

The Autolus logo is positioned in the top right corner. It features the word "Autolus" in a white, sans-serif font. The letter "o" is replaced by a stylized white circle with a small green dot above it, resembling an apple core.

Autolus

ESG Report

2025

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CEO Reflection

To colleagues, partners, and stakeholders,

Looking back at 2025, we have made substantial progress towards real world impact for patients, with the launch of AUCATZYL in the US, successfully obtaining marketing authorization in the UK and EU and achieving market access in the UK. The positive real world impact of AUCATZYL was independently reported by key US clinics that form the ROCCA consortium. It is rewarding and motivating to see the benefit on patients' lives. We understand this is both a privilege and a responsibility.

Delivering on this promise takes a dedicated and committed team and we are proud of our training program for manufacturing operators at the Nucleus facility, our apprentice program and skill and leadership development programs across the company.

We stay rooted in our core values of Focus, Respect, Integrity, and Breakthrough and drive to implement them in our day to day operation and decision making.

We would like to thank our patients, caregivers, healthcare professionals for your trust and feedback – our employees for your commitment, drive and energy and all of you who continue to support our mission delivering life-changing therapies.

Thank you for your continued support and partnership.



Dr Christian Itin

Chief Executive Officer, Autolus

The background of the slide is a dark blue gradient. It features two large, overlapping circles: a bright blue circle in the bottom-left corner and a dark blue circle in the top-right corner. The text 'Patient Impact' is centered in the middle of the slide in a white, sans-serif font.

Patient Impact

At Autolus, we are dedicated to advancing therapies that have the potential to transform patients' lives. This passion informs everything we do, whether it's pioneering new research, providing ongoing support, or developing educational programmes. In this section, we showcase how our work is making a real difference for patients—through innovative treatments, robust educational outreach, and committed support services. By partnering with respected organisations, we aim to empower patients, caregivers, and healthcare professionals with the tools and knowledge needed to overcome the challenges associated with cancer.



Patient Support & Educational Resources

Autolus continues to collaborate with a range of patient advocacy organisations and charities to support their work (e.g. patient information) and gather insights to ensure our work is patient focused. In 2025, we established a new global Patient Advocacy function to develop this work by deepening our relationships across countries and disease areas.

At a global level, Autolus extended its support to the Acute Leukemia Advocates Network (ALAN) by providing a grant towards their 2025 activities including a global summit which brought together patient advocates from around the world to share best practice in acute leukemia patient advocacy and through sponsorship of the 'Be Leukemia Aware' campaign to raise awareness about acute leukemia by sharing real, human stories that highlight understanding, presence, and connection.

In the US, Autolus collaborated with Blood Cancer United to support the update of their ALL Booklet & Guide, CAR-T Patient & Healthcare provider fact sheets, additional educational resources in both English and Spanish and the Acute Leukaemia Grand Rounds programs for HCPs. In addition to Blood Cancer United support, Autolus was pleased to work with BMTinfonet and Leukemia Research Foundation to support resources for both the care teams and patients and caregivers.

For the UK, Autolus provided a grant to Blood Cancer UK in their project to understand the disparities in access to treatments in the NHS post-NICE approval and Leukaemia Care to update their booklet and factsheet information on CAR-T. Additionally, Autolus became an industry sponsor of the Blood Cancer Alliance and Cancer52.

We also worked with patient groups across our pipeline disease areas to support patient education and advance the patient voice in our development work including: the Lupus Foundation of America (US), Lupus and Allied Diseases Association, Inc. (US), Lupus UK (UK), Lymphoma Action (UK) and Lymphoma Coalition (Global).

Light the Night 2025

Autolus employees across the U.S. continued to demonstrate strong support for Blood Cancer United's Light the Night events, which raise awareness and funds for blood cancer research. This year, teams participated in ten locations—Houston, Phoenix, Corona, Western Springs, New England, Baltimore, Chicago, Westchester, North Carolina, and Atlanta. Through their collective efforts, employees raised more than \$11,000, which Autolus matched for a total contribution of \$19,000. These events offer a meaningful way to support individuals affected by blood cancer, and our teams remain committed to making a positive impact.



CAR-T Vision

In 2025, Autolus supported a new global coalition which has set a 'CAR-T vision' to double the proportion of eligible patients treated with CAR- T therapy by 2030. This initiative is led by an independent multi-stakeholder steering committee of medical societies, patient advocacy organisations, academic and community treatment centres and other subject matter experts.

Patient Support & Educational Resources

Autolus continues to support authorized treatment centers, patients, caregivers and healthcare professionals through the AutolusAssist site. The site includes a US treatment center locator and a contact number for Case Managers who provide support by phone.

Society Memberships

Additionally, we had active members within Autolus of esteemed external organisations such as the Alliance for Regenerative Medicine (ARM), BioIndustry Association (BIA), American Society for Transplantation & Cellular Therapy (ASTCT), and Society of Haematologic Oncology (SOHO), which further enhances our ability to stay at the forefront of advancements in the field.



Environmental Sustainability

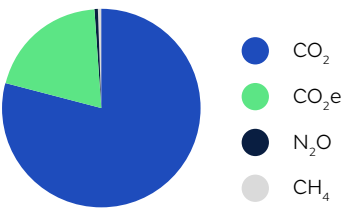
With Autolus in commercial manufacturing and increased capacity at our Stevenage (UK) facility, we continued to develop our environmental management system and sustainability strategy to reduce environmental impact.

In 2025, Autolus worked with external consultants to complete a gap assessment of its environmental management system and will continue this work through 2026, with a focus on strengthening data collection and reporting.

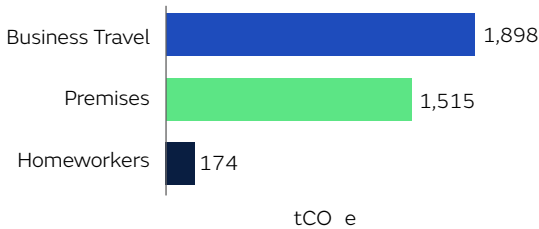
Local site initiatives are underway to reduce waste and improve awareness and segregation of different waste streams.

Overall emissions for 2025 were 3,587 tCO₂e. Based on the number of manufacturing starts during the year, this equates to approximately 14 tCO₂e per batch. We are using this as an initial metric to help track the environmental impact of our operations over time, alongside absolute emissions and scope-level reporting. A breakdown by scope* is shown below.

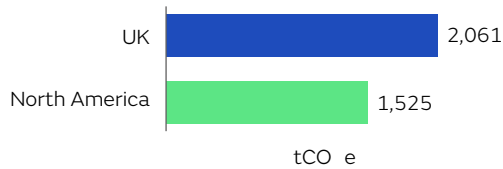
Summary by Greenhouse Gas



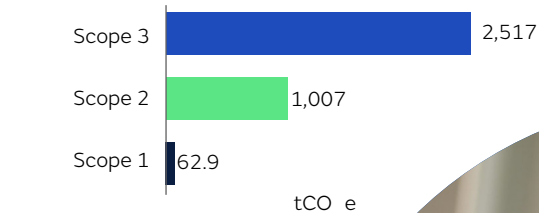
Summary by Source



Summary by Company Unit



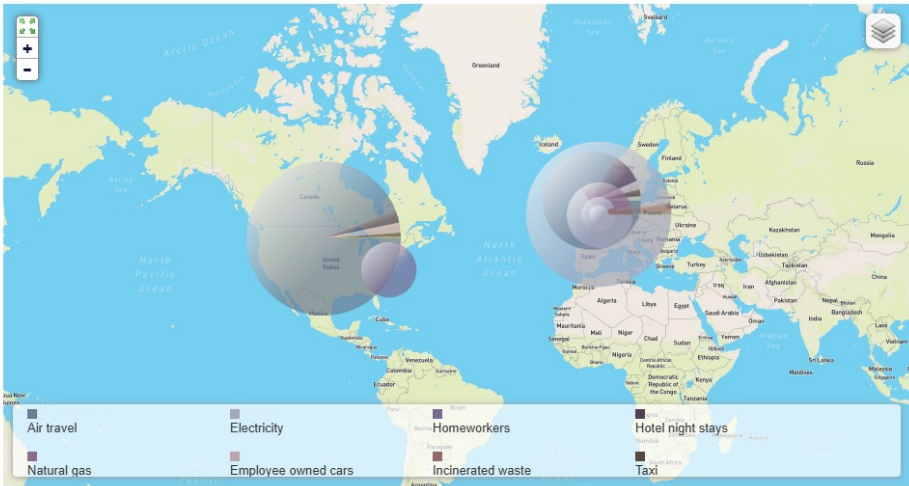
Summary by Scope



Gross Overall Emissions: 3,587 tCO₂e*

* Please note total calculated GHG emissions are rounded up to the nearest whole tCO₂e for the purpose of offsetting. Rounding errors may apply.

Geographic Summary by Question



*Scope 1 — Direct emissions from our own operations | Scope 2 — Indirect emissions from the energy we purchase | Scope 3 — All other indirect emissions across our value chain



Social Responsibility

Diversity, Equity & Inclusion (DEI)

Workforce stability, inclusion and fair reward remain important to Autolus' ability to attract, retain and develop the talent needed to operate and scale the business. In 2025, our disclosures focused on workforce composition, representation and pay outcomes.

In the UK, the workforce gender split at the 5 April 2025 snapshot was 49% women (256) and 51% men (267). Women were well represented at early and mid-career levels, while representation remained lower in the most senior roles. At the snapshot date, the UK executive group comprised four men and no women, indicating that progression into senior and executive roles remains an area of focus over time.

At the same snapshot date, the median UK gender pay gap was 6%. The mean pay gap improved versus the prior year; the main drivers remained the under-representation of women in higher-paid roles and within the UK executive population, together with the impact of shift and allowance patterns.

During the year, employee-led inclusion activity continued through our Diversity, Inclusion and Belonging Committee, colleague storytelling and awareness initiatives across gender, LGBTQ+ inclusion, religious and cultural inclusion, allyship and neurodiversity. This included activity linked to International Women's Day, Pride Month, Ramadan and National Inclusion Week, supported through employee networks, internal communications and shared learning. Colleagues also completed the groundwork for a new Neurodiversity Employee Resource Group, planned for launch in early 2026, helping to reinforce colleague voice, awareness and belonging across the organisation.



Employee Wellbeing & Engagement

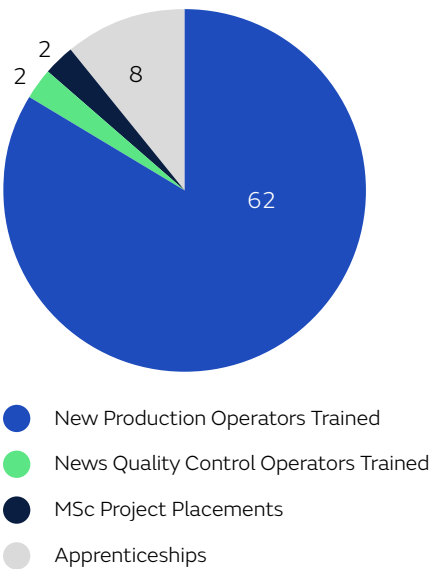
Our people remain central to business continuity and execution. In 2025, we ran our second company-wide Employee Engagement Survey using the Gallup Q12, achieving an 82% response rate, up from 79% in 2024. Results indicated continued strengthening in engagement, with mission and purpose remaining a clear area of strength and positive movement in development and trust. We review findings with leaders and teams to inform priorities and follow-through across the organisation.

We also continued to gather feedback from colleagues as they join the organisation. In 2025, 98% of respondents to our new employee onboarding survey reported feeling welcomed (ratings of 4 or 5 out of 5), up from 95% in 2024. This provides an additional indicator of onboarding effectiveness and early employee experience.

Training & Development

Training and development remained important to role readiness, particularly in production and quality control where the journey to being considered fully trained typically takes 12–18 months depending on the role. Alongside structured programmes, colleagues used digital learning resources, with 338 hours of LinkedIn Learning content viewed during 2025. The charts below summarise participation across key training and development activity.

Career Entry & Role Training



Development Activity



Wellbeing & Culture Initiatives

Autolus continued to support employee wellbeing and culture through a focused set of initiatives. Virtual mindfulness sessions were delivered throughout the year, including a renewed six month programme and the use of participant feedback to inform future delivery. New Employee Orientation workshops also continued, supporting connection, culture and onboarding for new starters. In addition, engagement survey findings were used to inform conversations and action planning across teams, helping to support engagement and team effectiveness across the organisation.

Voluntary attrition was 10.3% on a rolling 12 month basis (1st Feb 2025 to 31st Jan 2026), reflecting the proportion of employees who chose to leave the organisation. This remains 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

In 2025, Autolus continued to contribute to the communities in which we operate through job creation, education engagement and early career opportunities. During the year, Autolus:



Received the Bronze APGO Payroll Giving Quality Mark for 2025.

Worked with education providers and academic institutions through placements, site visits, talks and apprenticeship pathways to support awareness of careers in science and biotechnology.

Supported apprenticeships, postgraduate placements and work experience opportunities.

Created 158 new roles.

Organised charity events and food bank donations.

Donated over £25,000 to health-focused charities, including cancer support and lupus organisations, alongside employee-led fundraising initiatives.

Looking ahead, we will build on our 2025 progress across environmental sustainability, employee wellbeing and inclusion, and our support for communities and patient advocacy, while improving how we measure, report and act on what we learn.

As new technologies, including artificial intelligence, become more embedded in how we work, we recognise the importance of understanding their broader impacts — from environmental considerations to employee wellbeing, skills development and the evolving nature of roles across the organisation. We are committed to approaching this thoughtfully, engaging colleagues and stakeholders as expectations and opportunities continue to develop.