

Allogene Therapeutics, Inc. Human Rights Policy

Our Commitment

Allogene Therapeutics, Inc. (“Allogene” or “Company”) strives to be stewards of corporate integrity throughout our business in the U.S. and worldwide. With a focus on patients, employees, the environment, and local communities, we recognize our responsibility to develop a company culture that advocates respect for all human rights and avoids complicity in human rights abuses. Allogene supports the principles outlined in UN Guiding Principles on Business and Human Rights, including to protect minority and women’s rights, and we expect our employees, contractors, suppliers, and business partners to hold these same values and ensure they are reflected throughout their business activities and interactions with others.

This policy has been approved by the Company’s executive officers and Board of Directors.

Our Workplace

We are committed to conducting business ethically and responsibly as outlined in our [Code of Business Conduct and Ethics](#) (“Code of Conduct”), our [Diversity, Equity and Inclusion Policy](#), [Workplace Harassment, Discrimination and Retaliation Prevention and Complaint Procedures Policy](#) and other Company policies. These policies reinforce Allogene’s pledge to:

- Provide a safe and healthy workplace free from violence and intimidation;
- Promote equal employment opportunities and an inclusive environment throughout the Company;
- Promote a workplace free from unlawful discrimination of any kind on the basis of race, gender, color, nationality, origin, sex, age, disability or any other legally protected status;
- Comply with all laws and practices that prohibit child labor, forced or indentured labor, human trafficking and unfair wages and benefits; and
- Protect employees’ and patients’ personal information.

Allogene provides compliance training to its employees and offers a variety of resources to encourage diversity, equity and inclusion, anti-harassment, ethical business practices, and compliance with laws. Allogene has also created a 24/7 hotline managed by a third party to allow for anonymous reports of any violations of our Code of Conduct or other policies. Employees are also encouraged to contact Allogene’s Compliance Officer with questions or concerns. The Compliance Officer is required to follow certain procedures upon the receipt of any report. Any employee found to be in violation of the Company’s policies or applicable laws or regulations is subject to corrective action, up to and including termination.

Our Environment

The well-being of our communities and the environment are intertwined as human rights are enriched by a safe, clean and healthy environment. Allogene aims to make choices that are mindful of our environmental impact. We reduce our environmental footprint and prevent pollution by complying with all applicable environmental laws and regulations and furthering our own initiatives, such as recycle and reuse policies. In addition, our manufacturing facility in Newark, California utilizes only electric power from renewable sources. Our other sites in South San Francisco, California utilize electric power from sources that are 50% renewable.

The objectives of our approach to minimize environmental impact are to:

- Be an environmentally responsible corporate citizen;
- Monitor consumption of resources used by Allogene in its operations;
- Educate our employees and provide channels for employees to create environmental awareness and contribute to our efforts; and
- Monitor and continually improve our measures to use resources more efficiently and minimize adverse environmental effects.

Our Supply Chain and Business Partners

Allogene relies on a network of business partners to help us accomplish our goal to successfully treat cancer patients. This network includes our upstream and downstream supply chain through our partners, service providers, suppliers and contractors (“Partners”). Although we cannot control all actions of our Partners, we expect our Partners to exercise responsible and ethical practices and to maintain compliance with all legal and regulatory requirements. We are willing to work with our Partners to improve their performance in support of human rights. Allogene does not support any activities or actions by its Partners that may infringe on the fundamental rights of others. Allogene distributes our Human Rights Policy to our Partners to ensure our intentions around environmental responsibility, labor practices, diversity, equity and inclusion are clear.

Clinical Trials

Allogene designs and conducts its clinical trials with high standards of quality per International Conference on Harmonisation of technical requirements for registration of pharmaceuticals for human use and Good Clinical Practice (ICH GCP) to generate results that are reliable and valid. Our approach includes promoting transparency in our informed consent process and safeguarding patient privacy. Allogene has policies and management processes in place for ensuring quality that could otherwise affect patient safety during clinical trials, and all of our trials are designed to meet the strict requirements of the U.S. Food and Drug Administration (FDA), and comparable regulatory agencies in state and local jurisdictions and in foreign countries, as applicable. We conduct our clinical trials in accordance with ICH GCP, consistent with global ethical standards that have their origin in the World Medical Association’s Declaration of Helsinki. We take responsibility for ensuring that each of our clinical trials is conducted in accordance with an investigational plan and protocol that is in conformity with all regulatory requirements and approvals.

Our Shared Responsibilities and Reporting Resources

We believe our commitment to support and respect human rights will accelerate our ability to achieve our mission to create and lead the next revolution in cancer treatment by delivering to patients the first AlloCAR T™ therapies for blood cancers and solid tumors. Allogene appreciates the shared commitment of our employees to act responsibly and with integrity as we strive to be the leaders of the next revolution in cancer therapy.

If anyone experiences or observes any actions that are not aligned with these commitments or are made aware of any known or suspected violations, please report these immediately.

Your most immediate resource for any matter related to this Policy is your supervisor or, if you are an external party, your principal point of contact at Allogene. They may have the information you need, or may be able to refer the question to another appropriate source. There may,

however, be times when you prefer not to go to your supervisor or principal point of contact. In these instances, you should feel free to discuss your concern with the Compliance Officer at 650-457-2700 or compliance@allogene.com.

If you are uncomfortable speaking with the Compliance Officer because they work in your department or is one of your supervisors, please contact the Chief Financial Officer, Chief Executive Officer or the Chair of the Audit Committee at ChairAC@allogene.com. A toll-free compliance hotline and email address are also available to those who wish to ask questions about this Policy, seek guidance on specific situations, submit concerns regarding questionable accounting or auditing matters or report violations of this Policy or the Code of Conduct. The toll-free compliance hotline is (866) 263-8044 and the website for you to submit an anonymous email is <https://www.openboard.info/allogene/>. You may call the toll-free number or use the website if you prefer, although the Compliance Officer will be unable to obtain follow-up details from you that may be necessary to investigate the matter. Whether you identify yourself or remain anonymous, your contact with the toll-free compliance hotline or use of the compliance website will be kept strictly confidential to the extent reasonably possible within the objectives of this Policy and the Code of Conduct.