

Autolus: Gender Pay Gap

Our gender pay gap data (snapshot 5th April 2021)

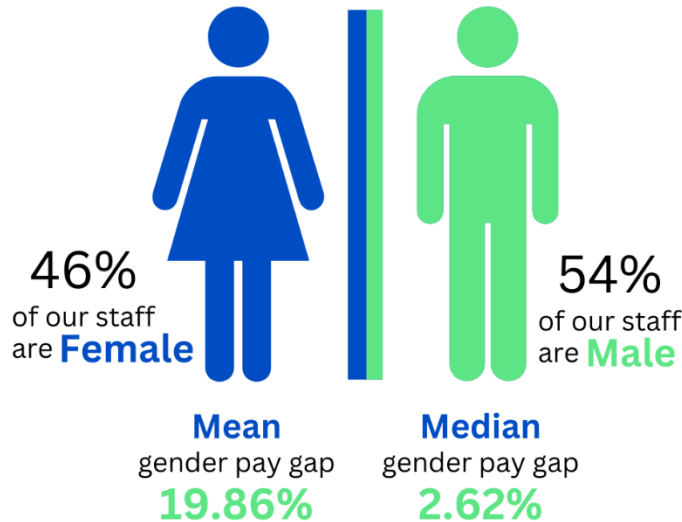
Autolus is a pre-commercial CAR T cell therapy company. We are applying our extensive programming capabilities to develop advanced autologous T cell therapies that have the potential to deliver life-changing benefits to cancer patients. Autolus' success is driven by a well-integrated workforce with a strong identification with our mission of bringing life-saving therapies to patients. A sense of belonging, equality and inclusion is critical to create a productive and innovative work environment and is important to provide our employees with equal opportunity to participate and contribute to our common mission. We draw on the wide range of life experiences of our diverse employees to create a stimulating and inclusive work environment.

While at Autolus we are looking at diversity broadly, this report will focus solely on differences between women and men as required by UK Law. Attracting women into the STEM (Science, Technology, Engineering and Math) industry, has historically been a challenge for our industry and also at Autolus men are somewhat over-represented.

Autolus Gender Pay Gap (Difference between men and women)

Understanding the gap

The mean/average gender pay gap is the difference between the average hourly rate of relevant male full-pay employees to that of their relevant female counterparts.

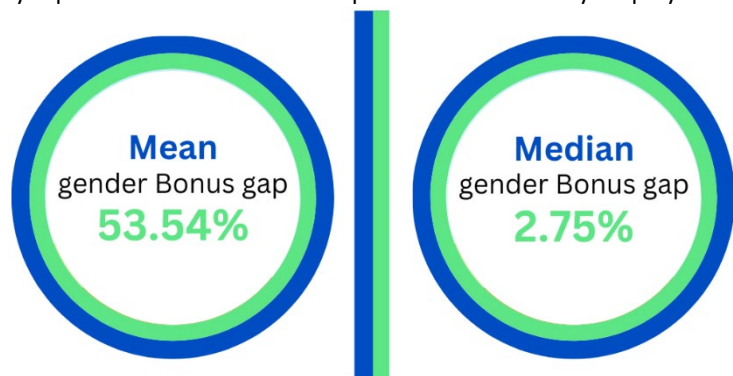


The Median is the middle value when a data set is ordered from least to greatest. The difference between the median hourly rate of relevant full-pay employees to that of their relevant female counterparts. For Gender Pay Gap purposes, the Ordinary Pay represents total earnings received by an employee during the reporting pay period. It includes basic pay, allowances, pay for piecework, pay for leave and shift premiums and recurrent allowances (i.e., acting up allowance, on call, shift allowances etc). The Ordinary Pay is calculated as a sum of all earnings during the reporting period less any salary-sacrifice deductions.

There were more men than women working at Autolus. As with other STEM businesses women tend to be less represented across the business. There were more men in the upper pay quartile than women. Earnings for roles in Manufacturing, show a difference between men and women with men on average earning more than women. One of the factors generating this difference is that men tend to work more often less attractive shift hours than women; 34% of men received shift allowance vs 22% for women. During January 2021 there was a re-structure within the Quality department affecting entry level roles resulting in 17 people leaving the business (5 male and 12 females).

Understanding the difference in bonus pay

For Gender Pay Gap purposes, the Bonus Pay represents total variable compensation received by employees in the previous 12 months ending with the reporting pay period. Total compensation for Autolus Ltd.UK includes short term Incentive, shares sale taxable proceeds (if the sale has been processed before the vesting period), long term incentive, dividends, retention, and sign on bonus etc.



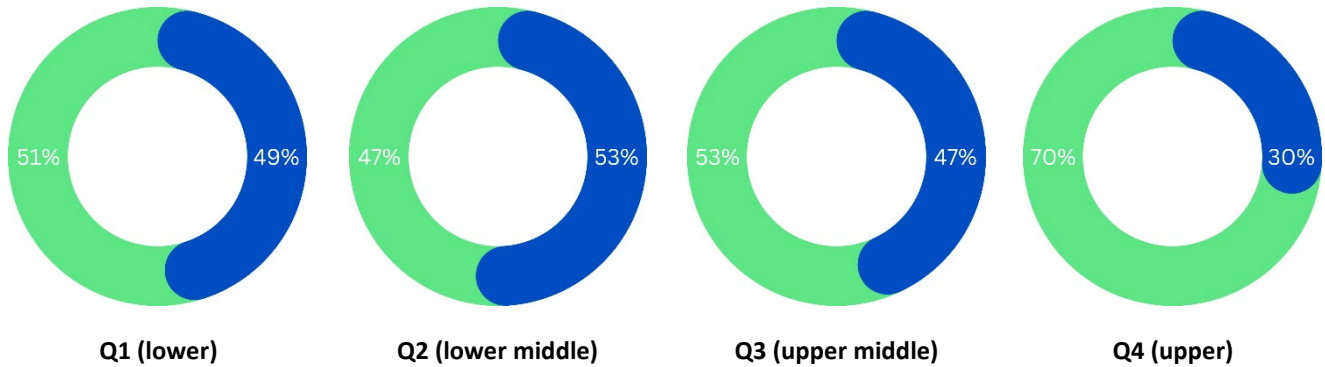
During the midst of COVID 2020 there was a big recruitment wave and more men were hired than women (48 women, 68 men), this means that some of these employees were not eligible for the bonus or got a lower (pro-rated bonus). This is reflected in the median gender bonus gap for women, but because men are better represented

at the higher-grade positions, as shown in the upper quartile figures, in average men earned more bonus so there is a bonus gap in favour of men.

Autolus Pay Quartiles

Quartiles are the pay rates split equally into four groups from lowest hourly rate to the highest by gender

■ M ■ F



As per the quartiles display except the lower middle one, women are less represented compared to men.

What are we doing to address our gender pay gap?

We have introduced the following employee resource group:

- Diverse Individuals Celebrating Equality (DICE) committee focusing on sexuality and gender identity supporting the LGBTQIA+ community at Autolus, helping to shape and create a truly diverse, inclusive and accepting work environment aligned to our company values

Gender pay and Equal pay

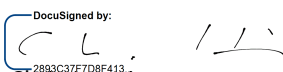
The gender pay gap measures the difference between men and women's average pay. Equal pay, on the other hand, is the legal obligation under the Equality Act 2010 that requires employers to give men and women equal pay if they are employed to do similar work (dependant on other factors for e.g.: experience/qualifications/job complexity).

Our Commitments

Female workers are still dramatically underrepresented in STEM careers.

The median gender pay gap is lower than for the wider the UK Pharmaceutical sector for 2020/21 (at 8.4%) and we will continue to utilise benchmarking and analysis to help reduce pay gaps and ensure our pay strategy continues to address gender pay gap.

We would like to thank all our employees who are actively supporting the initiatives for an inclusive work environment.

DocuSigned by:

 7893C37F7D8F413
 Christian Itin
 (CEO)

The data contained within this gender pay gap report is at the snapshot date of 5th April 2021 for our UK employees as per the UK legislation (excludes all Autolus employees not paid on UK payroll).

