



# Sustainability Data Reporting Criteria 2023

# Reporting Criteria

## Contents

1. Access to healthcare
2. Environmental protection
3. Ethics and transparency

### Overview

Our Reporting Criteria provides definitions and methodologies for the sustainability targets and metrics in our 2023 Annual Report and the Data Annex of our Sustainability Report.

Through this document, we aim to provide transparency into how we define the key metrics used to measure progress on our sustainability strategy, in line with our Values and Code of Ethics.

The reporting covers the period 1 January 2023 to 31 December 2023, unless otherwise stated.

### Annual reporting

AstraZeneca reports annually on the progress made on our sustainability strategy through our Annual Report and Sustainability Report, consistent with our 2021 materiality assessment.

Our reporting includes metrics related to our material sustainability topics including, but not limited to, the metrics defined in this Reporting Criteria. Our annual reporting data is collected through a central repository and approved by data owners.

### Restatements

Our Internal Global Safety, Health, and Environment (SHE) AstraZeneca procedure for SHE performance data recalculation outlines that recalculation is dependent on the nature and significance of the change, with the threshold starting at 5 % and dependant on data maturity.

AstraZeneca may make restatements where a change does not meet the threshold limits to allow for meaningful and consistent comparison of metrics over time.

### Standards

Our sustainability information and data are prepared in accordance with internal definitions. Where relevant, internal definitions draw on existing standards and available guidelines such as the Sustainability Accounting Standards Board (SASB) standard for the Biotechnology and Pharmaceutical sector.

Definitions for AstraZeneca's greenhouse gas (GHG) reporting are aligned with the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard (revised edition), as set out in the GHG reporting section of our Annual Report. Please see the 2023 [Greenhouse Gas Methodology](#) for more information.

### Assurance

Bureau Veritas has provided limited assurance for sustainability activities reported in our 2023 Annual Report and select data in our Sustainability Report. Details are described in the Letters of Assurance, which are publicly available.

### Targets

AstraZeneca reports against 27 targets as part of our Sustainability Strategy in our Sustainability Report 2023. Targets are classified as either 'Lagging' or 'On plan' by the accountable teams based on the tracking of data that is externally assured.



# Access to healthcare

Metric (Units)	Definition	Methodology	Boundary
People reached: Healthy Heart Africa (HHA) (cumulative, million)	'People reached' refers to the number of people screened through the programme for hypertension.	<p>Data is captured by market on a monthly, quarterly, and annual basis using data from patient records.</p> <p>Total people reached from each market is combined to determine the total people reached for the programme.</p> <p>Total people reached over the years may not represent unique individuals.</p> <p>The total people reached in the reported year is combined with historical data (2015 – present) to determine a cumulative figure.</p>	<p>All markets in the HHA programme are within scope: Kenya, Ethiopia, Tanzania (including Zanzibar), Ghana, Uganda, Senegal, Cote d'Ivoire, Rwanda and Nigeria.</p> <p>Eight countries with HHA programmes launched in 2023 are not included – these people reached will be incorporated at the end of the programme's period.</p>
People reached: Young Health Programme (YHP) (cumulative, million)	'People reached' refers to direct beneficiaries, primarily young people (aged 10-24), who the YHP has had direct contact with through engagement in a community activity, including peer educators trained. This includes in-person and online events.	<p>Data is captured by country from our NGO partners and country leads on a quarterly and annual basis, depending on the nature of the contract.</p> <p>Data from YHP small grant recipients is collected by AstraZeneca's grant making partner at year-end.</p> <p>The total people reached from each country is combined to determine total people reached for the programme.</p> <p>The total people reached in the reported year is combined with historical data (2010 – present) to determine a cumulative figure.</p>	<p>All countries involved in the YHP are in scope as well as all small grant recipients.</p> <p>Excludes people reached indirectly, such as through mass awareness campaigns.</p> <p><a href="#">See list of current and completed programmes.</a></p>
Total people reached (all current and historic programmes) (cumulative, million)	'People reached' is defined per programme, depending on the operations of the specific programme.	<p>The total people reached figures from each in-scope healthcare programme are combined to determine total people reached for all programmes.</p> <p>Historical data is taken from reported figures in previous years' sustainability reports.</p> <p>The total people reached in the reported year is combined with historical data to determine a cumulative figure.</p>	<p>All current and historic programmes include Healthy Heart Africa, Young Health Programme, Healthy Lung Programme and Phakamisa.</p>



Metric (Units)	Definition	Methodology	Boundary
Health facilities activated: Healthy Heart Africa (cumulative)	<p>'Health facility' refers to a location where healthcare is provided.</p> <p>'Activated' refers to when a healthcare facility is equipped and ready to implement the HHA programme.</p> <p>Equipping a facility includes training all healthcare professionals participating in the programme, providing the screening equipment, a dedicated screening area and the means to conduct education and raise awareness of hypertension.</p>	<p>Data is captured by the programme's partners on a quarterly and annual basis and submitted in a Letter of Assurance (LOA).</p> <p>The total health facilities activated from each partner are combined to determine total health facilities activated through the programme.</p> <p>Where data is provided by partners after the reporting deadline, data is captured in reported figures the following year.</p> <p>The total health facilities in the reported year are combined with historical data (2015 – present) to determine a cumulative figure.</p>	<p>All markets in the HHA programme are within scope: Kenya, Ethiopia, Tanzania (including) Zanzibar, Ghana, Uganda, Senegal, Cote d'Ivoire, Rwanda, and Nigeria.</p> <p>Eight countries with HHA programmes launched in 2023 are not included – these people reached will be incorporated at the end of the programme's period.</p>
Total health facilities activated: all current and historic programmes (cumulative)	<p><i>See Health facilities activated: Healthy Heart Africa (cumulative)</i></p>	<p>The total health facilities activated from each in-scope healthcare programme are combined to determine total health facilities activated.</p> <p>The total health facilities in the reported year are combined with historical data (2015 – present) to determine a cumulative figure on a quarterly and annual basis.</p> <p>Where data is provided by partners after the reporting deadline, data is captured in reported figures the following year.</p> <p>Historical data is taken from reported figures in previous years' Sustainability Reports.</p>	<p>All current and historic programmes include HHA and Healthy Lung Programme.</p>



Metric (Units)	Definition	Methodology	Boundary
Healthcare workers trained: Healthy Heart Africa (cumulative)	<p>‘Healthcare workers’ refers to those who work and provide services across all levels of the healthcare sector in the countries of operation.</p> <p>Professional categories include doctors, specialists, clinical officers, medical officers, nurses, pharmacists, community healthcare workers, lab technicians, nutritionists and all others that have some tertiary healthcare education.</p> <p>Volunteers are excluded.</p> <p>‘Training’ refers to recipients of education including in-person classroom-style sessions and online courses.</p> <p>The length of training varies from 1, 3 and 5 days.</p>	<p>Data is captured by the programme’s partners by professional category from registrations completed at each training session. The data is reported on a quarterly and annual basis and submitted in a Letter of Assurance (LOA) along with training records.</p> <p>Some individuals may be trained year-on-year, which is regarded as refresher and excluded. Healthcare workers trained are therefore unique individuals.</p> <p>Where data is provided by partners after the reporting deadline, data is captured in reported figures the following year.</p> <p>Historical data is taken from reported figures in previous years’ sustainability reports.</p> <p>The total healthcare workers in the reported year are combined with historical data (2015 – present) to determine a cumulative figure.</p>	<p>All markets in the HHA programme are within scope: Kenya, Ethiopia, Tanzania (including Zanzibar), Ghana, Uganda, Senegal, Cote d’Ivoire, Rwanda, and Nigeria.</p> <p>Eight countries with HHA programmes launched in 2023 are not included – these people reached will be incorporated at the end of the programme’s period.</p>
Total healthcare workers trained: all current and historic programmes (cumulative)	<p><i>See Healthcare workers trained: Healthy Heart Africa (cumulative)</i></p>	<p>The total healthcare workers trained from each in-scope healthcare programme are combined to determine total healthcare workers trained.</p> <p>The total healthcare workers in the reported year are combined with historical data (2015 – present) to determine a cumulative figure on a quarterly and annual basis.</p> <p>Historical data is taken from reported figures in previous years’ Sustainability Reports.</p>	<p>All current and historic programmes include Healthy Heart Africa, Healthy Lung Programme and Phakamisa.</p>



Metric (Units)	Definition	Methodology	Boundary
Healthcare workers & others trained: Young Health Programme (YHP) (cumulative)	<p>‘Healthcare workers &amp; others trained’ refers to adults trained by the YHP with adolescent-friendly health information about the prevention of non-communicable diseases (NCDs).</p> <p>Categories include healthcare workers, parents, teachers, and community or government leaders/stakeholders.</p> <p>‘Training’ refers to structured programmes delivered through a series of learning modules.</p>	<p>Data is captured by country by the programme’s NGO partners and country leads on a quarterly and annual basis, depending on the nature of the contract.</p> <p>Data from YHP small grant recipients is collected by AstraZeneca’s grant making partner at year-end.</p> <p>The total healthcare workers &amp; others trained from each country are combined to determine the total figure for the reporting year, which is then combined with historical data to create a cumulative figure.</p> <p>Historical data is taken from reported figures in previous years’ Sustainability Reports.</p>	<p>All countries involved in the YHP are in scope as well as all small grant recipients.</p> <p>Youth trained as peer educators are excluded.</p>
Peer educators trained: Young Health Programme (YHP) (cumulative)	<p>‘Peer educators’ refers to young people (aged 10-24) who are capacitated by the YHP to train their peers on NCD risk factors or advocacy.</p> <p>‘Training’ refers to a structured training programme delivered through a series of learning modules.</p>	<p>Data is captured by country by the programme’s NGO partners and country leads on a quarterly and annual basis, depending on the nature of the contract.</p> <p>Data from YHP small grant recipients is collected by AstraZeneca’s grant making partner at year-end.</p> <p>The total peer educators trained in the reported year are combined historical data (2010 – present) to create a cumulative figure. Historical data is taken from reported figures in previous years’ Sustainability Reports.</p>	<p>All countries involved in the YHP are in scope as well as all small grant recipients.</p> <p>Healthcare workers &amp; others trained through the YHP are excluded.</p>



Metric (Units)	Definition	Methodology	Boundary
<p>People reached: patient access programmes (PAP) (cumulative, million)</p>	<p>‘People reached’ refers to patients diagnosed and received medication through PAPs.</p> <p>‘Patient access programmes’ refers to patient assistance programmes* and patient affordability programmes.</p> <p>Patient affordability programmes aim to close the gap in ability to pay for out-of-pocket patients in +17 Low- or Middle-Income Country (LMIC).</p> <p><i>*See Product Donation through patient assistance programmes.</i></p>	<p>Data is captured and calculated through an internal data dashboard by PAP managers on an annual basis by market. Quarterly reporting started in Q1 2022.</p> <p>Metric is cumulative figure and ‘people reached’ may not represent unique individuals.</p> <p>A methodology changes from 2023 has been implemented in Brazil include only new patients in order to reduce the risk of double counting individuals.</p> <p>People reached is the sum of people reached reported by each country.</p>	<p>In-scope are programmes in approximately 25 countries/regions, including Canada, Australia, New Zealand, China, Mexico, Brazil, Peru, Egypt, Jordan, Lebanon, UAE, Malaysia, Vietnam, Columbia, Ecuador, Singapore, Taiwan, Thailand, Ukraine, Indonesia, South Korea, Hong Kong, South Africa, United States and India.</p> <p>Two programmes from Alexion are included from 2023.</p>
<p>Product donation through patient assistance programmes (USD, million)</p>	<p>‘Patient assistance programmes’ (PAPs) refers to programmes whereby products are fully donated without expectation of payment from the patient to access the programme.</p>	<p>Data is captured and calculated on an annual basis through AstraZeneca's community investment database.</p> <p>Data on the value of each product donated is calculated within our finance management software using USD.</p> <p>Product donation is the sum of the value of each product donated in USD.</p>	<p>In-scope are programmes that provide products free of charge such as AZ&amp;Me in the United States.</p> <p>Products donated through Disaster Relief, and patient affordability programmes, are excluded.</p>



Metric (Units)	Definition	Methodology	Boundary
Disaster relief product donation (total US wholesale acquisition cost value in USD, million)	'Disaster relief product donation' refers to the value of medicine delivered through ad-hoc donation programmes in disaster relief settings at no cost to the patient.	<p>Data on the volume, brand, quantity and value for each transaction is captured on an annual basis through AstraZeneca's community investment database.</p> <p>Data is input into the grant software by community investment leads who categorise the donation as 'disaster relief'.</p> <p>The value of product donations is calculated using data from finance management software using US wholesale acquisition cost value.</p> <p>The total value of all product donations is the cumulative total of all transaction entered into the database and categorised as disaster relief.</p> <p>This methodology is aligned with the Business for Societal Impact framework for corporate community investment.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p> <p>Donations from the AZ Foundation are excluded and reported separately.</p> <p>Patient assistance programmes are excluded and reported separately.</p> <p>Financial donations made for disaster relief are excluded.</p>
Cash contributions (USD, million)	'Cash contributions' refers to cause-related monetary donations and matched employee giving.	<p>Data is captured on an annual basis through AstraZeneca's community investment database.</p> <p>This methodology is aligned with the Business for Societal Impact framework for corporate community investment.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p> <p>Disaster Relief monetary donations are included.</p> <p>Patient Assistance Programmes are excluded and reported separately.</p>





Metric (Units)	Definition	Methodology	Boundary
In-Kind giving (USD, million)	<p>'In-kind giving' refers to non-financial support provided by AstraZeneca not including product donations which are reported separately.</p> <p>Examples include the donation of IT, clinical or laboratory equipment, and the use of AstraZeneca office space.</p>	<p>Data is captured on an annual basis through AstraZeneca's community investment database.</p> <p>Alexion data is captured separately and imported into the grant management system.</p> <p>The value of in-kind giving is calculated with the grant management system to convert data into USD equivalent.</p> <p>The total value of all donations categorised as in-kind giving is the cumulative total of all transactions marked as in-kind.</p> <p>This methodology is aligned with the Business for Societal Impact framework for corporate community investment.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p>
Management overheads (USD, million)	<p>'Management overheads' refers to the costs associated with running AstraZeneca's community investment programme. This includes the average salaries of community investment staff along with research/communications spend if used to help the company engage with the community.</p>	<p>The Community Investment reporting team includes total global (central) staff in full-time equivalent (FTE) positions and the central overhead budget used to support activities. FTE of AZ-US is included. The value of all activity (global and US staff + global overhead budget) is combined.</p> <p>The value of all activity categorised as management overheads is combined for the 'total value'.</p> <p>Aligned with the Business for Societal Impact framework for corporate community investment.</p>	<p>From 2023, the scope includes actual FTEs (rather than estimates) that are dedicated to community investment in the global and US team, as well as the global overhead budget to support community investment activities.</p>



Metric (Units)	Definition	Methodology	Boundary
Volunteer (USD, million equivalent)	‘Volunteer’ refers to the cost of employee time spent volunteering in the community during working hours.	<p>Data (volunteer hours) is sourced from Workday on an employee-by-employee basis, prior to aggregation.</p> <p>Workday data is linked to individual employee volunteer data and their geography and used to calculate an average number of working hours and days available to work, to estimate a value for Volunteerism.</p> <p>In 2023 this provided an average number of working hours (7.76) and working days per annum (249).</p> <p>The above data points are used in the final calculation below.</p> <ul style="list-style-type: none"> <li>No of working days = No of volunteering hours divided by the average number of working hours.</li> <li>No of FTEs = No of working days divided by the average no working days per annum.</li> <li>Estimated value of Volunteerism = No of FTEs multiplied by the average employee salary in USD.</li> </ul> <p>Average employee salary is calculated through an HR management system.</p> <p>This methodology is aligned with the Business for Societal Impact framework for corporate community investment.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p> <p>Any volunteer hours not tracked within Workday are currently out-of-scope, including some locations where no specific volunteer-code exists to allow tracking within the system.</p>
Total community investment (USD, million)	‘Community investment’ refers to donations made to non-profit organisations that are charitable in nature and the primary objective is to have a positive community impact. AstraZeneca may only receive a modest benefit back to the company.	<p>Data is captured through AstraZeneca's community investment database on a quarterly and annual basis.</p> <p>Total cash contributions, volunteer, in-kind giving, disaster relief and management costs associated with running AstraZeneca’s community investment activities are combined for ‘total community investment’ figure.</p> <p>This methodology is aligned with the Business for Societal Impact framework for corporate community investment.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p> <p>In-scope are payments and donations made during the financial year.</p> <p>Payments from a Foundation account (AstraZeneca or Alexion) and Patient Assistance programs are excluded.</p>



Metric (Units)	Definition	Methodology	Boundary
Non-profit organisations funded by AstraZeneca	'Non-profit organisations' refers to the total number of organisations receiving community investment donations from AstraZeneca (including Alexion). This includes financial, in-kind and product donations (excluding PAP).	Data is captured on an annual basis through AstraZeneca's community investment database. Duplicates are detected and removed to ensure no double counting.	All markets and business units of AstraZeneca are in-scope, including Alexion. Funding from AZ Foundation is excluded. The reporting of this metric in our reports excluding Patient Assistance Programmes, unless otherwise stated.



# Environmental protection

Metric (Units)	Definition	Methodology	Boundary
Total vehicles	'Vehicles' refers to cars controlled by AstraZeneca for use in commercial fleet.	<p>Data is collected from AstraZeneca sites in the AZ SHE System. Data is reported on a monthly basis but reviewed globally on a quarterly cadence by category type: petrol internal combustion engine, diesel, hybrid, plug-in-hybrid or battery electric.</p> <p>Data is cross-referenced with Procurement each quarter.</p> <p>AstraZeneca data is combined with Alexion data, which is provided by a quarterly report featuring vehicle numbers by category type (aligned to the same categories above).</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p> <p>In-scope are vehicles directly controlled by AstraZeneca (owned and leased).</p>
Percentage of hybrid vehicles	<p>'Hybrid vehicle' refers to those vehicles controlled by AstraZeneca that are categorised as self-charging hybrid vehicle.</p> <p><i>See Total vehicles</i></p>	<p><i>See Total vehicles.</i></p> <p>The calculation is conducted on annual basis.</p> <p>Number of leased hybrid vehicles divided by number of total leased vehicles, then multiplied by 100.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p>



Metric (Units)	Definition	Methodology	Boundary
Percentage of vehicles that are Plug-in Hybrid Electric Vehicle (PHEV)	<p>‘Hybrid vehicles that are PHEV’ refers to those vehicles controlled by AstraZeneca that are categorised as plug-in hybrid electric vehicles (PHEV)</p> <p><i>See Total vehicles.</i></p>	<p><i>See Total vehicles.</i></p> <p><i>See Percentage of hybrid vehicles.</i></p> <p>The calculation is conducted on annual basis.</p> <p>Number of leased vehicles that are PHEV divided by total number of vehicles, then multiplied by 100.</p>	All markets and business units of AstraZeneca are in-scope, including Alexion.
EV100: Battery electric vehicles (%)	<p>‘EV100’ refers to a commitment made by AstraZeneca through a global initiative led by the Climate Group to transition to an electric vehicle fleet.</p> <p>‘Battery electric vehicles’ refers to those vehicles controlled by AstraZeneca that are categorised as battery electric.</p>	<p><i>See Total vehicles.</i></p> <p>The calculation is conducted on an annual basis.</p> <p>Number of leased and owned vehicles that are battery electric divided by total number of vehicles, then multiplied by 100.</p>	All markets and business units of AstraZeneca are in-scope, including Alexion.
Total energy use (MWh)	<p>‘Energy use’ refers to the electricity, steam, heat and fuel consumed by AstraZeneca.</p> <p>Included is energy generated onsite and purchased, and energy sourced through renewable and non-renewable methods.</p>	<p>Data is collected from AstraZeneca sites in the AZ SHE System. Data is reported monthly but reviewed globally on a quarterly cadence.</p> <p>Calculated based on meter readings for onsite energy sources and through invoices for purchased energy.</p>	<p>All AstraZeneca owned sites are in the Scope 1 reporting boundary, together with leased assets that trigger inclusion based upon area, full time employees (FTEs), lease length and data availability.</p> <p>In-scope are all energy sources which includes fossil gas, green gas, heavy fuel oil, HVO100, gas oil, power, steam, and district heating and cooling.</p>



Metric (Units)	Definition	Methodology	Boundary
EP100: Energy productivity (million USD of revenue per GWh energy consumption)	<p>‘EP100’ refers to a commitment made by AstraZeneca through a global initiative led by the Climate Group to measure and report on energy efficiency improvements.</p> <p>‘Energy productivity’ refers to the ratio of revenue generated (USD, millions) per 1 GWh of energy use.</p>	<p><i>See Total energy use.</i></p> <p>Calculation is performed manually on an annual basis.</p> <p>Total energy use (MWh) is converted to GWh by dividing the reported figure by 1,000.</p> <p>Total revenue (USD, million) is provided by Global Finance after having been audited.</p> <p>Total Revenue (USD, million) is divided by total energy use (GWh).</p>	<p>All AstraZeneca owned sites are in the Scope 1 reporting boundary, together with leased assets that trigger inclusion based upon area, full time employees (FTEs), lease length and data availability.</p>
Renewable energy use – electricity and heat (%)	<p>‘Renewable energy use’ refers to consumption of energy generated through certified renewable sources.</p> <p>Both self-generated and purchased energy are included.</p>	<p><i>See Total energy use.</i></p> <p>Total renewable energy use divided by total overall energy use, then multiplied by 100.</p>	<p><i>See Total energy use.</i></p>



Metric (Units)	Definition	Methodology	Boundary
RE100: Renewable electricity use (%)	<p>‘RE 100’ refers to a commitment made by AstraZeneca through a global initiative led by the Climate Group to transition to renewable electricity.</p> <p>‘Renewable electricity use’ refers to the electricity consumed by AstraZeneca generated from renewable sources.</p> <p>For electricity to be considered ‘renewable’, the source must be certified as such.</p>	<p>Data is collected from AstraZeneca sites in the AZ SHE System. Data is reported on a monthly basis but reviewed globally on a quarterly cadence.</p> <p>Methodology is aligned to the RE100 reporting criteria.</p>	<p><i>See Total energy use.</i></p> <p>In-scope is electricity sourced from: combined heat &amp; power systems; imported power purchased through a. Power Purchase Agreements b. Green Tariffs and c. Unbundled certificates; and Power generated on-site using Solar PV.</p>
Imported electricity – renewable (%)	<p>‘Imported electricity’ refers to the supply of electricity to AstraZeneca. Renewable % represents the renewable proportion of total imported electricity.</p> <p><i>See RE100: Renewable electricity use.</i></p>	<p>Data is collected from AstraZeneca sites in the AZ SHE System. Data is reported on a monthly basis but reviewed globally on a quarterly cadence.</p> <p>Renewable classification is aligned to the RE100 reporting criteria.</p> <p>Total renewable imported electricity is divided by total imported electricity, then multiplied by 100.</p>	<p><i>See Total energy use.</i></p> <p>All imported electricity is in-scope.</p> <p>Electricity generated on-site is out of scope.</p>



Metric (Units)	Definition	Methodology	Boundary
Supply chain engagement (% spend with verified SBTs) – Category 1 Purchased goods and services, Category 2 Capital goods	‘Verified SBTs’ refers to emissions reduction targets that have been independently validated by the Science Based Targets initiative (SBTi) to confirm that the minimum quantitative and qualitative criteria are met.	<p>Proportion of spend is calculated using spend data from the reporting year.</p> <p>The spend data is quality checked.</p> <p>The spend data is fed into the sustainability initiative tracking tool. Each supplier in the tool is allocated a SBTi status, which is captured manually on a weekly basis with reference to the SBTi public website where companies with verified targets are listed.</p> <p>The tool pulls insights from the data to provide the proportion of eligible spend against SBTi status.</p>	<p>In-scope spend for the sustainable procurement programme is the top 95% of spend with suppliers, aligned with our science-based targets.</p> <p>Alexion is in-scope from 2022 onwards.</p> <p>In-scope spend includes emissions which fall under Category 1 Purchased goods and services and Category 2 Capital goods as defined in the GHG Protocol.</p>
Supply chain engagement (% spend with verified SBTs) – Category 4 Upstream transportation and distribution	<i>See Supply chain engagement – category 1 &amp; category 2.</i>	<i>See Supply chain engagement – category 1 &amp; category 2.</i>	<p><i>See Supply chain engagement – category 1 &amp; category 2.</i></p> <p>In-scope spend includes emissions which fall under Category 4 Upstream transportation and distribution as defined in the GHG Protocol.</p>
Supply chain engagement (% spend with verified SBTs) – Category 6 Business Travel	<i>See Supply chain engagement – category 1 &amp; category 2.</i>	<p><i>See Supply chain engagement – category 1 &amp; category 2.</i></p> <p>Spend data is taken partly from AstraZeneca’s financial systems, combined with Alexion spend data, and combined with credit card spend for business travel which is tracked by procurement category lead using data from AstraZeneca’s data provider.</p> <p>Data can aggregated by travel partner.</p>	<p><i>See Supply chain engagement – category 1 &amp; category 2.</i></p> <p>In-scope spend includes emissions which fall under Category 6 Business Travel as defined in the GHG Protocol.</p>





Metric (Units)	Definition	Methodology	Boundary
Water use within site water footprint – Total (million m3)	<p>‘Water use’ refers to water withdrawn from:</p> <p>‘Municipal’ water refers to a public water supply.</p> <p>‘Groundwater’ refers to water held in, and can be removed from, an underground formation.</p> <p>‘Rainwater’ refers to water sourced from rainwater harvesting, which is the collection and storage of rain for use at a site.</p>	<p>Total water use is the sum of water use within site footprint from municipal, groundwater and rainwater sources.</p> <p>Data is collected from AstraZeneca sites in the AZ SHE System. Data is reported on a monthly granularity but reviewed globally on a quarterly cadence.</p> <p>For groundwater, AZ SHE Site leads monitor and maintain records of groundwater levels to ensure sustainable use of the source.</p> <p>Where metering is not available, estimations are accepted. Controls include a requirement for a brief description of the calculation for all estimated data.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion, though water withdrawal is only relevant for some sites.</p> <p>To focus on more material freshwater use elsewhere in our network, our target to reduce water use by 20% by 2025 from a 2015 baseline excludes water withdrawn for non-contact cooling.</p> <p>Some leased sites are out of scope where water impacts are below a material threshold.</p>
Chemical oxygen demand – effluent leaving our sites (tonnes)	<p>‘Chemical oxygen demand’ (COD) refers to the amount of oxygen required to chemically oxidize organic material and inorganic nutrients in the waste generated and removed from AstraZeneca owned / operated sites.</p>	<p>Data is collected from AstraZeneca sites in the AZ SHE System. Data is reported monthly but reviewed globally on a quarterly cadence.</p> <p>Where COD is measured indirectly, it may be estimated from 6-day Biological Oxygen Demand (BOD) or Total Organic Content (TOC) measurements. If COD is estimated from BOD or TOC, the conversion factor used must be documented.</p>	<p>All sites that report into the AZ SHE System are in-scope, though COD is only relevant for some sites.</p>



Metric (Units)	Definition	Methodology	Boundary
Sites in water stewardship programme	<p>'Sites' refers to AstraZeneca owned or operated sites that are involved in our Water Stewardship Programme, which is supported by the Alliance for Water Stewardship.</p> <p>The Water Stewardship Programme focuses on investigating the risks in water basins in which AstraZeneca operates and sets actions to mitigate those risks.</p>	<p>Data is captured and maintained manually.</p> <p>Sites are selected for mandatory or optional enrolment in the Water Stewardship Programme based on an assessment of each site's dependence on water and relative risk of drought in the local area.</p> <p>Water risks including scarcity and quality are estimated based on the World Wildlife Fund (WWF) Water Risk Filter.</p>	<p>All sites owned or operated by AstraZeneca are in-scope, including Alexion sites.</p> <p>Sites become eligible for the Water Stewardship Programme based on their priority status, which is determined by water risks in their location.</p>



Metric (Units)	Definition	Methodology	Boundary
Total waste (tonnes)	<p>‘Waste’ refers to any material that AstraZeneca intends to or is required to discard. Waste is either hazardous or non-hazardous.</p> <p>‘Non-hazardous’ waste refers to the waste generated which is classified as non-hazardous in accordance with the legislation that applies to the site.</p> <p>‘Hazardous’ waste refers to the amount of waste generated which is classified as such under the legislation that applies to the site.</p> <p>The definition of ‘hazardous’ and ‘non-hazardous’ is not globally consistent and can change as legislation is modified.</p>	<p>Data is collected from AstraZeneca sites in the AZ SHE System. Data is reported monthly but reviewed globally on a quarterly cadence.</p> <p>Non-hazardous waste is the sum of non-hazardous waste recycled, non-hazardous waste to landfill and waste incineration with and without energy recovery along with waste classified as ‘other treatment’.</p> <p>Hazardous waste is the sum of Hazardous waste recycled, Hazardous waste to landfill and waste incineration with and without energy recovery along with waste classified as ‘other treatment’.</p> <p>Total waste is the sum of Hazardous waste and Non-hazardous waste.</p>	<p>All sites owned or operated by AstraZeneca are in-scope, including Alexion sites.</p> <p>In-scope is material used for incineration with energy recovery and waste that is generated because of spills and releases from current operations.</p> <p>Exclusions are:</p> <ul style="list-style-type: none"> <li>• Waste from land remediation, which includes all material disposed of as waste that results in the remediation of land and/or groundwater contaminated prior to the formation of AstraZeneca.</li> <li>• Materials released to the atmosphere or drainage systems, unless required by local legislation.</li> <li>• Waste from construction and demolition.</li> </ul>



Metric (Units)	Definition	Methodology	Boundary
AZ Forest: Trees planted	<p>'AZ Forest' refers to a global initiative to plant and maintain 200 million trees across six continents by 2030, in partnership with experts focused on landscape restoration.</p> <p>'Trees planted' refers to number of trees planted since 2020 through the AZ Forest programme.</p>	<p>Total number of trees planted is tracked by suppliers and partners for each programme.</p> <p>Data for Indonesia, Australia and Scotland are captured on the onetreeplanted stacker portal platform, along with photos of tree planting, maps and quarterly reports.</p> <p>Other programmes in AZ Forest are tracked manually from annual reports with evidence provided by the partners. These include Brazil, Ghana, India, Rwanda, the rest of UK, and the US</p> <p>Data is aggregated manually on an annual basis.</p> <p><i>Trees planted</i> is the sum of total trees planted for each programme.</p>	<p>All projects funded by the global AZ Forest programme follow the AZ Forest 'guiding principles' and are in scope for reporting.</p> <p>See <a href="#">AZ Forest guiding principles</a>.</p> <p>Excluded are locally managed projects or trees that are planted via CatAlyZe (employee reward) contributions.</p>



Metric (Units)	Definition	Methodology	Boundary
Safe API discharges for AZ sites (%)	<p>‘API’ refers to Active Pharmaceutical Ingredient.</p> <p>‘Safe’ refers to adherence with our established threshold for discharge concentrations for our manufacturing operations.</p>	<p>API discharges are monitored and documented on an annual basis.</p> <p>Annual data are reported one year in arrears.</p> <p>Data is captured manually from site SHE leads and aggregated on an annual basis.</p> <p>The calculation accounts for when a site manufactures multiple different APIs, these should be counted as multiple discharges. For example, if a site formulates 3 APIs, then 3 separate discharges would be included within the calculation.</p> <p>The number of API discharges considered safe is divided by the total number of API discharges, then multiplied by 100.</p>	<p>All AstraZeneca owned manufacturing facilities are in-scope.</p> <p>59 APIs are in-scope.</p>
Safe API discharges from suppliers (%)	<p><i>See Safe API discharges for AZ sites.</i></p> <p>‘Suppliers’ refers to Contracted Manufacturing Organisations (CMO) facilities.</p>	<p><i>See Safe API discharges for AZ sites.</i></p> <p>Data is captured by Procurement Category Leads and aggregated manually on an annual basis.</p> <p>In 2022 reporting and in prior years, data was captured in a supplier survey platform. For 2023, data was requested either via a revised survey platform or from suppliers directly.</p>	<p>All CMOs that formulate and manufacture APIs for AstraZeneca within the reporting year are in-scope.</p> <p><i>See Safe API discharges for AZ sites.</i></p>



Metric (Units)	Definition	Methodology	Boundary
Total synthesis that meets resource efficiency target at launch (%)	<p>‘Total synthesis’ refers to combined reporting of small molecule API synthesis and monoclonal antibody synthesis.</p> <p>‘Small molecule API’ refers to a category of products where the active ingredient is an organic compound with low molecular weight.</p> <p>‘Monoclonal antibody syntheses’ refers to a category of products (MAbs) that have been produced in the laboratory to mimic natural antibodies to selectively and specifically target pathogenic proteins or antigens in response to infection and neutralise them.</p> <p>‘Resource efficiency’ refers to a defined target for Process Mass Intensity (PMI) and is a measure of total mass of materials in kg used per kg drug substance produced.</p>	<p>Data is captured manually on a biannual basis.</p> <p>When an in-scope product is launched, data and evidence is shared with the Product Sustainability Team by Pharmaceutical Technology and Development (PT&amp;D) and Biopharmaceutical Development team for analyses.</p> <p>The number of in-scope products that meet resource efficiency is divided by total in-scope products launched since 2016 then multiplied by 100.</p>	<p>All newly launched products with novel API(s), within the project portfolio, are in-scope.</p> <p>All MAb products within the project portfolio are in-scope, provided that the development of the MAb occurred at AZ rather than, for example, an alliance partner.</p>



Metric (Units)	Definition	Methodology	Boundary
Paper-based product packaging materials supplied from sustainable sources (%)	<p>‘Paper-based’ refers to products whose raw material is timber-based.</p> <p>‘Sustainable sources’ refers to suppliers that have been able to verify that the amount of timber products supplied to AstraZeneca is certified as one of the following: FSC (any type), PEFC (any type), SFI Forest Management standard, SFI Chain of Custody, SFI Fiber Sourcing certification, NEPCon, SmartLogging, Sustainable Biomass Program, American Tree Farm System, or Brazilian Forest Certification Programme.</p>	<p>Data is captured in the SupplyShift platform on an annual basis.</p> <p>Data is reported per year in arrears. Survey responses were taken on 8<sup>th</sup> January 2024.</p> <p>In Q4, in-scope suppliers are surveyed through the platform. The calculation is performed in the platform, which provides insights based on supplier responses.</p> <p>The platform converts all amount into kilogram (KG). The survey requests copies of certificates, which are verified by AstraZeneca and SupplyShift before data is reported.</p> <p>Percentage is calculated based on amount of timber products (KG). Total certified volume is divided by total amount, then multiplied by 100.</p>	<p>In-scope are suppliers of timber products for primary, secondary, and tertiary packaging.</p> <p>For 2022, Alexion data is excluded.</p>



Metric (Units)	Definition	Methodology	Boundary
Financial penalties relating to above (USD)	<p>‘Financial penalties’ refer to each individual penalty related to a violation of environmental regulation or permit.</p> <p>‘Above’ refers to the metrics that are reported in the Data Annex of the 2023 Sustainability Report, appearing in the same table under ‘Environmental compliance’.</p>	<p>Data is captured in the AZ SHE System on a quarterly and annual basis in line with our Standard Operating Procedure for SHE Performance Reporting.</p> <p>Events from Alexion locations are reported via a separate reporting system and aggregated with AstraZeneca’s total manually.</p> <p>Those penalties are filtered so that only those that are more than \$10,000 remain. Total financial penalties are the sum of these penalties.</p>	<p>All sites owned or operated by AstraZeneca are in-scope, including Alexion sites.</p> <p>Penalties exceeding \$10,000 are in-scope.</p>





# Ethics and transparency

Metric (units)	Definition	Methodology	Boundary
Active employees trained on Code of Ethics (%)	<p>'Code of Ethics' defines our values at work and guides our behaviours to deliver life-changing medicines.</p> <p>'Trained' refers to a mandatory requirement for those assigned the training on the day of roll out (15/16 October 2023).</p> <p>'Active employees' refers to those employees who are not currently on long-term sickness leave, parental leave, military service or garden leave.</p>	<p>Data is captured from our learning platform on a daily basis - from roll out to the date when 100% of in-scope learners have been reconciled.</p> <p>Where employees cannot be considered 'active', our HR management system automatically updates our online learning platform to inactivate those employees for mandatory training.</p> <p>Managers have the discretion to remove enrolments for those employees who are imminently leaving the company.</p> <p>Number of Active employees/ number of employees who have received training on Code of Ethics, then multiplied by 100.</p> <p>Data is rounded to the nearest per cent.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p> <p>In-scope are those employees that are 'in process' as well as 'completed'.</p>
Percentage of employees who feel we have a 'speak up' culture	<p>'Speak up' refers to a sense of feeling 'comfortable to speak my mind and express my opinion at work'.</p>	<p>Data is captured biannually through an online employee satisfaction survey conducted by HR and shared company wide.</p> <p>Employees are asked to agree or disagree with a statement confirming that they feel we have a 'speak up' culture.</p> <p>The reported figure is the proportion said to agree. We report the results of the survey conducted in H2 of each year.</p> <p>Total number of respondents that agree we have a 'speak up' culture/ total number of respondents, then multiplied by 100.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p>



Metric (units)	Definition	Methodology	Boundary
Concerns reported through the company helpline in commercial regions (per thousand employees)	<p>‘Company helpline’ refers to AZethics – a service where employees can express their concerns about the business. Concerns can be expressed online, by phone or text.</p> <p>‘Employees’ refers employees in commercial regions, which does not include contingent workers.</p> <p>‘Commercial regions’ refers to Alexion, Biopharmaceuticals, China International, Commercial Interactions, Commercial Japan and Oncology Business Unit.</p>	<p>Data is captured and exported from AZethics on a quarterly and annual basis at year-end.</p> <p>Where multiple entries refer to the same case, duplicate case numbers are removed.</p> <p>Cases are filtered so that those that are open remain, as well as those that were closed within reporting quarter.</p> <p>Further filtering is conducted to ensure only those cases in-scope remain.</p> <p>Compliance rates were calculated based on the number of employees in commercial regions as of 31 December 2023.</p> <p>Employee numbers are pulled from HR data insights system and shared by HR for a manual calculation.</p> <p>The total number of concerns is divided by the total number of employees in commercial regions, then multiplied by 1,000.</p>	<p>In-scope are cases from selected commercial regions excluding primary issues that relate to Human Resources, (long term absence, performance, reward concerns, time and attendance, unfair labour practices, waste of time and resources). Inquiries are also excluded.</p> <p>Excluded are those where the primary issue relates to Human Resources.</p>
Employees terminated or asked to leave due to non-compliance in commercial regions (per thousand employees)	<p>‘Terminated’ refers to those employees who have been removed from their role at AstraZeneca because of a breach of the Code of Ethics.</p> <p>‘Non-compliance’ refers to conduct which does not follow the AZ Code of Ethics.</p> <p>See ‘Active trained on Code of Ethics’.</p> <p>See ‘Concerns reported through the company helpline in commercial regions’.</p>	<p>Data is captured and exported from AZethics of all sanctions recorded on a quarterly and annual basis at year-end.</p> <p>Data is added into AZethics by Global Compliance.</p> <p>Filtering is conducted to ensure that only those cases that are in-scope remain.</p> <p>Compliance rates were calculated based on number of employees in commercial regions as of 31 December 2023.</p> <p>The total number of employees terminated or asked to leave is divided by the total number of employees in commercial regions, then multiplied by 1,000.</p>	<p>In-scope are those cases from select commercial areas only and where the resolution type is ‘substantiated’ or ‘partially substantiated’, sanction type is ‘removal’, and status is ‘closed.’</p> <p>Excluded are contractors and third parties.</p>
Studies shared with external research teams (cumulative)	<p>‘Shared studies’ refers to the number of times a unique study is shared. Studies can be shared multiple times with different researchers.</p>	<p>Data is captured using an internal system and reported on an annual basis.</p> <p>Filtering is conducted so that only those studies shared remain, removing those where the status is ‘request’.</p>	<p>All markets of AstraZeneca are in-scope. Alexion is included from 2023.</p>



Metric (units)	Definition	Methodology	Boundary
Requests we responded to from external researchers using our clinical trials portal (cumulative)	'Requests' refers to the number of times AstraZeneca received an invitation to share a study.	Data is captured using an internal system and is reported on an annual basis. Filtering is conducted so that only those status requested remain, removing those where the status is 'shared'.	All markets of AstraZeneca are in-scope. Alexion is included from 2023.
Publicly available trial summaries (cumulative)	'Trial summaries' refers to the documentation of a clinical trial.	Data is captured annually on Trial Summaries, a public portal.	All markets of AstraZeneca are in-scope. Alexion is included from 2023
Clinical document packages published by EMA and Health Canada (cumulative)	'Clinical document packages' refers to product Clinical Overview, Clinical Summaries of Safety and Efficacy, Clinical Study Reports and other types of reports such as PK/PD reports, Protocols, sample case report forms (CRFs) and Study Statistical Analysis Plans.	Data is captured on the European Medicine Agency Clinical data platform and on the Health Canada PRCI portal and reported on an annual basis. Clinical document packages published is the sum of the number of package IDs by both agencies in-scope. A package typically contains many files which are not counted individually.	All markets of AstraZeneca are in-scope. Alexion is excluded.



Metric (units)	Definition	Methodology	Boundary
Contributions to US national political organisations, state-level political party committees and to campaign committees (USD, million)	<p>‘Contributions’ refers to payments from AstraZeneca Political Action Committee (PAC), a nonpartisan separate segregated fund that pools together voluntary contributions from eligible employees and makes political disbursements to Congressional and state-level candidate campaigns and committees, where permissible.</p> <p>‘US National political organisations...’ refers to US-based groups including parties, committees, associations, funds, or other entities organised and operated primarily for the purpose of directly or indirectly accepting contributions or expenditures for political purposes. Such organisations are identified as 527s for IRS purposes but may include non-profit corporations exempt under IRS code section 501© (3).</p> <p>See <a href="#">Political Contributions</a>.</p>	<p>PAC data is collected by a third-party PAC management service that provides legal vetting and records all contributions.</p> <p>Data is captured by the third party and reported to AstraZeneca biannually.</p> <p>Total corporate political contributions to state-level campaigns/committees are combined with total corporate political contributions to national political organisations and total PAC disbursement (AstraZeneca and Alexion).</p> <p>Voided contributions are deducted.</p>	In-scope are those payments made from AstraZeneca and Alexion PAC in the US.
Total supplier assessments	<p>‘Supplier assessments’ refers to our third-party risk management (3PRM) process through targeted due diligence on both the third party and its ability to manage risk in the delivery of services to AstraZeneca.</p>	<p>Data is within the third-party risk management platform and exported for reporting on an annual basis.</p> <p>Total supplier assessments are the sum of the number of assessments initiated, including those new vendors and those undergoing reassessment after their report expires.</p>	<p>All markets and business units of AstraZeneca are in-scope. Third parties serving Alexion are subject to Alexion’s own third-party risk management processes unless the third party already serves AstraZeneca, in which case reliance is placed on the AstraZeneca third party risk assessment.</p> <p>Whilst most suppliers are in-scope, on an exceptional basis, there can be agreed alternative due diligence in place, which is more appropriate for the third-party type or service provided.</p>



Metric (units)	Definition	Methodology	Boundary
High-risk supplier audits	<p>‘High-risk’ refers to the classification of an external supplier. All external suppliers could be in-scope of an audit.</p> <p>‘Supplier audits’ refers to a visit where information is gathered on management systems. Audits can be onsite or remote and either conducted by AstraZeneca or be outsourced.</p> <p>The audits gather information on each supplier’s management systems, ethics, employment principles, health, safety and environmental compliance, and risk assessment.</p>	<p>Data is captured manually on an annual basis.</p> <p>‘High-risk supplier audits’ is the sum of the number of Pharmaceutical Supply Chain Initiative (PSCI) Audits conducted throughout the reporting year.</p>	<p>In-scope are PSCI audits on our Tier 1 Global Suppliers managed by the External Supply &amp; Manufacturing (ESM) team. The programme also includes some identified Pharmaceutical Technology and Development Clinical suppliers.</p>
Percentage of suppliers by spend assessed by EcoVadis	<p>‘EcoVadis’ refers to an assessment platform that rates businesses’ sustainability based on four key categories: environment, labor and human rights, ethics and sustainable procurement.</p>	<p>Data is captured on a quarterly and annual basis through an internal dashboard.</p> <p>The EcoVadis platform provides details of those suppliers that have been rated by the platform including their scorecard.</p> <p>Data on supplier spend is provided by internal analysts to the Procurement team.</p> <p>The total procurement spends of suppliers that have been rated by EcoVadis is divided by in-scope spend, then multiplied by 100. Non assessable EcoVadis spend is removed.</p>	<p>In-scope spend for the sustainable procurement programme is the top 95% of spend with suppliers, aligned with our science-based targets.</p>
Percentage of suppliers by spend assessed by EcoVadis that achieve >45	<p><i>See Percentage of suppliers by spend assessed by EcoVadis</i></p>	<p><i>See Percentage of suppliers by spend assessed by EcoVadis.</i></p> <p>Total procurement spends of rated suppliers having score 45 or greater is divided by in-scope spend, then multiplied by 100. Non assessable EcoVadis spend is removed.</p>	<p><i>See Percentage of suppliers by spend assessed by EcoVadis.</i></p>



Metric (units)	Definition	Methodology	Boundary
Total number of animals	'Number of animals' refers to the number of times an individual animal is assigned to complete a study. This includes the assignment of one animal to a single study or one animal assigned several times to different studies.	Data is captured on quarterly and annual basis through internal tracking systems for internal and external use.  Alexion data is reported manually and combined with total number of animals from across AstraZeneca.	All markets and business units of AstraZeneca are in-scope, including Alexion.
Active projects using human foetal tissue (hFT)	Number of active projects is based on ongoing hFT projects that have been approved by the Human Biologics Samples (HBS) Governance Council.	Project Leads report on project status annually. All use of hFT in projects should only proceed with HBS Governance Council approval, as per the HBS Global Standard. Project from AstraZeneca and Alexion should follow this route for approval.	All AstraZeneca projects are in-scope, including Alexion.
Women representation of AstraZeneca employees (%)	'Women representation' refers to the total number of current employees who are women as a proportion of total current employees at the point of reporting.	Data is captured using a HR data insights platform on a quarterly and annual basis.  The platform conducts the calculation using data automatically pulled through from our HR data management systems.  The proportion of women and total number of employees is taken from 31 December 2023.  Total number of women employees is divided by total employees, then multiplied by 100.	All markets and business units of AstraZeneca are in-scope, including Alexion.
Women in management – senior middle management (%)	'Women' refers to those that are recorded as such in our HR data management systems.  'Senior middle management' refers to director level F and above.	Data is captured in HR data insights platform on an annual basis.  The platform conducts the calculation using data automatically pulled through from our HR data management systems.  People data is updated within the HR Management System at point of recruitment or volunteers by employees throughout the year.  The proportion of women in management is taken from 31 December 2023.  Total number of women at director level and above divided by the total number of employees at director level and above, then multiplied by 100.	All markets and business units of AstraZeneca are in-scope, including Alexion.



Metric (units)	Definition	Methodology	Boundary
Women representation on Senior Executive Team (SET) (%)	<p>'SET' refers to the body through which our Chief Executive Officer (CEO) exercises the authority delegated to him by the Board. SET also take the lead in developing our strategy for review, constructive challenge and approval by the Board as part of our annual strategy review process.</p> <p><i>See Women in Management.</i></p>	<p><i>See Women in management – senior middle management.</i></p> <p>The proportion of women on SET is taken from 31 December 2023.</p> <p>Total number of women at SET divided by the total number of SET members, then multiplied by 100.</p>	<p>The Senior Executive Team is in-scope.</p> <p>See <a href="#">Company Leadership</a>.</p>
Women representation on the Board of Directors (%)	<p>'Board of Directors' refers to executive and non-executive directors who are collectively responsible for the success of AstraZeneca.</p> <p>The Board is responsible for setting our strategy and policies, oversight of risk and corporate governance and monitoring progress towards meeting our annual plans. It is accountable to our shareholders for the proper conduct of the business and our long-term success and represents the interests of all stakeholders.</p> <p><i>See Women in Management.</i></p>	<p>Data is captured manually by the company secretary at AstraZeneca and communicated through the AstraZeneca Investor Relations website.</p> <p>Calculation is conducted when there is a change in Board membership.</p> <p>Total number of women on the Board divided by the total number of Board members, then multiplied by 100.</p>	<p>All members of the Board of Directors are in-scope.</p> <p>See <a href="#">Company Leadership</a>.</p>



Metric (units)	Definition	Methodology	Boundary
Ethnic minority representation for US employees (%)	<p>‘Ethnic minority’ refers to those that are recorded in our HR data management system who identify as employees who identify as Black/African American, Hispanic, Latino, Asian, Native American/Hawaiian/Pacific Islander, US Other, or Two or More Races.</p>	<p>Data is captured in HR data insights platform on an annual basis.</p> <p>The platform conducts the calculation using data automatically pulled through from our HR data management systems.</p> <p>People data is updated within the HR Management System at point of recruitment or volunteers by employees throughout the year.</p> <p>The proportion of ethnic minority representation in the US is taken from 31 December 2023.</p> <p>Total number of US employee with an identified race/ethnicity in the HR Management System is divided by total US employee, then multiplied by 100.</p>	<p>All AstraZeneca employees based in the US and its territories are in-scope. Alexion is included from 2022.</p> <p>In-scope as ethnic minorities are those that belong to a group of persons which constitutes less than half of the population in the entire territory.</p>
Total reportable injury rate (per million hours worked) (employees)	<p>‘Injury’ refers to a recordable incident of damage to a person due to an event or exposure in the work environment and can include the aggravation of a non-work-related, pre-existing condition.</p> <p>‘Reportable’ refers to an injury if it results in a fatality, days away from work, restricted work or medical treatment beyond first aid.</p>	<p>Data is captured in the AZ SHE System on a quarterly and annual basis.</p> <p>Workhours are automatically pulled through to the AZ SHE System from our HR Data Management System.</p> <p>Reportable injuries are validated at the site level and reviewed by the Global SHE team.</p> <p>Number of reportable injuries is multiplied by 1,000,000 then divided by the number hours worked.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p> <p>Our internal procedure for inclusion criteria or injuries is aligned to US Occupational Safety and Health Administration (OSHA) Record Keeping Rule.</p>
Collisions (per million kilometres driven)	<p>‘Collisions’ refers to recordable incidents of damage involving AstraZeneca vehicles and personal vehicles being used for business purposes.</p>	<p>Local recording of collisions is carried out monthly by local SHE leads.</p> <p>Data is captured through the AZ SHE System and aggregated on a quarterly and annual basis. Where sites collect distance in miles, it is converted to kilometres before input into the AZ SHE System. The conversion factor used is 1 mile is equal to 1.61KM.</p> <p>Number of collisions is multiplied by 1,000,000 then divided by number of kilometres driven.</p>	<p>All markets and business units of AstraZeneca are in-scope, excluding Alexion.</p> <p>Our internal procedure outlines all exclusions.</p>





Metric (units)	Definition	Methodology	Boundary
Occupational illness rate (per million hours worked) (employees)	An 'illness' can be considered 'occupational' (work-related) if an exposure in the work environment caused or contributed to the condition or significantly aggravated a non-work related, pre-existing condition.	<p>See <i>Total reportable injury rate</i>.</p> <p>The number of reportable illnesses is multiplied by 1,000,000 then divided by total hours worked.</p>	<p>All markets and business units of AstraZeneca are in-scope, including Alexion.</p> <p>Our internal procedure for inclusion criteria for injuries and occupational illnesses indicators are aligned with the US OSHA Record Keeping Rule.</p>
Lost time injury rate (per million hours worked) (employees)	'Lost time injury' refers to an injury that requires time away from work.	<p>See <i>Total reportable injury rate</i>.</p> <p>For total working hours, data from Alexion is exported from a HR Data Management System and combined with total AstraZeneca working hours manually.</p> <p>The number of reportable injuries requiring days away multiplied by 1,000,000 then divided by total hours worked.</p>	All markets and business units of AstraZeneca are in-scope, including Alexion.
Lost time injury rate (per million hours worked) (construction contractors)	<p>See <i>Lost time injury rate</i>.</p> <p>'Construction contractors' refers to workers employed and managed by third-party construction/ engineering companies, working on AstraZeneca capital projects.</p>	<p>Injury data and hours worked is captured by Global Engineering in the AZ SHE System on a quarterly and annual basis.</p> <p>The data is categorised as either Operations or R&amp;D project.</p> <p>The number of reportable injuries requiring days away is multiplied by 1,000,000 then divided by total construction contractor hours worked.</p>	<p>In-scope are all construction projects across AstraZeneca and are not site-specific.</p> <p>Illnesses are out of scope.</p>
Fatalities (Employees)	'Fatality' refers to instances where a work-related injury/illness results in death, regardless of the time intervening between injury/diagnosis and death.	Data on serious and fatal instances are captured in the AZ SHE System as soon as possible after the instance has occurred.	All markets and business units of AstraZeneca are in-scope, including Alexion.
Fatalities (Contractors)	'Fatalities' refers to instances where a work-related injury on AstraZeneca capital project results in death, regardless of the time intervening between injury/diagnosis and death.	See <i>Fatalities (Employees)</i> .	In-scope are all construction projects across AstraZeneca and are not site-specific.



Metric (units)	Definition	Methodology	Boundary
Employee perception of AstraZeneca as a "Great Place to Work" survey score	'Survey score' refers to the results of AstraZeneca Pulse Survey.	Data is captured biannually through an online employee satisfaction survey conducted by HR and shared company wide.  Employees are asked to respond to the statement to the statement, "I would recommend AstraZeneca as a great place to work."  Total number of responses that either agree or tend to agree divide by total number of responses, then multiplied by 100.	All markets and business units of AstraZeneca are in-scope, including Alexion.
Total amount spent on upskilling employees (USD, million)	'Training and development' refers to the cost of upskilling our employees beyond role specific training and development requirements.	Data is captured through our financial ledgers and reported based on the training and development cost centre hierarchy on a quarterly and annual basis.  Data for costs received by Global IT is collected through our procurement platform and combined with the financial ledger data manually.	All markets and business units of AstraZeneca are in-scope, including Alexion.  Spend from AstraZeneca's Training and Development budget is in-scope.  Training and development excluded are those costs associated with technical, mandatory and functional specific training and development.
Total learning hours	'Learning hours' refers to the time spent by learners on completed courses and content through our learning platforms.  'Learners' refers to those individuals employed by AstraZeneca and external resources including those via outsource service providers.	Data is captured through our learning and development platforms and calculated through our learning analytics dashboard on an annual basis.  Data is based on either estimated or actual hours spent dependent on learning platform.	In-scope are all completed courses, articles and videos across the Degreed, Cornerstone, Mindtools and Percipio platforms by all markets and business units of AstraZeneca, excluding Alexion.  Online content and courses and in-scope.
Average learning hours	'Average learning hours' refers to the average number of hours spent on completed courses and content.  <i>See Total learning hours.</i>	<i>See Learning hours.</i>  Numbers of learners is captured in the HR Data Management software and is loaded into the learning analytics dashboard monthly.  Number of learners is taken on 31 December 2023.  Average learning hours is the total training hours divided by the total number of learners.	<i>See Total learning hours.</i>  In-scope are learners that are AstraZeneca employees and external resources, such as those contracted via outsourced service providers.



Metric (units)	Definition	Methodology	Boundary
Employee turnover rate (%)	<p>‘Turnover’ refers to the exit of a permanent employee, including those leaving on voluntary and involuntary basis.</p> <p>‘Voluntary turnover’ refers to the exits of a permanent employee at their own discretion, otherwise known as resignations.</p> <p>‘Recent hires’ refers to employees whose start date of employment at AstraZeneca is less than 2 years.</p>	<p>Data is captured in HR data insights platform on an annual basis.</p> <p>The platform conducts the calculation using data automatically pulled through from our HR data management systems for both AstraZeneca and Alexion.</p> <p>The total number of permanent exits (voluntary and involuntary) in the reporting year divide by the average permanent headcount across those 12 months, then multiplied by 100.</p>	All markets and business units of AstraZeneca are in-scope, including Alexion.
Total FDA Recalls	<p>‘FDA’ refers to the US Food and Drug Administration (FDA).</p> <p>‘Recalls’ refers to a method of removing or correcting products that are in violation of laws administered by the FDA.</p>	<p>Data is captured on an internal quality management system.</p> <p>Data is filtered so that only recalls from the FDA remain.</p> <p>Drug recalls information are publicly available from the FDA.</p>	All AstraZeneca and Alexion operational sites are in-scope.
Total FDA Observations	<p><i>See Total FDA recalls.</i></p> <p>‘Observations’ refers to a form used by the FDA to document and communicate concerns discovered during an inspection.</p>	<p><i>See Total FDA Recalls.</i></p> <p>Data is filtered so that only observations from the FDA closed within the reporting year remain.</p>	<i>See FDA Recalls.</i>
Total inspections from all health authorities	<p><i>See Total FDA recalls.</i></p> <p>‘Inspections’ refers to an assessment of manufactures of FDA regulated products to verify they comply with the relevant regulations.</p> <p>‘Health authorities’ refers to regulatory bodies.</p>	<p><i>See Total See Total FDA recalls.</i></p> <p>Data is filtered so that inspections from all health authorities remain.</p>	All AstraZeneca and Alexion operational sites are in-scope.

