

Transparency Act Due Diligence Account 30 June 2026 for AstraZeneca AS

Our business

AstraZeneca AS is one of Norway's largest pharmaceutical companies. The company is currently leading within all of AstraZeneca's prioritized areas; Cardiovascular, Renal & Metabolic, Oncology and Respiratory & Immunology. The main activities for AstraZeneca AS are medical, regulatory, sales and marketing activities for the AstraZeneca pharmaceuticals in Norway. The company's product range is manufactured and distributed by other companies in the AstraZeneca Group. AstraZeneca AS has its office location in Oslo and had 102 employees at the end of 2025.

AstraZeneca AS has a local leadership team led by the Country Director for Norway. The Country Director for Norway is reporting to the Nordic Marketing Company President and is also a member of the Nordic leadership team. The Nordic Marketing Company President is chairman of the board for AstraZeneca AS.

Respect for Human Rights

AstraZeneca respects the rights of all people. We are committed to treating everyone with dignity and respect and to ensuring that third parties we work with do the same. Our commitment to human rights arises from our company Values, which is the basis of our Code of Ethics, and is formalised in our Code of Ethics, Global Standard on Expectations of Third Parties, sustainability initiatives, and other requirements, procedures, and practices. We are also guided by international human rights principles in the Universal Declaration of Human Rights, the International Labour Organization's Declaration on Fundamental Principles and Rights at Work, and the United Nations Guiding Principles on Business and Human Rights. AstraZeneca is a member of the United Nations Global Compact since 2010 and is committed to its Ten Principles which set out fundamental responsibilities in the areas of human rights, labor, environment and anti-corruption.

We hold third parties to high standards whilst offering opportunities to build their own sustainability knowledge and capabilities.

Respect for Our Employees

We provide our workforce with an inclusive environment where diversity of thought is valued and respected, fuelling discovery of medical innovations that transform and sustain health, and helping our employees reach their full potential while they push the boundaries of science. Our Code of Ethics confirms our commitment to abide by all applicable wage, benefit, and safety laws, allowing for freedom of association and collective bargaining, and providing a workplace free of discrimination and harassment, and forced and child labour. Our Code of Ethics goes beyond legal requirements with our commitment to run every part of our business with integrity, honesty, and transparency everywhere we operate, not allowing, asking, or enabling others to behave unethically.

We foster an environment that supports physical and mental health to make people feel safe, energised, and inspired, which not only benefits our workforce and productivity, but is an investment in the communities in which we operate and the long-term health of economies. Our standards apply globally and are referenced in our Code of Ethics. We have a Global Safety, Health, and Environment (SHE) Standard, supported by our OneSHE Framework and accompanying 'SHE:

Everybody's Business' training, which establishes minimum standards and is applicable to all employees and temporary staff.

We manage SHE risks, opportunities, and performance by using effective management systems utilising a 'Plan, Do, Check, Act' process to ensure continuous improvement. This requires engagement throughout the organisation, effective leadership, open communication, and a commitment from every employee to themselves, our colleagues, our workplace, our community, and our environment. Our AZ SHE System aligns SHE data management systems and SHE business processes. The AZ SHE System drives innovation in the management and reporting of SHE events and sustainability metrics, while helping to improve workforce safety and health.

We also have an established process and affiliated systems in place for employees to raise concerns and to protect whistleblowers from retaliation and identification. We encourage anyone to report in good faith any concerns or compliance risks. Whistleblowers can choose to report anonymously at www.AZEthics.com. AstraZeneca takes any such reports seriously and investigates all concerns raised, seeking to resolve matters in accordance with our Code of Ethics and applicable law.

Our policies

Our commitment to respecting human rights is underpinned in our policies, our company Values and in our relationships with third parties. Our Code of Ethics defines our Values at work and guides our behaviours. It contains a requirement for our employees to interact with others in an ethical and proper manner and highlights our employment principles and other ethical standards.

AstraZeneca's core Values require all our employees to operate with integrity and high ethical standards at all times, along with respect for the individual and diversity: they require us to "do the right thing". Our values determine how we work together and the behaviours that are integral to our drive for success. Our values guide our decision making, define our beliefs and foster a strong AstraZeneca culture.

All AstraZeneca employees receive an annual Code of Ethics training that explicitly raises awareness of risks. Our annual Code of Ethics training reminds employees of our duty to report any concern they may have about behaviours or activities which may violate our Code of Ethics or its supporting requirements. The Code of Ethics specifies avenues for employees to raise concerns or ask questions without fear of retaliation through a confidential Helpline, which includes the AZethics telephone line and the AZethics website, or through managers, Human Resources, Legal, or Compliance. AZethics and the Global Compliance email and postal channels are also available to the public for reporting concerns (anonymously, if preferred), including human rights concerns related to clinical trials and our supply chain.

Our relationships with third parties

The principles and values contained in our Code of Ethics also apply to our suppliers and all other third parties that we do business with. The applicable standards and requirements for third parties are entrenched in our Global Standard: Expectations of Third Parties.

To help our partners understand our values and what it takes to work with AstraZeneca, our "Expectations of Third Parties" document sets out the values that AstraZeneca holds important and provides a clear guide on our ethical position. We require our suppliers and other third parties to

operate in line with internationally recognised human rights and promote and maintain a culture of respect and equal opportunities.

The AstraZeneca business has a Third Party risk management process ("3PRM") in place to identify and assess potential risks connected with our suppliers.

When assessing suppliers or other third parties, the AstraZeneca business uses activity and geography-based factors to identify, assess and document actions to mitigate risks to our human rights and labour principles. These factors determine which third party engagements are deemed high-risk requiring a deeper level of assessment. When a third party is flagged as high risk, they are subject to an extended due diligence which requires the third party to complete a detailed questionnaire to be assessed by AstraZeneca. Where appropriate, actions will be taken to mitigate any human and labour rights risks within their operations and supply chain. If it is deemed that the third party fails to meet the required standards, the third party will not be onboarded or, if applicable, discontinued.

The 3PRM process also includes continuous monitoring of publicly available information.

We continue to be firm on ending the relationship where no satisfactory improvement or resolution is reached or where the supplier cannot meet our high third party expectations. We also provide enhanced real-time guidance to our contract managers during the due diligence process.

Implementation and Oversight

During the latest accounting year, our performed due diligence activities have not revealed any adverse impacts or significant risks of adverse impacts on fundamental human rights and decent working conditions.

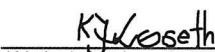


Lars-Johan Cederbrant
Styremedlem / Board member



Jesper Bergkvist (25-Jun-2026 10:23:34 GMT+2)

Erik Jesper Bergkvist
Styremedlem / Board member



Kristin Janett Løseth (25-Jun-2026 10:40:18 GMT+2)

Kristin Janett Løseth
Styremedlem / Board member



Guro Bjøntegaard (26-Jun-2026 07:22:23 GMT+2)

Guro Bjøntegaard
Styremedlem / Board member



Emelie Antoni (25-Jun-2026 11:38:28 GMT+2)

Emelie Karin Susanne Antoni
Styrets leder / Chairperson