



30
years of
AstraZeneca
in Poland

”Poland is one of the key markets for AstraZeneca. Due to its relevant business environment and R&D-friendly regulations, we have been constantly focusing on our company’s growth in the country for 30 years.”

Wiktor Janicki
President of the Management Board
AstraZeneca Pharma Poland

AstraZeneca in Poland

In 2021, AstraZeneca celebrates its 30th anniversary of operations in Poland. The company's history in our country dates back to the 1990s, when two separate companies, Astra and Zeneca merged in 1999.

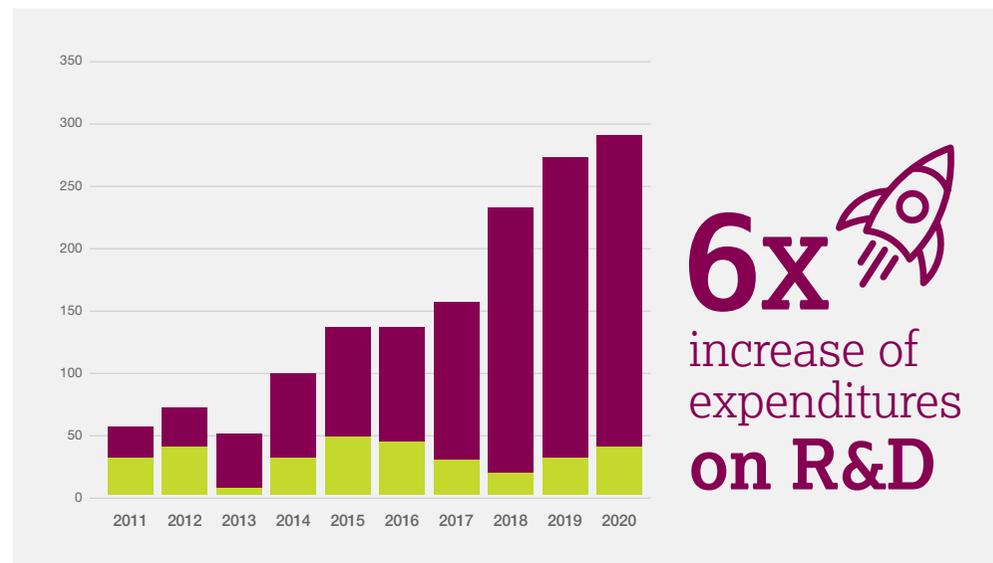
Over the last several decades, the Polish division of AstraZeneca has systematically grown and developed its competencies while gaining stature within the corporation's global structure. Currently, AstraZeneca has two offices in Poland, located in Warsaw and Kraków (the latter office was opened in 2021).

R&D as the key area of AstraZeneca's operations in Poland

AstraZeneca focuses on research and development in Poland. The Warsaw Clinical Research Operations Centre is one of the corporation's six such facilities in the world and the only one in this part of Europe. Over the past decade, the Centre's expenditures on research and development increased by over 445% – from PLN 53 million in 2011 to PLN 289 million in 2020. These outlays make AstraZeneca one of the country's R&D leaders in the life sciences industry.

The company's other facilities in Poland include: Global HR Centre, Global Financial Centre and Global Purchasing Centre. They all support the corporation's key operations everywhere they are needed around the world.

In 2020, AstraZeneca – pursuant to a decision of the Minister of Development and Technology – was the first global biopharmaceutical company in Poland to join the group of several dozen companies with the officially recognized status of Research and Development Centre. After a thorough analysis of the company's operations was performed, AstraZeneca was informed in September this year that it would maintain this status for another year.

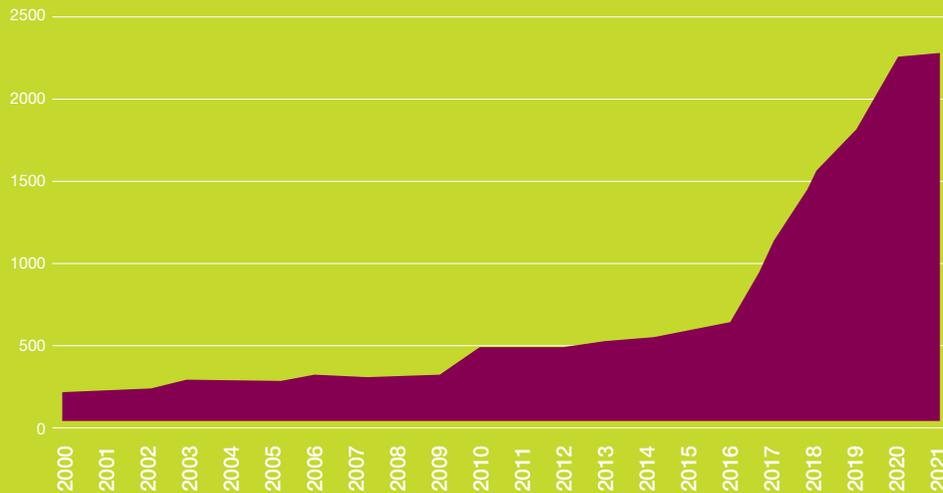


Leader on the labour market

Together with the development of the company's competencies and operations in Poland, it has significantly increased its workforce. Over the past 22 years, the company's workforce has increased almost twelvefold – **from 195 employees in 2000 to over 2300 in December 2021.**



2278*
employees



* update on April 2021.

DIVERSITY & INCLUSION

We at AstraZeneca have believed in the power of diversity and inclusion for years. By following our values, we are building space for equality between genders, origins and ideas. Currently, over 70% of our team are women, who also make up the majority of the company's Management Board in Poland; moreover, 6.5% of the workforce are foreigners from 47 different countries.



71%
of employees
are women



6.5%
of the team
are foreigners

“An inclusive culture is about openness, respect and a sense of security. It sounds trivial, but building these values in a large organization requires concentration and action at every level of the organization and, above all, dialogue with employees.”

Alina Pszczółkowska

Vice-President of the Management Board, AstraZeneca Pharma Poland



AstraZeneca's involvement in the fight against the pandemic

Since early 2020, when the world focused on fighting SARS-CoV-2, experts have agreed that the long-term solution to the crisis would be a vaccine that gives immunity and limits the spread of the virus. AstraZeneca has worked with the University of Oxford to develop and then distribute the vaccine. The result of our collaboration was the development of the vaccine in just a few months, which the company has been providing on a non-profit basis during the pandemic.

In addition to developing the vaccine, AstraZeneca has also focused on supporting societies in the fight against the pandemic in other ways – via financial donations and in the form of COVID-19 tests, provided to public institutions and non-governmental organizations, but also by helping people affected by the pandemic indirectly, including oncological and cardiological patients (the ONKOTAXI campaign, the “Cancer will not wait for the end of the pandemic” campaign and the “DON'T #stay home with a heart attack” campaign).

Investment in strategic public-private partnerships

Cooperation and openness to dialogue have been part of AstraZeneca's global activity for years. The company likewise embraces this approach in Poland, an excellent example of which is the public-private partnership known as the Warsaw Health Innovation Hub (WHIH). In June this year, AstraZeneca, together with other business entities and stakeholders in the healthcare sector, actively supported the state Medical Research Agency by establishing this joint project, which is unique in East-Central Europe. Implementation of the WHIH could strengthen Poland's role as a leading biotechnology centre and improve patients' access to innovative treatments.

A strong commitment to research and development also entails extensive cooperation with the scientific community, which is one of AstraZeneca's priorities. In 2019, the company initiated cooperation with the University of Warsaw – under the Innovation Club, the Agreement of Academic Centers for Technology Transfer (Polish acronym: PACTT) was established for the sake of directly supporting ideas originating in Polish research centres in the near future. In December 2020, AstraZeneca signed a framework agreement with the University of Warsaw on strategic cooperation in implementing innovative solutions in the field of new technologies and services on the pharmaceutical and medical market.



Sustainable development

One of the pillars of the company's activity is sustainable development, which can also be understood as ensuring public access to health. AstraZeneca is going beyond the traditional role of a pharmaceutical corporation limited to the development and production of medicines. For years, we have sought to support health care systems around the world by initiating and engaging in global and national projects as well as cooperating with leading research centres.

An example of such activity is the Partnership for Health System Sustainability and Resilience (PHSSR), which was established in July 2020 by the London School of Economics, World Economic Forum and AstraZeneca in response to challenges such as the COVID-19 pandemic. The project aims to develop solutions for reforming healthcare systems that increase their flexibility and resilience. Poland was one of eight countries qualified for the project's pilot phase, which was completed in March 2021.



Ambition Zero Carbon

AstraZeneca is well aware of climate change and the health sector's impact on global CO₂ emissions, and it deeply believes that better-quality healthcare can include a reduction in greenhouse gas emissions.

The company's flagship environmental initiative is the Ambition Zero Carbon program, under which it has committed to reducing its carbon footprint to zero by 2025 and achieving a negative carbon footprint across the entire value chain by 2030. The program includes launching a new generation of respiratory inhalers on the market, replacing combustion automobiles with 100% ecological vehicles and ensuring that its facilities receive their heat and electricity from 100% renewable sources. AstraZeneca's Warsaw office has already made significant progress in achieving the group's goals: currently, 83% of its car fleet consists of hybrid, plug-in hybrid and electric vehicles, and 100% of the fleet will consist of ecological vehicles by the end of 2021; moreover, since August 2020, AstraZeneca's headquarters have used energy obtained only from certified renewable sources, such as wind farms.

AstraZeneca 

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