

# Welcome to AstraZeneca

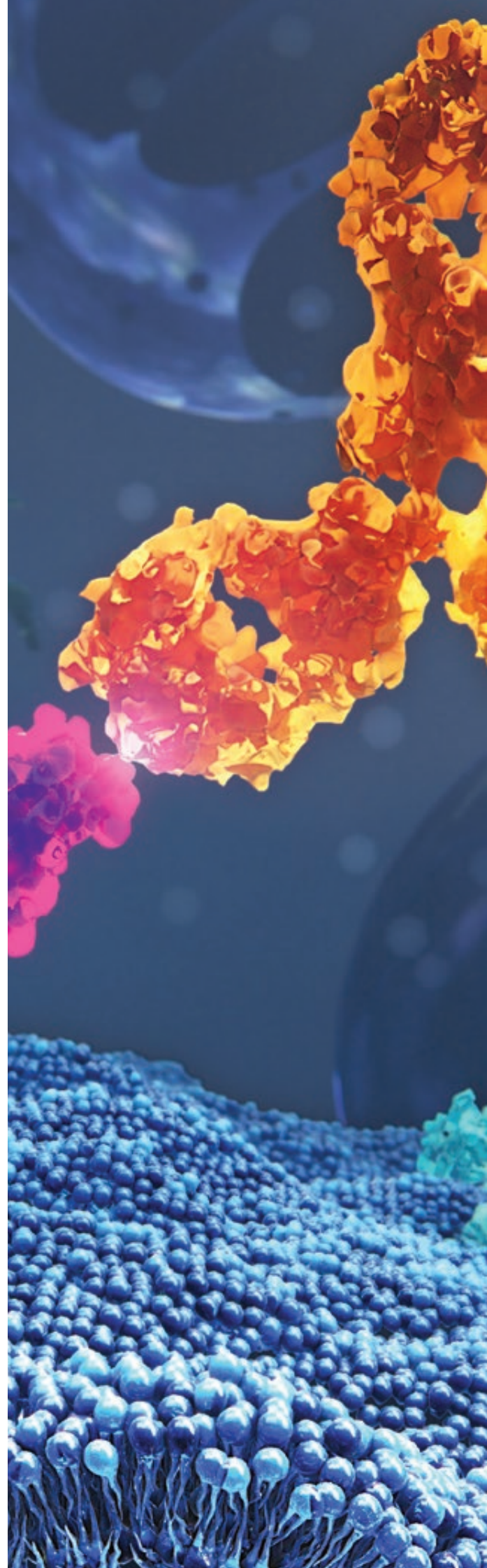
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Employment Benefits at  
AstraZeneca Sweden



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# Who are we? AstraZeneca at a glance

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We are a global, science-led biopharmaceutical business and our innovative medicines are used by millions of patients worldwide.

Science is at the core of everything we do. But more than that, science is who we are. We combine a unique range of knowledge, skills and experience with a passion for following the science.

We conduct our research across five countries and we invest \$5.8 billion each year in research & development. We manufacture in 18 countries and are committed to ensuring a reliable supply of medicines within our 3 focus therapy areas:

## **Oncology, Respiratory and Cardiovascular, Renal and Metabolism.**

We work in over 100 countries, with strength in emerging markets, and our medicines are used by millions of patients worldwide. We have more than 61,000 employees around the globe.

If you're inspired by what science can do to make a difference to patients' lives and ready to discover what you can do – join us.



# Our strategic priorities

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Our strategic priorities reflect how we are working to achieve our purpose of pushing the boundaries of science to deliver life-changing medicines:

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Deliver growth and therapy area leadership

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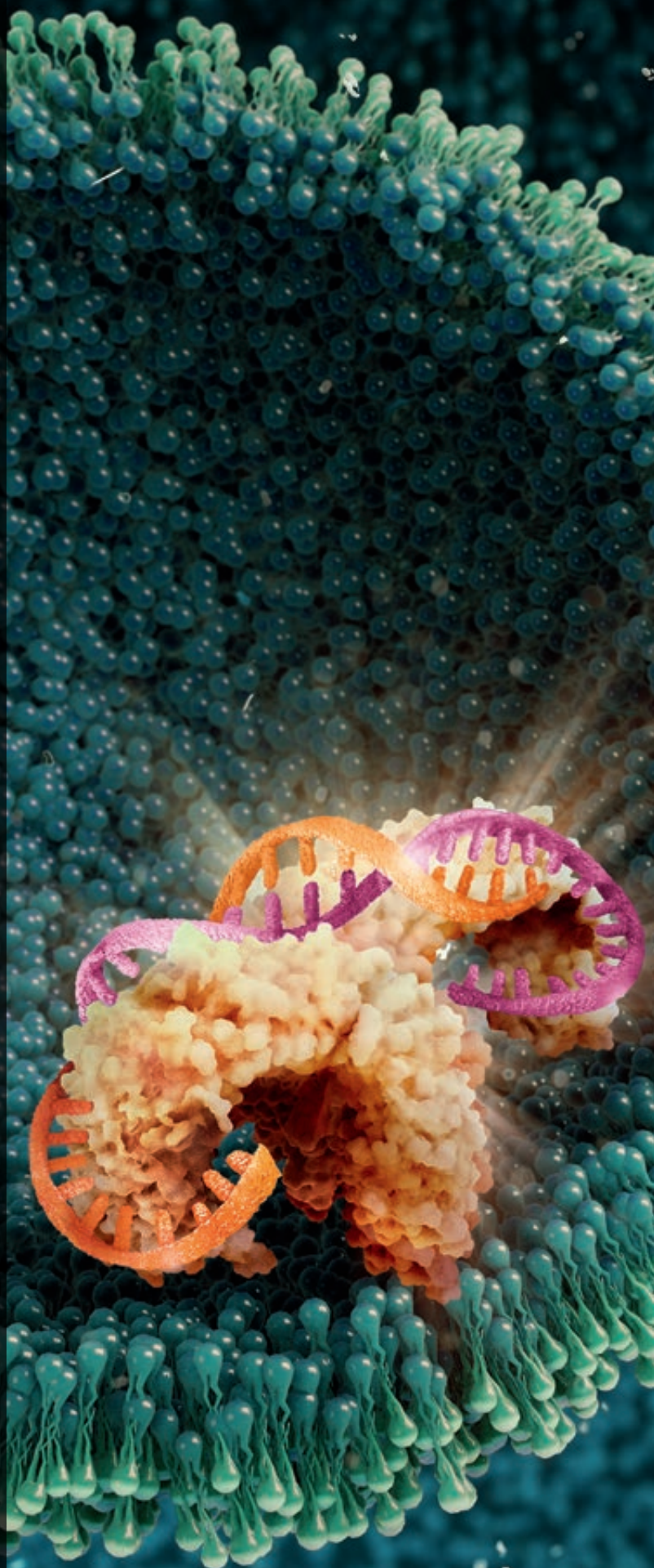
Accelerate innovative science

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Be a great place to work

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# A great place to work

To be a great place to work is one of the three strategic priorities for AstraZeneca, alongside deliver growth and therapy area leadership and accelerate innovative science. We invest in ensuring our work spaces are innovative, and that we always strive for **gender equality, diversity, and work-life balance**. Our work sites include fitness centers, walk and talk meeting trails, boule courts, and plenty of cafes where our people can meet and create.



## Great place to work

94%

of employees understand our strategy

89%

of employees believe strongly in our strategy (86% in 2014)

83%

of employees believe we are a great place to work (77% in 2014)



## Diversity

44.6%

of our senior roles are filled by women (39,7% in 2012)

43.7%

of employees are based in Emerging Markets (30% in 2013)

19.4%

representation from Japan and Emerging Markets at SET and SET-1 (5% in 2012)



## Talent

50%

of our employees belong to Generation Y (DoB 1982+)

80%

of SET and SET-1 vacancies filled with international candidates (57% in 2014)





## Interesting job content

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At AstraZeneca we welcome your positive attitude and drive to be a part of an empowering, collaborative and innovative atmosphere.

That's why we encourage you to be curious and creative while working smart every day. This through your ability to independently lead and motivate your team to achieve set goals within budget, time, and to the right quality. We believe in combining talents, to build a culture that is vibrant, science-led and patient focused. Together we help each other to overcome our everyday challenges, with the goal to always develop ourselves and the teams we work in.

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## Work-Life balance

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Our culture is based on high performance, where every person adds value for customers and shareholders, and understands the link between their contribution and our business' success. We appreciate the importance of recognizing individual needs and supporting work-life balance, which are key elements of providing an energizing work environment.

New reward and benefits schemes are constantly devised to meet varied and changing employee needs around individual choices.

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# Health & well-being

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We believe that a healthy work environment leads to healthier levels of productivity. All AstraZeneca sites offer free employee access to exercise and healthcare facilities, in addition to activities and programs to promote health, well-being, motivation, and job satisfaction.

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# Flexible for your needs

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At AstraZeneca, you have the freedom to select from benefits that add the most value to your quality of life.

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Medical insurance

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Employee leasing car financed through gross-net salary

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Supplementary occupational pension

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Financial pension advice

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Domestic services

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Legal assistance

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Personnel discounts & special offers on a variety of exciting products

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# Vacation & bonus

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AstraZeneca acknowledges a job well done with:

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**32** Days of vacation

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- Additional paid days off between Christmas
  - Compensation for overtime, or 5 extra vacation days
  - Bonus, which is paid in stocks/ funds and cash, 50:50
  - Possibility to purchase additional vacation days
  - You will receive an extra salary increment of 0.8% of your monthly salary/used ordinary vacation day.
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## Parental allowance

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At AstraZeneca, we have a generous policy for parental leave. Depending on the length of employment, AstraZeneca covers 10 % of the employee's salary, in addition to parental insurance during a restricted time of days. Apart from that, AstraZeneca also covers up to the amount that exceeds the social insurance upper level at

**10 PBA  
to 80%**  
of the salary.



## Relocation services

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AstraZeneca is committed to easing the transition of new employees as they join our team.

When appropriate, we will provide relocation support according to the Sweden relocation policy at AstraZeneca, associated with international and domestic recruitments.





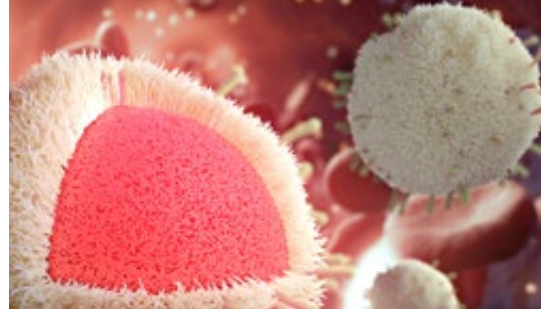
# Pensions & insurances

We are centered around happy, healthy, secure employees and the energy they create. Through Skandia, our insurance provider, you have the opportunity to join various group insurance plans, which you pay for through monthly deductions from your salary after tax. Group insurance is an individually adapted form of insurance that provides financial protection for adults, as well as children.



- Life Insurance
- Accident Insurance
- Disability Insurance
- Incapacity Compensation Insurance

- Specialist Care Insurance, paid by employer
- ITP1 or ITP2 collective agreement pension rights, that AstraZeneca pays into the system for each employee





## Strong leadership vision

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“I’m confident that we have set out on the right path to return to growth and achieve scientific leadership, and I’m equally confident that our people possess the talent, determination and focus to deliver for patients as well as our shareholders.”

- Pascal Soriot, CEO AstraZeneca

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## Your development opportunities

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AstraZeneca encourages you to make a genuine impact by living up to your fullest potential. Whether you are driven by deeper studies in a certain field or wish to broaden your competency in several different areas, we encourage self-improvement through a challenging work learning environment. A wide selection of courses and programs are also available to help you take the reins and blaze new trails.





# Making a difference together

1.5 million people reached by the Young Health Programme (YHP) Sweden



30 employees are volunteer mentors helping next-generation life science companies in the Nordic region convert innovative ideas into long-term success

80% reduction in carbon emissions since 2015 (Södertälje and Gothenburg)

100% of our electricity is from renewable sources

19.7% reduction in water use since 2018 (Södertälje)



100% of AstraZeneca Global employees are trained in our Code of Ethics

49.6%

of our line managers in Gothenburg are female

51.1%

of our line managers in Södertälje are female





# Ethics and transparency

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We believe a healthy business culture is built around strong ethics, integrity, respect and transparency. Our core company Values, including putting patients first and doing the right thing, guide our decision-making, define our beliefs and foster a strong AstraZeneca culture.

We embrace ethics and transparency in everything we do, from the way we treat our employees and patients, to our emphasis on human rights and equality, to our partnerships with our suppliers. Our ethical behavior underpins our activities at our company and serves as a compass for our interactions.

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**100%** of AstraZeneca Global employees are trained in our Code of Ethics

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New global standards on anti-sexual harassment and anti-bullying encourage a 'Speak Up' culture

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# Sustainability

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Sustainability at AstraZeneca is about using our capabilities to make the most meaningful impact where society needs it – health. We lead with health to support healthy people, a thriving planet and an ethical business culture.

Our approach to sustainability is built around three pillars that put health at the heart of work – beginning with Access to healthcare. The other two pillars are Environmental protection and Ethics and transparency.

We are committed to the health of our patients, employees, environment and the communities we reach through our medicines, our investments and our partnerships. All of this is underpinned by a healthy business culture, centered around integrity, respect and transparency.

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“Sustainability is about taking responsibility for how we conduct our business and helping our employees be motivated to embed a sustainable mindset into their day to day work. I see sustainability as a core part of our company culture, and for us to be successful, it is critical that our sustainability strategy is an integral part of the overall company strategy.”

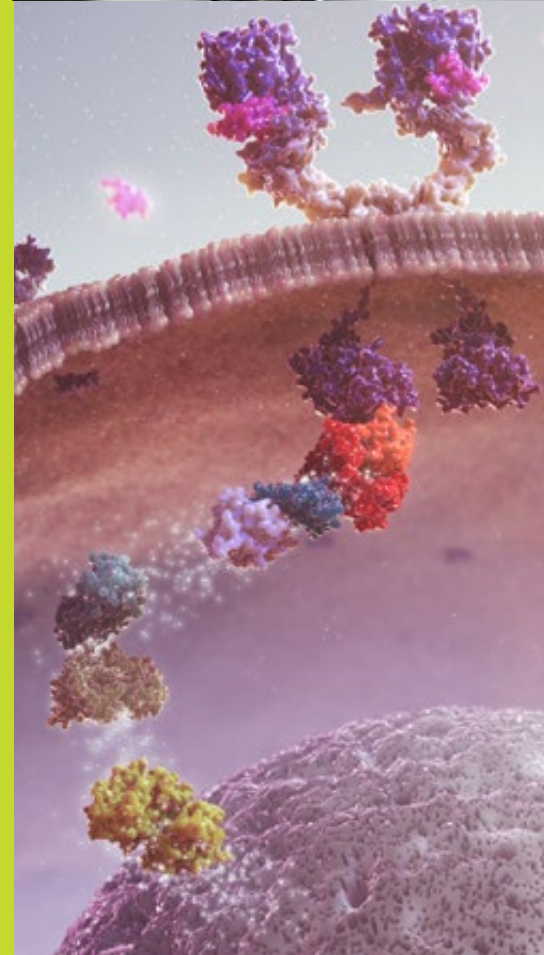
**Katarina Ageborg** – Executive Vice-President, Sustainability and Chief Compliance Officer; President AstraZeneca AB, Sweden

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# Curious for more information?

Read more at [astrazenecacareers.com](https://astrazenecacareers.com)



Connect with AstraZeneca Careers at:

