



Welcome to AstraZeneca

Employment Benefits at
AstraZeneca Sweden



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Who are we? AstraZeneca at a glance

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 work to meet our goals through innovation and commercial excellence. We have an active presence in 85 countries and sell our products in more than 125 countries. We have 27 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 are more than 90.000 employees around the globe, working together to transform the future of healthcare.

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

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



Deliver growth & TA leadership



Accelerate science & innovation



People & sustainability



A great place to work

At AstraZeneca, we recognise that our people are our greatest assets and know what's possible with a talented and diverse team that believes in what science can do. We invest in ensuring our workspaces 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

88%

of employees believe they have improved or learnt new skills or had a development opportunity

87%

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

84%

of employees believe we are a great place to work



Inclusion and Diversity

52%

senior middle management roles are held by women

82%

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

88%

feel that they can be their true self at work

5

- Employee resource groups (ERG) in Sweden.
- AZ Pride (*LGBTQ+*)
 - AZ Inspire (*for aspiring young professionals*)
 - ThiNK (*Neurodiversity*)
 - Safe Space (*Mental health awareness*)
 - Network of Women and Allies (*Promote gender equity at AstraZeneca*)

Read more about I&D and our ERG's [here](#).





Our collaborative culture

We're curious about science and the advancement of knowledge. We find creative ways to approach new challenges. We're driven to make the right choices and be accountable for our actions.

As an organisation centred around what makes us human, we put a big focus on people. Across our business, we want colleagues to wake up excited about their day at the office, in the field, or in the lab. Along with our purpose to bring life-changing medicines to people across the globe, we have a promise to you: to help you realise the full breadth of your potential. Here, you'll do work that has the potential to change your life and improve countless others. And, together with your team, you'll shape a culture that unites and inspires us every day. This is your life at AstraZeneca.

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

Your development opportunities

88%

of employees say their manager gives them regular coaching

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.

Health & well-being

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 for our employees.

We appreciate the importance of recognizing individual needs and supporting work-life balance, which are key elements of providing an energizing work environment.

You have the freedom to select from benefits that add the most value to your quality of life. New reward and benefits schemes are constantly devised to meet varied and changing employee needs around individual choices.





Flexible for your needs

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

Medical insurance

Employee leasing car financed through gross-net salary

Supplementary occupational pension

Financial pension advice

Domestic services

Legal assistance

Personnel discounts & special offers on a variety of exciting products

Vacation & bonus

32 Days of vacation

- 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.



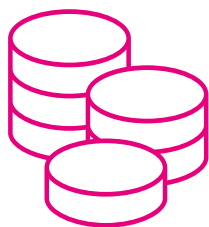


Parental allowance

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%**

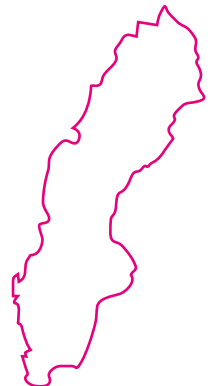
of the salary.



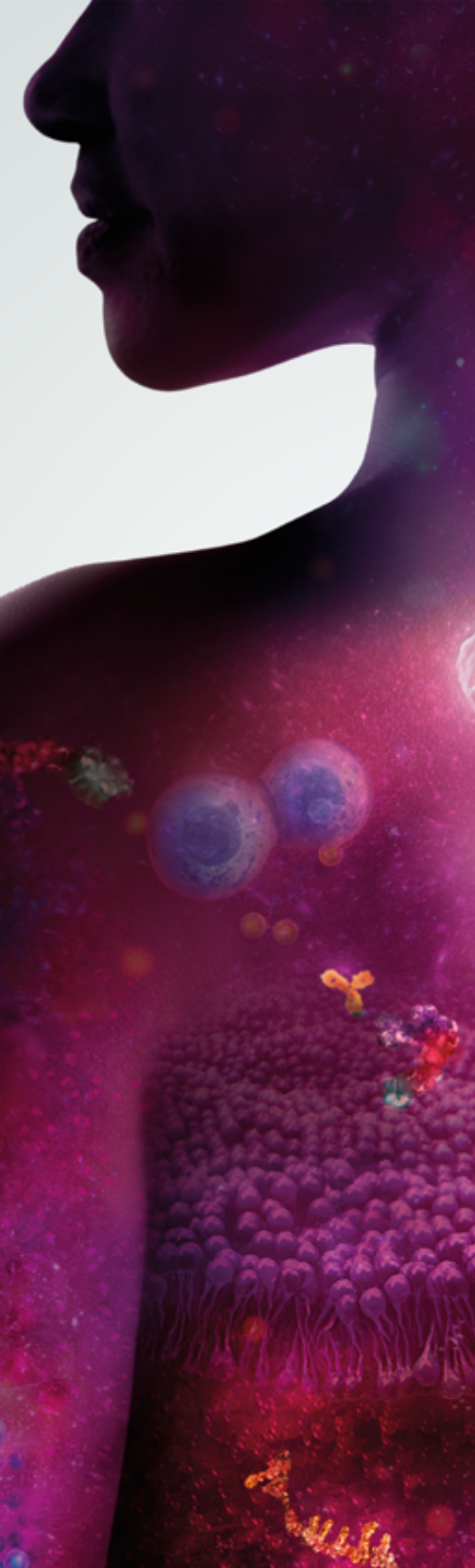
Relocation services

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.



We relocate talents from all over the world to Sweden. If you are relocating to Sweden, you can find everything you need to know [here](#).



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. 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
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Making a difference together

15+ million young people in 40 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.

98% reduction in carbon emissions since 2015 (Södertälje and Gothenburg)

100% of our electricity is from renewable sources

52% 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

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

“The word ‘sustainability’ can mean different things to different people. At AstraZeneca, we think about sustainability holistically – it’s how we build a healthier future for people, society and the planet. That’s a broad definition but it needs to be, because achieving a healthier, more sustainable future requires tackling the biggest challenges of our time – from climate change and biodiversity loss, to health equity and health system resilience – and doing so in a way that is ethical, transparent and inclusive.”

Pam Cheng – EVP, Global Operations & IT, Chief Sustainability Officer

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.

Read more about our sustainability initiatives [here](#).



Curious for more information?

Read more at careers.astrazeneca.com

Connect with AstraZeneca:



AstraZeneca in Sweden:

Gothenburg: *Pepparedsleden 1, 431 83 Mölndal*

Södertälje: *Gärtuna: Astraallén, 151 85 &*

Snäckviken: Forskargatan 18, 151 85

Forskaren Hagastaden *Hagaesplanaden 49, 113 63*