

Sustainability Data Annex 2024



We are committed to contributing to a more sustainable future for people, society and the planet. We describe our targets and progress on our priorities in this Data Annex.

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Bureau Veritas has provided independent external assurance to a limited level on sustainability information reported in our [Annual Report 2024](#) and select data in our Sustainability Data Annex 2024.

Details are described in the Letters of Assurance, our Sustainability Data Reporting Criteria 2024 and Greenhouse Gas Reporting Methodology 2024, which are available on our website www.astrazeneca.com/sustainability/resources.html

 Denotes metric independently assured by Bureau Veritas.

Access to healthcare

BV Denotes metric independently assured by Bureau Veritas

Focus areas:

Equitable access, Affordability and pricing, Health system resilience

Target	Year	Progress	Status
Reach 50 million people (cumulative) through Healthy Heart Africa, Young Health Programme, Healthy Lung and Phakamisa.	2025	Target was met in 2023, two years ahead of schedule. As of 2024, more than 90 million people reached (cumulative) through Healthy Heart Africa, Young Health Programme and Healthy Lung and Phakamisa.	Target met
Train 170,000 healthcare workers (cumulative) to strengthen health systems throughout the world.*	2025	As of 2024, 156,810 healthcare workers trained (cumulative). In 2024, this includes Healthy Heart Africa, Heart Failure Project and Omnicongress.	On plan

People reached by access to healthcare programmes (cumulative, million)	2022	2023	2024	
Healthy Heart Africa	32.078	47.957	67.442	
Young Health Programme	9.119	15.098	19.616	
Total people reached (all current and historic programmes) BV	SDG 3.8	44.633	66.490	90.493

Healthcare workers trained (cumulative)	2022	2023	2024	
Healthy Heart Africa	10,690	11,390	11,736	
Heart Failure Project	—	—	23,732	
Omnicongress	—	—	5,348	
Total healthcare workers trained (all current and historic programmes) BV	SDG 3.C	126,684	127,384	156,810

Affordability	2022	2023	2024	
People reached by patient access programmes (cumulative, million) BV	SDG 3.8	12.83	13.69	14.20
Product donation through patient assistance programmes (USD, million) BV		3,100.2	4,778.9	4,618.5

Philanthropy	2022	2023	2024	
Total community investment (USD, million) BV		108.06	115.44	126.78
Non-profit organisations funded by AstraZeneca BV		1,107	811	928

* Target has been revised to reflect AstraZeneca's breadth of programmes. Additional programmes may be added in the future.

Environmental protection

BV Denotes metric independently assured by Bureau Veritas

Focus area: Ambition Zero Carbon

Target	Year	Progress	Status
Reduce absolute Scope 1 and 2 greenhouse gas (GHG) emissions by 98% from 2015 base year.	2026	Reduced Scope 1 and 2 GHG emissions by 77.5% since 2015, a reduction of 481,224 tonnes CO ₂ e.	On plan
100% electric road fleet where technically feasible.	2025	63% of our total road fleet are battery electric vehicles.	On plan
Reduce total energy consumption from sites by 10% from 2015.	2025	Total energy consumption from sites was 1,466,686 MWh, representing a 20% reduction from the 2015 baseline.	On plan
Double energy productivity at sites from 2015.	2025	Energy productivity at sites increased by 147% since 2015.	On plan
100% renewable electricity consumption from sites globally.	2025	97% of all electricity consumption from sites came from renewable sources in 2024.	On plan
Reduce absolute Scope 3 GHG emissions 50% by 2030 and 90% by 2045, from 2019 base year.	2030 & 2045	Total Scope 3 is 5,897,822 tonnes CO ₂ e and increased by 3% from the 2019 baseline and Scope 3 intensity reduced by 44%. We aim to increase the use of primary data and encourage our suppliers to set science-based targets (SBTs) to support future absolute emissions reductions.	On plan
Increase the share of primary activity data in Scope 3 reporting.	2025	59% of data used to calculate Scope 3 came from primary sources.	On plan
95% of our suppliers by spend covering purchased goods and services and capital goods, and 50% of our suppliers by spend covering upstream transportation and distribution and business travel, will have SBTs.	2025	Purchased goods and services and capital goods (categories 1 & 2): 46%; Upstream transportation and distribution (category 4): 30%; Business travel (category 6): 66%.	On plan
Launch a next-generation propellant (NGP) inhaler to treat asthma and Chronic Obstructive Pulmonary Disease (COPD) containing a near-zero global warming potential propellant.	2025	In 2024, project milestones achieved included completion of key registrational studies and the first regulatory filing submissions of our NGP with Breztri/Trixeo in COPD to the EU, UK and China with further filings anticipated in 2025.	On plan

Scope 1, 2 and other GHG emissions (tonnes CO ₂ e)	2015	2022	2023	2024	
Scope 1 – Road fleet	92,539	61,508	47,758	31,337	
Scope 1 – Site energy*	167,441	127,045	92,569	73,167	
Scope 1 – Site non-energy	38,519	49,150	40,571	20,880	
Scope 1 – Total BV	298,498	237,703	180,898	125,386	
Scope 2 – Market-based BV	322,319	18,491	19,940	14,210	
Gross Scope 1 and 2 GHG emissions (Market-based) BV	620,818	256,194	200,838	139,594	
Scope 1 and 2 GHG emissions intensity (tonnes CO ₂ e per million of Total Revenue)† BV	SDG 13.2	22.73	5.78	4.38	2.58
Scope 2 – Location based BV		266,372	180,403	183,332	217,026
Outside of scopes (CO ₂ of biological origin)§ BV		2,822	9,556	29,201	75,978

* Biomethane certificates are purchased for some fossil gas usage in the UK, US & Europe. For more information, please refer to the Greenhouse Gas Reporting Methodology 2024.

† Following the rebaselining of emissions to include the Alexion acquisition, the intensity metric incorporates Alexion's Revenue from the baseline year.

§ Data has been revised due to a review of the calculation process.

Road fleet		2015	2022	2023	2024
EV100: Battery electric vehicles (BEVs) ^{BV}		0%	10%	35%	63%
Energy consumption (MWh)					
Total energy consumption from fleet		—	259,071	219,987	209,390
Total energy consumption from sites		1,832,611	1,569,541	1,513,338	1,466,686
Total energy consumption ^{BV}		—	1,828,612	1,733,325	1,676,076
Site energy management					
EP100: Energy productivity (million of Total Revenue per GWh energy consumption)* ^{BV}	SDG 7.3	14.90	28.27	30.31	36.87
Renewable energy consumption – electricity and heat (MWh) ^{BV}		130,301	712,438	802,658	1,024,432
Imported electricity – renewable ^{BV}		16%	99%	99%	99%
RE100: Renewable electricity consumption ^{BV}	SDG 7.2	15%	90%	95%	97%
Onsite self-generated electricity from non-renewable sources (MWh)		68,445	67,285	34,869	14,618
Scope 3 GHG emissions (tonnes CO₂e)[†]					
Category 1 – Purchased goods and services ^{BV}		3,637,033	4,480,479	3,760,683	3,751,482
Category 2 – Capital goods ^{BV}		76,941	76,863	60,367	65,539
Category 3 – Fuel and energy related (not Scope 1 or 2) ^{BV}		80,556	57,975	52,634	47,992
Category 4 – Upstream transportation and distribution ^{BV}		248,112	220,625	237,180	235,462
Category 5 – Waste generated in operations ^{BV}		19,661	18,434	19,043	24,487
Category 6 – Business travel ^{BV}		368,653	146,071	170,614	189,769
Category 7 – Employee commuting ^{BV}		46,461	44,128	50,827	51,387
Category 8 – Upstream leased assets ^{BV}		33,058	18,368	18,219	15,671
Category 9 – Downstream transportation and distribution ^{BV}		133,627	118,800	135,689	120,730
Category 10 – Processing of sold products ^{BV}			Assessed: Not relevant		
Category 11 – Use of sold products ^{BV}		1,037,501	1,128,911	1,395,262	1,377,449
Category 12 – End-of-life treatment of sold products ^{BV}		16,122	13,572	14,579	15,713
Category 13 – Downstream leased assets ^{BV}		25,072	6,082	2,063	2,141
Category 14 – Franchises ^{BV}			Assessed: Not relevant		
Category 15 – Investments ^{BV}			Assessed: Not material		
Gross Scope 3 GHG emissions ^{BV}	SDG 13.2	5,722,797	6,330,308	5,917,160	5,897,822
Scope 3 GHG emissions intensity (tonnes CO ₂ e per million of Total Revenue)* ^{BV}		194.82	142.73	129.16	109.07
Share of primary activity data in Scope 3 reporting ^{BV}		45%	46%	62%	59%
Supply chain engagement (% spend with verified SBTs)					
Category 1 – Purchased goods and services			12%	29%	46%
Category 2 – Capital goods ^{BV}					
Category 4 – Upstream transportation and distribution ^{BV}			19%	27%	30%
Category 6 – Business travel ^{BV}			14%	32%	66%

* Following the rebaselining of emissions to include the Alexion acquisition, the intensity metric incorporates Alexion's Revenue from the baseline year.

† Data has been revised due to improvements in methodology to enhance data quality. For more information, please refer to the Greenhouse Gas Reporting Methodology 2024.

Focus area: Product sustainability

Target	Year	Progress	Status
Ensure 90% of total syntheses meet resource efficiency targets at launch.	2025	64% of total syntheses met resource efficiency target at launch. Continuous improvement work is ongoing in process development functions to maximise resource efficiency. We work to balance the priority to provide medicines to patients at the earliest opportunity with minimising their environmental impact.	Lagging
Ensure 95% of paper-based product packaging materials used are supplied from sustainable sources.	2024	96% of paper-based product packaging materials used are supplied from sustainable sources.	Target met
Ensure 100% of AstraZeneca site discharges and ≥90% of supplier site discharges are in compliance with safe API discharge concentrations.	2024	100% of API discharges from AstraZeneca sites and 91% of discharges from direct suppliers were in compliance. Supplier non-compliance reflects suppliers who failed to submit data and two cases of exceeded safe discharge levels (including one marginal exceedance). AstraZeneca continually collaborates with suppliers to improve their API discharge.	On Plan

Safe active pharmaceutical ingredients (API) discharges		2022	2023	2024
Safe API discharges for AstraZeneca sites BV	SDG 6.3	100%	99%	100%
Safe API discharges from suppliers BV	SDG 6.3	92%	94%	91%
Number of safe API discharge supplier assessments completed		66	70	65
Resource efficiency		2022	2023	2024
Total syntheses that meet resource efficiency target at launch BV	SDG 12.2	67%	64%	64%
Product value chain environmental impact		2022	2023	2024
Percentage of product sales revenue for brands scored against Product Sustainability Index*				71%
Percentage of product sales revenue for brands with lifecycle assessment completed*				87%
Paper-based product packaging materials supplied from sustainable sources BV	SDG 15.2	97.5%	97.6%	96.3%

* New metric, disclosed from 2024.

Focus area: Natural resources

Target	Year	Progress	Status
Reduce water use by 20% below the 2015 baseline.	2025	Water footprint was 3.44 million m ³ , a 23% reduction from 2015.	On plan
Reduce waste by 10% below the 2015 baseline.	2025	Total waste was 26,285 tonnes, a 13% reduction from 2015.	On plan
Plant and maintain 200 million trees.	2030	Over 40 million trees were planted through AZ Forest since 2020.	On plan
All 12 key materials within our Raw Materials Sustainable Sourcing Framework have sustainability action plans in place.	2025	Developing Sustainable Sourcing frameworks with peers in Pharmaceutical Supply Chain Initiative (PSCI), progress made on forest-related materials.	On plan
All of our sites with labs operate My Green Labs.	2025	129 labs are My Green Lab certified; 91 at Green level.	On plan

Water use within site water footprint, excluding non-contact cooling water	2015	2022	2023	2024	
Municipal (million m ³)	3.66	3.11	3.12	2.95	
Groundwater (million m ³)	0.77	0.46	0.44	0.43	
Rainwater (million m ³)	0.03	0.04	0.04	0.05	
Total (million m³) ^{BV}	SDG 6.4	4.46	3.61	3.59	3.44
Chemical oxygen demand – effluent leaving our sites (tonnes) ^{BV}	196	486	556	614	

Non-contact cooling water (million m ³)	2015	2022	2023	2024
Direct from fresh surface water – volume fully returned after use	9.48	8.49	9.19	8.00

Water use by water scarcity rating for sites with over 10,000m ³ water per year (including non-contact cooling water)	2022	2023	2024	
High scarcity rating (m ³)	SDG 6.4	49,466	57,191	54,408
Medium scarcity rating (m ³)	SDG 6.4	53,461	81,762	169,303
Percentage of water consumption by AstraZeneca in medium and high scarcity areas	SDG 6.4	0.85%	1.09%	1.97%

Waste management	2015	2022	2023	2024	
Total waste (tonnes) ^{BV}	30,217	24,797	26,213	26,285	
Total recycling (tonnes)	SDG 12.5	13,537	9,072	10,941	10,659
Total recycling as a percentage of total waste	SDG 12.5	45%	37%	42%	41%
Total waste to landfill (tonnes)		2,153	596	1,136	1,339
External waste avoided – reuse and by-product (tonnes)*	SDG 12.5				6,029

* New metric, disclosed from 2024. This metric is reported in support of our circularity rate piloted in 2023 and launched in 2024. For details see the Sustainability Report 2023, page 23.

Non-hazardous waste (tonnes)	2015	2022	2023	2024
Total non-hazardous waste ^{BV}	22,148	15,078	16,552	16,557
Non-hazardous waste recycled ^{BV}	13,242	8,277	10,009	9,617
Non-hazardous waste to landfill ^{BV}	2,126	570	1,121	1,286
Hazardous waste (tonnes)	2015	2022	2023	2024
Total hazardous waste ^{BV}	8,069	9,719	9,661	9,728
Hazardous waste recycled ^{BV}	295	795	932	1,042
Hazardous waste to landfill ^{BV}	27	26	15	53
Green Labs Programme		2022	2023	2024
Number of My Green Lab Certifications		84	108	129
AZ Forest (cumulative, million)		2022	2023	2024
Number of trees planted ^{BV}	SDG 15.2	10.8	20.4	40.1

Additional metrics

Compliance summary	2022	2023	2024
Prosecutions	0	0	0
Enforcement actions	1	0	0
Regulatory warnings/alerts	3	4	1
Other environmental compliance matters	2	1	1
Awaiting regulator outcome or AstraZeneca investigation ongoing	1	0	2
Environmental violations	0	0	0
Financial penalties relating to above (USD) ^{BV}	0	0	0

Ethics and transparency

BV Denotes metric independently assured by Bureau Veritas

Focus area: Ethical business culture

Target	Year	Progress	Status
Maintain 100% of active employees trained on the Code of Ethics.	2025	100% of active employees trained on the Code of Ethics in 2024.	On plan
Ensure AstraZeneca has a speak up culture.	2025	82% of employee survey respondents feel we have a speak up culture.	On plan
Improve the AstraZeneca global biennial human rights survey results and use Fair Wage Network data to more robustly assess our performance against local living wage data.	2025	The biennial human rights survey was completed in 2024, and we have reported improvements in the number of countries offering mental health support and leave for the secondary parent. We are currently reviewing the most recent data from the Fair Wage Network database on living wage thresholds to identify any necessary actions.	On plan
Our Sustainable Procurement programme aims for 100% ethical spend by embedding sustainability into end-to-end processes.	2025	All suppliers are required to work in accordance with our Code of Ethics and Expectations of Third Parties. 73% of our spend with suppliers is now with companies who have been assessed by EcoVadis to have an acceptable ESG rating (45 or more).	On plan

Business conduct	2022	2023	2024	
Active employees trained on Code of Ethics BV	100%	100%	100%	
Instances of non-compliance with the Code of Ethics BV	2,872	3,756	3,853	
Concerns reported through the company helpline BV	445	473	1,158	
Percentage of employees who feel we have a speak up culture BV	83%	83%	82%	
Clinical trial transparency (cumulative)	2022	2023	2024	
Studies shared with external research teams BV	228	270	296	
Publicly available trial summaries BV	312	401	506	
Human rights*	2022	2023	2024	
Countries that completed the human rights survey BV	SDG 8.8	74	—	72
Countries that have a relationship with trade unions BV	SDG 8.8	45%	—	29%
Cybersecurity and data privacy†	2024			
Number of material cybersecurity incidents BV	0			
Number of material security breaches involving personal data BV	0			

* The human rights survey is conducted biennially.

† New metrics, disclosed from 2024.

Responsible supply chain	2022	2023	2024
High-risk supplier audits BV	42	47	59
Percentage suppliers by spend assessed by EcoVadis BV	60%	70%	77%
Percentage suppliers by spend assessed by EcoVadis that achieve >45 BV	53%	66%	73%
Animal use standards	2022	2023	2024
In-house research (number of animals)	100,803	122,768	141,947
External contract research (number of animals)	53,377	59,690	63,810
Total number of animals BV	154,180	182,458	205,757
Human biological samples	2022	2023	2024
Active projects using human foetal tissue (hFT) BV	3	3	3
Active projects using human embryonic stem cells (hESC)	17	13	5

Focus area: Inclusion and diversity

Target	Year	Progress	Status
Reach gender equality in management positions.	2025	50.6% of senior middle management roles are occupied by women.	On plan
Launch supplier diversity programmes in 10 new countries (outside of the US).	2025	Target was met in 2023, two years ahead of schedule. As of 2024, programme was launched in 20 countries outside of US, with 10 countries being launched in 2024: Austria, Belgium, France, Germany, Greece, Israel, Italy, Netherlands, Portugal, Spain.	Target met

Inclusion and diversity	2022	2023	2024	
Women representation of AstraZeneca employees BV	52.9%	53.9%	54.2%	
Women in management – All management levels	SDG 5.5	45.5%	46.8%	47.3%
Women in management – Senior middle management BV	SDG 5.5	49.5%	50.1%	50.6%
Women in management – Executive management	SDG 5.5	41.7%	41.7%	41.8%
Women representation on Senior Executive Team (SET) BV	SDG 5.5	41.7%	41.7%	50.0%
Women representation on Board of Directors BV	SDG 5.5	38.5%	46.2%	46.2%
Share of women in STEM-related positions	SDG 5.5	39.8%	40.6%	40.4%
Share of women in management positions in revenue-generating functions	SDG 5.5	46.3%	47.7%	48.7%
Share of women in junior management positions, i.e. first level of management	SDG 5.5	44.5%	45.3%	45.7%
Ethnic minority representation for US employees BV	35.7%	36.8%	37.9%	
Percentage of employees age <30 BV	17.1%	16.7%	15.6%	
Percentage of employees age 30-49 BV	62.1%	62.1%	63.2%	
Percentage of employees age ≥50 BV	20.8%	21.0%	21.2%	
Countries with supplier diversity programmes	8	11	21	

Focus area: Workforce safety and health

Target	Year	Progress	Status
75% reduction in total injury rate from 2015 baseline.	2025	We achieved a 58% reduction in total injury rate and have a safety and health strategy which includes initiatives aimed to further reduce this rate in 2025.	Lagging
55% reduction in collisions per million kilometres from 2015 baseline.	2025	51% reduction in collisions.	On plan

Workforce safety and health		2022	2023	2024
Total reportable injury rate (per million hours worked) (employees)* BV	SDG 8.8	0.69	0.78	0.75
Collisions (per million kilometres driven)* BV	SDG 3.6	2.10	2.15	2.01
Occupational illness rate (per million hours worked) (employees) BV		0.34	0.20	0.15
Lost time injury rate (per million hours worked) (employees)* BV		0.29	0.42	0.35
Lost time injury rate (per million hours worked) (construction contractors) BV		1.24	3.41	1.42
Fatalities (employees) BV	SDG 8.8	0	0	0
Fatalities (contractors) BV	SDG 8.8	0	0	0

Additional metrics

Employee satisfaction	2022	2023	2024
Employee belief that in the last 12 months, I have improved my existing skills, or learned new skills, or had a development opportunity BV	89%	88%	88%
Employee belief that AstraZeneca is a great place to work BV	86%	86%	84%
Employees that have at least one quality development discussion with their line manager	89%	89%	88%
Employee belief in our strategy	89%	89%	87%
Sustainability engagement survey score	87%	87%	87%

Talent attraction and retention	2022	2023	2024
Total amount spent on upskilling employees (USD, million) BV	—	33.7	36.6
Total learning hours† BV	—	2,040,956	4,391,124
Average learning hours† BV	—	17.7	33.5
Employee overall promotion rate BV	8.3 %	7.7 %	6.5 %
Voluntary employee turnover – recent hires BV	13.1 %	9.8 %	8.2 %
Voluntary employee turnover – total BV	10.7 %	7.5 %	6.1 %
Employee turnover BV	18.9%	12.6%	10.9 %

* Data has been revised due to retrospective updates by sites.

† Alexion's training hours are included from 2024, leading to an increase in both total and average training hours.

Patient safety and product quality* **2024**

Number of inspections from health authorities relating to Good Manufacturing Practice BV	49
Number of critical findings from health authorities relating to Good Manufacturing Practice BV	0
Number of product recalls BV	7

US Food and Drug Administration (FDA) Statistics **2022** **2023** **2024**

FDA Class I Recall	0	0	0
FDA Class II Recall	0	0	0
FDA Class III Recall	0	0	0
Total FDA recalls BV	0	0	0
Total FDA observations BV	15	8	12
Total FDA inspections BV	4	7	4

Quality manufacturing **2022** **2023** **2024**

Internal quality audits of AstraZeneca suppliers	501	561	449
Internal quality audits of AstraZeneca sites	61	76	53

Sustainable innovation* **2024**

Number of new molecular entities (NMEs) approvals (cumulative)* BV	8
Number of pipeline progression events BV	24
Number of regulatory events BV	74

* New metric, disclosed from 2024.