

Autolus

ESG
Report

2024

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Our Commitment to ESG Principles at Autolus

Environmental, Social, and Governance (ESG) criteria are essential standards that guide our operations and reflect our commitment to responsible business practices. At Autolus, ESG principles are deeply embedded in our core values: Focus, Respect, Integrity, and Breakthrough. These principles drive our efforts to minimize environmental impact, foster social responsibility, and ensure robust governance.

Our commitment to ESG principles is deeply intertwined with our mission to develop best-in-class therapies that offer potential life-changing benefits for our patients. This dedication is evident in every aspect of our work, from rigorous research and development to comprehensive patient support and education. By integrating ESG principles into our operations, we strive to ensure that we contribute positively to society and the environment, while supporting our mission to advance therapies with the potential to significantly impact patient lives.

Autolus' policies are integral to upholding these principles, which include Anti-fraud, Bribery and Corruption, Conflicts of Interest, Data Protection and Information Security, Responsible Procurement, Modern Slavery, Health & Safety, and Whistleblowing. These policies ensure that we operate with integrity, transparency, and accountability in all aspects of our business.



Patient Impact

At Autolus, our mission is to develop best-in-class therapies that offer potential life-changing benefits for our patients. This commitment drives every aspect of our work, from research and development to patient support and education. In this section, we highlight our efforts to make a meaningful impact on the lives of patients through innovative treatments, comprehensive educational initiatives, and dedicated support services. By collaborating with leading organisations and leveraging cutting-edge technology, we strive to ensure that patients, caregivers, and healthcare professionals have access to the resources and information they need to navigate the challenges of cancer. Additionally, we had active members within Autolus of esteemed external organisations such as the Alliance for Regenerative Medicine, BioIndustry Association, American Society for Transplantation & Cellular Therapy, and Society of Haematological Oncology, which further enhances our ability to stay at the forefront of advancements in the field.



Patient Support & Educational Resources

In 2024, Autolus collaborated with the Leukemia and Lymphoma Society to update their CAR T educational booklet. Additionally, Autolus launched the AutolusAssist site, offering valuable resources and support to patients, caregivers, and healthcare professionals. The site includes a treatment center locator and a contact number for Case Managers who provide support by phone.



Moreover, Autolus extended its support to the Acute Leukemia Advocates Network (ALAN) in the European Union. By sponsoring a grant, Autolus helped increase awareness of acute leukemia and supported the analysis of data from ALAN's robust yearly patient needs survey. This data analysis serves multiple purposes, including the potential development of a new patient-reported outcome (PRO) tool specifically for acute leukemia. Such a tool would be instrumental in capturing patient experiences and improving the quality of care for those affected by this aggressive form of blood cancer.

Across 2024, Autolus also demonstrated its dedication to advancing blood cancer education and support through several key initiatives. One of the notable projects was the collaboration with Blood Cancer UK on the CAR T Education project. This initiative aimed to develop a comprehensive 'one-stop shop' for healthcare professionals and individuals affected by blood cancer. The goal was to provide up-to-date and relevant information, support, and education about innovative CAR T therapies, ensuring that all stakeholders have access to the latest advancements and resources in this field.

Light the Night 2024

We are proud to share the fantastic fundraising efforts of Autolus employees who participated in the Leukemia and Lymphoma Society's (LLS) Light the Night events, which raise awareness and funds for blood cancer research. Our teams gathered across several cities, including Atlanta, Houston, Minneapolis, Philadelphia, and Phoenix, with individual participants also joining events in North Carolina, New Jersey, and beyond.

Light the Night events provide a meaningful way to support those impacted by blood cancer, and our Autolus teams are committed to making a difference. Together, our teams raised over \$5,000 for LLS, which was matched by Autolus for a total of \$10,000.



“we strive to ensure that patients, caregivers, and healthcare professionals have access to the resources and information they need to navigate the challenges of cancer.”





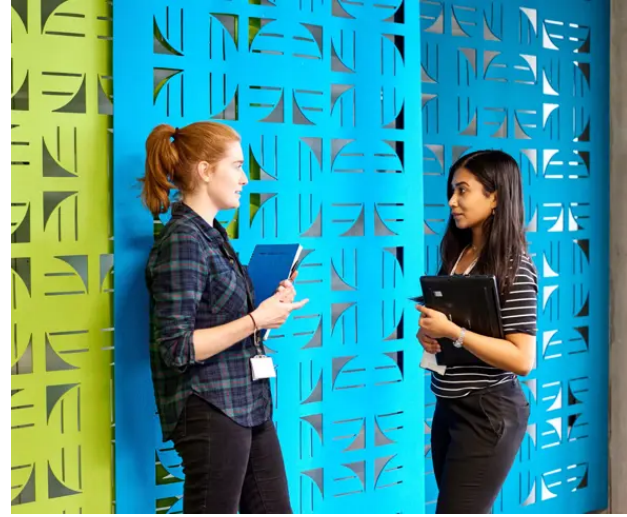
Environmental Sustainability

With Autolus moving into commercial manufacturing, we continue to develop our overall environmental and sustainability policy and strategy to reduce our environmental impact.

Autolus has introduced Ecometrica system for tracking and reporting Scope 1, 2 and 3 emissions across the business. Autolus will be working with Ecometrica’s own sustainability analysts to set baseline data.

A wider reporting dataset for 2024 Scope 3 emissions has led to higher total emissions, however these more accurately reflect the businesses emissions. Equans, an external auditor, completed an Energy Savings Opportunity Scheme (ESOS) assessment and report across Autolus’ UK sites.

Local initiatives at our Nucleus manufacturing site through the facilities team have led to 100% diversion of waste from landfill and the use of more environmentally friendly cleaning materials in non-GMP areas. In addition, switching to eco cleaning products in non-GMP areas has avoided 0.65 tonnes of CO₂e emissions, representing a 70.2% carbon saving.

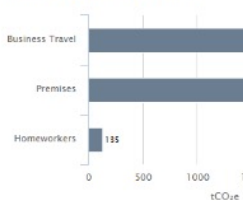


Gross Overall Emissions: 3,824 tCO₂e

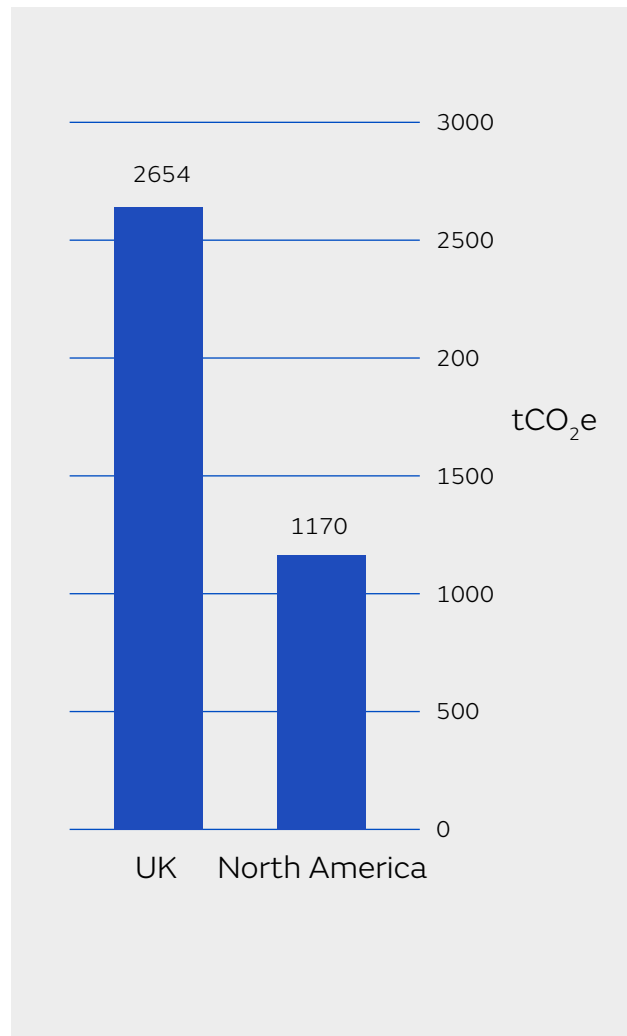
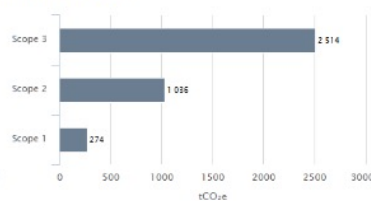
Geographic Summary by Question



Summary by Question Group



Summary by Scope





Social Responsibility

Diversity, Equity & Inclusion (DEI)

At Autolus, we pride ourselves on fostering a diverse and inclusive workplace. Our team is composed of individuals from over 50 nationalities, bringing a wealth of perspectives and experiences that drive our innovation and success. We are dedicated to ensuring that all employees feel valued and empowered. In 2024, Autolus was awarded Silver accreditation status against the Inclusive Employers standard. Achieving silver status on our first submission was a testament to our commitment to workplace inclusion and diversity.



2024 Progress:

- Equal representation of male and female employees on average across management-level roles (Manager to SVP)
- Gender Pay Gap Mean 13.42% / Median 7.96%. We continue to monitor this, with initiatives to reduce the gap
- Partnership with myGwork, a global recruitment & networking hub for LGBTQ+ professionals
- Allyship campaign launched by our Diversity, Inclusion & Belonging Committee, including a webinar led by Inclusive Employers
- Imposter Syndrome Workshop run by Xcellerate, Autolus' employee resource group empowering & supporting women
- Pride Bake, organised by DICE (Diverse Individuals Celebrating Equality), raising funds for Stonewall's homeless charity
- External OUTBio symposium on LGBTQ+ Leadership, Innovation and Investment in Biomedical Research co-organised by DICE ambassador in collaboration with the Francis Crick Institute and the Proud Science Alliance
- Employee led events outside of Employee Resource Groups, including Lunar New Year and Ramadan in 2024



Employee Wellbeing & Engagement

Our employees are at the heart of our success. In 2024, we launched our first Employee Engagement Survey, receiving a 79% response rate. The results showed that 89% of employees highly or strongly agreed that our mission makes their job feel important, highlighting a strong sense of purpose across the organisation. We followed this with 22 team workshops and company-wide initiatives to further strengthen engagement. The survey is now part of our ongoing approach to listening and responding to employee feedback.



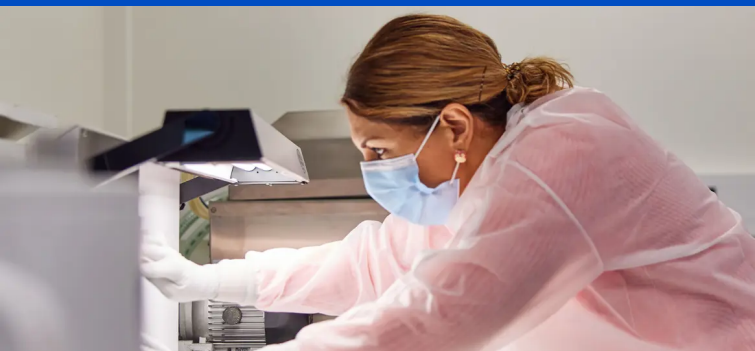
Separately, our new employee survey—introduced to better understand onboarding experiences—found that 95% of respondents felt welcomed by the organisation, reflecting the effectiveness of our orientation and inclusive culture.

In 2024, we focused on enhancing our employees' well-being and engagement through:

Training & Development

Investing in employee development and growth by:

- Offering **9 apprenticeships, internships, and BSc placements**.
- Training **34 new Quality Control operators** and **24 Production operators**. Operator training lasts between 12-18 months to be considered 100% trained



Providing a range of development programs and resources, including:

- **2 Leadership Programmes** with a total of **22 attendees**.
- **19 Webinars**.
- **29 Individual Coaching Assignments**.
- **10 Management 101 Workshops**, and **2 newly introduced Management Fundamentals workshops**
- **Truist Mastering Leadership Dynamics programme** attendance by **7 employees**
- **15 Team Development Workshops**
- **LinkedIn Learning**, with **374 hours** of content viewed in 2024

Wellbeing & Culture Initiatives

- Facilitating workshops across all functions to identify strengths and opportunities to improve engagement
- **Virtual Mindfulness Sessions**, offered twice a month to all employees
- **Values Workshops** open to all employees for input on how we can identify actions to improve how we are living our values as an organisation
- A new **UK Menopause Policy** and guidance
- Introducing **plastic free and sustainable sanitary products** for women across our UK sites
- Promoting employee access to the **Thrive mental health app**
- Our **new employee orientation workshop**, attended by **58% of new employees** in 2024

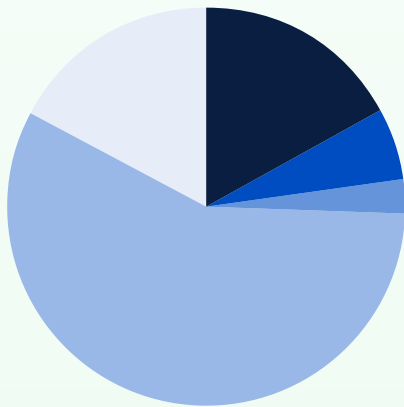
Our voluntary attrition rate for 2024 was 9.6%, reflecting the proportion of employees who chose to leave the organisation. This is in line with the Biotechnology industry standard of 10-15%. We continuously monitor this metric as part of our commitment to employee engagement, well-being, and retention strategies.



Community Engagement & Social Impact

Autolus actively contributes to the communities where we operate. In 2024, we launched our 'Join Us' initiative to welcome individuals from all backgrounds and experience levels to join Autolus.

Join us



Early Careers Outreach

● Apprentices	6
● BSc Placements	2
● Internships	1
● Work Experience Placements	20
● School, College & Uni Interactions	6



**Additionally,
in 2024, Autolus:**

Donated £21,600 to charitable causes, focusing primarily on cancer support charities

Engaged with education providers and participated in events to inspire students aged 4-19 to pursue careers in STEM

Provided 189 new jobs

Provided 20 work experience opportunities for individuals outside of our organisation

We continue to uphold our commitment to developing sustainable practices that benefit our stakeholders and the environment. By integrating environmental, social, and governance principles into our core operations, we strive to create long-term value and positive impact. Our dedication to transparency, innovation, and collaboration ensures that we remain at the forefront of responsible business practices. As we move forward, we remain steadfast in our mission to drive meaningful change and contribute to a more sustainable future for all.