



STEM at AstraZeneca
Inspiring the Next Generation
of Young Leaders

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At AstraZeneca, we believe that access to science, technology, engineering and mathematics (STEM) education supports scientific progress that will drive solutions for tomorrow's challenges. Our STEM programming is designed to deliver STEM education to students around the world, with a focus on under-resourced and historically marginalised groups.

Through these global and national STEM education initiatives, we intend to provide equal opportunities for students to access enriching education and support to pursue their interests in STEM fields. In the past two years, we have made significant progress expanding our STEM initiatives to provide new opportunities for young students and develop scientists, researchers and innovators of the future.

The **four key pillars** driving our STEM work include:



Local community impact



Supporting underrepresented students



Employee engagement



Corporate leadership



I would encourage you to pursue your interests and ideas – and know that you can do whatever you put your mind to. Don't be limited by the fear of failure. It is part of the scientific process and is one of the biggest learning opportunities we have. Learn from it and take it into the next attempt. ”

Dr. Susan Galbraith

Executive Vice President, Oncology R&D, AstraZeneca

Our Signature STEM Programmes /

Making STEM Relevant and Accessible to All

We are committed to making STEM accessible to all who are interested via support of national and global STEM education initiatives. Throughout 2022-2023, we supported these initiatives through a wide range of activities, focused in the communities we serve. This included leveraging existing partnerships with *Learning Undeclared* and *Discovery Education*, and exploring new opportunities to reach students through *FIRST® LEGO® League*, *ScienceMONTGOMERY* and *University of Maryland Baltimore's CURE Scholars Program*. STEM efforts across the United Kingdom and Sweden also brought the return of in-person educational opportunities for students in those regions.

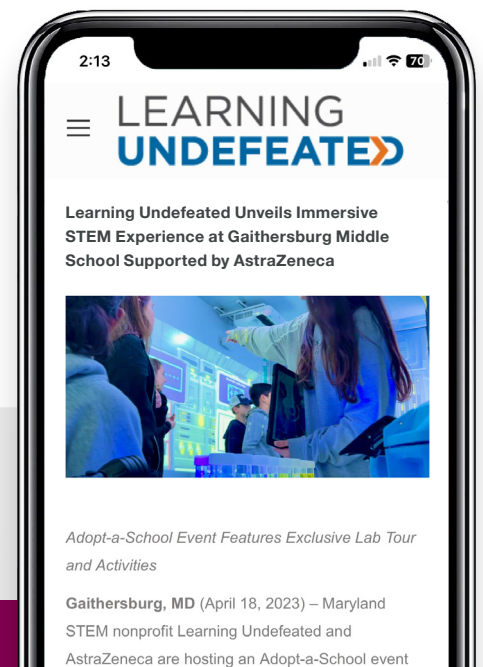


Learning Undeclared: Bringing STEM to Students across the United States

Through an ongoing partnership with *Learning Undeclared*, a non-profit organisation that provides life-changing STEM education opportunities for under-resourced and historically marginalised communities, we continued to deliver the award-winning *Drop Anywhere Labs* to communities in Maryland and Delaware. These custom-outfitted mobile learning spaces offer a blend of career and skills education, providing flexible resources that empower teachers to deliver more STEM education and serve up to four classes simultaneously.

Between the 2021–2023 school years, the Drop Anywhere Labs reached more than **22,000 students** and **1,100 teachers** at **250+ schools** across the United States.

This included visits to ten schools near AstraZeneca in the Gaithersburg community and an event celebrating the newest virtual-reality experience mobile lab, *Breakout Box: Body Systems Mission* during Family STEAM Night at Gaithersburg Middle School in April 2023. These events enabled students to experience the excitement of STEM in interactive, game-based challenges related to real scientific problems while being guided by AstraZeneca volunteers and Learning Undeclared staff.



250+

United States school visits

22,000+

students

1,100+

teachers

Including **ten visits** in Maryland with AstraZeneca STEMbassadors



Innovative Collaborations with New Partners

To deepen our impact in the communities we serve and bring STEM beyond the classroom, we entered new collaborations with United States partners including *First LEGO League*, *ACT-SO*, *Junior Achievement Finance Park*, *Northwest High School Biotechnology Academy*, *University of Florida Health Cancer Center* and *University of Maryland Baltimore's CURE Scholars Program*. These programmes allowed us to emphasise diverse perspectives and support a variety of students in their efforts to pursue STEM careers, ranging from cancer research to financial literacy.



Summer RISE and Learning Undefeated's Emerging Leaders in Biotechnology

For the fourth year, we supported *Summer RISE*, an initiative for local rising juniors and seniors to participate in hands-on, career-based learning opportunities led by Montgomery County Public Schools' Department of Partnerships.

In 2023, Learning Undefeated's all-female student cohort, *Emerging Leaders in Biotechnology* converged with *Summer RISE* for programming on our Gaithersburg campus. The students learned from and engaged with employee volunteers in various experiences related to their fields of interest. This included job shadowing, industry expert presentations and peer and industry expert networking opportunities. These experiences served to engage students' interests while fostering their natural curiosities, as our employees and leaders are able to give back to the community while helping to cultivate a new generation of STEM talent.



94% of teachers

2/3 of students gained new knowledge and skills in STEM from the Emerging Leaders Program

400% increase

in students' interest towards biotechnology careers stemming from Emerging Leaders Program

In 2022, AstraZeneca was also a partner in the STEM Careers Coalition (SCC), a first-of-its-kind program led by Discovery Education. AstraZeneca leaders also seized opportunities to support broader STEM education in partnership with Discovery Education.

STEM Careers Coalition: A Unique Partnership with Discovery Education

In 2022, we partnered with *STEM Careers Coalition*, a first-of-its kind programme led by *Discovery Education*, serving students in grades K - 12. The coalition consists of several corporate partners from STEM-related industries, and serves nearly six million students, **more than 64%** of whom are non-White and just under half (**45%**) of whom are located in urban areas.

"Equity Talks" series

Tamar Thompson (Vice President, Head of Corporate Affairs, Alexion, AstraZeneca Rare Disease) participated in a panel discussion about the critical need for advancing diversity and sustaining students' interests in STEM education.

Hands on STEM

Maurizio Scaltriti (Vice President, Translational Medicine, Early Oncology, Oncology R&D, AstraZeneca) and **Renee Iacona** (Vice President, Oncology Biometrics, Oncology R&D, AstraZeneca) participated in a virtual education experience reaching **8,055 students**, with a live experiment and Q&A about careers in STEM. This was disseminated to various schools around the United States, with **1,140 students** accessing the Hands on STEM content and PDF experiment after the live event aired.



STEM at AstraZeneca Around the World |

United Kingdom STEM Programme 2022-2023

2022 brought the return of face-to-face activities for a majority of our UK-based STEM Outreach programme, which supported students at **more than 15 local schools** around our sites in Cambridge, Macclesfield and Speke. These students engaged with AstraZeneca in several ways, which continued and expanded in 2023.

A new community art project, '*Science in Pictures*,' asked young people to produce a piece of artwork inspired by the science. **More than 1,000 pieces of individual art** are now part of a giant installation unveiled in 2023 at the Research of Development Centre and Corporate Headquarters on the Cambridge Biomedical Campus.



Active Science Partnership programmes were expanded beyond Cambridge to include Macclesfield FC and Everton in 2022. This has enabled more than 1,000 students to enjoy learning about science through sport. The programme was awarded 'Project of the Year' at the Cambridge United Foundation in 2023.

Existing *STEM Enthuse* partnerships were expanded to two groups of schools near Cambridge and Macclesfield. These enabled AstraZeneca to build strong links with 15 schools throughout a two-year period. Activities included teacher workshops, student presentations, career events and webinars.

We have continued STEM public engagement partnerships reaching a wider population. Highlights include the *University of Cambridge Festival*, which has a reach of **more than 60,000 people** annually, and the *Big Biology Day*.

The number of UK STEMbassadors and volunteers leading hands-on science activities, speaker opportunities and meet-the-scientist sessions continued to grow. Behind all of this is our deep commitment to bringing science to life for under-resourced and historically marginalised young people by showcasing exciting and sometimes unexpected career opportunities in the industry.



Sweden STEM Programme 2022

Each year, AstraZeneca in Sweden invests time and funds to support community initiatives that focus on attracting young people to STEM. Moreover, by creating and encouraging opportunities for employees to give back through volunteering, we support the goal to be a Great Place to Work. In 2022, in collaboration with partners, we supported STEM students from grades 4–9 with school visits and individual mentoring. Students were engaged through school visits, summer research school, a science festival and individualised mentoring to encourage pursuing the study of natural sciences and possibly becoming future colleagues.



AstraZeneca Summer Research School: Two-Week Intensive Program

Together with the association 'Unga Forskare,' we organise an annual summer research school for students aged 14-16. The programme serves to:

- Inspire interest in science as exciting and fun, and create long-term curiosity
- Give students a community where interest in science is encouraged, providing perspective on the importance of science in society and forming a meeting place for school and professional life
- Show students other young role models in science within AstraZeneca

Together with Mentor Sweden, we organise *Boost4Life*, a STEM programme designed to support and inspire grade 9 youth through everyday conversations within environments where there are limited role models and they may lack self-confidence and trust in their future. In several schools in Södertälje and Gothenburg, students met our volunteers at Mentor Sweden and visited AstraZeneca facilities to foster their interest in STEM.



I now know which areas of science I am more interested in, and the visit at AstraZeneca has inspired me to perhaps become a scientist in the future. ”

Summer Research School participant





STEMbassadors: Uniting STEM Students and Passionate Volunteers |

AstraZeneca STEMbassadors are more than volunteers who help staff our STEM programs. They make a direct impact on the students, igniting their passion for science and illuminating the myriad of STEM career opportunities available to them. Anyone at AstraZeneca, from a scientist to a senior leader, can be a STEMbassador.

Through their lived experiences, STEMbassadors help students see themselves represented in the career they aspire to be in, which is critical to ensure access, equity and diversity in STEM. To make an impact in the communities they serve, STEMbassadors provide time, resources or knowledge to students through multiple avenues. These include scientific oversight, mentorship and education, public speaking and more. Our STEMbassadors are engaged, excited, and ready to help usher in the next generation of thinkers and doers through STEM at AstraZeneca.



The opportunity to volunteer your time and share your experiences with the young minds is priceless. It is truly an energizing experience, and one that enables you for something bigger than the self. I am grateful for AZ to continue and support volunteerism in various forms. ”

STEMbassador
AstraZeneca



One piece of advice for [students] pursuing a career in STEM? The world needs your bright ideas and contributions, so when presented with opportunities to try something new, say 'yes'. ”

Sharon Barr
Executive Vice President, BioPharmaceuticals R&D, AstraZeneca

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