

Autolus: Gender Pay Gap

Our gender pay gap data (snapshot 5th April 2023)

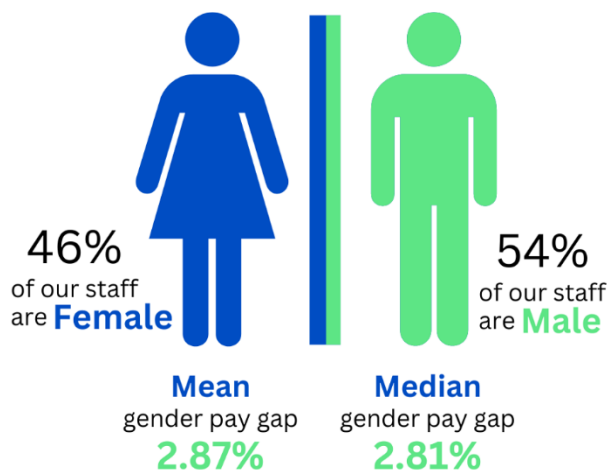
Autolus is a pre-commercial CAR T cell therapy company. We are applying our extensive cell programming capabilities to develop advanced autologous T cell therapies that have the potential to deliver life-changing benefits to cancer patients. Autolus' success is driven by a well-integrated workforce with 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 are more men than women working at Autolus. As with other STEM businesses women tend to be less represented across the business. There are more men than women having a tenure between 6-8 years' service, which means they have had more chances to have their salary developed. Earnings for roles in Manufacturing, show a difference between men and women with men on average earning more than women. The difference is due to men more often working less attractive shift hours than women. Shift workers annual salary is on average equal between men and women, but there are more men than women earning shift allowances and the total amount of shift allowances gained by men during April 2023 is higher than the total amount of shift allowances gained by women (for all shift allowances).

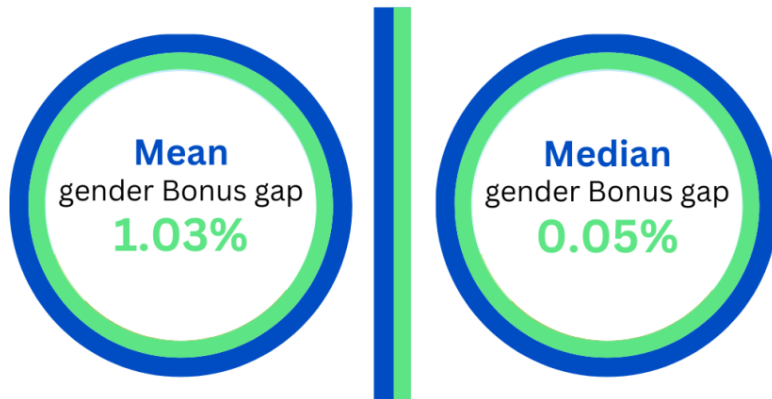
There are 63 men earning shift allowances and 41 women earning shift allowances. The most significant difference between the number of men and women earning shift allowance is for shift allowance 18%, which has an important and higher impact on the total ordinary pay (31 women received shift allowance 18%; 45 men received shift allowance 18%)

There are 20 men and 4 women who have received on-call allowance during April 2023.

There were 3 women employees not included in the pay gap reportable elements calculation, due to their pay being affected by maternity leave. There was 1 employee excluded from all calculations, due to not having their gender disclosed.

Taking into account these differences in work patterns between men and woman working at Autolus there is no actual gender pay gap across the organization.

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. In April 2023 the number of members sacrificing their annual bonus has increased from 10 for both men and women in 2022 to 15 women and 14 men

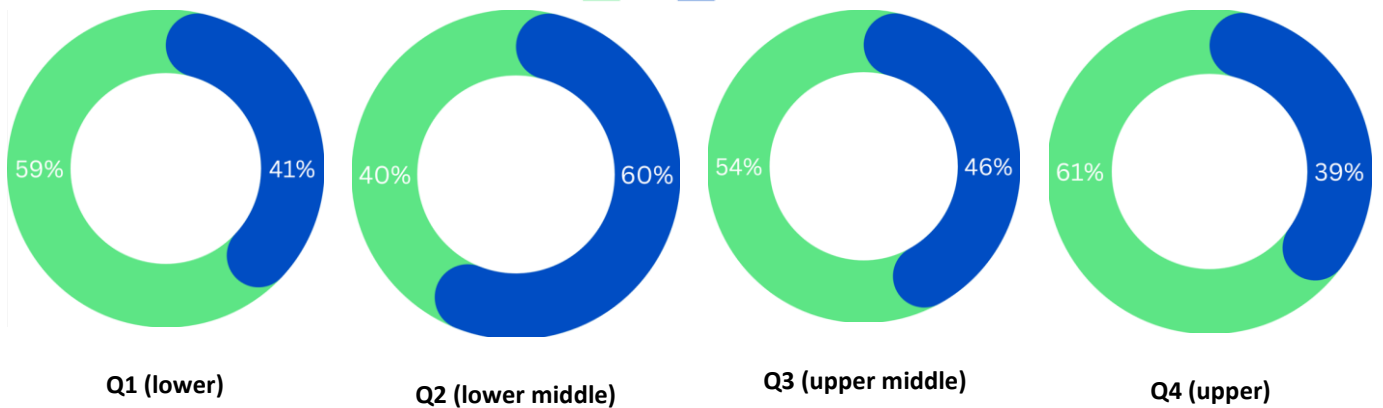
in 2023. Therefore, the bonus sacrifice has been higher in 2023 compared to the bonus sacrificed in 2022. In April 2023, on average men earned more bonus and higher amounts on RSUs than women which is one of the factors contributing to the bonus gap.

There were 39 women and 34 men who were not paid a bonus due to their eligibility being affected by their start or leave date.

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. If we compare this year on year since 2021, on Q1 lower the ratio to female to male has reduced, Q2 lower middle, has increased for females, Q3 upper middle has reduced for females but our Q4 upper has increased for females.

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?

We continue to support employee resource groups:

- Diversity Inclusion & Belonging (DIB) committee whose purpose is to strengthen an inclusive culture that encourages belonging, empowerment and welcomes diversity
- 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
- XCellerate was established with the goals of enhancing development opportunities and providing support to the women of Autolus, as well as educating the wider company on issues facing women



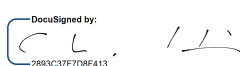
Between 22-23 we have seen an increase in females in managerial and leadership roles through targeted talent acquisition and organisational development initiatives.

Our Commitments

The median gender pay gap is lower than for the wider the UK Pharmaceutical sector for 2021/22 (at 10.4%) 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.

Female workers are still underrepresented in STEM careers, 26% of women made up the STEM workforce in the UK as of August 2023, (STEM Women). The DIB Committee have launched the Autolus' STEM Ambassador Programme for UK employees. STEM Ambassadors are volunteers who can engage in activities to raise young people's aspirations in STEM subjects, help close the UK's skills gap and reduce underrepresentation in STEM industries.

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

DocuSigned by:


Christian Itin
(CEO)

The data contained within this gender pay gap report is at the snapshot date of 5th April 2023 for our UK employees as per the UK legislation (excludes all Autolus employees not paid on UK payroll).

