

Autolus: Gender Pay Gap

Our gender pay gap data (snapshot 5th April 2024)

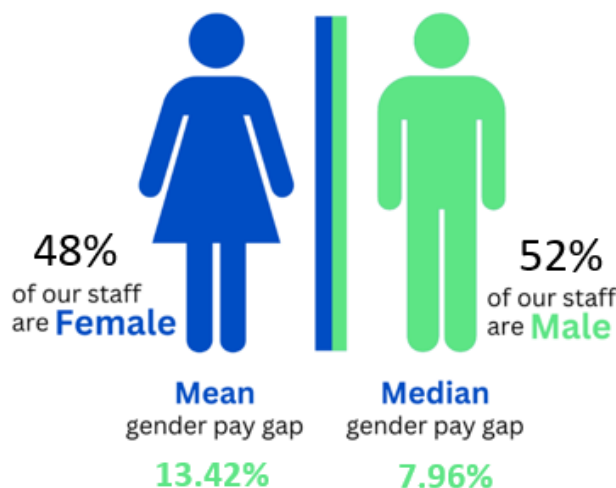
Autolus is a biopharmaceutical company, advancing innovative therapies at both clinical and commercial stages of development. We are applying our extensive cell programming capabilities to develop advanced T cell therapies that aim to deliver life-changing benefits to cancer patients. Autolus' success is driven by a well-integrated workforce that strongly identifies 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 employee population to create a stimulating and inclusive work environment.

While Autolus focuses on a wider commitment to diversity and inclusion, this report will concentrate solely on gender 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 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 in a data set when the values are arranged in ascending order. 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, shift premiums and recurrent allowances (e.g., acting up allowance, on call, shift allowances). 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 in April 2024. As with other STEM businesses, women tend to be less represented

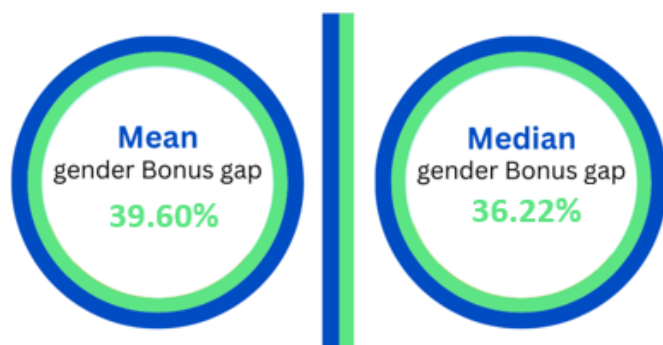
across the business. A significant factor that has impacted our mean and median gender pay gap for 2024 was a highly compensated female leaver in 2023. Our CFO left the organisation and was replaced by a male in the US. This meant in April 2024, we had 4 male executive employees compared to 0 female executive employees.

Similar to last year, we have seen a difference in earnings for roles in Manufacturing that depicts a difference of men on average earning more than women. The shift premiums affect the total earnings for employees with there being 83 men and 57 women earning a shift allowance in April 2024. The biggest indicator for the pay disparity is the 18% shift pattern, where 56 men and 37 women received this allowance. In 2023 there was an increased shift allowance of 23% introduced to factor in a new engineering shift pattern, 3 men were on this allowance.

Furthermore, in April there were 12 men and 2 women who received an on-call allowance and there were 7 men and 2 women who received an acting up allowance. These contributing factors and rationale of men working more unsociable hours than women, is a recurring impact on the data due to the nature of our business operations. If we remove the additional factors on ordinary pay, our pay gap is minimal.

10 women were not included in the calculations due to being on maternity leave and one employee not included on statutory sick pay.

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. includes, but is not limited to, short term Incentive, shares sale taxable proceeds (if the sale has been processed before the vesting period), long term incentive, dividends, retention, BLA bonuses, sign on

bonuses.

Through the 12-month period, on average the bonus amounts for men were higher than women, this was also due to bonus incentives received throughout the year, averaging at a higher number of men than women receiving these bonuses. There were also 4 male executives and 0 female executives receiving a bonus compared to 2023.

This, along with a corporate score of 120%, increased the bonus amounts for the organisation. Comparing this to 2023 with a corporate score of 75%, individuals who are on a management level would be affected by this increase in percentage.

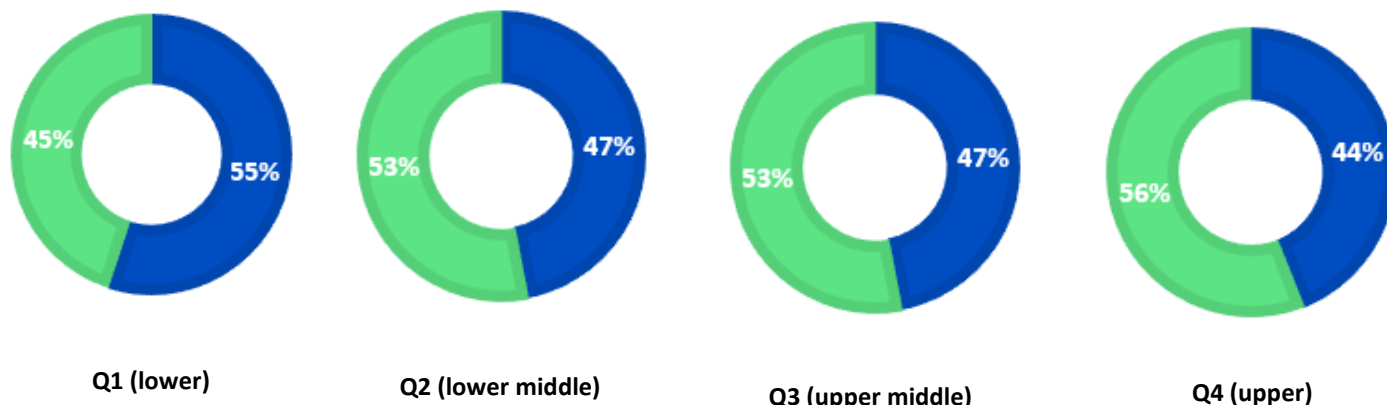
In April 2024 the number of employees sacrificing their annual bonus levelled out at 21 men and 22 women, with more men than women sacrificing 100% of their bonus to their pension.

Finally, though there were 10 women who were not included in the salary snapshot for 2024, their bonus was still received.

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 graphic above, in all but 3 of the quartiles, women are underrepresented in comparison to men. If we compare this year on year, the gap has reduced across the 4 quartiles with the percentages moving towards a more level split than in previous years.

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).

What are we doing to address our gender pay gap?

As an organisation, we continue to invest in our people:

- Partnering with our Organisation Development team we run a Leadership programme, aimed to further enhance leadership skills. In 2024, we had 12 women and 15 men in attendance. In 2024, female attendance in our internal webinar programme increased, with a rate of 52% women and 48% men.
- In 2024, we invested £2,972,000 in training operators at our manufacturing site. 34 Quality Control operators and 24 Production operators were fully trained.
- As of April 2025, we currently have 6 females and 2 males on an apprenticeship scheme and continue to support employees with higher education qualifications.
- In September 2024, Autolus received Silver certification from Inclusive Employers, where only 24% of applicants were received Gold or Silver accreditation. This achievement demonstrates how Autolus strives to inhabit a culture of inclusion. We have a continued partnership with Inclusive Employers and continue acting on their feedback.
- In 2024, we partnered with the Truist Leadership Institute to support and develop our leaders, with 8 female and 5 male attendees for the 2024-2025 slots.
- In 2025, we promoted one of our female leaders to the executive team.
- Our employee resources groups continue to play a pivotal part in our mission - The Diversity Inclusion & Belonging (DIB) committee, Diverse Individuals Celebrating Equality (DICE) committee and XCellerate.

Our Commitments

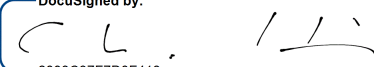
The median gender pay gap is lower than for the wider UK Pharmaceutical sector, which is 10%⁽¹⁾. We will continue to utilise benchmarking and analysis to help reduce pay gaps and ensure our pay strategy continues to address gender pay gap.

Female workers are still underrepresented in STEM careers, in the UK only 30% of women make up the STEM workforce. Some fields such as engineering and technology only 21% ⁽²⁾. We collaborated with educational institutions and took part in various events to motivate students aged 4-19 to explore careers in STEM.

The DIB Committee continue to advertise and encourage employees to take part in the STEM Ambassador Programme for UK employees. STEM Ambassadors are volunteers who can engage in activities to raise young people's aspirations in STEM subjects to help close the UK's skills gap and reduce underrepresentation in industries.

In addition to this, Autolus focuses on additional initiatives that involve working with local communities, schools and youth programmes to also meet these goals. This includes hosting local young people for lab tours and career events, attending council-led STEM sessions for young people and other such activities.

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

DocuSigned by:

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Christian Itin
(CEO)

The data contained within this gender pay gap report is at the snapshot date of 5th April 2024 for our UK employees as per the UK legislation (excludes all Autolus employees not paid on UK payroll).

(1) [Exclusive: How big is the gender pay gap in the pharma industry in Britain? - Pharmaceutical Technology](#)

(2) [Women in STEM: Bridging the gender gap | Feature from King's College London](#)



Focus



Respect



Integrity



Breakthrough