

2025 Benefits Highlights

For U.S. Active Employees



Your wellbeing

As an organization centered around what makes us human, we're focused on people. Along with our purpose to bring life-changing medicines to people across the globe, we have a promise to you: to help you realize your full potential.

We offer you a choice of benefits designed to help you achieve total wellbeing.

Your wellbeing includes 3 components:



Physical
wellbeing



Mental
wellbeing



Financial
wellbeing

AstraZeneca benefits help you:

Stay healthy >

Enjoy peace-of-mind >

Save money today >

Build a brighter future >

Take time for you >



Medical and prescription drug coverage

We offer an array of comprehensive medical plan options so you can choose the one that best meets your needs.

- Aetna HDHP (High Deductible Health Plan) + HSA (Health Savings Account)
- Aetna Preferred Provider Organization (PPO) Plan Options
- Aetna Open Access Select Health Maintenance Organization (HMO)

If you live in an area not served by an Aetna network, you can choose the Aetna Out-of-Area Indemnity Plan.

When you enroll in medical coverage, you'll automatically receive prescription drug coverage, giving you the convenience of filling your prescriptions at a retail pharmacy or through money-saving mail order.

Medical plan options differ in Hawaii and Puerto Rico.

Maximize your personal well-being

All medical plans provide **100% coverage** for in-network preventive and well care visits, including routine physicals, well-child visits, mammograms, PSA screenings and immunizations.

Dental coverage

Dental health is an important contributor to your physical health, which is why we're pleased to provide two Delta Dental coverage options:

Basic: Covers basic dental services, but not orthodontia services.

Comprehensive: Includes your basic coverage PLUS orthodontia for children and adults.

Vision coverage

We support your vision health through a plan administered by EyeMed, which provides in-network and out-of-network coverage.

Your mental wellbeing matters

Our Employee Assistance Plan (EAP) is here to give you and your family members free, confidential support when you need it most.





Benefits provided by AstraZeneca at **no cost** to you

Short-Term Disability (STD)

STD benefits replace all or a portion of your income for up to 26 weeks if an illness or injury causes you to be unable to work.

Long-Term Disability (LTD)

LTD ensures that a percentage of your pay will continue for disabilities that extend beyond 26 weeks.

Basic Life Insurance

You'll get basic life insurance of 2 times your base pay, up to a maximum of \$1,000,000 as of your hire date.

Business Travel Accident Insurance

This benefit provides financial protection if you die or are injured while traveling on company business.

For additional peace-of-mind, we offer even more choices

Supplemental Individual Disability Insurance (IDI)

Which provides additional income protection, beyond the company-paid Long Term Disability (LTD) Plan.

Accidental Death & Dismemberment (AD&D) Insurance

For you or your family members.

Group Universal Life (GUL) Insurance

Giving you the option of added protection, beyond your company-paid Basic Life insurance.

MetLife Legal Plans

With support for personal legal concerns for you and your family.

More money-saving benefits

With competitive rates for:

- **Automobile Insurance**
- **Homeowner's Insurance**
- **Pet Insurance**

Save money today

Flexible Spending Accounts (FSAs)

Pay for eligible expenses — and enjoy tax-saving advantages, too — with these accounts:

- Healthcare FSA
- Limited Purpose FSA (for those who enroll in the Aetna HDHP + HSA medical plan option)
- Dependent Care FSA

Commuter Benefits

Save on eligible commuting costs — including transit passes and parking fees — through pre-tax payroll deductions, plus receive a subsidy from AstraZeneca.

Education Reimbursement

AstraZeneca makes furthering your education more affordable! Employees may be eligible for reimbursement for:

- Business or science-related courses and degree programs
- Executive MBA, Law, M.D. and Ph.D. programs (with advance approval by the leadership team)

Family Support

- Emergency backup childcare
- Bright Horizons College Coach®
- College scholarships for dependents
- Adoption assistance reimbursement
- Surrogacy assistance benefit
- Menopause and Low Testosterone Support
- Paid caregiver leave
- Paid parental leave

Other Resources and Programs

AstraZeneca provides access to a financial education services along with DailyPay, Kashable, and other programs which support employee financial wellbeing.

Save for tomorrow

AstraZeneca Savings & Security Plan (AZSSP)

Take advantage of our 401(k) plan for an easy way to save for your retirement. You'll enjoy:

- Immediate eligibility
- Flexibility in investment choices
- The opportunity to make pre-tax, Roth and after-tax contributions
- Company match — dollar for dollar, up to 6% of eligible compensation. Company match contributions are immediately vested!



Everyone needs time to recharge and refresh, which is why we provide vacation benefits, as well as paid holidays and sick time.

Generous vacation time

You earn vacation as each year progresses — and the longer you stay with AstraZeneca, the more vacation you can earn.

Paid holidays

We celebrate paid holidays throughout the year. To give you added flexibility, some of our holidays are floating, so you can choose the date you wish to take them.

Paid sick time

Your wellbeing matters, which is why we provide the opportunity to take sick days for your own medical condition or medical appointments.

Enjoy comprehensive benefits, right from the start

If you are a full-time or part-time employee and work at least 18.75 hours a week, benefits coverage is available for you, your children, and your legal spouse or domestic partner.

You'll be a valued member of the AstraZeneca team, right from day one, and you can enroll in many benefits as early as your hire date.

Questions & Support

Interested in enhancing your life with AstraZeneca's benefits?

Discover more about what we offer by visiting myazbenefits.com today.

We offer you a choice of benefits designed to help you achieve total wellbeing.

This information highlights features of the AstraZeneca benefit programs. More details can be found in the governing plan documents. In the event of any discrepancies or omissions, the plan documents will govern. The company reserves the absolute discretion and right to modify, amend or terminate plans at any time and for any reason.

