Novo Nordisk US



2025 US Social Impact Report

Welcome Letter

At Novo Nordisk US, our purpose is simple and deeply felt: we are here to help defeat chronic disease. That work demands innovation, but it also demands partnership - listening to communities, learning from them, and supporting the conditions that help people live healthier lives.

Our Social Impact strategy reflects that belief. We focus on strengthening food and nutrition systems and expanding opportunities for physical activity, but always in ways shaped by the voices and needs of each community we serve. The partners featured in this report are leading that work on the ground - driving local solutions, shifting systems, and opening doors to healthier futures.

Novo Nordisk also fosters a culture of community service. This report highlights how our employees are making a difference every day, living the Novo Nordisk Way through their ongoing commitment to volunteerism and community engagement.

We remain equally committed to supporting camps for young people living with chronic disease, where children can learn, connect, and simply enjoy being kids while gaining skills that support lifelong health.

Our Social Impact work is rooted in partnership, respect, and a belief that meaningful change happens when we act together. We're grateful to our community partners, inspired by our employees, and proud of the impact we are creating across the United States.

— The Novo Nordisk US Social Impact Team



Table of Contents

US Social Impact At-a-Glance 4

Novo Nordisk Social Impact Reach 5

Communities for Better Health 6

Communities for Better Health Portfolio 7

Communities for Better Health Portfolio Highlights 11

The Interrupt 26

Employee Engagement 29

Patient Camps 32

US Social Impact At-a-Glance

Novo Nordisk's 2025 US Social Impact philanthropy included three interrelated approaches, united in their focus on reducing the burden of chronic disease.

Communities for Better Health supported **29 initiatives** that work to prevent chronic disease by strengthening food systems and engaging community organizations and residents.

Communities for Better Health partners served **284,000** people in 2025.

Over **$20 million** invested in 2025.

Novo Nordisk supported **49 organizations** running **patient camps** for young people living with chronic disease.

Camp partners served **16,000** people in 2025.

Over **$1 million** invested in 2025.

Employee Engagement reflected Novo Nordisk employees' commitment to supporting community organizations, with volunteer efforts taking place across all six US-based facilities.

US Novo Nordisk Employees volunteered **11,067** hours in 2025.

Employees raised over **$1 million** through matched donations in 2025.

Over the last three years, Novo Nordisk US has invested **$50 million** in community programming reaching **~500,000** people.



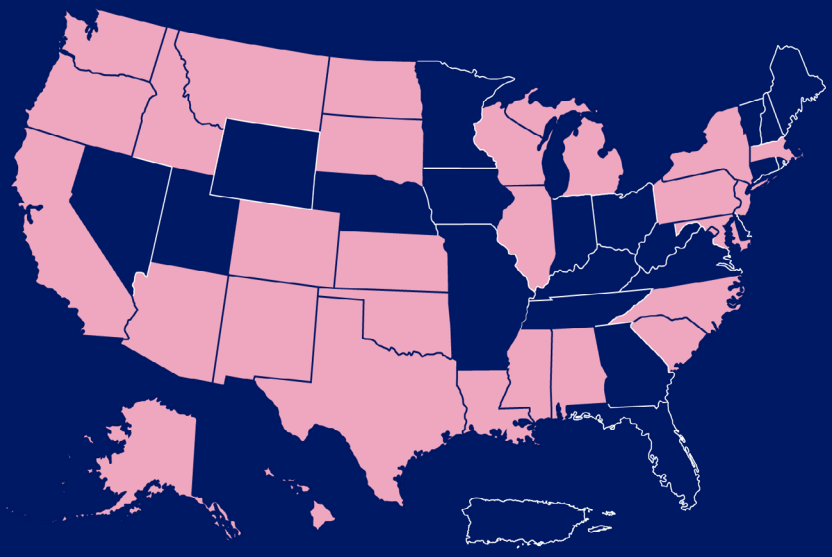
Families in DC harvesting vegetables
Photo courtesy of Building Bridges Across the River

Novo Nordisk Social Impact Reach

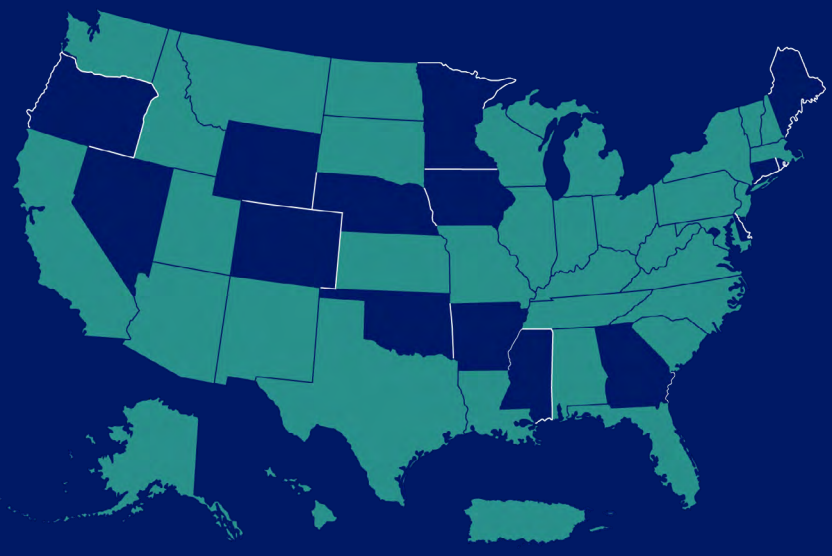
41
total states and territories reached

This support led to expanding programs and impact across the country.

> *We are deeply grateful for Novo Nordisk's support, which has helped us expand our impact in Brownsville and strengthen pathways to health and economic mobility for our community. The flexibility and depth of this funding allowed us not only to deliver job training and supportive services but also to build a stronger foundation for long-term program sustainability.*
>
> — Brownsville Community Culinary Collaborative



28
states reached through Communities for Better Health



Patient camps operating in
37
states

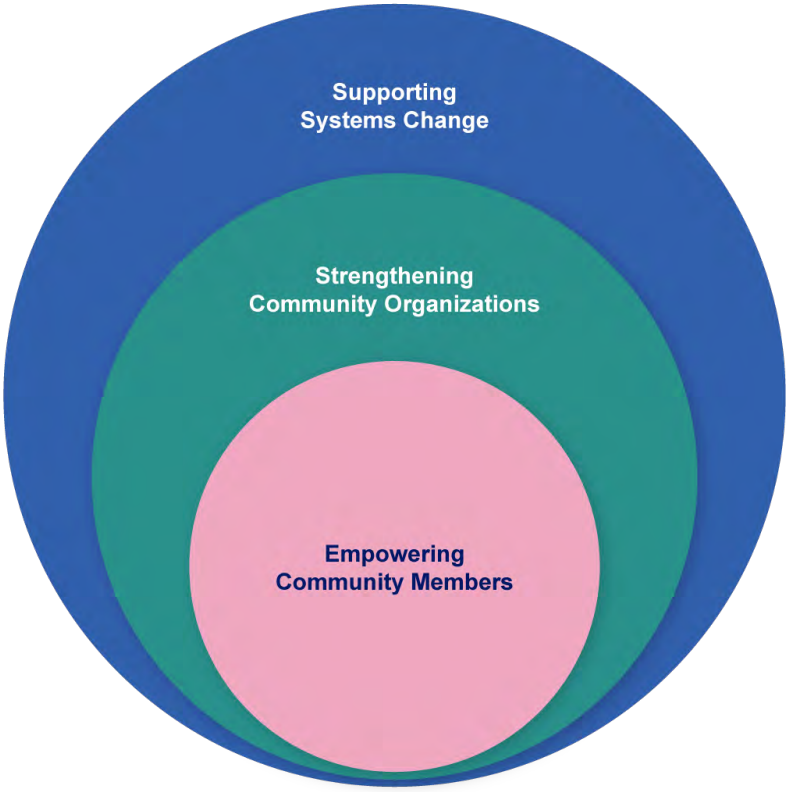
Communities for Better Health Patient Camps



Communities for Better Health

The Communities for Better Health portfolio taps into the collective strength of communities to cultivate momentum for healthier futures. Program partners dig into the root causes of chronic disease, growing systemic change across every level, guided by our adapted socioecological model and nourished by the shared commitment to thriving, resilient communities.

The Socioecological Model Defining Our Community Health Impact



Supporting Systems Change: *Projects that focus on using equitable and sustainable methods to better the overall health of local communities.*

Strengthening Community Organizations: *Initiatives that enhance organizational capacity, build partnerships, and expand resource access to improve community health.*

Empowering Community Members: *Projects that deliver interventions to community members that aim to improve well-being through changing attitudes, behaviors, knowledge, and skills.*

Communities for Better Health Portfolio

Projects Supporting Systems Change: *Novo Nordisk supports projects that focus on using equitable and sustainable methods to better the overall health of local communities.*

DC Resilient Food System works to activate a more equitable, affordable and sustainable food system in Washington DC. They support regional small farmers, food-focused non-profit, faith-based, and food production organizations at all points in the food system so that more healthy food is produced locally, accessible to those most in need, and consumed consistently.

Food Forward is a large-scale food recovery program that distributes fresh fruits and vegetables across seven states and two tribal lands, primarily in Los Angeles. They recover 100 million pounds of food annually, helping address chronic food insecurity and reduce the health impacts of limited access to nutritious foods by working with over 250 food and hunger relief organizations.

Food Research & Action Center (FRAC) supports regional anti-hunger coalitions in the Southeast, Southwest, and Midwest US to help organizations respond more effectively to federal and state anti-hunger program changes to reduce barriers and strengthen food access.

Healthy Camden Cooperative works to improve the ecosystem of small businesses that supply food in Camden, NJ where there is no grocery store, helping to lay the groundwork for healthier choices and outcomes.

Hunger Free Oklahoma is researching impacts of a nutrition incentive program on food insecurity and health among SNAP participants. Working with the University of Oklahoma Tulsa Hudson College of Public Health, they are conducting the Double Up Oklahoma (DUO) Health Outcomes Study.

Live HealthSmart Alabama, led by University of Alabama Birmingham and part of *The Interrupt*, seeks to improve health through collaboration with businesses and community organizations. The work integrates several interventions across multiple social drivers of health to enhance built environment, nutrition, healthcare, school-based education, and food access.

New Jersey Food Fund is a public-private partnership between multiple private philanthropy and corporate partners and state government aimed to align work across the state to strengthen New Jersey's fresh food access in underserved communities.

Communities for Better Health Portfolio

Partnership for a Healthier America (Good Food Cities) strives to double produce consumption in 15 cities by 2030. They unite key partners across sectors with a collective impact initiative that improves nutrition security by improving access, behaviors, and creating systemic changes in local food policy.

Oklahoma State University Center for Indigenous Health Research and Policy aims to reduce health disparities and chronic disease risk for Indigenous Oklahomans by improving local food systems, restoring traditional food practices, and increasing healthy traditional food intake.

The Coalition for Healthy Food in Newark Schools unites partners to advance food equity in Newark, NJ, transforming healthy school nutrition into empowerment opportunities that expand access, promote wellness, and invest in local growers.

The Louisiana Small Scale Agriculture Coalition is a statewide initiative bringing together seven organizations to strengthen the state's food system through farmer training, upskilling, and capacity building. Their collaborative efforts focus on expanding food distribution networks and creating sustainable infrastructure and procurement practices that support small-scale growers to build a more equitable food system for communities in need.

University of Arizona's Culinary Medicine Initiative developed a culturally competent Culinary Medicine curriculum created with community input, piloted in UA medical school, and implemented in three Arizona community sites to improve health outcomes.

Communities for Better Health Portfolio

Projects Strengthening Community Organizations: *Novo Nordisk supports initiatives that enhance organizational capacity, build partnerships, and expand resource access to improve community health.*

Alliance for a Healthier Generation, Healthier North Carolina, works to prevent chronic disease by improving access to nutritious foods in rural North Carolina. By engaging with key partners including farmers, local governments, and civil society, AHG improves rural school and community nutrition education, policies, and practices through locally derived collaborations.

Brownsville Community Culinary Center ensures access to fresh, healthy, affordable, medically tailored, and culturally relevant foods through a multi-week culinary training and workforce development program in Brooklyn, NY.

Building Bridges Across the River leads the View Strong, Powered by *The Interrupt*. It is a collaborative, cross-business initiative that includes the nutrition, healthcare, mental health, physical activity, and job training programs in a Ward 8 neighborhood in Washington, DC.

Cities for Better Health in Philadelphia is a collective impact initiative led by the Health Promotion Council that brings together over two dozen partners to deliver health education, nutrition and healthcare services to vulnerable neighborhoods. This work is part of the Novo Nordisk Global Cities for Better Health Network.

Corbin Hill Project is working to establish a community-led market as a hub for economic development in New York City. The hub will provide access to local produce, education, and events to support local BIPOC farmers and improve residents' health.

Northeast Washington Educational Service District is working to increase healthy options in rural school districts in Montana, Oregon, and Washington by incorporating scratch cooking and local food procurement to improve school menus through mentorship and training for staff and support in changing procurement practices.

Food Equity in the Mississippi Delta strengthens the local food system by expanding access to healthy, affordable produce. They support local farmers, enhance local markets, develop assistance programs, and empower residents through community-driven food and art initiatives.

The Indigenous Tomorrows Fund is a partnership with multiple funders aimed at empowering Indigenous youth to lead participatory grantmaking recommendations focused on innovative, Indigenous-led solutions in the food justice, health, land, and climate sectors.

Communities for Better Health Portfolio

Projects That Empower Community Members: *Novo Nordisk supports projects that deliver interventions to community members that aim to improve well-being through changing attitudes, behaviors, knowledge, and skills.*

Boys & Girls Clubs of Mercer County implements an evidence-based "Triple-Play - Healthy Living" initiative that works to improve health outcomes by promoting physical fitness, nutrition education, and social-emotional learning to youth ages 5-18 in New Jersey.

Bringing Good Health Foundation is a Maryland-based initiative that emphasizes the mind-body connection to empower women. They provide mental health services, nutrition education, and physical activity programs to reduce chronic disease, anxiety, stress, and depression.

***Cities for Better Health in Houston*, led by the Institute for Spirituality and Health,** promotes health in vulnerable communities through diabetes prevention and management, food delivery and assistance, and nutrition education. This work is part of the Novo Nordisk Global Cities for Better Health network.

***Catawba Indian Nation*'s Building Native Balance program** aims to reduce chronic disease. The program is a culturally tailored wellness program including nutrition and fitness classes, health screenings, community-wide activity challenges, and food distribution in York County, SC.

El Sol Neighborhood Educational Center, Vida Vibrante, aims to reduce obesity and food insecurity among communities of color in San Bernardino, CA. They provide behavioral, culturally responsive, community-led education, food access, and physical activity programs.

Kids in Nutrition pairs university students with elementary schools in low-income communities across the US to deliver interactive and culturally relevant food literacy lessons, recipe kits, and other activities.

Rosebud Wellness Center aims to reduce the risk and prevalence of diabetes on the South Dakota-based Rosebud Reservation by integrating traditional practices and an enhanced Diabetes Self-Management curriculum.

Sicangu, a organization located on the Rosebud Reservation in South Dakota, delivers the Wotakuye Wellness program to address both physical and mental health through language immersion schools and summer camps for youth. They also offer classes for parents/caregivers and produce vouchers for families to use at local markets and grocery stores.

The Diabetes Link empowers young adults across the US navigating their wellness journey with diabetes through an online education resource hub that provides tailored diabetes and nutrition education.

All 29 grantees supported healthy eating and access to healthy foods. To increase their impact, they also addressed other social determinants of health.

- **76%** of grantees addressed the social and community context.
- **55%** of grantees addressed the neighborhood and built environment, including walking or biking to get places.
- **55%** of grantees addressed education access and quality.

Grantees Accomplished Project Goals

Grantees directly served up to **284,000** people in 2025, distributed millions of pounds of food, and provided thousands of trainings, events, and outreach efforts.

> *Our participants have expressed how helpful food bags are, especially with the rise in food prices. People have also expressed excitement in being able to have and try traditional foods such as tepary beans and wild rice for the first time. They have also expressed how helpful the recipes have been.*
>
> — Native Health (University of Arizona)



Volunteers moving fresh produce in communities
Photo courtesy of Food Forward

Food Forward

Food Forward partnered with local hunger relief organizations to distribute **577,000,000 servings of fresh fruits and vegetables** to families in need.

In 2025, Food Forward expanded their reach by coordinating with 57 new distribution partners to reach community members in food insecure areas.

> *The food distribution has really helped me and my family. Everything is so expensive. When we come here and get produce for my family, we are able to eat healthier, and my kids are even trying new foods they wouldn't eat before.*

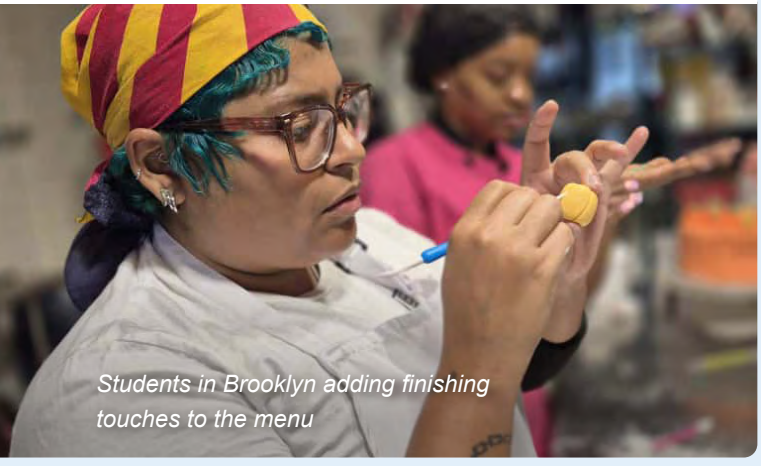


Photos courtesy of BCCC

Social Impact In Action

Brownsville Community Culinary Center (BCCC)

Novo Nordisk does more than fund programs. It builds ecosystems of support through its interrelated social impact approaches. For example, in 2025 Novo Nordisk supported BCCC, a longtime Communities for Better Health grantee, by providing grant funding, leveraging Novo Nordisk's Employee Engagement initiative, and engaging the support of Sodexo, a worldwide leader in food services management. BCCC prepared students for food service employment through their longstanding culinary training program, Sodexo provided an operational support grant and contributed food service expertise, and Novo Nordisk employees served as mentors to the students.



Students in Brooklyn adding finishing touches to the menu

Employee Engagement That Drives Results

During Novo Nordisk's annual Day of Service, Novo Nordisk volunteers mentored 37 BCCC students through a speed networking event, helping them build confidence, sharpen interview skills, and learn from career journeys. These interactions created a powerful sense of connection. Students and employees walked away with a better understanding of what it means to be part of a larger community working together for change.

Novo Nordisk, BCCC, and Sodexo continued to collaborate at the Chef's Table Demonstration hosted at Novo Nordisk's US Headquarters. Over 50 Novo Nordisk employees experienced firsthand how culinary training translates into nutritious meals for the community. The event sparked meaningful dialogue on food as medicine and the role each of us can play in advancing health equity.

Tangible Impacts

- This year, **100 students completed BCCC's culinary program, with 89%** reporting improved culinary skills.
- **65% secured employment** within three months of program completion. Graduates now prepare medically tailored meals for seniors and vulnerable populations, turning education into health impact.
- Sodexo is working to initiate multiple **food service internship programs** to expand career pathways options for BCCC students.

By partnering with BCCC and Sodexo, Novo Nordisk's engagement transformed a grant into a movement connecting partners, mobilizing employees, and creating real opportunities for people who need them.

Shopping local at Jay's Grocery in Mississippi Delta

19 grantees provided **2,060,408** servings of food to community members.

Generations of farmers cultivating land in Mississippi
Photos courtesy of Partnership for a Healthier America MS Delta

Communities for Better Health Portfolio Highlights

23 grantees provided **over 8,000 training or educational sessions, reaching 40,851 people**. **24%** were children (ages 0-15), and **17%** were adolescents and young adults (ages 16-24).

> *Farm-to-school mentors held over 300 planning meetings, developed 75 new recipes, and taught 10 culinary classes to 99 school meal professionals from WA, OR and MT, helping districts transition to more scratch cooking and local sourcing. In just the first year, participating districts improved the quality of over 250,000 meals served to children.*
>
> — Northeast Washington Educational Service District



Providing guidance on cooking with fresh ingredients in school cafeterias
Photos courtesy of Northeast Washington Educational Service District



New cullinary skills in action!

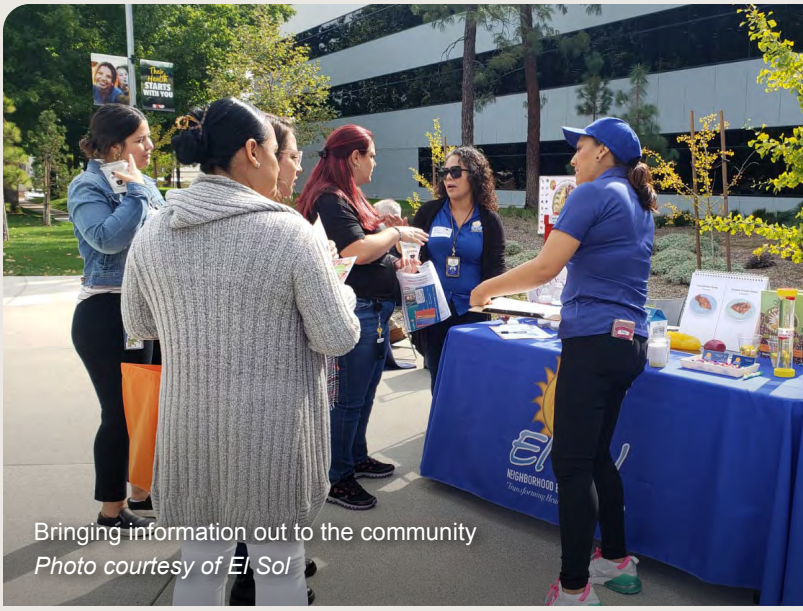


Taste testing with students.

Communities for Better Health Portfolio Highlights

19 grantees conducted a total of **2,657 outreach efforts**, including presentations, exhibits, and pop-up events, and **reached 853,913 people**.

17 grantees conducted a total of **480 community events**, reaching **28,556 people.**



Bringing information out to the community
Photo courtesy of El Sol

> *Our outreach has reached underserved women and families in Baltimore, Prince George's County, and Charles County, MD, ensuring that communities most affected by health disparities have access to practical knowledge and supportive resources.*
>
> — Bringing Good Health Foundation



Women talking about women's health, sharing tips and resources
Photo courtesy of Bringing Good Health Foundation

> *A highlight of the year was the March 2025 Youth Summit, which convened community organizations, youth, and regional health care leaders. The event showcased youth perspectives from the Community Health Needs Assessment, created space for dialogue on health disparities, and featured a keynote address by NFL Hall of Famer Brian Dawkins, emphasizing resilience and leadership.*
>
> — Communities for Better Health Philadelphia

Communities for Better Health Portfolio Highlights

13 grantees conducted a total of **412 advisory meetings**, **reaching 3,763 people.**

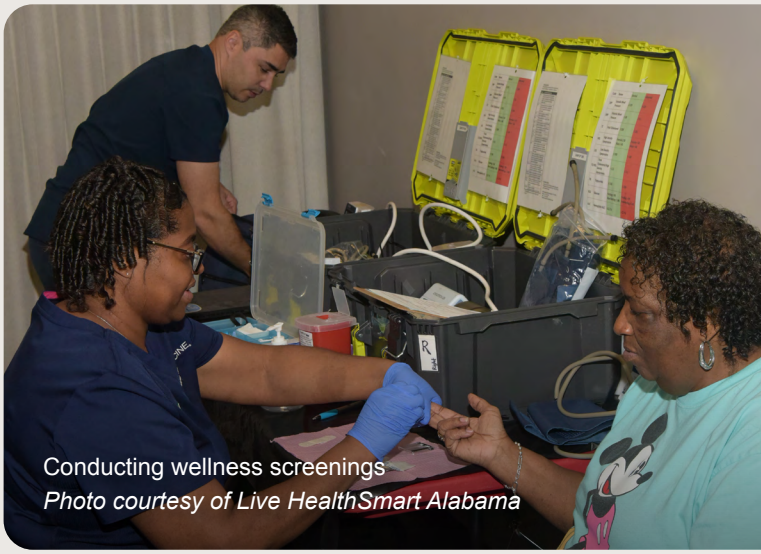
> *We provided direct, ongoing support to district School Health Advisory Councils (SHACs) to identify health priorities, develop action plans, and implement initiatives. With guidance from our Project Manager, SHACs collaborated with community partners to organize health fairs, food distributions, and wellness events. Increased community membership within SHACs has led to deeper engagement and more impactful outcomes.*
>
> — Alliance for a Healthier Generation



Familiarizing students in Newark, NJ with butternut squash
Photo courtesy of Greater Newark Conservancy

The Coalition for Healthy Food in Newark Schools engaged **2,600** children through **20 Student-led Nutrition Advisory Council (SNAC)** meetings.

Live HealthSmart Alabama conducted **32 wellness screenings, reaching 553 people. 13%** were adolescents and young adults.



Conducting wellness screenings
Photo courtesy of Live HealthSmart Alabama

8 grantees engaged in a total of **132 collective action events**, **reaching 7,294 people.**

> *Bringing together advocates in the region offers endless opportunities to collaborate, share best practices, share information, and reduce the overall burden that going alone into advocacy causes. Most organizations in the region are small and often staff wear many hats. Working together lightens the load.*
>
> — Food Research & Action Center (FRAC) Subgrantee



Using pedaling power to make smoothies
Photos courtesy of Greater Newark Conservancy

Coalition for Healthy Food in Newark Schools

In the past year, the **Coalition for Healthy Food in Newark Schools** engaged over **38,000** parents, students, and staff members through their efforts to reduce chronic disease risk and address social determinants of health among Newark's priority populations.

Project partners distributed **10,400** servings of food through the delivery of Farms to Families boxes.

They also held over **1,600** trainings or educational sessions, including delivering the KidsFit program to third, fourth, and fifth grade students at **10** elementary schools. Students who participated in KidsFit improved their health behaviors, including eating more vegetables and less fried food, drinking less soda, and increasing time spent doing sports or physical activities.

Project partners also held **44** advisory meetings, including the Coalition for Healthy Food in Newark Schools, which focused on integrating multiple school and community-based nutrition initiatives.

> *A game-changing grant from Novo Nordisk launched a citywide healthy food initiative in Newark schools. Such a catalytic investment has enabled the Conservancy to build the capacity of the Coalition for Healthy Food in Newark Schools to implement a cross-sectoral collective impact initiative, aiming to sustainably transform Newark's school food system and positively impact more than 40,000 students across 66 schools. Thanks to you, our work thrives on collaboration.*



Students helping to identify healthy alternatives for school meals

Louisiana Small Scale Agriculture Coalition (LSSAC)

LSSAC connected farmers statewide with local residents to enhance food systems and community connections, reaching over **112,435** residents.

This included:

Enrolling 19 farmers in the Farmer Training Program

- Farmers received 795 hours of practical training and guidance, which resulted in **95%** of participants having **increased knowledge and technical capacity** to begin or expand farming operations.

Distributing 3,336 pounds of local produce

- Recipients included 322 housebound residents with poor cardiovascular health.



Bustling farmers markets in Baton Rouge, LA
Photos courtesy of LSSAC

> *The Louisiana Small Scale Agriculture Coalition has been a game changer for me, my farm, and my community. Through their farmer training program, I gained the skills and confidence to grow my farm into a thriving business. Their on-farm grant helped me invest in tools and infrastructure that boosted efficiency and production. Because of LSSAC, I've been able to share knowledge with other beginning farmers, host field days, and bring more fresh, local food to families in my community.*
>
> — LSSAC farmer training program participant



Expanding fresh food access across the state of Louisiana

Grantees Positively Impacted Community Members

Grantees measured individual-level results of their projects through surveys, direct observations, and data logs collected post-program, pre and post, or at multiple time points.

7 grantees measured participants' **satisfaction** with project activities. Through post-program surveys, **1,443 participants** were assessed, with **96%** **reporting positive experiences.**

14 grantees measured participants' **knowledge** of topics covered in educational programs, including farming fundamentals, school food regulations, healthy meal preparation, and nutrition. A total of **1,785 participants** were assessed with **83%** **demonstrating positive changes.**

> *I've seen firsthand how these produce distributions bring relief to our patients. Many share that they feel less stress knowing they can rely on this program to provide nutritious food for their families. It goes beyond food; it gives them hope and dignity.*
>
> — Community Health Clinic in East Los Angeles (partner of Food Forward)

> *I don't rely on anyone to know what's healthy anymore. I know what to buy and what to avoid. That makes me feel good.*
>
> — El Sol Participant



Celebrating healthy achievements together
Photo courtesy of El Sol



Local university students cooking in classrooms with kids
Photo courtesy of Kids in Nutrition

Communities for Better Health Portfolio Highlights

7 grantees measured participants' **confidence** in topics covered in educational programs, including diabetes management, willingness to try fruits and vegetables, and workforce readiness. A total of **1,397 participants** were assessed with **68%** **demonstrating positive changes.**

3 grantees measured intentions to use the information they learned to change health behaviors. Through post-surveys, **216 participants** were assessed and **80%** **demonstrated positive changes.**

15 grantees measured participants' behaviors, including producing and eating fruits and vegetables, engaging in regular physical activity, and improving mental health. A total of **3,644 participants** were assessed with **76%** **demonstrating positive outcomes.**

- Hunger Free Oklahoma assessed an additional **954 participants** through a rigorous dietary analysis method (modified 24-hour recall survey) and found a statistically significant difference in daily servings of fruits and vegetables from baseline to three-month follow-up.

> *The vouchers very, very much have changed the available foods in our house. Before the vouchers I myself [would] go hungry for lunch but now I eat apples, carrots, and zucchini for my lunch. I have lost weight from it. I can now also add more vegetables to other meals as well.*
>
> — Hunger Free Oklahoma Study Participant



Building Native Balance

The **Building Native Balance** program reached over **800 people** in 2025.

This included:

Delivering 36 trainings or educational sessions, including physical activity, nutrition, and food preservation programs.

- As a result of the Building Native Balance weight management program, participants improved their knowledge, confidence, and skills and lost an average of 6.5 pounds in eight weeks.

Distributing 10,208 servings of food to community members.

- 2,000 pounds of venison meat were distributed at classes, the senior center, the Boys and Girls Club, and the tribal Farmers' Market.

Making five environmental changes to support physical activity, including providing outdoor play structures and fitness center equipment.

Facilitating a 30-day physical activity challenge, which resulted in 83% of participants increasing physical activity levels throughout the initiative.

Holding health screening events to test and refer for diabetes, hypertension, and obesity.



Reacquainting the youngest Tribal members with living off the land
Photos courtesy of Catawba Indian Nation

> *I am very grateful that this service was provided to us for free; it positively impacted my health by motivating me to act on my screening results, something I never felt inclined to do before.*
>
> — Catawba Health Screening participant



Weekly Building Native Balance participants communing in the kitchen



3 grantees measured participants' **health outcomes** including A1C, weight, and other biomarkers. **97 participants** were assessed and **61%** **demonstrated positive changes.**

Partnership for Healthier America – Good Food Cities measured **food security or nutrition security**. Pre and post surveys were completed by **197 participants**, with **41%** **improving nutrition security.**

> *I want to thank you on behalf of my grandmother for the monthly benefits. She was able to purchase fresh, as well as frozen fruits and vegetables to add to her daily meals. As she is on a fixed income, these items can be very expensive to purchase, so this has been a tremendous help to her.*
>
> — PHA Good Food Cities



Bringing the Houston partners together for shared learning, connecting and of course, celebrating
Photos courtesy of Communities for Better Health Houston

Grantees Engaged Partners and Subgrantees

Grantees engaged an average of 12 partners each, for a total of **347 partners.**

- **48%** of partners were **non-profit, community-based organizations**. **24%** were **schools and other public entities**, and **8%** were **faith-based organizations**.
- **34%** of partners were **new this year**.
- Partners' primary value-adds were **providing non-financial resources** (**64%**), followed by assisting with **strategic planning** (**11%**), **advocating for the program** (**6%**), and **communicating about the program publicly** (**5%**).



Teaching healthier habits

> *This year's funding supported an engaging and educational networking event that brought community partners together to strengthen relationships and advance whole child health and chronic disease prevention. The grant covered materials, handouts, hotel lodging, transportation, and meals.*
>
> — Alliance for a Healthier Generation

> *We had the capacity to participate in community events and networking opportunities, which helped raise awareness about our programs and build new partnerships.*
>
> — Brownsville Community Culinary Collaborative

Communities for Better Health Portfolio Highlights

19 grantees used project funds to support subgrantees. These grantees supported an average of **5 subgrantees** each, for a total of **100 subgrantees.**

- Most of these subgrantees (**58%**) were **non-profit, community-based organizations**.
- **52%** of subgrantees were **new this year.**

> *Our collaborative grantmaking fund seeks to strengthen food security across New Jersey. During the grant period, we completed 14 subgrants valued at a collective $317,000: six Capacity-Building and eight Grant Navigator subgrants. In early 2025, we also awarded new subgrants to 22 organizations and coalitions, with a total value of $1,028,000.*
>
> — New Jersey Food Fund



Photo courtesy of American University

Grantees Increased Capacity and Resources

Grantees shared how they were able to **increase organizational capacity** in 2025 as a result of Novo Nordisk funding.

- Almost all grantees (**90%**) were able to **expand or enhance programming**.
- Most grantees were able to **strengthen partnerships** (**79%**) and **hire staff** (**72%**).
- Many grantees enhanced their ability to **train staff** (**52%**), **share results** (**45%**), **build infrastructure** (**41%**), **evaluate programs** (**34%**), and **engage in strategic planning** (**31%**).

> *The Grant Navigator support received through the NJ Food Access Fund was nothing short of transformational. We've built the systems and therefore the capacity to successfully research, respond to and reap grant awards.*
>
> — New Jersey Food Fund grant recipient



Bringing fresh food to community
Photo courtesy of Live HealthSmart Alabama

Almost all grantees **(90%)** received external financial resources, including grants, donations, and in-kind contributions, to support their grant-funded programs.



the interrupt

The Interrupt is a standalone non-profit organization founded by Novo Nordisk as an opportunity for businesses and other funders to work together toward communities' whole health. *The Interrupt* is a platform for funders to connect and collaborate around addressing multiple health-related social needs within a specific community.

This initiative empowers national and local funders to coordinate their investments in specific neighborhoods or cities, with shared goals to strengthen nutritious foods systems, housing, transportation, public safety, employment, quality health care, opportunities for physical activity, and more. *The Interrupt's* current projects include Southeast Washington, DC, and Birmingham and Selma, Alabama. Current partners include Novo Nordisk, Bank of America, and the J. Willard and Alice S. Marriott Foundation. More partnerships are expected to be announced in 2026 to improve social determinants of health in more neighborhoods and cities.

American Diabetes Association. · Black Nurses Rock · Bank of America · Capital Area Food Bank · U.S. Chamber of Commerce Foundation · d.c. central kitchen · esri · Friendship Bench · Global Food Institute, The George Washington University · The J. Willard and Alice S. Marriott Foundation · So What Else · UJI Unity Health Care · View Strong, powered by the interrupt · wcsmith · National Housing Trust · UAB Live Healthsmart Alabama · novo nordisk®

Live HealthSmart Alabama

Live HealthSmart, a project of *The Interrupt*, worked with over **10** partners to complete built environment improvements, including **4,245** linear feet of sidewalks, **17** crosswalks, **37** light fixtures, and a revitalized pond and walking trail.

> *The Alabama Power Foundation is so proud to partner with Live HealthSmart Alabama to expand health solutions to Alabama's Black Belt. As a Selma native, I know what a vibrant hub the East Selma Community Pond and Park once was and now what it will be again through the collaborative restoration led by LHSA.*
>
> — Live HealthSmart Alabama partner



Neighbors in Selma enjoying new outdoor spaces
Photo courtesy of Live HealthSmart Alabama



Learning how food grows
Photo courtesy of Building Bridges Across the River

View Strong

View Strong Powered by *The Interrupt*

The View Strong collaborative effort led by Building Bridges Across the River reached 8,295 residents in the Washington DC area through *The Interrupt* Food Insecurity project that makes nutritious foods more accessible.

This included:

Holding Food and Farm Fridays (FFF) at THEARC Farm for two hours every week.

- This initiative distributed **41,695 pounds of food to 752 families**.
- **96%** of program participants reported that the food giveaways were helpful and allowed them to increase fruit and vegetable intake or otherwise improve their diet.
- Building a community farm in the Washington View community as a source of produce and education for the community that helps supply a community food market for local residents.

> *Completing the Safety Training course at SWC made me feel accomplished, motivated, and ready!*
>
> — A Skyland Workforce Center participant

- Developing a physical activity and leadership program using 3x3 basketball for young people in the neighborhood.
- Conducting regular health screening and health education programs for neighbors monthly.
- Providing financial literacy and housing ownership support to residents to help build wealth.

Providing three onsite 10-day construction training workshops to 50 Washington View residents through the Skyland Workforce Center.

- **100%** of participants felt better equipped to perform their job duties or seek employment opportunities as a result of the training.
- **85%** reported they felt more confident speaking with potential employers.

Part of *The Interrupt*, View Strong is a cross business collaboration that includes Novo Nordisk, Bank of America and the JW and AS Marriott Foundation along with several community-based organizations, delivering greater impact for the community by working in collaboration.



Employee Engagement



Across the US, Novo Nordisk employees demonstrated strong alignment with the organization's mission to defeat chronic disease by investing in their communities. ***Novo Nordisk employees contributed through:***

- Providing direct, hands-on support to ensure communities, families, and children have reliable access to nutritious food.
- Building deep partnerships with local organizations to help them grow, thrive, and expand their impact.
- Expanding access to health education, mental wellness resources, and healthy living opportunities.
- Fostering a strong culture of service that brings the Novo Nordisk Way to life across the country.

In 2025, Novo Nordisk US employees...

- Volunteered **11,067 hours**
- Raised over **$1 million**
- Impacted over **1,177 organizations**

1. Across the US in 2025, Novo employees made a significant impact for **Breakthrough T1D**, filling Walk and Bike Ride teams around the country and raising $129,557. Additionally, Novo added $745,000 to fuel Breakthrough T1D's mission to drive T1D research, advocacy, and life-changing community support.
2. When floods hit **Texas**, the Novo South Texas team spent a full day delivering hands-on relief, showing up with compassion, solidarity, and Novo Nordisk values in action.
3. **North Carolina** teams are fully committed to JoCo Works, sparking career curiosity in over 5,000 Johnston County students this year.







Novo Nordisk Way Day of Service

In 2025, employees across our US sites brought the Novo Nordisk Way to life by participating in the **Novo Nordisk Way Day of Service.** Employees partnered with organizations that expand access to nutrition, education, and healthy living. Employees united to volunteer in their local communities, taking part in more than 115 events across the country, for a day of meaningful impact.





Culture in Action: Day of Service with the Boys & Girls Club

Novo Nordisk employees spent the day volunteering at the **Boys & Girls Club of Mercer County**, supporting the garden, outdoor learning spaces, and youth activities. Kids explored gardening and hands-on learning, while employees reconnected to our mission, linking prevention, wellness, and community health beyond medicine.



> *"This was more than volunteering. It was a chance to pause, give back, and be reminded that the impact we leave on others often outlasts the workday itself.*
>
> — Employee volunteer

Earth Day

Across sites, Novo Nordisk employees participated in Earth Day activities, including volunteering to clear invasive species and helping to restore the habitat at **The Watershed Institute** in New Jersey.



1. **Houston, TX:** Volunteers made over 5,500 lunches for preschoolers across 35 zip codes in the Houston area at **Kids' Meals**.

2. **Central PA:** Volunteers packaged over 240 food boxes for veterans and families at the **Central Pennsylvania Food Bank**.

3. **Clayton, NC:** Volunteers participated in the **Backpack Buddies** program.

4. **Fremont, CA:** Volunteers power-washed and prepped over 300 crates for **Viola Blythe Community Services'** holiday food distributions, while tackling key warehouse needs.

5. **Washington, DC:** Volunteers prepped fresh vegetables to be used in the daily meals distributed by **DC Central Kitchen**.

6. **Boston, MA:** Volunteer crews boosted **The Food Project's** farm operations.

7. **Clayton, NC:** At this site's first ever Day of Service more than 500 employees participated in packing food bags or volunteering at **The Food Bank of Central & Eastern North Carolina.**

8. **Boulder, CO:** Volunteers packed 850 snack packs for local food security partners.





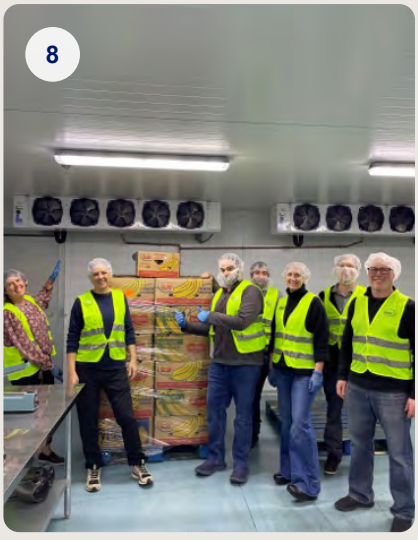










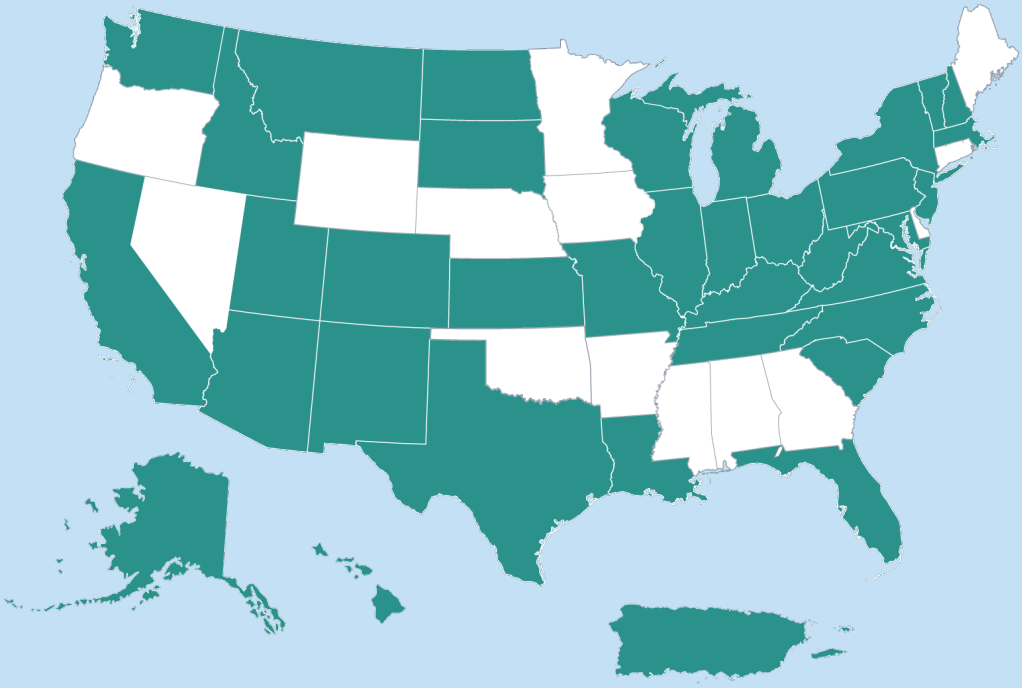




Patient Camps

Novo Nordisk partnered with national and local organizations to provide young people living with a chronic disease with a fun and safe environment to connect with other kids, learn about the disease, and develop skills and tools for self-care.

In 2025, Novo Nordisk supported **49 organizations** that hosted patient camps across the US. These camps served youth living with a variety of chronic diseases including those living with type 1 diabetes, hemophilia, sickle cell disease, rare growth or hormone diseases, and other chronic diseases.



Patient camps operating in **37** states

15,899
individuals served

~$1 million
distributed to support patient camps

Donated products to **102** camps

Patient Camps

> *Camp gives kids with T1D visibility and support better than any other environment... They deserve to be around others who not only understand T1D, but have it themselves. Surrounding them at a young age with others who know their day-to-day wins and losses with this disease is so empowering.*
>
> — Camp parent

> *I feel totally understood, less self-conscious, and proud of who I am.*
>
> — Camp participant



> *If 8-year-old me saw how far I've come, I bet he wouldn't even recognize me. I started shy, homesick, and unsure of how to fit in. Now I feel like a totally different person, more outgoing, independent, and comfortable being myself.*
>
> — Camp participant



> *Our 9-year-old son had been nervous about camp and about learning to self-infuse, but with the encouragement of the camp community, he decided to try. To our amazement, he found the courage to successfully infuse his own medicine for the very first time. When he proudly received the Big Stick Award, it was a moment of pure joy for him and for us as parents. That award wasn't just about the infusion; it was about bravery, independence, and the belief that he can do hard things.*
>
> — Camp parent









Novo Nordisk US – 800 Scudders Mill Rd, Plainsboro, New Jersey, 08536, United States
novonordisk.com

