

# 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. In 2021 we invested \$9.7 billion in our science. Our capabilities helped us to understand the unmet medical needs in different geographies and patient types. We have 28 manufacturing sites across 16 countries and are committed to ensuring a reliable supply of medicines within our 5 focus therapy areas:

**Oncology, Respiratory & Immunology, Cardiovascular, Renal & Metabolism, Rare Diseases and Vaccines and Immune Therapies.**

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 83.000 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 & TA leadership

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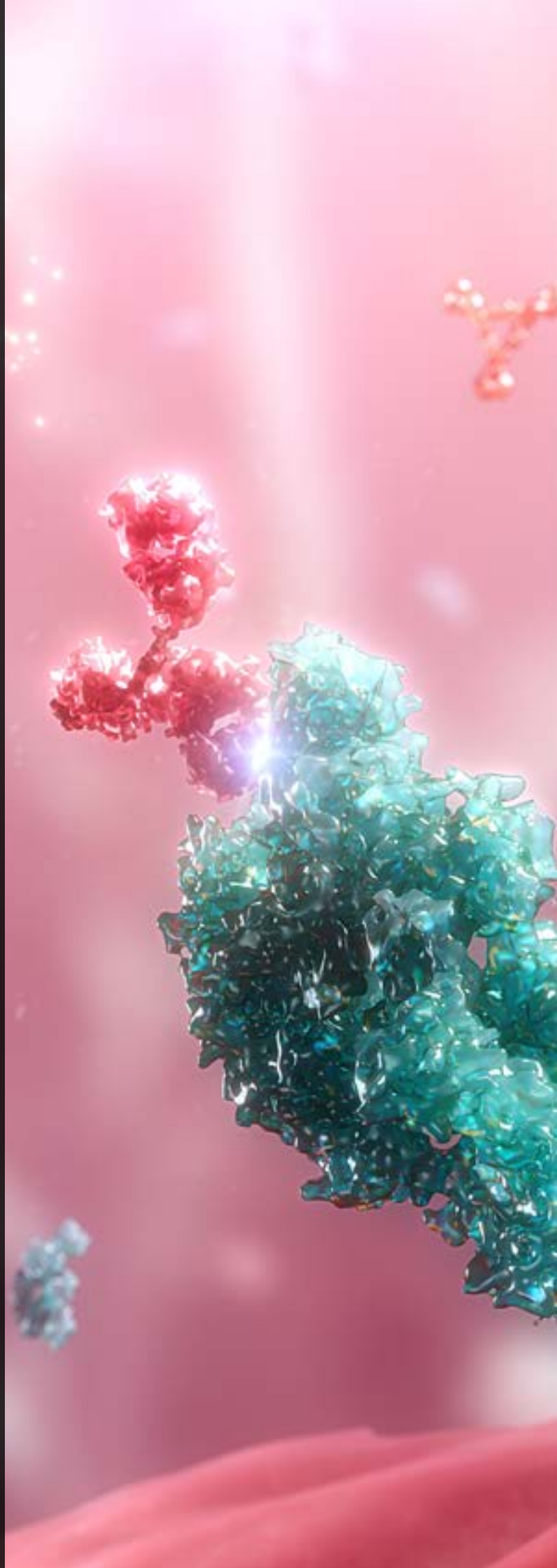
Accelerate science & innovation

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People & sustainability

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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

**82%**

of employees say that they have opportunity for personal development and growth (*compared to the pharma norm of 77%*)

**87%**

of employees believe strongly in AstraZeneca's future direction and key priorities

**85%**

of employees believe we are a great place to work



## Inclusion and Diversity

**48.1%**

of our senior roles are filled by women

## Our 2025 goal:

To reach gender equality in management & launch diversity programs in 10 new countries

**83%**

of employee survey respondents feel that AstraZeneca has a 'Speak Up' culture



## Sustainability

**85%**

of employee survey respondents say that they understand their contributions to our sustainability priorities

**3,092,254**

trees were planted through AZ Forest in 2021. The total is 3,430,061 since 2020





## Our collaborative culture

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Being determined to make the right choices to win plays out in our culture of lifelong learning. Where our people are empowered to develop their knowledge and skills to grow their potential and deliver life-changing medicines to patients.

Establishing and maintaining a healthy culture requires a continual commitment to assessing the interests and needs of the stakeholders and creating an environment that fosters psychological safety and wellbeing.

We are proud to say that we have dedicated teams that proactively build work environment, collaborative spaces, and cultural initiatives to foster a great place to work regularly.



## We support 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.



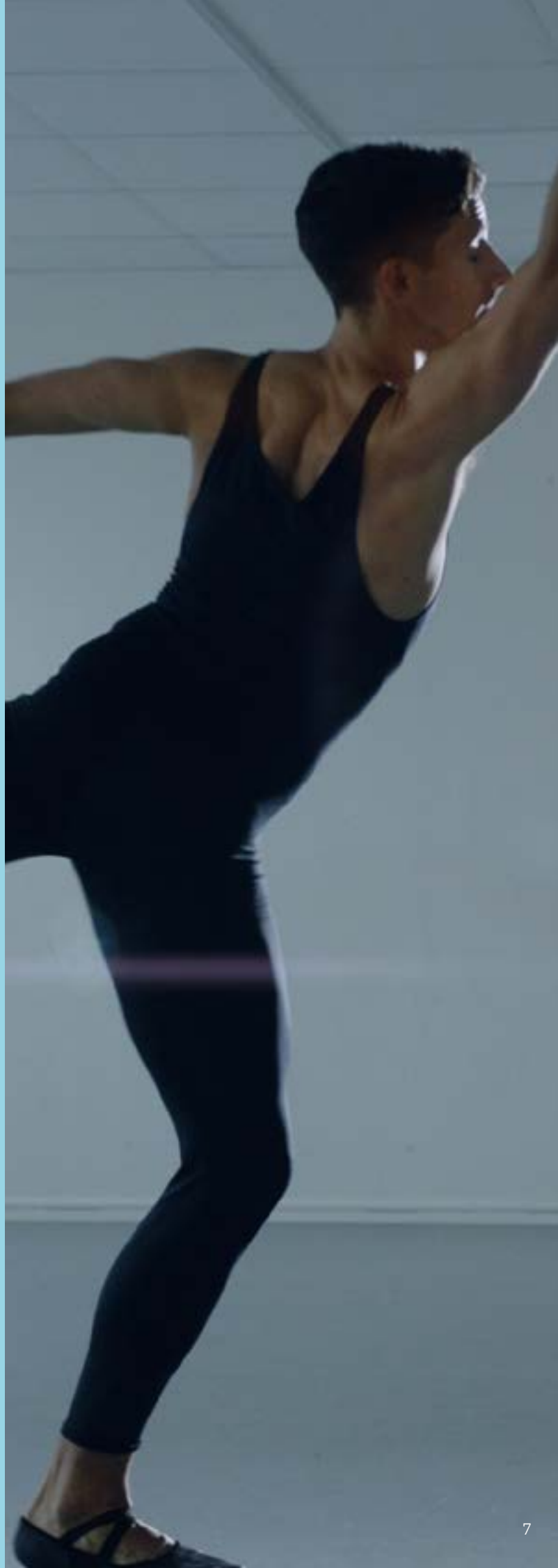
# Health & well-being

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We believe that a healthy work environment leads to healthier levels of productivity. At our sites in Sweden we offer exercise and healthcare facilities, however, we recognise that all our employees might not have the same needs and interests. Therefore we also have a wellness allowance that our employees can choose to use partially towards our own facilities and/or external activities.

In addition to this we offer activities and programs to promote health and 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 and New Years
  - 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 recruitments.



In 2021 we did a total of 127 relocations in Sweden. If you are relocating to Sweden, you can find everything you need to know [here](#).



# Pensions & insurances

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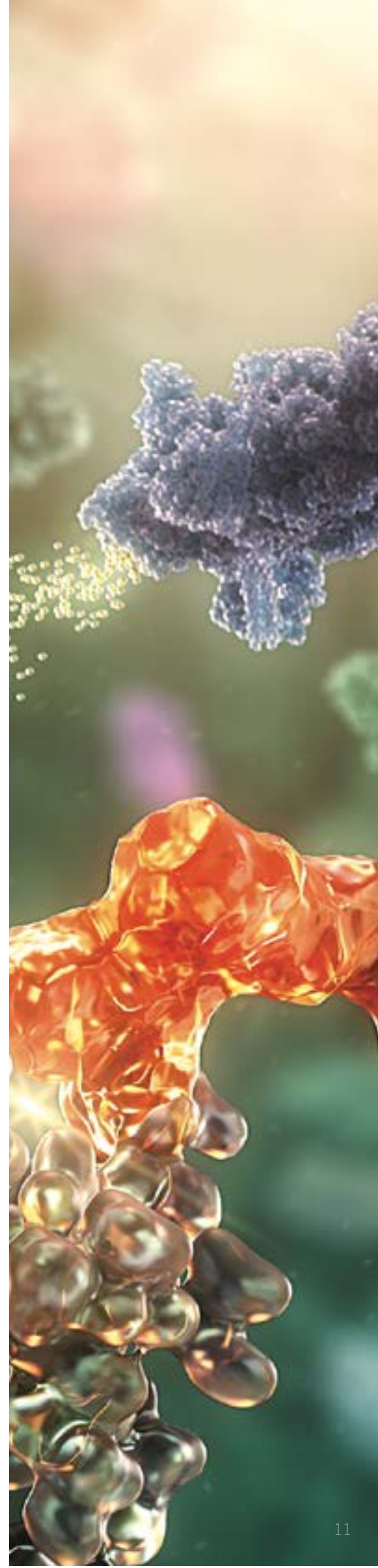
We are centered around happy, healthy, secure employees and the energy they create. Through Skandia, our insurance provider, you have the opportunity to join various group insurance plans. Group insurance is an individually adapted form of insurance that provides financial protection for adults, as well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

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- Life Insurance
  - Accident Insurance
  - Disability Insurance
  - Incapacity Compensation Insurance
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- Specialist Care Insurance, paid by employer
  - ITP1 or ITP2 collective agreement pension rights, that AstraZeneca pays into the system for each employee
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## Strong leadership vision

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“Thanks to the great work of the talented people across our company, and their collective commitment to living our Values, we have a bright future ahead of us. A future that promises to deliver industry-leading, innovative solutions to improve the lives of millions of patients around the world. This future is only possible when our people are supported to perform at their best, which is why being a Great Place to Work remains a Strategic Priority for AstraZeneca.”

- Pascal Soriot, CEO AstraZeneca

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## Your development opportunities

85% of employees say their manager gives them regular coaching (*compared to the pharma norm of 81%*).

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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

1.6 million young people in 22 countries reached through our "Young Health Programme"

The AstraZeneca Young Health Programme works to help young people aged 10-24 to take control of their health. Read more [here](#)



## AstraZeneca x Jobbsprånget

AstraZeneca is collaborating with Jobbsprånget run by The Royal Swedish Academy of Engineering Sciences (IVA). Jobbsprånget is a four month internship program with the purpose to speed up the introduction to the Swedish Labour Market, giving newcomer academics a chance to show their potential.

96% reduction in carbon emissions since 2015 (Södertälje and Gothenburg)

100% of our electricity is from renewable sources



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

57.9% of our line managers in Gothenburg are female

53.1% of our line managers in Södertälje are female

## GoCo Health Innovation City

[GoCo Health Innovation City](#) is a new district that is being developed into a world-leading, collaborative, and innovative environment. The aim is to achieve a cluster effect by bringing together people with different competencies, but with a common focus on the health and life sciences of the future.





# Ethics and transparency

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.

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

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

## Our Values



We follow the science



We put patients first



We play to win



We do the right thing



We are entrepreneurial





# 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.

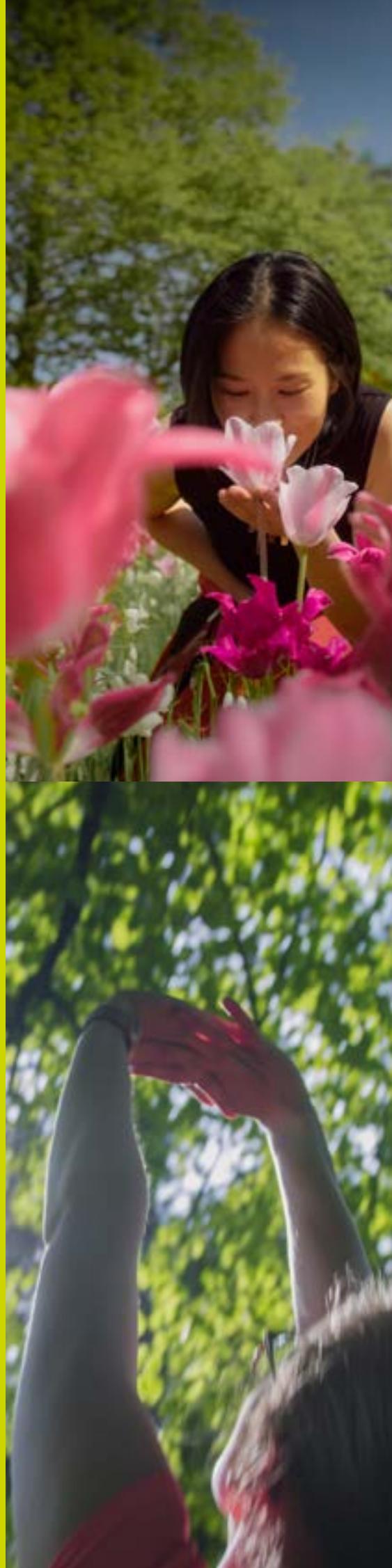
We are committed to the health of our patients, employees, environment and the communities we reach through our medicines, our investments and our partnerships. All of this is underpinned by a healthy business culture, centered around integrity, respect and transparency.

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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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# Ambition Zero Carbon



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At AstraZeneca Sustainability is about to contribute to a healthy **society**, healthy **people** and a healthy **planet**.

We are taking bold action on climate because we recognize the connection between healthy people and a healthy planet.

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The impact of climate change includes increasing levels of ill health, including a rise in chronic conditions e.g. heart disease, strokes, lung cancer and respiratory diseases. All of these have detrimental impacts on people's lives and the societies and economies in which we live.

**As a sector we must do more** — approximately 4% of global greenhouse gas (GHG) emissions come from the healthcare sector, from pharmaceutical manufacturing to hospitals. So everyone involved in the delivery of healthcare **has a role to play**.



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Through our \$1 billion Ambition Zero Carbon programme, we are on track to reduce greenhouse gas emissions from our global operations by **98%** by 2026.

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Half our entire value chain footprint (from 2015 baseline) by 2030 is on the way to a 90% reduction by 2045.

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Our emission reduction targets have been verified by the Science Based Targets initiative (SBTi) and we were 1 of the first 7 companies worldwide to have our net zero, science-based Scope 1-3 targets verified under their new Net-Zero Corporate Standard.

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We were also an early supporter of the UN-backed Race to Zero.

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Read more about our Ambition Zero Carbon program and Sustainability at AstraZeneca [here](#).



# Curious for more information?

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

Connect with AstraZeneca Careers at:



**AstraZeneca in Sweden**

**Göteborg:** Pepparedsleden 1, 431 83 Mölndal

**Södertälje:** Gärtuna: Astraallén, 151 85 &

**Snäckviken:** Forskargatan 18, 151 85

**Stockholm Life City:** Solnavägen 3h, 113 63