



Sustainability Data Summary 2020

Targets for healthy people, healthy planet and healthy business

Sustainability at AstraZeneca is about using our capabilities to make the most meaningful impact where society needs it – health. We know the health of people, the planet and our business are interconnected, each impacting the others.

Our targets serve as our path forward to achieve sustainable growth. The mindset of improving our performance means learning from the lessons of the past, building on our prior goals and adapting periodically to achieve a more prosperous future.

We describe our targets and progress for our priorities in this report. We continue to manage other aspects of our strategy, which span many parts of our company.

This is a supplement to our 2020 Sustainability Report, which is available at www.astrazeneca.com/sustainabilityreport. Independent external assurance was provided by Bureau Veritas as described in the [sustainability letter of assurance](#).

We recognise that several of our measures (or annual KPIs) were impacted by the pandemic and may not reflect a typical trajectory.



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Cover image:

What science can do

Disease understanding

Connecting broader omic-technologies can identify the more complex and transient molecular changes that underpin the course of disease. AstraZeneca is turning this data into knowledge, to help identify novel drug targets.

United Nations Sustainable Development Goals (SDGs)

The SDGs are a universal call to action to ensure that all people live fulfilling and prosperous lives by 2030. They represent the collective actions the world can take to address the most pressing issues — inequality, injustice, poverty, climate change — we face as a global community.

While we recognise that our business impacts all 17 SDGs, we evaluate our contribution by connecting our metrics to the SDG's underlying targets. We have indicated this throughout the report in the SDG column of the tables.





Access to healthcare (including Investment in health systems)

Targets

People reached¹

2025 target

Reach 50 million people (cumulatively) through Healthy Heart Africa, Young Health Programme (YHP), Healthy Lung and Phakamisa programmes.

2020 update

More than 25 million people reached (cumulatively) through Healthy Heart Africa, YHP, Phakamisa and Healthy Lung programmes. This target has been modified to double the people reached and now encompasses four Access to healthcare programmes.



Status: On plan

Healthcare workers trained¹

2025 target

Train 170,000 healthcare workers (cumulatively) to strengthen health systems throughout the world through our Healthy Heart Africa, Healthy Lung, Phakamisa programmes and Young Health Programme.

2020 update

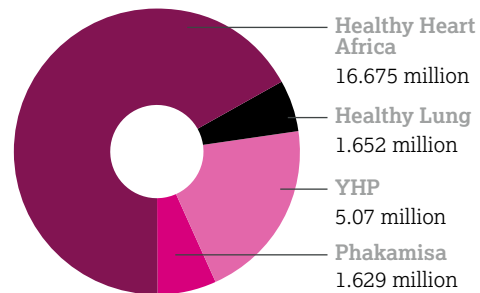
More than 132,000 healthcare workers trained (cumulatively). The previous target of 75,000 was achieved in 2019.



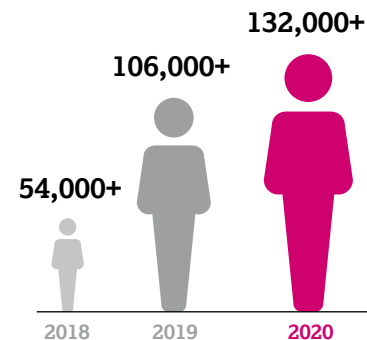
Status: On plan

Highlights

People reached by Access to healthcare programmes (cumulative)



Healthcare workers trained (cumulative)



KPIs

People reached by access to healthcare programmes (cumulative), million ²	SDG	2018	2019	2020
Healthy Heart Africa	3.4	9,970	13,522	16,675
Phakamisa ³	3.4	1,480	1,629	1,629
Healthy Lung Asia ⁴	3.4	0,531	1,213	1,539
Healthy Lung Gulf ⁵	3.4	0,001	0,0004	0,0004 ⁶
Healthy Lung Mexico	3.4	0,024	0,036	0,037
Healthy Lung Saudi Arabia ⁷	3.4	N/A	0,065	0,065
Healthy Lung Egypt ⁸	3.4	N/A	0,007	0,011
Young Health Programme	3.4	3,01	4,01	5,07
TOTAL PEOPLE REACHED (all programmes)	3.4	15,016	20,482	25,026

Health facilities activated (cumulative)	SDG	2018	2019	2020
Healthy Heart Africa	3.8	706	780	824
Healthy Lung Asia ⁴	3.8	911	1,646	2,055
Healthy Lung Gulf ⁵	3.8	2	5	5
Healthy Lung Mexico	3.8	380	408	408
Healthy Lung Saudi Arabia ⁷	3.8	3	15	15
Healthy Lung Egypt ⁸	3.8	N/A	41	56
TOTAL (all programmes)	3.8	2,002	2,895	3,363

Healthcare workers trained (cumulative)	SDG	2018	2019	2020
Healthy Heart Africa	3c	5,818	7,280	7,361
Phakamisa — Physicians and Nurses ³	3c	762	762	762
Phakamisa — Navigator Volunteers ³	3c	523	523	523
Healthy Lung Asia ⁴	3c	26,121	57,562	79,806
Healthy Lung Gulf ⁵	3c	540	2,283	4,783
Healthy Lung Mexico	3c	584	1,135	1,135
Healthy Lung Saudi Arabia ⁷	3c	1,540	15,938	17,012
Healthy Lung Egypt ⁸	3c	N/A	330	330
Young Health Programme	3c	18,821 ⁹	20,345 ⁹	20,533
TOTAL (all programmes)	3c	54,709	106,158	132,245

Please see more information on p.4



Disease prevention and treatment

Targets

Young Health Programme (YHP) — Active markets

2020 target

Maintain YHP in current active markets and expand into two new markets.

2020 update

Our YHP has reached 24 markets.

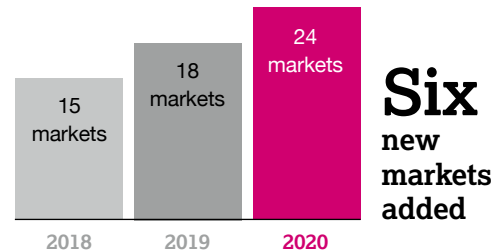
We launched new programmes in two countries and accelerator programmes in six countries.



Status: Achieved

Highlights

Active markets



Key Performance Indicators (KPIs)

Young Health Programme (additional KPIs on page 3)	SDG	2018	2019	2020
Active markets		15	18	24
Peer educators trained (cumulative)		56,741 ⁹	63,826 ⁹	118,841

AstraZeneca HealthCare Foundation's Connections for Cardiovascular Health SM (cumulative) ¹⁰	2018	2019	2020
Total amount given in grants (USD million)	22.9	23.7	24.7
Participants tracked for progress	59,877	65,422	67,513
US-based non-profits funded	52	52	58

Care in Cambodia (cumulative)	SDG	2018	2019	2020
Women screened in the programme	3.4	4,844	5,687	6,174
Women diagnosed with breast cancer and enrolled in the programme		578	660	718
Units of medicines administered through the programme ¹¹		235,081	265,270	295,447
Healthcare workers trained	3c	1,228	1,272	1,292



Affordability

KPIs

Affordability ¹²	2018	2019	2020
People reached by Patient Assistance Programmes (cumulative, million)	9.3	9.7	10.1
Product donation through Patient Assistance Programmes ¹³ (USD, million)	686.2	801.4	1,616.2



- 1 The target was updated in 2020 due to inclusion of YHP data into total cumulative numbers.
- 2 People 'reached' is defined per programme, depending on the operations: Healthy Heart Africa – includes the number of blood pressure screenings; Phakamisa – includes the number of women reached through early breast cancer detection and awareness; Healthy Lung Asia methodology updated from 2017 – 'people reached' includes only those diagnosed or educated or treated.
- 3 Phakamisa was placed on hold during 2020 due to contract expiry with NGO partner. The programme was relaunched in November 2020. Data expected from 2021.
- 4 2019 Healthy Lung Asia data has been updated with data received post 2019 Data Summary publication
- 5 With exception of healthcare workers trained, all other Healthy Lung Gulf activities were paused due to COVID-19.
- 6 Due to a change in methodology in 2019, this data is not comparable to previous years.
- 7 All Healthy Lung Saudi Arabia activities were paused during 2020 due to COVID-19.
- 8 After limited activities in Q1, Healthy Lung Egypt programme was paused due to the conversion of healthcare facilities to COVID-19 isolation units.
- 9 The 2018 and 2019 cumulative numbers for our Young Health Programme have been restated.
- 10 The AstraZeneca HealthCare Foundation is a Delaware (United States) not-for-profit corporation and a 501(c)(3) entity, separate from AstraZeneca Pharmaceuticals, organised for charitable purposes including to promote public awareness and education of healthcare issues and support eligible non-profit organisations in alignment with its mission. The Foundation has received \$35 million in contributions to date from AstraZeneca to support the Connections for Cardiovascular HealthSM programme. All cumulative values are from 2009-2019. Self-reported data from Grant Awardees.
- 11 A number of different medicines are administered through the programme. This includes medicines donated by AstraZeneca as well as those procured using funds donated for the programme.
- 12 You can find out more about our approach in the [AstraZeneca Affordability Statement](#).
- 13 These Patient Assistance Programmes use fully donated product without expectation of payment from the patient for any portion or to access the programme.



Product environmental stewardship

Targets

API resource efficiency

2025 target

Ensure 90% of active pharmaceutical ingredient (API) syntheses meet resource efficiency targets at launch.

2020 update

Since 2015, 67% of projects (two of three) have met defined resource efficiency targets. In 2020 a new oncology medicine met its Process Mass Intensity (PMI) target at launch and we achieved a PMI reduction of 9% across the late stage project portfolio.



Status: Lagging

Biologic product resource efficiency

2020 target

Develop resource efficiency targets for biologic products.

2020 update

We set an internal PMI target for monoclonal antibody projects (our largest class of biological products).



Status: Achieved

Sustainable sourcing

2022 target

Ensure 95% of paper-based product packaging materials used are supplied from sustainable sources.

2020 update

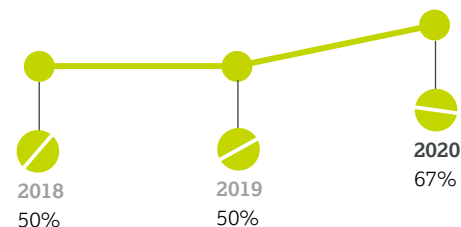
Progress was made towards the target of 95%. Learn more about our use of commodities linked to deforestation in our new [Forestry Statement](#).



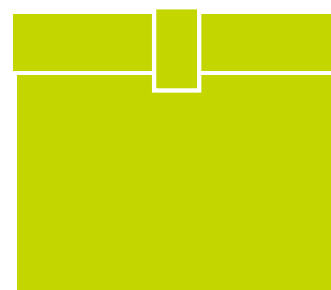
Status: Lagging

Highlights

Small molecule API syntheses that meet resource efficiency at launch



Internal resource efficiency target set for biologic products



2022 target:

95% of paper-based product packaging are from sustainable sources

KPIs

Resource efficiency	SDG	2018	2019	2020
Small molecule API syntheses that meet resource efficiency at launch ¹	12.2	50%	50%	67%



Greenhouse gas reduction

Targets

GHG sites and fleet

2025 target
Eliminate Scope 1 and 2 emissions by end of 2025.

2020 update
Reduced Scope 1 and 2 emissions by 60% since 2015.



Road fleet electrification

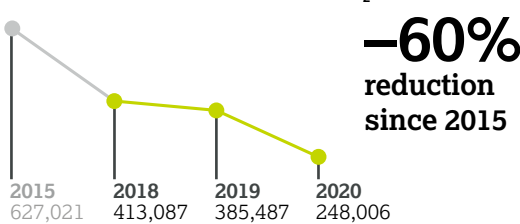
2025 target
100% zero emissions road fleet by 2025.

2020 update
Our electric vehicles fleet represents 0.3% of our total fleet.



Highlights

Total Scope 1 and 2 emissions (tCO₂e)



KPIs

Ambition Zero Carbon 2025 (tonnes (t)CO ₂ e)	2015 baseline	2018	2019	2020
Scope 1 ²	295,211 ³	272,737 ³	254,402 ³	224,771
Scope 2 - Market based ⁴	331,811 ³	140,350 ³	131,085 ³	23,235
Total Scope 1 & 2	627,021	413,087	385,487	248,006
Scope 1 & 2 intensity (tCO ₂ e per million USD of revenue)	25	19	16	9
Scope 2 - Location based ^{4, 5}	276,663 ³	248,984 ³	233,951 ³	212,003
Outside of Scopes (CO ₂ of biological origin)	2,822	7,178	6,666	5,640

Road fleet electrification	2015 Baseline	2018	2019	2020
Total vehicles - leased	17,233	16,002	16,338	16,911
Percentage of leased hybrid vehicles	0%	5%	22%	39%
Percentage of leased vehicles that are PHEV	0%	1%	3%	7%
EV100: Electric Vehicle fleet	0%	0.1%	0.2%	0.3%

Greenhouse gas reduction

Targets

Energy consumption

2025 target
Reduce total energy consumption by 10% from 2015 to 2025.

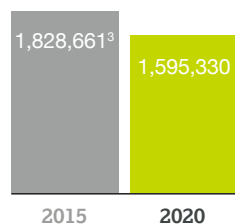
2020 update
Total energy use was 1,595,330 MWh, representing a 13% reduction from the 2015 baseline.



Status: On plan

Highlights

Total energy use (MWh)



**-13%
reduction
since 2015**

KPIs

Site energy consumption and renewables	2015 baseline	2018	2019	2020
Total energy use (MWh)	1,828,661 ³	1,850,984 ³	1,741,955 ³	1,595,330
EP 100: Energy productivity (million USD per GWh total energy)	13.5	11.9	14.0	16.7
Renewable energy – electricity and heat (MWh)	113,839	557,947	544,095	699,649
RE100: Renewable electricity use ⁶	13%	62% ³	62%	89%
Renewable electricity – on-site solar PV (MWh)	N/A	3,345	5,329	5,257
Renewable electricity – imported (MWh)	104,571 ³	524,316 ³	510,029	668,762
Renewable electricity – imported	14%	70%	71% ³	99.88%
Onsite self-generated electricity from non-renewable sources (MWh)	68,445	103,014	104,713	89,349

Energy productivity

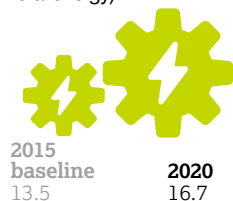
2025 target
Double energy productivity from 2015 to 2025.

2020 update
Energy productivity increased by 23% since 2015.



Status: On plan

EP100: Energy productivity (million USD per GWh total energy)



Renewable electricity

2025 target
100% renewable electricity consumption globally by 2025.

2020 update
89% of all electricity use came from renewable sources in 2020.



Status: On plan

Total renewable electricity consumption



Greenhouse gas reduction

Targets

Scope 3 value chain

2025 target
Reduce Scope 3 intensity by 25% from 2015 to 2025.

2020 update
The launch of our Ambition Zero Carbon 2030 carbon negative goal supersedes this target.



Primary data for Scope 3 reporting

2025 target
Increase the share of primary activity data in our Scope 3 reporting.

2020 update
Reduction to 16% Scope 3 primary data, from 20% in 2019.



Next-generation inhaler

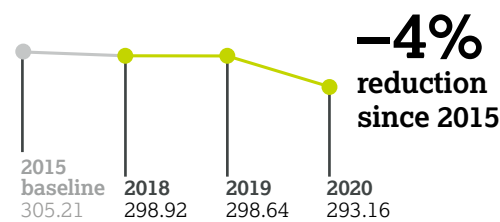
2025 target
Launch a next-generation inhaler to treat asthma and Chronic Obstructive Pulmonary Disease (COPD) with near zero Global Warming Potential (GWP) propellant.

2020 update
We progressed a project spanning all key functions in the business to investigate alternative low-GWP propellant options from an environmental, technical, regulatory, medical, non-clinical and commercial viewpoint.

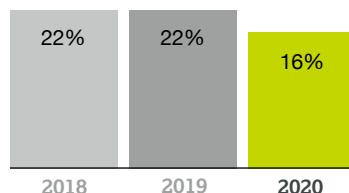


Highlights

Scope 3 intensity (tCO₂e per million USD of revenue)



Primary data (Scope 3)



KPIs

Scope 3 categories (tCO ₂ e)	2015 baseline	2018	2019	2020	2020 primary data
Category 1 - Purchased goods and services ⁷	5,853,811	4,555,560	4,933,826	5,767,108	0%
Category 2 - Capital goods	93,024	77,647	116,017	116,059	0%
Category 3 - Fuel and energy-related ⁸	99,310 ³	82,855 ³	78,019 ³	50,360	100%
Category 4 - Upstream transportation and distribution ⁹	199,858	327,344	275,557	247,961	43%
Category 5 - Waste generated in operations	23,507	24,682	25,019	24,901	100%
Category 6 - Business travel ¹⁰	177,483	217,975	281,967	80,804	81%
Category 7 - Employee commuting ¹¹	23,338	20,751	27,058	35,211	0%
Category 8 - Upstream leased assets	23,243	29,067	25,400	46,060	0%
Category 9 - Downstream transportation and distribution	316,081	296,430	404,203	377,767	0%
Category 10 - Processing of sold products	Assessed: Not relevant				
Category 11 - Use of sold products	706,936 ³	869,137 ³	1,012,732 ³	978,895	100%
Category 12 - End of life treatment of sold products	23,508	89,036	77,266	72,072	0%
Category 13 - Downstream leased assets	956	12,592	25,047	5,947	0%
Category 14 - Franchises	Assessed: Not relevant				
Category 15 - Investments	Assessed: Not relevant				
Total Scope 3 footprint	7,541,056	6,603,075	7,282,111	7,803,145	16%
Scope 3 intensity (tCO ₂ e per million USD of revenue)	305.21	298.92	298.64	293.16	

Greenhouse gas reduction

Targets

Scope 3 emissions

2025 target

Reduce selected Scope 3 emissions by 20% from 2015 to 2025.

2020 update

In 2020 we continued improvement in emission management from selected sources:

- 29% reduction in freight & logistics emissions since 2015.¹²
- 6% increase in waste incineration emissions since 2015.
- 76% reduction in business air travel emissions since 2015.
- 11% reduction in first tier API formulation and packaging energy emissions since 2015.



Status: On plan

AZ Forest

2025 target

Plant and steward 50 million surviving trees.

2020 update

337,357 trees planted in Australia and Indonesia.



Status: Lagging

Highlights

Progress on selected Scope 3 emissions (tCO₂e)

Freight & logistics emissions	2015	2018	2019	2020
	143,246	155,553	146,501	101,250



Waste incineration	2015	2018	2019	2020
	22,482	24,034	24,331	23,826



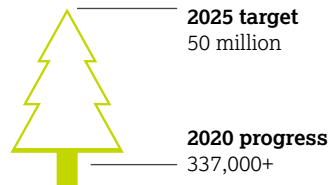
Business air travel	2015	2018	2019	2020
	119,863	152,237	210,568	28,963



First tier API formulation and packaging energy	2015	2018	2019	2020
	128,119	162,891	115,510	113,989



Number of trees planted



KPIs

Carbon negative value chain 2030 (Scope 3)	2015 baseline	2018	2019	2020
Freight & logistics (within Category 4) (tCO ₂ e) ^{12, 13}	143,246 ³	155,553 ³	146,501 ³	101,250
Freight & logistics Air2Sea&Rail conversion (tonne.km)	54%	63%	70%	78%
Freight & logistics Air2Sea&Rail conversion (volume)	49%	56%	62%	70%
Waste incineration (within Category 5) (tCO ₂ e)	22,482 ³	24,034 ³	24,331	23,826
Business air travel (within Category 6) (tCO ₂ e) ¹³	119,863 ³	152,237 ³	210,568 ³	28,963
First tier active pharmaceutical ingredient (API), formulation and packaging (F&P) energy (one year in arrears, 90% of spend in each category) (within Category 1) (tCO ₂ e) ¹⁴	128,119	162,891	115,510	113,989
pMDI use phase (within Category 11) (tCO ₂ e)	706,936	869,137 ³	1,012,732 ³	978,895

AZ Forest	2018	2019	2020
Trees planted	N/A	N/A	337,357



Pharmaceuticals in the environment

Targets

PIE leadership

2025 target

Lead the industry to manage Pharmaceuticals in the Environment (PIE).

2020 update

100% of API discharges from AstraZeneca sites demonstrated as safe.¹⁵

94% of API discharges from globally-managed direct suppliers demonstrated as safe.^{15, 16, 17}

75 safe API discharge supplier assessments completed.¹⁷

Co-authored 12 peer-reviewed publications on PIE, including an article on understanding the risk of pharmaceuticals in developing countries.

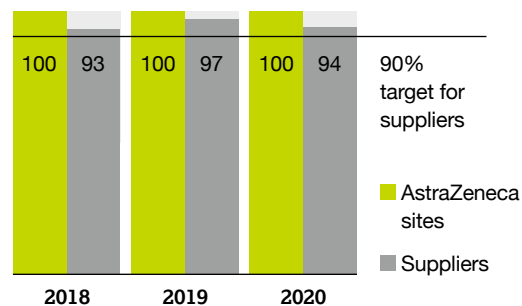
EPV programme to monitor product risks post-launch ran through 2020 with no significant risks identified.



Status: On plan

Highlights

Safe API discharges %



KPIs

Safe API discharges	SDG	2018	2019	2020
Safe API discharges for AstraZeneca sites ¹⁵	12.4; 6.3	100%	100%	100%
Safe API discharges from suppliers ^{15, 16, 17}	12.4; 6.3	93%	97%	94%
Safe API discharge supplier assessments complete ^{17, 18}		103	101	75



Water stewardship

Targets

Water usage

2025 target

Maintain absolute water use at 2015 baseline levels.

2020 update

Water footprint was 3.44 million m³, down 2% from 3.51 million in 2019, a 20% reduction from 2015.



Status: On plan

Highlights

Absolute water use



2015 baseline
4.32 million m³



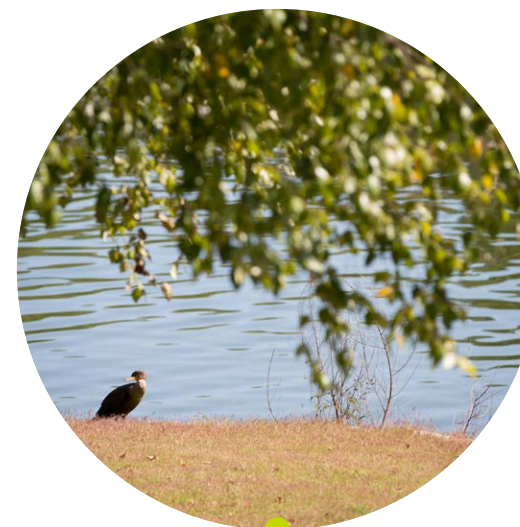
2020 update
3.44 million m³

**-20%
reduction
since 2015**

KPIs

Water stewardship ¹⁹	SDG	2018	2019	2020
Water usage (million m ³)	12.2; 6.4	3.98 ³	3.51 ³	3.44
Chemical oxygen demand — effluent leaving our sites (tonnes)		536	400	343

Water volume by water scarcity rating ²⁰ for sites with over 10,000m ³ of water per year (million m ³)	2018	2019	2020
High scarcity rating	0.72	0.38	0.06
Medium scarcity rating	1.65	1.60	0.06
Low scarcity rating	1.54	1.48	3.30
Percentage of water consumption by AstraZeneca in low and medium water scarce areas	82%	89%	98%





Waste management

Targets

Waste reduction

2025 target

Reduce waste by 10% below the 2015 baseline.

2020 update

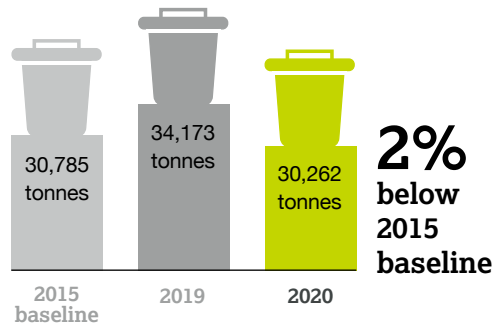
Total waste was 30,262 tonnes, down 11% from 34,173 tonnes in 2019, representing a decrease of 2% from 2015.



Status: On plan

Highlights

Total waste



KPIs

Waste management ^{19, 21}	SDG	2018	2019	2020
Total waste (tonnes)	12.5	31,059 ³	34,173 ³	30,262
Non-hazardous waste (tonnes)		20,925	22,711 ³	19,762
Hazardous waste (tonnes)		10,135 ³	11,463 ³	10,500
Total Recycling (tonnes)		14,088	15,482 ³	12,146
Recycling as a percentage of total waste	12.5	45%	45% ³	40%

Green Labs Programme	2018	2019	2020
R&D sites with My Green Lab certification	N/A	N/A	6
Scientists engaged in My Green Lab Programme ²²	N/A	N/A	962

Green Labs

2025 target

All of our R&D sites with labs operate Green Labs.

2020 update

Six of our R&D sites were certified by My Green Lab.



Status: On plan

Sites operating Green Labs



Six
R&D sites
My Green
Lab certified



Environmental compliance

KPIs

Compliance summary	2018	2019 ²³	2020
Prosecutions ²⁴	0	0	0
Enforcement actions ²⁵	1	1	0
Regulatory warnings/alerts ²⁶	2	1	1
Other environmental compliance matters ²⁷	4	5	1
Awaiting regulator outcome or AstraZeneca investigation ongoing	0	0	2
Significant environmental violations ²⁸	0	0	0
Financial penalties relating to above (USD)	\$0	\$525	\$0

Solvent (VOC) consumption and emissions from AstraZeneca sites	2018	2019	2020
Consumption (tonnes)	3,511	3,883	3,583
Emissions (tonnes)	183	207	199

- Scope is for products launched with a new active pharmaceutical ingredient (API) and the manufacturing process developed in-house.
- Included in this section are greenhouse gases (GHGs) from direct fuel combustion, process and engineering emissions at our sites and from fuel used in our vehicle fleet. Boundary adjusted to leased vehicles only, with personal vehicles accounted for in Scope 3.
- Regular review of the data is carried out to ensure accuracy and consistency. This has led to changes in the data from previous years. Adjustments have also been made due to change in site ownership. The data quoted in this Sustainability Report and ESG Summary are generated from the revised data.
- GHGs from imported electricity are calculated using the GHG Protocol Scope 2 Guidance (January 2015) requiring dual reporting using two emissions factors for each site – market-based and location-based. Location-based factors are the grid average emissions factor for the country (or sub-region in the US) where a site is located. Market-based factors are more specific to the site and local energy market, taking account of the residual energy mix a site is sourcing electricity from, and any certified renewable electricity purchased by a site.
- Electricity, heat, steam and cooling purchased for own use.
- Proportion of total electricity consumption including imported, self-generated from on-site solar PV and combined heat and electricity installations.
- Adjustment in methodology for reporting primary data emissions. All data restated.
- Adjustment in data due to movement of greyfleet into Category 6. All data restated.

- Updated methodology for calculating primary data. All data restated.
- Adjustment in data due to movement of greyfleet emissions. Methodology for calculating primary air travel data has been improved and now includes well-to tank emissions. All data restated.
- Methodology updated for 2020 to account for estimated homeworking emissions.
- Metric covers air, sea and rail freight.
- Updated methodology including well-to-tank emissions. All data restated.
- Data collected one year in arrears so data in 2020 column actually relates to environmental footprint in 2019 and so on. Covering >90% spend.
- Scope is 48 APIs for which data is available to calculate safe API discharge limits and based on 2019 manufacture.
- Two of 78 API discharges exceeded the safe discharge limit (Exceeded limits at the time of reporting. The safe discharge limits for the APIs in question have been subsequently refined and demonstrate discharges were safe.)
- Three of 78 API discharge assessments from suppliers were not submitted.
- Data adjusted from 2018 data to include assessments where API release essentially reduced to zero due to technology or procedural control.
- The data coverage includes 100% of sites that are both owned and controlled globally.
- In 2020, AstraZeneca transitioned to using WWF's Water Risk Filter to complete regular site water risk assessments, which resulted in an update to the ratings. More information available in the 2020 Sustainability Report.
- Waste from construction and demolition is excluded from the data reported.
- Number of scientists completing the My Green Lab Survey.
- The three ongoing investigations from 2019 were resolved becoming one regulatory warning and two other environmental compliance matters.
- Prosecution: successful or pending legal action taken in a civil or criminal court against AstraZeneca.
- Enforcement action: any formal administrative or judicial enforcement proceeding, notices of violation or similar action by a regulator that requires the company to do, or not do, something.
- Regulatory warning/alert: any formal written warning or alert received from a regulator stating that the company is in violation of an applicable SHE requirement, which if not corrected or repeated, could incur prosecution or enforcement action.
- Other environmental compliance matter: any less significant environmental compliance matter not included above.
- Significant environmental violation: those that result in a fine >\$10,000.



Ethical business culture

Targets

Business ethics

2025 target

Maintain 100% of active employees trained on the Code of Ethics.

2020 update

100% of active employees trained in 2020.



Status: On plan

'Speak Up' culture

2025 target

Ensure AstraZeneca has a 'Speak Up' culture.

2020 update

84% of employee survey respondents feel we have a 'Speak Up' culture', up from 80% in 2019.

49.1 instances of non-compliance with the Code of Ethics per thousand employees in commercial regions, down from 63.3 in 2019.

84% of employee survey respondents feel sufficient effort is made to get the diverse opinions and thinking of employees, up from 80% in 2019.

294 reports received through AstraZeneca helpline (from commercial business units), down from 434 in 2019.



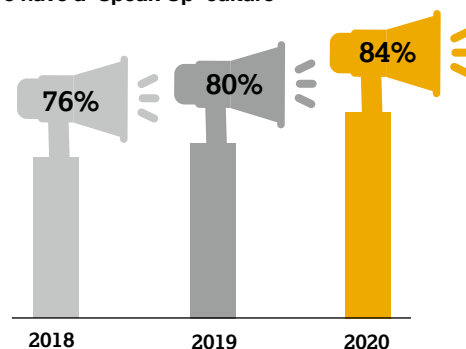
Status: On plan

Highlights

Active employees trained on the Code of Ethics



Percentage of employees who feel we have a 'Speak Up' culture



KPIs

Business ethics	2018	2019	2020
Active employees trained on Code of Ethics	100%	100%	100%
Percentage of employees who feel we have a 'Speak Up' culture ¹	76%	80%	84%
Concerns reported through the company helpline in commercial business units (per thousand employees)	8.7	10.6	6.8
Instances of non-compliance with the Code of Ethics in commercial business units (per thousand employees)	56.6	63.3	49.1
Corrective actions taken in commercial business units (per thousand employees)	71.1	78.6	71.3
Employees terminated or asked to leave due to non-compliance in commercial business units (per thousand employees)	4.7	4.0	2.5

Clinical trials transparency (all cumulative)	2018	2019	2020
Studies shared with external research teams	136	147	160
Requests we responded to from external researchers using our clinical trials portal	111	161	199
Publicly available trial result summaries	66	108	173
Unique research teams granted access to AstraZeneca trials	37	50	59
Clinical document packages published by EMA and Health Canada	4	5	9

Political donations	2018	2019	2020
Contributions to U.S. national political organisations, state-level political party committees and to campaign committees (USD, million)	1.16	1.12	1.02



Ethical business culture – Bioethics



KPIs

Bioethics — animal use standards	2018	2019	2020
In-house research (no. of animals) ²	121,823	108,674	74,684
External contract research (no. of animals)	29,853	35,210	51,625
Total no. of animals	151,676	143,884	126,309
Council for Science and Animal Welfare (C-SAW) Global 3Rs Awards (no. of awards) ³	3	3	N/A
Signatory to the Concordat on Openness on Animal Research in the UK	Yes	Yes	Yes

Bioethics - human biological samples	2018	2019	2020
Human foetal tissue (hFT) supplier assessments	1	1	4
hFT suppliers approved to date ⁴	50%	50%	60%
hFT projects approved and progressed to date	33%	33%	36%
Active projects using hFT	3	2	3
hESC projects approved ⁵	100%	100%	100%
Active projects using human embryonic stem cells (hESC)	9	4	7



Inclusion and diversity

Targets

Gender equality

2025 target

Reach gender equality in management positions.

2020 update

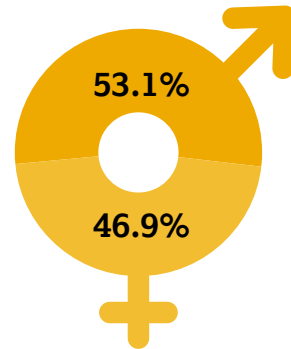
46.9% of women in senior middle management roles or higher.



Status: On plan

Highlights

Gender representation in management roles



KPIs

Inclusion and diversity	SDG	2018	2019	2020
Women representation in AstraZeneca employees	5.5	50.1%	50.0%	50.5%
Women in management — all management levels		41.4%	41.4%	42.5%
Women in management — senior middle management	5.5	44.6%	45.4%	46.9%
Women in management — executive management		30.2%	32.18%	39.7%
Women representation on SET (Senior Executive Team)		36.0%	33.3%	33.3%
Women representation on Board of Directors	5.5	42.0%	33.3%	35.7%
Leadership within country of origin that report to our SET (emerging markets and Japan)		19.4%	18.3%	18.4%
Ethnic minority representation for US employees		27.7%	29.1%	30.6%

Talent and workforce evolution

Targets

Employee satisfaction

2025 target

Build a strong learning and development culture by 2025; promoting growth opportunities at all levels of our organisation and ensuring a strong leadership pipeline.

2020 update

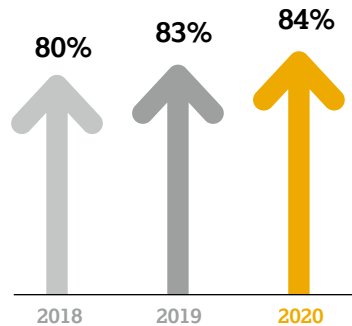
84% of employee survey respondents feel there is opportunity for growth and development, up from 83% in 2019.



Status: On plan

Highlights

Employee survey respondents who feel there is opportunity for growth



Great Place to Work

2025 target

Ensure AstraZeneca has a highly-engaged workforce and is viewed as a leader in attracting top talent.

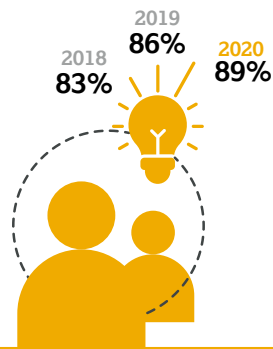
2020 update

89% of employee survey respondents feel that AstraZeneca is a Great Place to Work, up from 86% from 2019.



Status: On plan

Employee survey respondents that feel that AstraZeneca is a Great Place to Work



KPIs

Employee satisfaction	2018	2019	2020
Employee perception of the opportunities for personal development and growth	80%	83%	84%
Employee that have at least one quality development discussion with their line manager	82%	85%	88%
Employee belief in our strategy	89%	94%	92%
Employee perception of AstraZeneca as a “Great Place to Work” survey score	83%	86%	89%
Sustainability engagement survey score ⁶	84%	86%	87%

Employee recruitment and retention	2018	2019	2020
Employees that have a development plan	52%	58%	52%
Senior vacancies filled by internal candidates	80%	80%	60%
Overall promotion rate / high performer promotion rate	7.5 / 13.8	7.4 / 14.4	7.4 / 14.7
Voluntary employee turnover — high performers	6.0%	7.0%	7.2%
Voluntary employee turnover — recent hires	14.4%	14.4%	14.7%
Voluntary employee turnover — total	10.1%	10.5%	9.7%
Organisational structure — % of employees within six management steps of the CEO	68%	65%	63%



Workforce wellbeing and safety

Targets

Workforce safety

2025 target

Workforce safety: 75% reduction in total injury rate from 2015 baseline.

2020 update

64% reduction in reportable injury rate since 2015.



Status: On plan

Driver safety

2025 target

55% reduction in collisions per million kilometres driven from 2015 baseline.

2020 update

46% reduction in collision rate since 2015.



Status: On plan

Workforce wellbeing

2025 target

Healthy workforce: 80% of sites/marketing companies have all four Essential Health Activities in place: Healthy eating and drinking, tobacco cessation, physical fitness and workplace pressure management.

2020 update

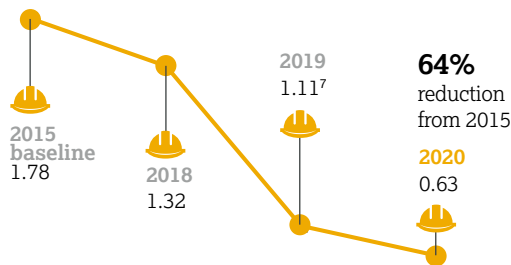
This target was achieved in 2020.



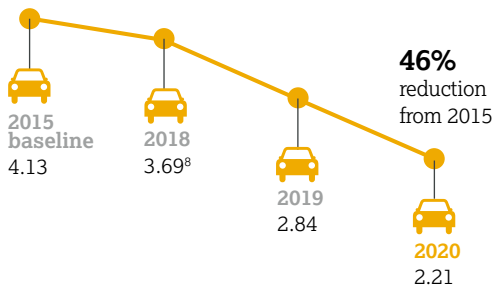
Status: Achieved

Highlights

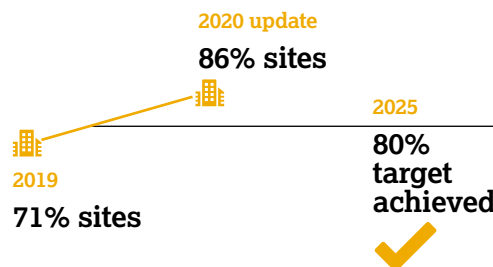
Total reportable injury rate (per million hours worked)



Collisions (per million kilometres driven)



Sites promoting Essential Health Activities



KPIs

Workforce wellbeing and safety	SDG	2018	2019	2020
Total reportable injury rate (per million hours worked) (employees) ⁹	8.8	1.32	1.11 ⁷	0.63
Collisions (per million kilometres driven)	3.6	3.69 ⁸	2.84	2.21
Occupational illness rate (per million hours worked) (employees) ⁹		0.34	0.27	0.65 ¹⁰
Lost time injury rate (per million hours worked) (employees) ⁹		0.92	0.66	0.42
Lost time injury rate (per million hours worked) (construction contractors) ¹¹		2.21	2.69	1.48
Fatalities (employees) ⁹		0	0	0
Fatalities (contractors) ⁹		0	0	0
Working days lost due to work-related injury or illness rate ⁹		56.2	55.85	46.41
Sites promoting Essential Health Activities ¹²		65%	71%	86% ¹³



Responsible supply chain

Targets

Positive Sourcing Programme¹⁴

2025 target

Embed sustainability into our end-to-end procurement processes through our Positive Sourcing Programme.

2020 update

Global Standard Expectation of Third Parties updated to incorporate our sustainability priorities in line with the PSCI principles.

Sustainability has been included as a required component of all category strategies.¹⁵

Sustainability assessment platform EcoVadis was piloted across multiple categories, planned to be implemented enterprise wide.



Status: On plan

Sustainability Partner Guide and Framework¹⁶

2025 target

75% of all critical manufacturing partner sites are rated 'bronze' or better in our Sustainability Partner Guide and Framework.

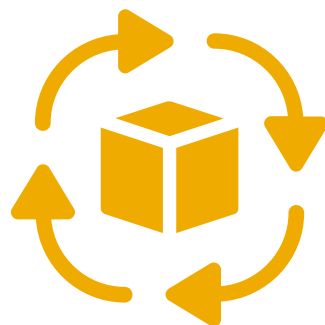
2020 update

64% (67 of 105 supplier sites) of critical manufacturing partners achieved 'bronze' or better in our Sustainability Partner Guide and Framework.



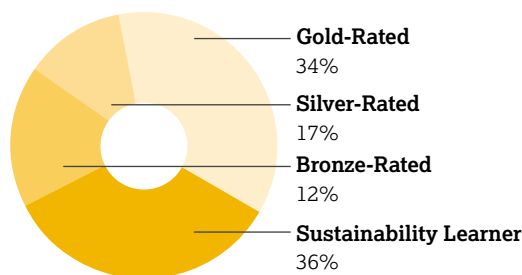
Status: On plan

Highlights



Piloted sustainability assessment platform EcoVadis

Overall Sustainability Partner Guide and Framework performance



KPIs

Responsible supply chain	SDG	2018	2019	2020
Total supplier assessments ¹⁷	8.8	12,967	15,519	16,197
High-risk supplier audits		45	38	48 ¹⁸
Critical manufacturing suppliers that disclose their energy, waste and water footprint	12.6	27%	60.7% ¹⁹	61.3%
Critical manufacturing partner sites with Sustainability Partner Guide and Framework rating of 'bronze' or better		N/A	N/A	64%
PSCI environmental sustainability assessments completed		74	72	66
Countries with supplier diversity programmes		1	2	4

Supply chain – environmental footprint for critical direct suppliers ²⁰	2018	2019	2020
AstraZeneca manufacturing sites – total waste (thousand tonnes)	26 ²¹	27 ²¹	30
API category – total waste (thousand tonnes)	39	35	66
Formulation & Packaging (F&P) category – total waste (thousand tonnes)	10	4	3
AstraZeneca manufacturing sites – water use (million m ³)	3.21 ²¹	3.30 ²¹	2.96
API category – water use (million m ³)	1.3	0.7	1.4
F&P category – water use (million m ³)	1.0	0.6	0.3

Supply chain – CO ₂ footprint for critical direct suppliers ²⁰	2018	2019	2020
AstraZeneca manufacturing sites – CO ₂ from energy (thousand tonnes)	262 ²¹	251 ²¹	232
API category – CO ₂ from energy (thousand tonnes)	91	70	72
F&P category – CO ₂ from energy (thousand tonnes)	72	45	42



Responsible supply chain

Targets

Supplier diversity

2025 target

Launch supplier diversity programmes in 10 new countries (outside of the United States).

2020 update

Programme launched in two more countries — South Africa and the United Kingdom — bringing total to three countries outside of the US.



Status: On plan

Highlights

Countries with supplier diversity programmes



Raw materials

2025 target

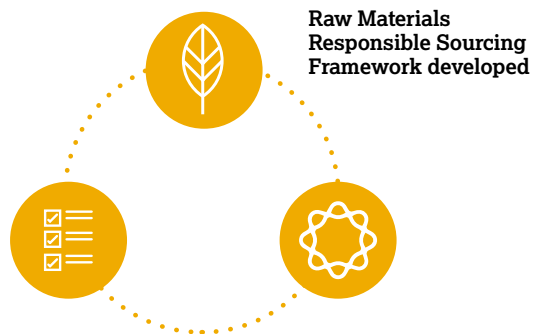
All 12 key materials within our Raw Materials Responsible Sourcing Framework have sustainability action plans in place.

2020 update

Developed our Raw Materials Responsible Sourcing Framework and initiated two new raw materials action plans, including joining the Roundtable on Sustainable Palm Oil. Learn more in our new [Forestry Statement](#).



Status: On plan





Human rights

Targets

Human rights survey

2020 target

Improve the AstraZeneca global biannual human rights survey by using Fair Wage Network data to more robustly assess our performance against local living wage data.

2020 update

We enhanced the 2020 survey with terminology definitions, risk awareness questions on modern slavery and human trafficking and a supplemental appendix with expanded indicators. We used independently produced data from the 'Fair Wage' database in our 2020 survey to measure against the real earnings of all our employees, in which we performed well.



Status: Achieved

Highlights



72,173
employees received
Modern Slavery
awareness training in 2020

KPIs

Human rights	2018	2019	2020
Countries that completed the Human Rights survey	106	N/A ²²	72 ²³
Countries that have a relationship with trade unions	46%	N/A ²²	56% ²³
Number of employees who receive Modern Slavery awareness training annually	N/A	N/A	72,173

Data privacy	2018	2019	2020
Privacy impact assessments	N/A	1,394	1,884
Data subject rights	N/A	176	218
Privacy regulatory impact	N/A	0	2
Dedicated on-line privacy training	N/A	6,713	36,295



Additional areas

KPIs

Product safety	2018	2019	2020
FDA Class I Recall	0	0	0
FDA Class II Recall	0	0	1
FDA Class III Recall	4	4	2
Total FDA Recalls	4	4	3
Total FDA Observations	16	7	0
Total FDA Inspections	7	5	1
Total Inspections from all Health Authorities	48	31	14
Unique Health Authorities completing Inspections	23	14	8

Quality manufacturing	2018	2019	2020
Internal quality audits of AstraZeneca suppliers	468	386	243
Internal quality audits of AstraZeneca sites ²⁴	35	31	50

Philanthropy	2018	2019	2020
Total community investment, sponsorships, partnerships and charitable donations (not including Patient Assistance) (USD millions)	55.5	72.5	76.2
Disaster Relief Product Donation (totals are also included above) (Total US Wholesale Acquisition Cost Value in USD millions)	17.6	27.5	20.4
Volunteerism Hours	39,418	28,334	28,440
Non-profit Organisations funded by AstraZeneca	1,082	912	1,339

- 'Speak Up' question in the internal survey changed from: "I feel we have a Speak Up Culture" in 2019 to "I feel comfortable to speak up and express my opinion at work" in 2020.
- Scope of 2018 data includes some animals used only for breeding.
- In 2020, the "3Rs Retrospective" event took place and no Global 3Rs Awards were granted in 2020. The next Global 3Rs Awards will be held in spring 2021.
- 1 hFT project and 2 of the 4 sources were approved as an exception due to an FDA required analysis for COVID project.
- 100% approval rate reflects self-selection effect that only high relevance projects with a good justification actually come forward for approval.
- Sustainability engagement question changed slightly from 2017: 'I am clear on what I need to do in my job to help AstraZeneca achieve its sustainability goals' to 2018: 'I understand how I can contribute to AstraZeneca's sustainability priorities.'

- AstraZeneca overall reportable injury rate for 2019 has been revised due to late confirmation of a few 2019 injuries in 2020.
- AstraZeneca's overall collisions per million km for 2018 has been revised after amendments from the US Commercial Group.
- The inclusion criteria for injuries and occupational illnesses in the metrics reported here are aligned with the US Occupational Safety and Health Administration (OSHA) Record Keeping Rule. Employees are defined as workers employed according to AstraZeneca terms and conditions and includes temporary or contract staff/contingent workers who are supervised directly by AstraZeneca personnel. Contractors are defined as persons who provide a service to AstraZeneca and work on AstraZeneca facilities but are employed and managed by another (third party) organisation.
- The illness rate has increased drastically in 2020, this is partly due to late confirmation of 20 illness cases where absence periods started in 2019.
- Construction contractors are defined as workers employed and managed by third-party construction/engineering companies, working on AstraZeneca capital projects.
- Essential Health Activities defined as: healthy eating and drinking, tobacco cessation, physical fitness, workplace pressure management.
- For sites that did not respond to the 2020 Healthy You Survey, the responses from earlier year(s) were used.
- Updated target: The foundation of our Positive Sourcing Programme includes monitoring business risk and sustainability practices. In 2020, we began a transformation of our 3PRM process to include sustainability criteria. Our former 3PRM target has evolved with our Positive Sourcing Programme targets.
- Categories refer to an area where procurement focuses, for example; primary packaging, excipients, process chemicals, media, clinical trials. A category strategy sets the vision of where a category will be in the short to medium term.
- Target applies to suppliers in the Active Pharmaceutical Ingredient (API) and Formulation and Packaging (F&P), and Device categories. All suppliers are in scope for the framework; however, suppliers are only in scope for PSCI environmental sustainability assessments if they cover >90% of our spend per the Sustainability Partner Guide and Framework.
- Change in methodology from 2017. Number represents the total combining new supplier assessments plus re-assessments of existing suppliers.
- 2020 number of High Risk Supplier audits includes 14 onsite audits and 34 remote assessments due to COVID-19 restrictions.
- 2019 increase in the percentage of critical manufacturing partners that disclose their energy, waste and water footprint is due to system and definition modification. Data is not comparable to previous years.
- Data collected one year in arrears so data in 2020 column actually relates to environmental footprint in 2019 and so on. Covering >90% spend.
- Regular review of the data is carried out to ensure accuracy and consistency. This has led to changes in the data from previous years. Adjustments have also been made due to change in site ownership. The data quoted in this Sustainability Report and ESG Summary are generated from the revised data.
- No data in 2019 as the human rights survey is bi-annual.
- Data cannot be compared to previous years due to change in methodology.
- 31 manufacturing sites and 19 marketing companies.