

AstraZeneca's commitment to early talent

As part of our drive to accelerate drug discovery, AstraZeneca has a portfolio of high-quality early career programmes that support a diverse range of scientific talent.

Across the globe, our R&D centres offer an environment that rewards curiosity and creativity to push the boundaries of science. Our culture is not only diverse and inclusive, but genuinely inspirational, with opportunities to develop and undertake pioneering science throughout people's careers. By opening our doors to early talent, we are developing the science leaders of the future and working with them to create the greatest and swiftest impact on disease.

Inspiring great science

Every year, our early talent programmes actively support more than 500 young scientists – including apprentices, undergraduate and graduate placements, PhDs and Postdoctoral Researchers:

- **STEM learning:** We promote life-long learning and development across our employees, ensuring our workforce is equipped for the future. Our multi-year, multi-country investment in STEM (Science, Technology, Engineering and Mathematics) outreach programmes aims to inspire the next generation of scientist leaders and promote an understanding of the value and importance of global R&D towards creating a better, more sustainable society. Over 500 of our employees currently work as STEM volunteers, supporting initiatives and programmes across the world.
- **School leavers:** We offer apprenticeships to gain practical experience of working in industry, plus outreach to schools to elevate awareness of roles in science. We are listed as number 7 in the Cibyl Research survey for the Top 200 Employers for School Leavers in the UK, which sought the opinions of 11,000 students aged 12-18 from 2,000 schools nationwide.
- **Graduates:** We offer graduates the opportunity to complete three different placements in two years across R&D, delivering breadth and depth of experience. Graduates are supported in each placement by a line manager and a mentor who remain with them throughout the programme, providing career counselling and guidance. They are also enrolled in the Global Graduate Development Programme, which focuses on softer skills and successful transition to industry.
- **Postdoctoral Researchers:** We support passionate researchers who are motivated to make a difference through an academic-style postdoctoral position in a global pharmaceutical setting. The two to three-year programme funds postdoctoral projects across our many different scientific disciplines and areas of research. These projects address fundamental scientific challenges that underpin drug discovery and development. Each postdoctoral scientist also receives training and development, covering skills such as presentation delivery and publication writing.

To learn more about AstraZeneca's commitment to nurturing the next generation of scientists, go to <https://careers.astrazeneca.com/early-talent>.