hedging its significant exposures through a group hedging scheme.

Business Impact in Relation to Brexit

On June 23, 2016, the U.K. held a referendum and voted to withdraw from the European Union ("Brexit"). On March 29, 2017, the U.K. delivered notice to the European Council in accordance with Article 50 of the Treaty on European Union ("EU") of the U.K.'s intention to withdraw from the EU. The negotiated withdrawal of the U.K. from the EU should have taken two (2) years from the date of the withdrawal notification. However, as no member state has formally withdrawn from the EU in the past, and as an agreed position on the withdrawal has yet to be finalised, there is no precedent for the operation of Article 50 and, as a result, the timing and outcome of Brexit continues to be uncertain at this time. On October 28, 2019, the EU agreed to an extension of Article 50 until January 31, 2020.

The Company continues to monitor developments related to Brexit, including the impact resulting from currency market movements and status of EU nationals working in the Company. We have continued to monitor the position of Brexit negotiations, and a senior working group meets to assess the likely impact to our operations mainly affecting the ability of EU nationals to continue working in the U.K. As a result, we consider that the possible range of Brexit impacts are now established and we have concluded that this risk warrants consideration in its own right, rather than being viewed as a composite element of other risks. Over the longer term, we continue to believe that Brexit will not have a material impact on our business.

Results and dividends

The income statement for the financial year is set out on page 10.

The company's profit for the financial year amounted to €4,262,000 (2017: €6,407,000). The aggregate dividends on the ordinary shares recognised during the year amounts to €nil (2017: €nil). There are no proposed dividends awaiting approval at 30 December 2018 (2017: €nil).

**DIRECTORS' REPORT (CONTINUED)
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

Events since the year end

There have been no events impacting the company since the financial year end.

Directors

The directors who served during the year and up to the date of signing the financial statements, unless otherwise stated, are given below:

C R Thorne (resigned 4 September 2019)
A Crossley (resigned 1 March 2019)
G Rice (appointed 1 March 2019)
A Peirce (appointed 4 September 2019)

Employee involvement

The company is committed to the continued development of employee involvement by an effective communications and consultative framework. Consultative committees covering broad business areas, pensions, health and safety, quality and employee services are well established and meet regularly in order to take on the views of the employees in decision-making. Team briefings, which complement other forms of management communication, ensure that all levels in the organisation are kept up-to-date on the performance of the company, thereby increasing employee engagement. In addition, surveys such as the annual Credo Survey are conducted to provide opportunities for employees to feed back to senior management on the health of the business and general working environment.

The current emphasis is on facilitating cross-functional relationships to increase awareness and to build effective teamwork.

The company is committed to the principle of employee share participation and accordingly during the year have continued the Johnson & Johnson Employee Share Incentive Plan. This scheme provides employees with the opportunity to acquire shares in the US parent company of the Johnson & Johnson group on an advantageous basis and it is operated with tax benefits under HM Revenue & Customs approved share scheme arrangements.

The company's policies and practices are regularly reviewed and feedback is received from all staff levels.

Disabled persons

Applications for employment by disabled persons are always fully considered, bearing in mind the respective aptitudes and abilities of the applicant concerned. In the event of members of staff becoming disabled every effort is made to ensure that their employment with the company continues and the appropriate training is arranged. It is the policy of the company that the training, career development and promotion of a disabled person should, as far as possible, be identical to that of a person who does not suffer from a disability.

Modern slavery statement

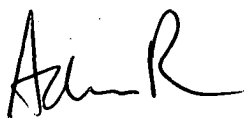
The company, as a member of the Johnson & Johnson family of companies, is committed to ensuring that it conducts its business worldwide with respect for human rights and in compliance with all applicable laws and fair labour practices. The company has prepared a statement in accordance with the requirements of The Modern Slavery Act 2015, a copy of which is available on request or on certain of the company's websites.

DIRECTORS' REPORT (CONTINUED)
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018

Independent Auditors

PricewaterhouseCoopers LLP have indicated their willingness to be reappointed for another term and appropriate arrangements have been put in place in accordance with s487 of the Companies Act 2006 for them to be deemed reappointed as auditors in the absence of an Annual General Meeting.

This report was approved by the board and signed on its behalf.



A Peirce
Director

Date: 6/12/19

Independent auditors' report to the members of Johnson & Johnson Consumer Services EAME Ltd

Report on the audit of the financial statements

Opinion

In our opinion, Johnson & Johnson Consumer Services EAME Ltd's financial statements:

- give a true and fair view of the state of the company's affairs as at 30 December 2018 and of its profit for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 101 "Reduced Disclosure Framework", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report and Financial Statements (the "Annual Report"), which comprise: the Statement of financial position as at 30 December 2018; the Income statement, the Statement of comprehensive income, the Statement of changes in equity for the year then ended; and the notes to the financial statements, which include a description of the significant accounting policies.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions relating to going concern

ISAs (UK) require us to report to you when:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

We have nothing to report in respect of the above matters.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the company's ability to continue as a going concern. For example, the terms on which the United Kingdom may withdraw from the European Union are not clear, and it is difficult to evaluate all of the potential implications on the company's trade, customers, suppliers and the wider economy.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

With respect to the Strategic Report and Directors' Report, we also considered whether the disclosures required by the UK Companies Act 2006 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (UK) require us also to report certain opinions and matters as described below.

Strategic Report and Directors' Report

In our opinion, based on the work undertaken in the course of the audit, the information given in the Strategic Report and Directors' Report for the year ended 30 December 2018 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the knowledge and understanding of the company and its environment obtained in the course of the audit, we did not identify any material misstatements in the Strategic Report and Directors' Report.

Responsibilities for the financial statements and the audit

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of directors' responsibilities in respect of the financial statements set out on page 4, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The directors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the company or to cease operations, or have no realistic alternative but to do so.

Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

Other required reporting

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the company, or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of directors' remuneration specified by law are not made; or
- the financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.



Katherine Stent (Senior Statutory Auditor)
for and on behalf of PricewaterhouseCoopers LLP
Chartered Accountants and Statutory Auditors
Reading
6 December 2019

INCOME STATEMENT
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018

	Note	Financial year ended 30 December 2018 €000	Financial year ended 31 December 2017 €000
Revenue	4	138,495	153,948
Administrative expenses		(133,491)	(144,450)
Operating profit	5	5,004	9,498
Interest receivable and similar income	9	23	-
Interest payable and similar expenses	10	-	(25)
Other finance income/(expense)	11	174	(1,120)
Profit before income tax		5,201	8,353
Income tax expense	12	(939)	(1,946)
Profit for the financial year		4,262	6,407

All amounts relate to continuing operations.

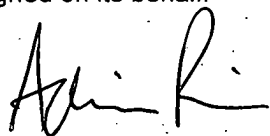
**STATEMENT OF COMPREHENSIVE INCOME
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

		Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
	Note		
Profit for the financial year		4,262	6,407
Other comprehensive income:			
Items that will not be reclassified to profit or loss:			
Actuarial gain on defined benefit schemes	18	9,954	27,406
Movement of deferred tax relating to defined benefit pension schemes	16	(1,673)	(4,659)
Total other comprehensive income		8,281	22,747
Total comprehensive income for the financial year		12,543	29,154

STATEMENT OF FINANCIAL POSITION
 AS AT 30 DECEMBER 2018

	Note	30 December 2018 €000	30 December 2018 €000	31 December 2017 €000	31 December 2017 €000
Fixed assets					
Intangible assets	13		51,833		53,758
Property, plant and equipment			8		10
			<u>51,841</u>		<u>53,768</u>
Current assets					
Trade and other receivables	14	156,094		42,613	
Cash and cash equivalents		175		153	
		<u>156,269</u>		<u>42,766</u>	
Creditors: amounts falling due within one year	15	(155,015)		(44,088)	
Net current assets/(liabilities)			<u>1,254</u>		<u>(1,322)</u>
Provisions for liabilities					
Other provisions	17	(2,119)		(2,413)	
			<u>(2,119)</u>		<u>(2,413)</u>
Pension asset	18		20,794		11,948
Net assets			<u>71,770</u>		<u>61,981</u>
Capital and reserves					
Retained earnings			71,770		61,981
Total equity			<u>71,770</u>		<u>61,981</u>

The financial statements on pages 10 to 40 were approved and authorised for issue by the board and were signed on its behalf.



A Peirce
 Director
 Date:

6/12/19

The notes on pages 14 to 40 form part of these financial statements.

**STATEMENT OF CHANGES IN EQUITY
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

	Retained earnings €000	Total equity €000
At 2 January 2017	35,421	35,421
Profit for the financial year	6,407	6,407
Actuarial gains on defined benefit pension scheme (Note 18)	27,406	27,406
Deferred tax on actuarial pension gains (Note 16)	(4,659)	(4,659)
Other comprehensive income for the financial year	22,747	22,747
Total comprehensive income for the financial year	29,154	29,154
Excess current tax credit on share-based payments	807	807
Credit relating to equity-settled share-based payments	2,725	2,725
Charge from parent for equity-settled share-based payments	(6,001)	(6,001)
Deferred tax on share-based payments in excess of fair value at grant (Note 16)	(125)	(125)
Total transactions with owners	(2,594)	(2,594)
At 31 December 2017	61,981	61,981
Comprehensive income for the financial year		
Profit for the financial year	4,262	4,262
Actuarial gains on defined benefit pension scheme (Note 18)	9,954	9,954
Deferred tax on actuarial pension gains (Note 16)	(1,673)	(1,673)
Other comprehensive income for the financial year	8,281	8,281
Total comprehensive income for the financial year	12,543	12,543
Excess current tax credit on share-based payments	1,085	1,085
Credit relating to equity-settled share-based payments	3,220	3,220
Charge from parent for equity-settled share-based payments	(7,275)	(7,275)
Deferred tax on share-based payments in excess of fair value at grant (Note 16)	216	216
Total transactions with owners	(2,754)	(2,754)
At 30 December 2018	71,770	71,770

The notes on pages 14 to 40 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018

1. General information

Johnson & Johnson Consumer Services EAME Ltd ('the company') is a private company limited by shares and is incorporated and domiciled in the United Kingdom. The address of its registered office is: Foundation Park, Roxborough Way, Maidenhead, Berkshire, SL6 3UG. The company acts as a service provider to other Johnson & Johnson group companies.

Johnson & Johnson Management Limited, a company incorporated in the United Kingdom, is the company's immediate parent company.

Johnson & Johnson, incorporated in the United States of America, is the company's ultimate parent undertaking.

Johnson & Johnson prepares group financial statements and is both the smallest and largest group for which group financial statements are drawn up and of which the Company is a member. Copies of the consolidated financial statements may be obtained from the Secretary, Johnson & Johnson, One Johnson & Johnson Plaza, New Brunswick, New Jersey 08933, USA.

As the company is a wholly owned subsidiary of Johnson & Johnson, the group financial statements of which are publicly available, advantage is also taken of the exemption from disclosing transactions with group companies and from presenting a cash flow statement.

These financial statements are the company's separate financial statements for the financial year beginning 1 January 2018 and ending 30 December 2018.

The company's reporting period ends on the Sunday closest to 31 December, being 30 December 2018 for the current year (52 weeks) and 31 December 2017 for the prior year (52 weeks).

2. Accounting policies

2.1 Basis of preparation

The financial statements have been prepared on the going concern basis in accordance with Financial Reporting Standard 101, 'Reduced Disclosure Framework' (FRS 101). The financial statements have been prepared on the historical cost convention, unless otherwise stated in the notes to the financial statements and in accordance with the Companies Act 2006. The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented, unless otherwise stated.

As permitted by the Companies Act 2006, the directors have adapted the prescribed format of the income statement in a manner appropriate to the nature of the company's business.

The preparation of financial statements in conformity with FRS 101 requires the use of certain accounting estimates and assumptions that affect the reported amount of assets and liabilities at the date of the financial statements and the reported amounts of revenue and expenses during the reporting period. It also requires management to exercise its judgement in the process of applying the company's accounting policies. Although these estimates are based on management's best knowledge of the amount, event or actions, actual results ultimately may differ from those estimates. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 3 (critical accounting estimates and judgements).

NOTES TO THE FINANCIAL STATEMENTS FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018

2. Accounting policies (continued)

2.1 Basis of preparation (continued)

FRS 101 sets out a reduced disclosure framework for a 'qualifying entity' as defined in FRS 101 which addresses the financial reporting requirements and disclosure exemptions in the financial statements of qualifying entities that otherwise apply the recognition, measurement and disclosure requirements of EU-adopted IFRS.

The company is a qualifying entity for the purposes of FRS 101. Details of the company's parent and from where its consolidated financial statements prepared in accordance with a Generally Accepted Accounting Practice considered to be an equivalent to IFRS may be obtained are set out in note 1 to the financial statements.

In accordance with FRS 101, the company has availed of an exemption from the following requirements of IFRS:

- Paragraphs 45(b) and 46 to 52 of IFRS 2, 'Share based payment'
- IFRS 7, 'Financial Instruments: Disclosures'
- Paragraphs 91 to 99 of IFRS 13, 'Fair value measurement'
- Paragraph 38 of IAS 1, 'Presentation of financial statements' comparative information requirements in respect of:
 - Paragraph 79(a) (iv) of IAS 1;
 - Paragraph 73(e) of IAS 16 Property, plant and equipment;
 - Paragraph 118 of IAS 38 Intangible assets
- The following paragraphs of IAS 1, 'Presentation of financial statements':
 - 10 (d) (statement of cash flows);
 - 16 (statement of compliance with all IFRS)
 - 38A (requirement for minimum of two primary statements, including cash flow statements)
 - 38B-D (additional comparative information)
 - 111 (cash flow statement information)
 - 134-136 (capital management disclosures)
- IAS 7, 'Statement of cash flows'
- Paragraph 30 and 31 of IAS 8 'Accounting Policies, changes in accounting estimates and errors'
- Paragraph 17 of IAS 24, 'Related party disclosures'
- The requirements in IAS 24, 'Related party disclosures' to disclose related party transactions entered into between two or more members of a group.
- 8 A qualifying entity may take advantage of the following disclosure exemptions, from when the relevant standard is applied:

The requirements of the second sentence of paragraph 110 and paragraphs 113(a), 114, 115, 118 119(a) to (c), 120 to 127 and 129 of IFRS 15 Revenue from Contracts with Customers.

The remaining exemptions available under the framework are not applicable to the company at this time.

2.2 New standards, amendments and IFRIC interpretations

IFRS 9 and IFRS 15 are new accounting standards that are effective for the year ended 30 December 2018 and have no material impact on the company (see note 2.3). There are no other amendments to accounting standards, or IFRIC interpretations that are effective for the year ended 30 December 2018 have had a material impact on the company.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

2. Accounting policies (continued)**2.3 Changes in accounting policies**

This note explains the impact of the adoption of IFRS 9 Financial Instruments on the company's financial statements.

(a) Impact on the financial statements

This is the first year that the company has presented its results under IFRS 9. The date of transition to IFRS 9 was 1 January 2018. There were no measurement adjustments arising from the company's transition to IFRS 9 at 30 December 2018 or at the comparative date 1 January 2018. Therefore, the gain for the financial year ended 31 December 2017 and the total equity as at 2 January 2017 and 31 December 2017 remains consistent under IFRS 9 with that previously reported under old accounting standards. The considerations by management are explained in more detail below.

(b) IFRS 9 Financial Instruments

IFRS 9 replaces the provision of IAS 39 that relate to the recognition, classification and measurement of financial assets and financial liabilities, derecognition of financial instruments, impairment of financial assets and hedge accounting.

The adoption of IFRS 9 Financial Instruments from 1 January 2018 resulted in changes in accounting policies but no adjustments to the amounts recognised in the financial statements.

Impairment of financial assets

The company has two types of financial assets that are subject to IFRS 9's new expected credit loss model:

- Amounts due by group undertakings
- Trade receivables

The company was required to revise its impairment methodology under IFRS 9 for these classes of assets. The change on impairment methodology had no impact on the company's retained earnings and equity.

The company applies IFRS 9 simplified approach to measuring expected credit losses which uses a lifetime expected loss allowance for all amounts due from fellow subsidiaries and trade receivables.

(c) IFRS 15 Revenue from Contracts with Customers

The company has adopted IFRS 15 Revenue from Contracts with Customers from 1 January 2018 which resulted in changes to accounting policies. There were no measurement adjustments arising from the company's transition to IFRS 15 at 30 December 2018 or at the comparative date 1 January 2018.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

2. Accounting policies (continued)

2.4 Intangible assets

Intangible assets consist of computer software.

Costs associated with maintaining intangible assets are recognised as an expense as incurred within 'administrative expenses' in the income statement.

Intangible assets are amortised over their estimated useful lives as follows:

Computer software - 20.00 - 33.33%

2.5 Property, plant and equipment

All property, plant and equipment is stated at historical cost less depreciation. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the company and the cost of the item can be measured reliably. The carrying amount of the replaced part is derecognised. All other repairs and maintenance are charged to the income statement during the financial period in which they are incurred.

Land is not depreciated. Depreciation on other assets is calculated using the straight line method to allocate their cost or revalued amounts to their residual values over their estimated useful lives, as follows:

Fixtures, fittings and equipment - 20.00 - 33.33%

The assets' residual values and useful lives are reviewed, and adjusted if appropriate, at the end of each reporting period.

An asset's carrying amount is written down immediately to its recoverable amount if the asset's carrying amount is greater than its estimated recoverable amount.

Gains and losses on disposals are determined by comparing the proceeds with the carrying amount and are recognised within the income statement.

2.6 Impairment of non-financial assets

Non-financial assets not ready to use are not subject to amortisation and are tested annually for impairment. Assets that are subject to amortisation are reviewed for impairment whenever events or changes in circumstances indicate that the carrying amount may not be recoverable. An impairment loss is recognised for the amount by which the asset's carrying amount exceeds its recoverable amount. The recoverable amount is the higher of an asset's fair value less costs of disposal and value in use. For the purposes of assessing impairment, assets are grouped at the lowest levels for which there are largely independent cash inflows (cash-generating units). Prior impairments of non-financial assets (other than goodwill) are reviewed for possible reversal at each reporting date.

2.7 Investments in subsidiaries

Investments in subsidiaries are held at cost less accumulated impairment losses.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

2. Accounting policies (continued)**2.8 Trade and other receivables**

Trade and other receivables are amounts due from customers for merchandise sold or services performed in the ordinary course of business. If collection is expected in one year or less they are classified as current assets. If not, they are presented as non-current assets.

Trade and other receivables are recognised at fair value less provisions for impairments.

2.9 Cash and cash equivalents

Cash and cash equivalents includes cash on hand, deposits held with banks, and other short-term highly liquid investments with original maturities of three months or less.

2.10 Creditors

Creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers.

Creditors are recognised initially at fair value and subsequently measured at amortised cost using the effective interest method.

Accruals and deferred income comprise expenses relating to the current year, which will not be invoiced until after the date of the statement of financial position, and income received in advance relating to the following year.

2.11 Operating leases: the company as lessor

Leases in which substantially all of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the income statement on a straight-line basis over the period of the lease.

2.12 Foreign currency translation*(a) Functional and presentation currency*

Items included in the financial statements of the company are measured using the currency of the primary economic environment in which the company operates ('the functional currency'). The financial statements are presented in Euros (€), which is also the company's functional currency.

(b) Transactions and balances

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions or valuation where items are re-measured. Foreign exchange gains and losses from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

2. Accounting policies (continued)**2.13 Dividends distribution**

Dividend distributions to the company's shareholders are recognised as a liability in the company's financial statements in the period in which the dividends are approved by the company's shareholders.

2.14 Share based payments

The company operates a number of equity-settled, share-based compensation plans, under which the company receives services from employees as consideration for equity instruments (options) of the ultimate parent company, Johnson & Johnson. The awards are granted by Johnson & Johnson, and the company has no obligation to settle the awards. The fair value of the employee services received in exchange for the grant of the options is recognised as an expense. A credit is recognised directly in equity. The total amount to be expensed is determined by reference to the fair value of the options granted:

- including any market performance conditions (for example, an entity's share price)
- excluding the impact of any service and non-market vesting conditions (for example, profitability, sales growth targets and remaining an employee of the entity over a specified time period); and
- including the impact of any non-vesting conditions (for example, the requirement for employees to save). Non-market performance and service conditions are included in assumptions about the number of options that are expected to vest.

The total expense is recognised over the vesting period, which is the period over which all the specified vesting conditions are to be satisfied. At the end of each reporting period, the company revises its estimates of the number of options that are expected to vest based on the non-market vesting conditions. It recognises the impact of the revision to original estimates, if any, in the income statement, with a corresponding adjustment to equity. When the options are exercised, the company is recharged the options' original fair value as of the grant date from Johnson & Johnson. These intercompany charges are accounted for as a deduction from equity.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

2. Accounting policies (continued)**2.14 Share based payments (continued)****Employer's national insurance on share options**

Under unapproved share option schemes, the company is required to pay National Insurance on the difference between the exercise price and market value at the exercise date of the shares issued. The company becomes unconditionally liable to pay the National Insurance upon exercise of the options.

The company therefore calculates the provision by applying the latest enacted National Insurance rate to the difference between the market value of the underlying options at the date of the statement of the financial position and the option exercise prices. The initial provision calculated upon grant of the option follows the underlying option and the charge to the income statement is therefore spread over the vesting period. At each date of the statement of financial position until the date of exercise the provision is adjusted by using the market value of the options at that date. The amount of the National Insurance actually payable will depend on the number of employees who remain with the company and exercise their options, the market price of the ultimate parent company's shares at the time of exercise and the prevailing National Insurance rates at the time.

Employee benefits – Certificates of Extra Compensation (CEC's)

CEC's were granted up until 31 December 2009 by the company if it wished to reward an employee for faithful service in the past and to encourage employees in their future work by permitting them to share in the growth and success of the company's enterprises by issuing to them Units of Agreements of Additional Remuneration ("AAR Units") and to that end receive as extra compensation sums based upon and measured by (a) the amount of cash dividends from time to time declared upon an equal number of shares of common stock of the ultimate parent company and (b) by the formula value of AAR Units as established in the AAR agreement, at the time of termination of employment or death while in such employment.

Employee benefits – Certificates of Long-Term Performance (CLP's)

Since 1 January 2010 CLP's may be granted by the company if it wishes to reward an employee for faithful service in the past and to encourage employees in their future work by permitting them to share in the growth and success of the company's enterprises by issuing to them Units of Agreements of Additional Remuneration ("AAR Units") and to that end receive as extra compensation sums based upon and measured by (a) the amount of cash dividends from time to time declared upon an equal number of shares of common stock of the ultimate parent company and (b) by the formula value of AAR Units as established in the AAR agreement. This award represents a deferred compensation instrument with the vested value being paid out at the tenth anniversary of the date of the grant or upon termination or retirement, whichever occurs earlier.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

2. Accounting policies (continued)

2.15 Pensions obligations

The company participates in the Johnson & Johnson UK Group Retirement Plan. The UK Group operates a funded defined benefit pension scheme and defined contribution scheme for all UK employees. New entrants are eligible to join the funded defined benefit scheme and the defined contribution scheme is closed to new entrants. There is also an unfunded, unapproved defined benefit pension scheme arrangement for a small number of employees who are affected by the Inland Revenue Earnings Cap.

A defined contribution plan is a pension plan under which the group pays fixed contributions into a separate entity. The company has no legal or constructive obligations to pay further contributions if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods. A defined benefit plan is a pension plan that is not a defined contribution plan. Typically, defined benefit plans define an amount of pension benefit that an employee will receive on retirement, usually dependent on one or more factors such as age, years of service and compensation.

The asset or liability recognised in the statement of financial position in respect of defined benefit pension plans is the present value of the defined benefit obligation at the end of the reporting period less the fair value of the plan assets. The defined benefit obligation is calculated annually by independent actuaries using the projected unit credit method. The present value of the defined benefit obligation is determined by discounting the estimated future cash outflows using interest rates of high quality corporate bonds that are denominated in the currency in which the benefits will be paid, and that have terms to maturity approximating to the terms of the related pension obligation.

Remeasurement gains and losses arising from experience adjustments and changes in actuarial assumptions are charged or credited to equity in other comprehensive income in the period in which they arise.

The amount charged or credited to finance costs is a net interest amount calculated by applying the liability discount rate to the net defined benefit liability or asset. Past service cost are recognised immediately in the income statement.

Under the defined contribution plan, the company has no further payment obligations once the contributions have been paid. Contributions are recognised as employee benefit expenses when they are due. Prepaid contributions are recognised as an asset to the extent that a cash refund or a reduction in the future payments is available.

2.16 Provisions

Provisions for restructuring costs and legal claims are recognised when: the company has a present legal or constructive obligation as a result of past events; it is probable that an outflow of resources will be required to settle the obligation; and the amount has been reliably estimated. Provisions are not recognised for future operating losses.

Provisions are measured at the present value of the expenditures expected to be required to settle the obligation using a pre-tax rate that reflects current market assessments of the time value of money and the risks specific to the obligation. The increase in the provision due to passage of time is recognised as interest expense.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

2. Accounting policies (continued)

2.17 Revenue recognition

Revenue is measured at the fair value of the consideration received or receivable, and represents amounts receivable in respect of amounts charged to fellow group companies for services provided and expenses incurred by the company.

The company recognises revenue when performance obligations have been satisfied and when it is probable that future economic benefits will flow to the entity; and when the criteria included in the sales agreements have been met.

2.18 Current and deferred taxation

The tax expense for the period comprises current and deferred tax. Tax is recognised in the income statement, except to the extent that it relates to items recognised in other comprehensive income or directly in equity.

The current income tax charge is calculated on the basis of the tax laws enacted or substantively enacted at the date of the statement of financial position. Management periodically evaluates positions taken in tax returns with respect to situations in which applicable tax regulation is subject to interpretation. It establishes provisions where appropriate on the basis of amounts expected to be paid to the tax authorities.

Deferred income tax is recognised on temporary differences arising between the tax bases of assets and liabilities and their carrying amounts in the financial statements. However, deferred tax liabilities are not recognised if they arise from the initial recognition of goodwill; or arise from initial recognition of an asset or liability in a transaction other than a business combination that at the time of the transaction affects neither accounting nor taxable profit or loss. Deferred income tax is determined using tax rates that have been enacted or substantively enacted by the date of the statement of financial position and are expected to apply when the related deferred income tax asset is realised or the deferred income tax liability is settled.

Deferred income tax assets are recognised only to the extent that it is probable that future taxable profit will be available against which temporary differences can be utilised.

Deferred income tax assets and liabilities are offset when there is a legally enforceable right to offset current tax assets against current tax liabilities and when the deferred income tax assets and liabilities relate to income taxes levied by the same taxation authority on either the same taxable entity or different taxable entities where there is an intention to settle the balances on a net basis.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

2. Accounting policies (continued)

2.19 Financial instruments

The company classifies its financial assets in the following categories: at fair value through profit or loss; and loans and receivables. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition.

(a) Financial assets at fair value through profit or loss

The following financial assets are classified at fair value through profit or loss (FVTPL):

- Debt investments that do not qualify for measurement at amortised cost
- Equity investments that are held for trading, and
- Equity investments for which the entity has not elected to recognise fair value gains and losses through OCI

(b) Financial liabilities at amortised cost

Financial liabilities are measured at amortised cost

c) Loans and payables

Loans and payables are non-derivative financial liabilities with fixed or determinable payments that are not quoted in an active market. They consist of amounts owed to fellow subsidiaries and are included in current liabilities.

2.20 Impairment of financial assets

Assets carried at amortised cost

The company assesses at the end of each reporting period whether there is objective evidence that a financial asset or group of financial assets is impaired. A financial asset or a group of financial assets is impaired and impairment losses are incurred only if there is objective evidence of impairment as a result of one or more events that occurred after the initial recognition of the asset (a loss event) and that loss event (or events) has an impact on the estimated future cash flows of the financial asset or group of financial assets that can be reliably estimated.

2.21 Derivative financial instruments and hedge accounting

The company has chosen not to apply hedge accounting and all derivatives are measured at fair value through profit and loss.

2.22 Called up share capital

Ordinary shares are classified as equity. Incremental costs directly attributable to the issue of new ordinary shares or options are shown in equity as a deduction, net of tax, from the proceeds.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

3. Critical accounting estimates and judgements

The company makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are addressed below.

(a) Useful economic lives of property, plant and equipment and intangible software assets

The annual depreciation charge for property, plant and equipment and intangible software assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets.

(b) Defined benefit pension scheme

The company has an obligation to pay pension benefits to certain employees. The cost of these benefits and the present value of the obligation depend on a number of factors, including; life expectancy, salary increases, asset valuations and the discount rate on corporate bonds. Management estimates these factors based on actuarial valuation reports in determining the net pension obligation in the statement of financial position. The assumptions reflect historical experience and current trends.

4. Revenue

An analysis of revenue by class of business is as follows:

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Services provided to group companies	138,495	153,948
	138,495	153,948

All revenue arose within the United Kingdom.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

5. Operating profit

The operating profit is stated after charging:

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Amortisation of intangible assets	16,485	17,111
Exchange differences	2,175	6,536
Share based payments expense	3,220	2,725

6. Auditors' remuneration

Remuneration for the statutory audit and other services carried out for the company by the company's auditors are as follows:

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Audit of entity financial statements (including expenses)	50	50
	50	50

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

7. Employees

Staff costs, including directors' remuneration, were as follows:

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Wages and salaries	31,336	30,445
Social security costs	4,755	5,317
Other pension costs (Note 18)	10,244	10,939
Share-based payments	3,220	2,725
	49,555	49,426

The average quarterly number of employees, including the directors, during the year was as follows:

	Financial year ended 30 December 2018	<i>Financial year ended 31 December 2017</i>
Service provider personnel	316	315
	316	315

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

8. Directors' emoluments

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Aggregate remuneration for qualifying services	-	272
	<u>-</u>	<u>272</u>

Retirement benefits are accruing to no director (2017: no director) under the company's defined benefit pension scheme and to no directors (2017: no directors) under the money purchase scheme.

No director (2017: no director) exercised share options in the ultimate parent company during the year.

The directors during the financial year were employed by other companies in Johnson and Johnson group and their remuneration has been borne by these companies.

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Highest paid director		
Total amounts of emoluments and amounts (excluding shares) receivable under long-term incentive schemes	-	272
Defined benefit pension scheme:		
- Accrued pension at the end of the year	-	192
	<u>-</u>	<u>464</u>

The highest paid director did not exercise share options in the year (2017: options not exercised).

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

9. Interest receivable and similar income

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Interest receivable on UK group banking arrangements	23	-
	23	-

10. Interest payable and similar expenses

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Interest payable on UK group banking arrangements	-	25
	-	25

11. Other finance (income)/expense

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Net interest (income)/expense on net defined benefit liability	(422)	230
Fair value losses on derivative financial instruments	248	890
	(174)	1,120

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

12. Income tax expenses

	Financial year ended 30 December 2018 €000	Financial year ended 31 December 2017 €000
Tax included in the income statement		
Current tax on profits for the financial year	1,656	2,710
Adjustments in respect of prior periods	-	14
Total current tax	1,656	2,724
Deferred tax		
Origination and reversal of timing differences	(801)	(881)
Impact of change in tax rate	84	103
Total deferred tax	(717)	(778)
Total tax on profit	939	1,946

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

12. Income tax expenses (continued)**Factors affecting tax charge for the financial year**

The tax assessed for the financial year is lower than (2017 - *higher than*) the standard rate of corporation tax in the UK of 19.00% (2017 - 19.25%). The differences are explained below:

	Financial year ended 30 December 2018 €000	<i>Financial year ended 31 December 2017 €000</i>
Profit before tax	5,201	8,353
Profit before tax multiplied by standard rate of corporation tax in the UK of 19.00% (2017 - 19.25%)	988	1,608
Effects of:		
Expenses not deductible for tax purposes	63	221
Adjustments in respect of prior periods	-	14
Remeasurement of deferred tax due to change in the UK tax rate	84	103
Income not subject to tax	(196)	-
Total tax charge for the financial year	939	1,946

Factors that may affect future tax charges

The standard rate of Corporation Tax in the UK changed from 20% to 19% with effect from 1 April 2017. Accordingly, the company's profits for this accounting period are taxed at an effective rate of 19%.

On 6 September 2016, the UK Government substantively enacted Finance Act 2016 which included a reduction in the main UK corporation tax rate to 17% from 1 April 2020. At 30 December 2018, the relevant UK deferred tax assets and liabilities included here are based on the reduced rate, reflective of the rate expected to be in force at the time the underlying timing differences reverse.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018

12. Income tax expenses (continued)

Tax expense included in other comprehensive income

	Financial year ended 30 December 2018 €000	Financial year ended 31 December 2017 €000
Current tax		
Current tax on items in other comprehensive income	-	-
Deferred tax		
Origination and reversal of temporary differences	1,673	4,659
Impact of changes in tax rate	-	-
Total tax expense included in other comprehensive income	1,673	4,659

Tax income included in equity

	Financial year ended 30 December 2018 €000	Financial year ended 31 December 2017 €000
Current tax		
Current tax on items in equity	(1,085)	(807)
Deferred tax		
Origination and reversal of temporary differences	(216)	125
Impact of change in tax rate	-	-
Total deferred tax included in equity	(216)	125
Total tax income included in equity	(1,301)	(682)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

13. Intangible assets

	Software €000
Cost	
At 1 January 2018	238,912
Additions	14,800
Disposals	(1,032)
At 30 December 2018	<u>252,680</u>
Accumulated amortisation	
At 1 January 2018	185,154
Charge for the year	16,485
On disposals	(792)
At 30 December 2018	<u>200,847</u>
Net book value	
At 30 December 2018	<u>51,833</u>
At 31 December 2017	<u>53,758</u>

14. Trade and other receivables

	30 December 2018 €000	31 December 2017 €000
Amounts owed by group undertakings	151,409	37,430
Other debtors	834	-
Prepayments and accrued income	528	1,123
Corporation tax receivable	22	-
Deferred tax asset (Note 16)	3,301	4,060
	<u>156,094</u>	<u>42,613</u>

Amounts owed by group undertakings includes an amount receivable of €17,389,000 (2017: €755,000) invested with the In-House Treasury Cash Pool.

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

14. Trade and other receivables (continued)

The company, together with other UK based affiliate companies, participates in one or more In-House Treasury Cash Pool arrangements administrated by J.C. General Services CVBA, a company incorporated under Belgian law with registered office at Turnhoutseweg 30, 2340 Beerse, Belgium. The centralised financial management provided in relation to the In-House Treasury Cash Pool is intended to, among other things, enable the Cash Pool participants, by acting collectively, to have access to the broadest range of credit options at arm's length conditions, while optimising the use and investment of the liquidities available within the In-House Treasury Cash Pool.

All investments with J.C. General Services CVBA are made on behalf of the UK group companies by Johnson & Johnson Management Limited. Transactions between Johnson & Johnson Management Limited and UK group affiliates to fund these investments are treated as separate arrangements.

15. Creditors: amounts falling due within one year

	30 December 2018 €000	<i>31 December 2017 €000</i>
Trade payables	10,692	6,949
Amounts owed to group undertakings	132,828	24,792
Corporation tax	-	757
Other taxation and social security	1,537	1,279
Accruals and deferred income	8,820	9,422
Derivative financial instruments	1,138	889
	155,015	44,088

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

16. Deferred tax asset

	Accelerated/ decelerated capital allowances €000	Retirement benefits €000	Provisions for liabilities €000	Share- based payments €000	Total €000
At 1 January 2017	1,642	2,256	873	3,294	8,065
Credit/ (charge) to the income statement	446	371	16	(54)	779
Credit to other comprehensive income	-	(4,659)	-	-	(4,659)
(Charge) to equity	-	-	-	(125)	(125)
At 31 December 2017	2,088	(2,032)	889	3,115	4,060
Credit/ (charge) to the income statement	397	170	(92)	242	717
Credit to other comprehensive income	-	(1,692)	-	-	(1,692)
(Charge) to equity	-	-	-	216	216
At 30 December 2018	2,485	(3,554)	797	3,573	3,301

Deferred tax assets and liabilities are offset where the company has a legally enforceable right to do so. The following is the analysis of the deferred tax balances (after offset) for financial reporting purposes:

	30 December 2018 €000	31 December 2017 €000
Deferred tax assets	6,855	6,092
Deferred tax liabilities	(3,554)	(2,032)
Net deferred tax reported in the statement of financial position	3,301	4,060

At 30 December 2018, the company has no unused tax losses (2017: nil).

NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018

17. Other provisions

	Employer's national insurance on share- based payments €000
At 1 January 2018	2,413
Charged to profit or loss	780
Utilised in financial year	(1,074)
At 30 December 2018	2,119

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

18. Post-employment benefits

The company participates in three pension arrangements in conjunction with other companies in the Johnson & Johnson Group. These are a funded, defined benefit plan called the "Johnson & Johnson UK Group Retirement Plan", a defined contribution Plan with some underlying guarantees for employees called the "Johnson & Johnson UK Group Retirement Plan 16"; and an unfunded, unapproved defined benefit arrangement.

The company also participates in a life assurance arrangement called the "Johnson & Johnson UK Approved Life Assurance Plan".

The risks of the plans are as follows:

(a) Asset volatility

The plan liabilities are calculated using a discount rate set with reference to corporate bond yields. However, the plan holds a significant proportion of equities, which are expected to outperform corporate bonds in the long-term but do provide increased volatility and risk in the short-term.

(b) Changes in bond yields

A decrease in corporate bond yields will increase plan liabilities, although this will be partially offset by an increase in the value of the plans' bond holdings.

(c) Life expectancy

The majority of the plan's obligations are to provide benefits for the life of the member, so increases in life expectancy will result in an increase in the plan's liabilities.

(d) Inflation risk

A significant proportion of the pension obligation is linked to inflation, and higher inflation will lead to higher liabilities.

A comprehensive actuarial valuation of the UK Group Retirement Plan was carried out at 30 March 2018. The valuation results at this date have been updated to 30 December 2018 by a qualified independent actuary. The valuation in the financial statements has been made based on the following assumptions:

	Financial year ended 30 December 2018	Financial year ended 31 December 2017
Expected rate of salary increases	4.10 %	4.10 %
Expected rate of increase of pensions in payment (with RPI capped at 5% per annum)	2.90 %	3.10 %
Discount rate	2.90 %	2.60 %
RPI inflation assumption	3.10 %	3.10 %
CPI inflation assumption	2.10 %	2.10 %

Assumptions regarding future mortality are set, based on actuarial advice, in accordance with published statistics and experience in the UK. These assumptions translate into an average life expectancy for a pensioner retiring at age 65:

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

18. Post-employment benefits (continued)

	30 December 2018	31 December 2017
	Years	Years
Longevity at age 65 for current pensioners		
- Men	22.2	22.5
- Women	24.1	24.3
Longevity at age 65 for future pensioners		
- Men	23.6	23.7
- Women	25.8	26.1

The Johnson & Johnson UK Group Retirement Plan does not have any self-investments.

There is a small unfunded unapproved pension arrangement for a small number of employees who were either affected by the old "Inland Revenue Earnings Cap" – which was abolished from 6 April 2006, or whose benefits are in excess of the Lifetime Allowance. These members' benefits are paid directly by the company. In addition, following the benefit changes that were implemented with effect from 1 April 2012 (and further benefit changes that were implemented with effect from 1 April 2014), more benefits are accrued outside of the registered pension arrangement. These benefits are also provided through this unfunded arrangement.

This unfunded arrangement has been included within the Johnson & Johnson UK Group Retirement Plan in determining the total plan assets and liabilities. The financial assumptions underlying the calculation of the unfunded, unapproved liability are identical to those underlying the calculation of the funded liability.

	Fair value of plan assets €000	Defined benefit obligation €000	Total €000
At 1 January 2018	183,396	(171,448)	11,948
Benefits paid	(5,000)	5,000	-
Employer and other contributions	9,197	(48)	9,149
Current service cost	-	(10,244)	(10,244)
Other significant events	19,859	(13,711)	6,148
Administrative expenses paid from plan	(327)	-	(327)
Foreign exchange differences	(1,696)	1,588	(108)
Interest income/ (expense)	4,774	(4,352)	422
Remeasurement (losses)/ gains			
- Effect of changes in demographic assumptions	-	4,471	4,471
- Effect of changes in financial assumptions	-	10,032	10,032
- Effect of experience adjustments	-	3,884	3,884
- Return on plan assets	(14,581)	-	(14,581)
At 30 December 2018	195,622	(174,828)	20,794

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

18. Post-employment benefits (continued)

The other significant event is related to the sale during 2018 of LifeScan Scotland Limited, a participating employer in J&J's UK retirement plan. LifeScan Scotland Limited's share of the UK retirement plan's assets, liabilities and surplus were distributed amongst the remaining participating employers.

The expected contributions to the UK Group Retirement Plan in the year ended 30 December 2018 are €8,940,000 (2017: €8,629,000).

Sensitivity analysis

The sensitivity of the defined benefit obligation to changes in the weighted principal assumption is:

	Impact on defined benefit obligation		
	Change in assumption	Increase in assumption	Decrease in assumption
Discount rate	0.5%	Decrease by 10%	Increase by 11.1%
Pension growth rate	0.5%	Increase by 4.8%	Decrease by 4.5%
Life expectancy	1 year	Increase by 2.8%	Decrease by 2.7%

The above sensitivity analyses are based on a change in an assumption, while holding all other assumptions constant. In practice, this is unlikely to occur, and changes in some of the assumptions may be correlated. When calculating the sensitivity of the defined benefit obligation to significant actuarial assumptions, the same method (present value of the defined benefit obligation calculated with the projected unit credit method at the end of the reporting period) has been applied as when calculating the liability recognised within the statement of financial position.

The methods and types of assumptions used in preparing the sensitivity analysis did not change compared to the previous period.

The total defined benefit cost recognised as an expense in the income statement is as follows:

	Financial year ended 30 December 2018 €000	Financial year ended 31 December 2017 €000
Current service cost	10,244	10,879
Foreign exchange differences and administrative expenses	435	57
Net interest (income)/ expense	(422)	230
	10,257	11,166

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

18. Post-employment benefits (continued)

The fair value of the UK Group Retirement Plan assets was:

	30 December 2018 €000	31 December 2017 €000
Equity instruments	140,200	136,100
Debt instruments	48,482	43,975
Cash and cash equivalents	2,861	2,733
Other	4,079	588
	195,622	183,396

The return on the UK Group Retirement plan assets was:

	Financial year ended 30 December 2018 €000	Financial year ended 31 December 2017 €000
Interest income	4,774	4,309
Remeasurements	(14,581)	19,543
	(9,807)	23,852

Johnson & Johnson Group Retirement Plan 16

Plan 16 is a defined contribution plan with some underlying defined benefit guarantees.

The total contributions paid by the company to Plan 16 and recognised as a defined contribution expense in the year were €60,000 (2017: €60,000). The best estimate of the company contributions expected in the year from 1 January 2019 to 30 December 2019 to be paid to Johnson & Johnson UK Group Retirement Plan 16 is €93,000.

19. Called up share capital

	30 December 2018 €000	31 December 2017 €000
Allotted, called up and fully paid		
100 (2017 - 100 Ordinary shares of £1 each	-	-

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE FINANCIAL YEAR ENDED 30 DECEMBER 2018**

20. Share based payment

Johnson & Johnson, the company's ultimate parent undertaking, operates a share option plan, a restricted stock unit plan (RSU), and a performance stock unit (PSU) plan, whereby options, RSUs and PSUs are granted to employees to acquire shares in Johnson & Johnson. The purpose of the plan is to motivate employees to contribute towards the creation of long-term shareholder value. The plan is an equity settled share based payment plan. Share options expire 10 years from the date of grant. Share options, RSUs and PSUs vest after three years. All options are granted at current market price on the date of grant. The company settles employee stock option exercises with treasury shares of the parent company.

The company recognises a share-based payment expense based on the fair value of the awards granted, and an equivalent credit directly in equity as a capital contribution.

On exercise of the shares by the employees, the company is charged the intrinsic value of the shares by Johnson & Johnson. This amount is treated as a reduction of the capital contribution and is recognised directly in equity.

The weighted average share price at the date of exercise for options exercised in the financial year was \$80.95 (2017: \$125.91).

Share options outstanding at the end of the financial year have the following expiry dates and exercise prices:

Year of expiry	Number of options	Weighted average exercise price (US \$)
2019	11,000	58
2020	26,000	63
2021	20,000	62
2022	10,000	65
2023	27,000	73
2024	50,000	90
2025	43,000	100
2026	87,000	102
2027	70,000	116
2028	78,000	130

All options are granted at the current market price on a specific grant date during each calendar year. There is therefore no weighted average exercise price as the shares granted each year are all granted at the same price, given in the table above.

21. Events since the year end

There have been no significant events affecting the company since the year end.