

Welcome to AstraZeneca

Employment Benefits at
AstraZeneca Sweden

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Who we are

Our purpose

We push the boundaries of science to deliver life-changing medicines.

Our strategy

Our bold aspiration is to be pioneers in science, lead in our disease areas, and harness the power of AI to transform patient outcomes.



Deliver growth & TA leadership



Accelerate science & innovation



People & sustainability

AstraZeneca Globally

We work towards our goals through research, development, and a global commercial organisation. We have an active presence in more than 80 countries, and our products are available in over 125 countries.

Our business is science-led, and we build success within our therapy areas by developing innovative medicines and improving access to them. In this way, our innovations can reach patients, healthcare systems, and communities around the world where they can make the greatest impact.

Our broad portfolio is used in both primary and specialist care. Our therapy areas include: Oncology, Cardiovascular, Renal and Metabolism (CVRM), Respiratory and Immunology, Infectious Diseases and Rare Diseases

Globally, AstraZeneca has 96,100 employees.

AstraZeneca Sweden

AstraZeneca is one of Sweden's most important export companies, accounting for 5% of Sweden's total goods exports and 70% of the country's total pharmaceutical exports. Around 7,800 people work in Sweden in the research, manufacturing, and marketing of medicines.

In Gothenburg, AstraZeneca operates one of its global strategic research and development sites, while Södertälje is home to AstraZeneca's largest manufacturing facility. The headquarters of our Nordic commercial organisation is located in Stockholm, where we work to make our medicines accessible to patients across the Nordic region and ensure they are used appropriately.

Globally



6 R&D hubs

10 global hubs

31 manufacturing sites in 15 countries

Sweden

3 000 employees in Gothenburg

4 800 employees in Stockholm and Södertälje

Total of 7 800 employees in Sweden

Our values

Our Values determine how we work together and the behaviours that drive our success. They guide our decision making and define our beliefs.

We follow the science

Pushing the boundaries of science and working creatively with partners and collaborators.

We put patients first

Striving to understand patients' needs and considering them in every decision we take.

We play to win

Building high-performing, inclusive and diverse teams and making the right choices to win.

We do the right thing

Employing high ethical standards when carrying out all aspects of our business globally

We are entrepreneurial

Acting with urgency, bravery, resilience and taking smart risks.



A great place to work

At AstraZeneca, our people are at the heart of everything we do. We know that breakthrough science happens when talented individuals from diverse backgrounds come together with a shared purpose. That's why we invest in creating an inclusive, inspiring workplace where everyone can thrive. Across our Swedish sites, you'll find fitness centres, walking trails for outdoor meetings, boule courts, and welcoming cafés designed to encourage connection, collaboration, and wellbeing.

87%

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

53%

senior middle management roles are held by women

88%

of employees in Sweden feel comfortable being themselves at work

85%

of employees in Sweden understand how they can contribute to AstraZeneca's sustainability goals

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 opportinites

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.



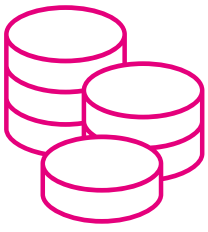




Parental allowance

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.



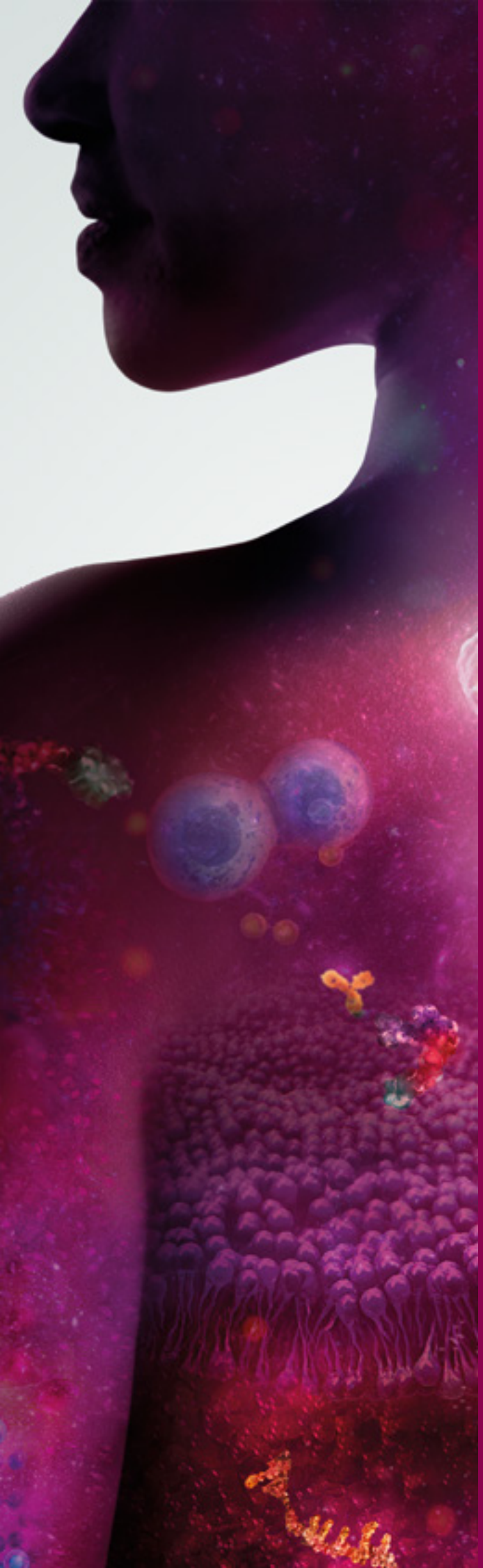
Relocation services

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

Making a difference together

23+ million young people in 40 countries reached though 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

Boost4Life – Empowering young futures

Through Boost4Life, part of AstraZeneca's Young Health Programme, our employees volunteer as mentors to young people in Stockholm, Södertälje and Gothenburg. In partnership with Mentor Sweden, we help build confidence, inspire future aspirations, and encourage interest in science, technology, engineering and mathematics (STEM), supporting young people as they explore education and career opportunities.

STEM - Inspiring the next generation

Through partnerships with organisations such as Young Scientists Sweden, Universeum, Tom Tits Experiment and Vetenskapens Hus, we help spark young people's interest in STEM. We also proudly support Sweden's Young Scientific Team as one of its principal sponsors and champion STEM education initiatives across the country.

98% reduction in carbon emissions compared to 2025 (Södertälje and Gothenburg) .

100% of our electricity is from renewable sources.

AstraZeneca x Jobbsprånget

AstraZeneca is collaborating with Jobbsprånget. 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.

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.

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

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.

Global standards on anti-sexual harassment and anti-bullying encourage a "speak-up" culture

Sustainability

"Climate and nature are embedded in the way we develop and manufacture medicines. In Sweden, we demonstrate that significant reductions in emissions can go hand in hand with bold ambitions and continued progress."

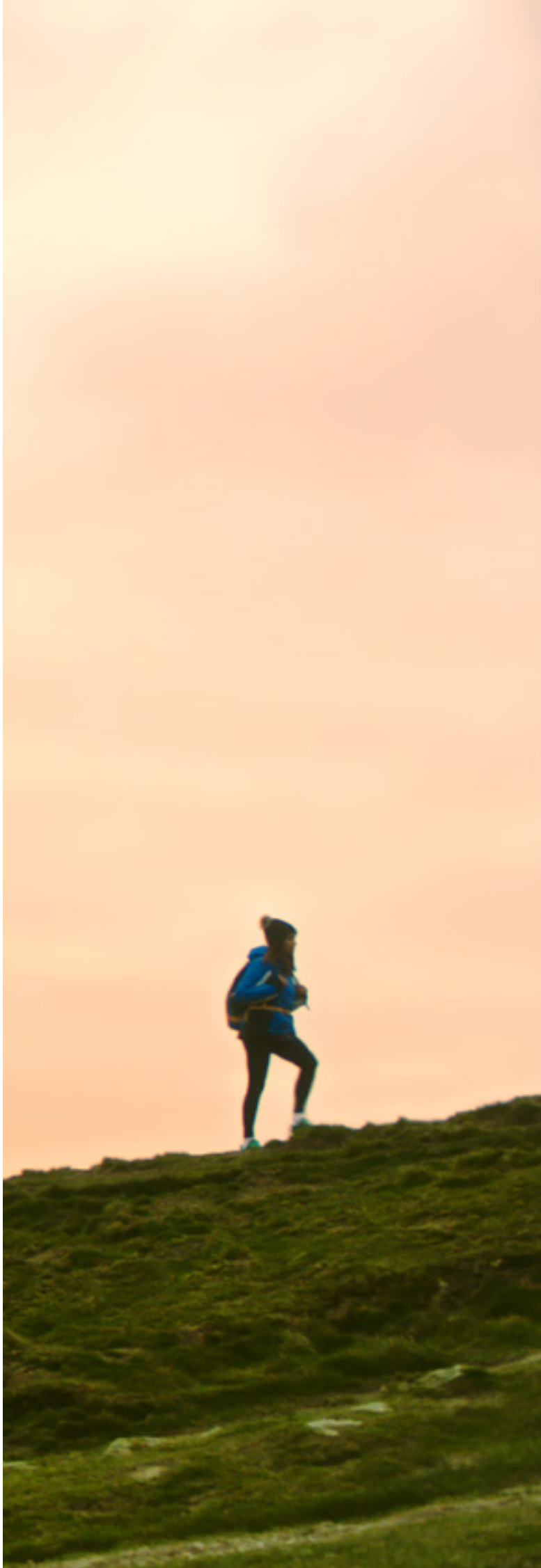
Marika Du Rietz - Sustainability Director Production AstraZeneca Sweden

As a science-led company with a strong patient focus, we understand the vital connection between climate and health. That's why we're committed to reducing greenhouse gas emissions across our operations and value chain, while helping drive a more sustainable future for healthcare.

Recognising the strong connection between business growth and resilience, and the need to address the major health challenges of our time, our approach to Sustainability focuses on how we make a sustainable impact and how we do business

Through the power of science and innovation, we are taking action on climate and nature, health equity and health systems resilience. We collaborate with governments, health systems, patient groups, academia and NGOs to focus our shared efforts where we can have the greatest impact — on local, regional and global health.

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*
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Snäckviken: Forskargatan 18, 151 85
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