

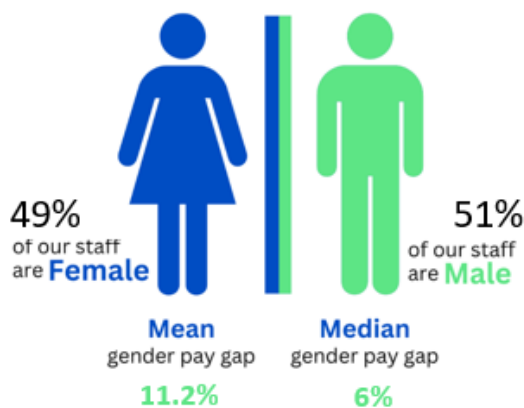
Autolus: Gender Pay Gap

Our Gender Pay Gap data (snapshot 5th April 2025)

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. This report sets out Autolus' gender pay gap for our UK employees as of 5th April 2025, in accordance with the UK Equality Act 2010 (Gender Pay Gap Information) Regulations. It covers colleagues paid through our UK payroll and excludes those based in other countries or paid via non-UK entities.

At the snapshot date, Autolus employed 267 men and 256 women in the UK, meaning women represented 49% and men 51% of our UK workforce. Our findings for 2025 are summarised below. While Autolus takes a broad, intersectional view of diversity and inclusion, this report focuses specifically on differences between women and men, as required by UK legislation. Attracting and retaining women into STEM (Science, Technology, Engineering and Mathematics) roles continues to be a recognised challenge across the life sciences and manufacturing sectors, and Autolus is no exception — men remain somewhat over-represented in certain operational and senior roles within our UK workforce.

Understanding our pay 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.

Compared with our previous report, our mean gender pay gap has improved, and our median gender pay gap has also improved slightly, moving from 7.96% last year to 6% in 2025. While our overall UK workforce is close to gender balance, women remain under-represented in higher-paid roles and in our UK executive population, which

continues to be all-male. These structural factors, together with the impact of shift and allowance patterns, are the main drivers of our 2025 gender pay gap. As a broader organisation, we have more of a range of female senior leaders across other areas of the business, such as an Executive in the US and Senior Leaders in Switzerland.

In addition, at the 2025 snapshot date, 10 women were not included due to being on maternity leave and one person was not included due to sick leave. This is a considerable number of women whose data is removed from the calculation.

Autolus is a biopharmaceutical company operating in a sector where women have historically been under-represented, particularly in some scientific, engineering and manufacturing disciplines. The 'Women in STEM Statistics for 2025' report highlights this with data from UNESCO (Institute for Statistics), stating "women now account for 33% of researchers globally"⁽¹⁾, going on to discuss how in the UK, the ONS (Office of National Statistics) data for 2025 "show that women represent around 27% of the of the core STEM workforce"⁽¹⁾. As we described in our 2024 report, UK employers in STEM face a persistent challenge in attracting and retaining women, and this continues to influence our workforce profile. Our gender pay gap does not arise from paying men and women differently for the same job. Rather, it reflects who does which types of roles, at what level and on what working patterns. Several key factors are at play.

Role mix and seniority

Central drivers of our pay and bonus gaps are the distribution of women and men across roles and grades:

- In the UK, our executive group at the snapshot date comprised four men and no women, as in the previous year. Executive and senior leadership roles carry higher levels of responsibility and attract higher levels of pay and bonus opportunity.
- Across the wider organisation, women are well represented at early and mid-career levels and have increased at grades such as Grade 10 and Associate Director but remain under-represented at the most senior levels (VP and above). Global performance and promotion data show female increases concentrated in mid-level roles, which is positive for our future leadership pipeline but has not yet fully changed the profile at the top. The more senior promotions for the UK were majority male, which has retained the current gap.

Shift patterns, allowances and working arrangements

A second important driver is our operational model:

In our manufacturing and quality operations, many roles involve shift work and on-call coverage.

- In 2024, we reported that more men than women were working on these shift patterns and that men were more likely to receive the higher shift premiums and on-call allowances, our 2025 data continues this pattern. A significant number of employees receive shift allowances at 13%, 15% or 18% of base pay, with 21% men compared to 15% women on these allowances. On-call is still widely more common among men, with 20 men and 7 women receiving an on-call allowance.
- Compared to 2024, there was an improvement on the number of women and men receiving an acting up allowance, with 3 women and 2 men receiving this for 2025.
- Finally, we introduced a UK Commercial team which enables employees to receive a car allowance, women are well represented in this team with 4 women and 1 man receiving this allowance.

These allowances are included in the "ordinary pay" required by the UK regulations. Employees who work on the most heavily-weighted shift patterns or provide on-call cover therefore have higher hourly pay for the purposes of gender pay gap reporting. A higher proportion of those roles are held

by men, this widens our reported pay gap even when hourly base rates are comparable for men and women in the same grade.

We also recognise that some colleagues choose or need different working patterns (such as part-time work, day-based roles, or more predictable hours) for reasons including caring responsibilities and personal preference. These roles may be more common among women and may attract fewer allowances, which also contributes to differences in average hourly pay.

Equal pay vs gender pay gap

It is important to distinguish between our gender pay gap and equal pay:

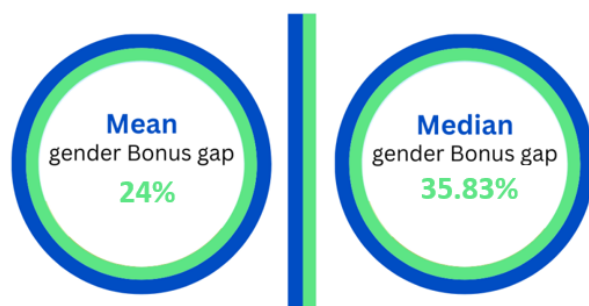
- The gender pay gap measures the difference in average earnings between all men and all women across the organisation, regardless of role.
- Equal pay is a legal requirement to pay men and women equally for equal work or work of equal value.

We benchmark our salary ranges externally and review pay internally using tools such as AON market data to ensure that men and women are paid fairly within each role and grade. Where differences are identified, we correct them through our annual pay review or through targeted adjustments.

There has been some progress in mid-level promotions since our last report, this includes how the gender mix in promotions in the UK has shifted where in 2025 women received a higher number of promotions overall, especially at mid-career levels such as Manger through to Associate Director. In the UK specifically, our workforce is now almost evenly split between women and men (49% / 51%). This represents a positive change from earlier years and reflects concerted efforts in recruitment and pipeline development.

These changes have not yet resolved our pay gap, in part because senior and executive roles change more slowly and because operational structures (e.g. shift-based manufacturing) continue to attract more men. However, they provide a foundation for future improvement.

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. Our bonus plan is designed to recognise both company and individual performance across a wide range of roles. In the 12-month period to April 2025:

Around 85% of men and 86% of women received a bonus, indicating high participation and broadly similar access to variable pay for both genders. This is supported through further bonus agreements such as the referral

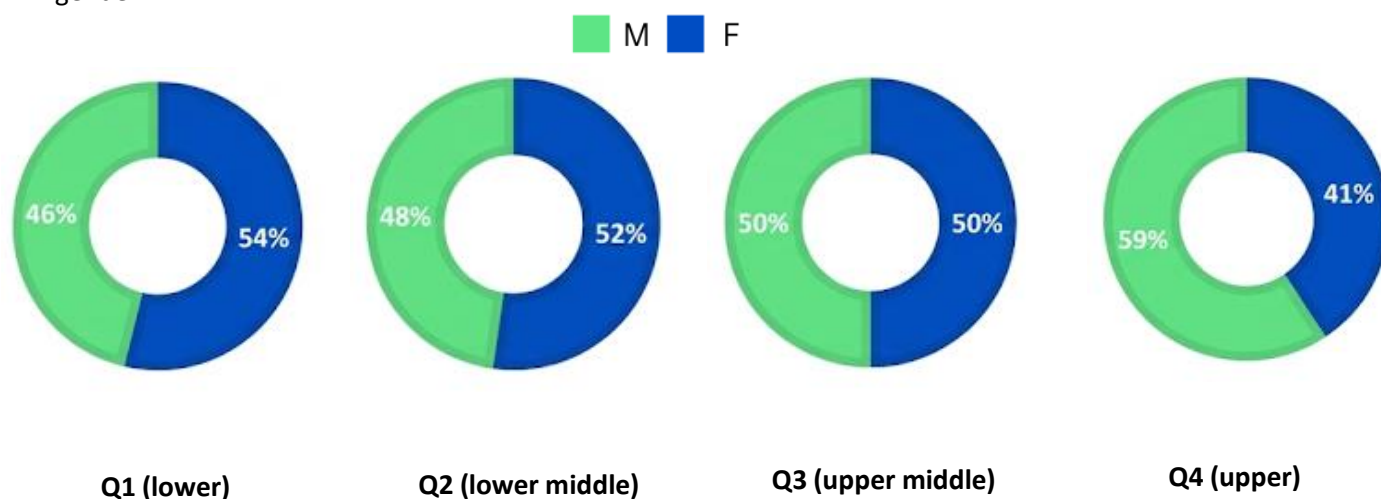
scheme, where an almost even amount of men and woman received a referral bonus throughout the year – 17 female and 15 male – and finally the bonus sacrifice scheme, where employees have the ability to sacrifice some or all of their bonus into their pension, 29 men and 28 women contributed in 2025.

Further bonus payments over the year included RSU vesting payments and share based payments. As these are scheduled from previous years, where our male population was higher, more men than women were in receipt of these awards.

This difference is primarily driven by the concentration of men in more senior roles and in roles with higher bonus targets. As with pay, executive composition has a strong influence. The corporate performance score in 2025 was 107.5%, which benefited colleagues across the organisation, but the impact is greatest where bonus opportunity is highest.

Autolus Pay Quartiles

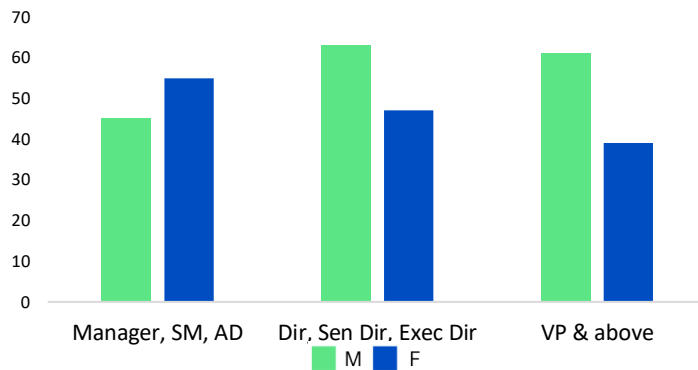
Quartiles are the pay rates split equally into four groups from lowest hourly rate to the highest by gender:



Our 2025 pay quartiles show a broadly balanced distribution across the lower three quartiles, with women making up 54% of Q1, 52% of Q2, and 50% of Q3. In the upper quartile, women represent 41%, indicating continued under-representation in the highest-paid roles. This pattern reflects the current structure of our UK workforce, with women more represented in early-career roles and men more represented in some of our senior positions.

Our priorities and Commitments going forward

Autolus today



Autolus is an international organisation with teams based across the UK, US, Switzerland and Germany. As a result, our leadership population (VP and above, excluding the Executive Team) is distributed across all these regions.

The graph here illustrates the current management and leadership distribution within Autolus. We continue to make encouraging progress in strengthening gender representation at every level of the organisation, with a particular focus on further improving balance within our VP and above population.

We remain committed to reducing our gender pay gap over time and to strengthening the foundations that support fair and inclusive progression across our organisation. In the next reporting period, we will focus on the following priority areas:

Improve female representation in senior and executive roles in the UK

Continue to strengthen succession planning, sponsorship and mentoring for women at Director level and above. In 2025, Our Leadership programme consisted of 30 men and 16 women, 6 women and 4 men were a part of our Senior Leadership programme, and we also had 5 women and 2 men attending the Truist Leadership Institute focused on developing leadership skills. These programmes support our succession planning and improve female visibility in the organisation, with an area of improvement for the Leadership programme.

Deepen analysis of role mix, shift patterns and allowances

Analyse the allocation of shift and on-call work by gender in our UK manufacturing and operational teams.

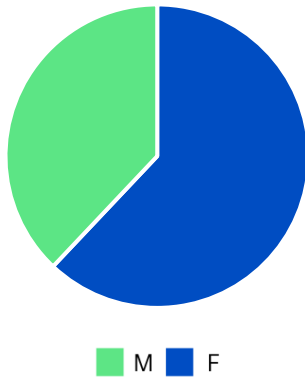
Embed inclusive promotion and reward processes

- Continue to calibrate promotion recommendations annually, ensuring clear and consistent decision-making and full visibility of all recommendations at every level to the Executive Committee.
- Maintain regular pay equity reviews, ensuring that individuals doing similar work are paid equally regardless of gender.

Sustain investment in skills and training

- Maintain strong investment in operator, technical and leadership training, ensuring women continue to participate fully in these programmes.

- Internal Webinar Programme -



In 2025, our Organisation Development team delivered a programme of 17 webinars designed to support learning, collaboration and professional growth across the organisation.

The sessions attracted strong engagement, with a total of 195 colleagues taking part. We were particularly pleased to see broad representation across our workforce, including 121 women and 74 men, reflecting healthy interest and participation across the organisation.

- Our Operational Training team continues to provide essential training across the organisation, with a strong emphasis on supporting our manufacturing facility. In 2025, we invested £1,634,338 in training across Production and QC. This included the development of 62 new Operators (Associate, Op1 and Op2 levels) and 2 new QC Operators. In addition, we invested an estimated £1,250,000 in upskilling existing employees across all operational teams, demonstrating our continued commitment to strengthening capability and improving performance.
- Continue to support apprenticeships and further education - we are proactively investing in early careers through a range of initiatives designed to attract and develop diverse talent. Our Talent Acquisition team will be delivering four Careers in STEM events across our Stevenage and London sites, partnering with local colleges, universities, councils, and community organisations to engage students and young people interested in careers within STEM.
The 2025 STEMblazers blog by Wendy Merchant highlights why this work matters, research shows that “girls who participate in structured STEM activities before high school are 50% more likely to declare STEM majors in college”⁽²⁾. Our continued investment in these initiatives demonstrates Autolus’ commitment to building a stronger, more gender-balanced talent pipeline and creating positive, long-term impact on access to STEM careers.
- As mentioned in our last report, we currently support eight apprentices (2 male and 6 female) across a broad range of functions, including Quality, HR, Finance, and MSAT. Looking ahead for 2026, we have an ambitious pipeline of new apprenticeship and further work placement opportunities planned, spanning disciplines from GMP (QA, QC, and Manufacturing), EHS, Supply Chain, and T-Level programmes, further cementing our commitment to building diverse, future-ready talent pipelines within the communities in which we operate.

Maintain transparency and engagement

At Autolus, we believe every colleague plays a vital role in our success, and we are committed to creating an environment where everyone can develop and progress. Our investment in learning and development, reward and recognition, hybrid working, and colleague-led resource groups supports this commitment and helps ensure that all employees can thrive.

Our continued focus on developing talent, improving transparency around career opportunities and supporting progression into senior roles is central to reducing the structural factors that influence our gender pay gap today.

Since earning Silver accreditation from Inclusive Employers in September 2024, we continue to act on their feedback to strengthen our inclusive culture, embrace diversity and embed equitable practices. Two key actions from this feedback include:

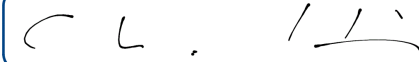
- Launching a Diversity Data Campaign to encourage voluntary declaration of diversity data from employees. By gathering more comprehensive data, we can better identify pay disparities, monitor progress, and develop targeted actions.
- Establishing a Diversity, Inclusion and Belonging (DIB) Strategy Team at an executive team level to embed DIB principles throughout the organisation, raise leadership accountability and empower our ERGs.

Finally, the Employee Engagement survey is a 2026 Corporate Objective. This survey gathers data to identify the level of engaged and disengaged employees in the organisation, and which areas leaders need to focus on to improve. The results provide data to recognise areas of performance and whether employees feel they are supported to succeed in their role. Capturing real time and actionable data equips Autolus leadership with the tools they need to succeed on objectives.

The Employee engagement results split by gender show an improvement in female engagement from 2024 to 2025, increasing from 3.91 to 4.03 with the male result had a slight improvement from 3.87 to 3.89. The increase in employee engagement for women is a leading indicator that our actions to create a more inclusive environment are taking effect, supporting the retention and progression of women—an essential driver of sustainable reduction in our gender pay gap over time.

Our ERGs continue to play a pivotal part in our mission—DICE (LGBTQ+), Xcellerate (Women), Neurodiversity ERG. Strong collaboration with Xcellerate, whose mission is “supporting and developing all women at all levels across Autolus”, will also contribute towards creating an equitable and supportive workplace for women within the organisation.

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Christian Itin
(CEO)

The data contained within this gender pay gap report is at the snapshot date of 5th April 2025 for our UK employees as per the UK legislation (excludes all Autolus employees not paid on UK payroll).

(1) [Latest Women In STEM Statistics For 2025](#)

(2) [Women in STEM Statistics 2025: Trends, Gaps, and Action Steps for Young Women — Stemblazers - Inspiring Women to Work in STEM Fields](#)

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).



Focus



Respect



Integrity



Breakthrough