

Diversity, Equity and Inclusion Mission Statement

Allogene's mission is to create and lead the next revolution in cancer treatment by delivering to patients the first allogeneic CAR T cell (AlloCAR T™) therapies for blood cancers and solid tumors.

Cancer doesn't care about your culture, race, ethnicity, gender or identity. Neither should its treatment.

We are committed to defeating cancer by leveraging the power of diversity to unlock the best in each of us. We foster an inclusive environment through respect, collaboration, and open communication, and effect change with active recruitment, internships and mentorships designed to create a stronger and better Allogene that delivers life-changing therapies for patients.

ALLOfUs are here to lead the next revolution in cancer treatment, together.

Diversity, Equity and Inclusion Policy

Allogene is committed to cultivating, fostering, and preserving a culture of diversity, equity and inclusion.

People are our most valuable asset. The collective sum of our individual differences, life experiences, knowledge, inventiveness, innovation, self-expression, unique capabilities and talent represent a significant part of not just our culture, but our reputation and success.

We embrace and encourage differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, culture or customs, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique. We also embrace differences in experience and background, and welcome diversity of opinions and thought when making decisions.

Allogene's diversity, equity and inclusion initiatives are applicable - but not limited - to our practices and policies on recruitment and selection; compensation and benefits; professional development and training; promotions; transfers; social and recreational programs; and the ongoing development of a work environment built on the premise of diversity equity that encourages:

- Respectful communication and cooperation between all employees.
- Valuing and soliciting input, feedback and opinions from relevant staff.
- Teamwork and employee participation, permitting the representation of employee perspectives.
- Employer and employee contributions to the communities we serve to promote a greater understanding and respect for the diversity.

All employees of Allogene have a responsibility to treat others with dignity and respect at all times. All employees are expected to exhibit conduct that reflects appropriate inclusion during

work, at work functions on or off the work site, and at all other company-sponsored and participative events. All employees are also required to attend and complete annual diversity awareness training to enhance their knowledge to fulfill this responsibility.

Any employee found to have exhibited any inappropriate conduct or behavior against others, in-person or online, will be subject to appropriate disciplinary action.

Employees who believe they have been subjected to any kind of discrimination that conflicts with the company's diversity, equity and inclusion policy and initiatives should seek assistance from a supervisor, an HR representative, or provide anonymous feedback to the DEI Suggestion Box on AlloNet or Allogene's compliance hotline: (866) 263-8044.