

Updated 2026: Average position to market (PTM) by career level and gender

Global career level	FEMALES		MALES		Total average PTM	Total number of employees
	Average PTM	Number of employees	Average PTM	Number of employees		
D	93.1%	23	93.7%	12	93.3%	35
E	94.3%	22	95.1%	20	94.6%	42
F	96.4%	12	93.3%	7	95.3%	19
ALL	94.1%	62	94.3%	40	94.2%	102

- Global Career Levels form the global grading structure that defines the hierarchy of roles within AstraZeneca.
- Career Levels run from C to G in AstraZeneca Norway and the above summary includes details of career levels including both males and females. Career levels C and G have been left out due to small headcounts.
- In total country level, females are positioned 94,1% and males 94,3% to the market.


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Updated 2024: Average position to market (PTM) by career level and gender

Global career level	FEMALES		MALES		Total Average PTM	Total number of employees
	Average PTM	Number of employees	Average PTM	Number of employees		
D	95,2%	25	96,3%	15	95,7%	40
E	89,0%	26	96,8%	19	92,3%	45
F	100,6%	12	98,8%	8	99,9%	20
ALL	94,2%	67	96,9%	44	95,3%	111

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- Career Levels run from C to G in AstraZeneca Norway and the above summary includes details of career levels including both males and females. Career levels C and G have been left out due to small headcounts.
- In total country level, females are positioned 94,2% and males 96,9% to the market.