

CHANGE LIFE with genome editing therapies STORIES

2024 BENEFITS SNAPSHOT

OUR MISSION

Developing curative genome editing treatments that can positively transform the lives of people living with severe and life-threatening diseases.

The Boston Globe
TOP PLACES TO WORK 2023
MASSACHUSETTS

The Boston Globe
**TOP PLACES
TO WORK 2022**
MASSACHUSETTS

The Boston Globe
**TOP PLACES
TO WORK 2021**
MASSACHUSETTS



Intellia employees enjoy:

- ✓ Company-sponsored social events
- ✓ Education assistance
- ✓ Employee assistance program
- ✓ Employee-led clubs and teams
- ✓ Employee stock purchase plan (ESPP)
- ✓ 401K match
- ✓ Family planning benefit
- ✓ Concierge benefit
- ✓ Free drinks and snacks
- ✓ Free onsite gym
- ✓ Immigration sponsorship
- ✓ Quarterly on-site dental & vision services
- ✓ Quarterly on-site financial advisor 1:1s
- ✓ Travel assistance
- ✓ Calm digital mental health membership
- ✓ Medical second opinion

Stay in the **L∞P**

Intellia regularly hosts events for all employees. Whether it's a social gathering, a company update, or a volunteer opportunity, employees can always check their emails inbox, TV signs, and our Intranet page to see upcoming events.

CORE VALUES

Our values are at the heart of our company's identity and culture.

One is respect for individuals; our unique qualities and strengths; our own ways to understand, learn and improve. One is you and us!

ONE

Explore with unbounded minds free from assumptions. Explore by staying curious, by pushing boundaries, overcoming obstacles.











EXPLORE

Disrupt with challenging thoughts... with that breed of skepticism that shows you have better solutions.

DISRUPT

Deliver by advancing relentlessly and staying accountable because patients are counting on us to make the promise a reality.

DELIVER

Plan	Eligibility	Details	Cost
 BCBS: PPO	<ul style="list-style-type: none"> Full-time employee Date of hire, OE, or qualifying life event 	<ul style="list-style-type: none"> Deductible: \$250 single/ \$500 family Office visit: \$25 copay Specialist: \$25 copay ER: \$150 copay RX 30 day: \$10/ \$25/ \$45 RX 90 day: \$20/ \$50/ \$135 Out of Network: 20% coinsurance after deductible 	<ul style="list-style-type: none"> Contributions made by employee and company Please see the 2024 monthly contribution rates on next page for more info
 BCBS: HDHP	<ul style="list-style-type: none"> Full-time employee Date of hire, OE, or qualifying life event 	<ul style="list-style-type: none"> Deductible: \$2,000 single/\$4,000 family Out of Network: 20% coinsurance after deductible 	<ul style="list-style-type: none"> Contributions made by employee and company Please see the 2024 monthly contribution rates on next page for more info
 BCBS: Dental	<ul style="list-style-type: none"> Full-time employee Date of hire, OE, or qualifying life event 	<ul style="list-style-type: none"> \$2,000 calendar year maximum Deductible: \$50 single/\$150 family Preventative Care: 100% Basic treatment: 80% Major treatment: 50% Orthodontics: 100% up to \$2,000 lifetime Covers orthodontia for both child and adult 	<ul style="list-style-type: none"> Contributions made by employee and company Please see the 2024 monthly contribution rates on next page for more info
 VSP: Vision	<ul style="list-style-type: none"> Full-time employee Date of hire, OE, or qualifying life event 	Benefits in network/out of network <ul style="list-style-type: none"> Annual eye exam: \$10/\$67 copay Prescription glasses: \$225/\$115 allowance Standard frames: \$225/\$115 allowance Contacts: \$225/\$165 allowance 	100% company funded
 Sun Life: Life and AD&D	<ul style="list-style-type: none"> Full-time employee Automatically enrolled 	<ul style="list-style-type: none"> Coverage is 2x salary up to \$500,000 	100% company funded
 Sun Life: Short-Term Disability	<ul style="list-style-type: none"> Full-time employee Automatically enrolled 	<ul style="list-style-type: none"> Up to 20-week duration Covers 100% of salary 	100% company funded
 Sun Life: Long-Term Disability	<ul style="list-style-type: none"> Full-time employee Automatically enrolled 	<ul style="list-style-type: none"> Begins after 140 consecutive days of disability Covers 60% of salary up to \$15,000 per month 	100% company funded
 Empower: 401(k)	<ul style="list-style-type: none"> Full-time employee Can enroll at any time 	<ul style="list-style-type: none"> Traditional and Roth plans available 	<ul style="list-style-type: none"> Employee funded Intellia contributes 50 cents on the dollar up to 6% of employee's salary Fees are paid by Intellia
 Health Equity: Healthcare HSA	<ul style="list-style-type: none"> Full-time employee Can change contribution at any time 	<ul style="list-style-type: none"> Can be used with an eligible HDHP Funds never expire 	<ul style="list-style-type: none"> Intellia partial fund: \$1,500 single/ \$3,000 family Contribution max: \$4,150 single/ \$8,300 family
 Health Equity: Healthcare FSA	<ul style="list-style-type: none"> Full-time employee Date of hire, OE, or qualifying life event 	<ul style="list-style-type: none"> \$640 of funds can be rolled over into next year 	<ul style="list-style-type: none"> Employee funded 2024 Maximum is \$3,200
 Health Equity: Dependent Care FSA	<ul style="list-style-type: none"> Full-time employee Date of hire, OE, or qualifying life event 	<ul style="list-style-type: none"> Reimbursement is only available as funds are accumulated through payroll deduction 	<ul style="list-style-type: none"> Employee funded 2024 Maximum is \$5,000
 Transportation*: Parking Or _____	<ul style="list-style-type: none"> Can enroll at any time Changes must be made by the 11th for the 1st of the following month 	<ul style="list-style-type: none"> Will be assigned a parking space based on lot availability 	<ul style="list-style-type: none"> 100% company funded, \$33.25/month reported as imputed income
 Transportation*: Transit Or _____	<ul style="list-style-type: none"> Can enroll at any time Changes must be made by the 11th for the 1st of the following month 	Can be used for monthly MBTA pass: <ul style="list-style-type: none"> Bus Train Ferry 	<ul style="list-style-type: none"> Company subsidy \$315/month (non-taxable)
 Transportation*: Stipend	<ul style="list-style-type: none"> Can enroll at any time Changes must be made by the 11th for the 1st of the following month 	Can be used to support any form of transportation: <ul style="list-style-type: none"> Bike/Walk Uber/Lyft 	<ul style="list-style-type: none"> Company subsidy \$270/month (taxable)

* Transportation benefits are available to full-time onsite and hybrid employees. Remote employees are not eligible for a monthly Transportation Benefit.



2024 MONTHLY CONTRIBUTION RATES

MEDICAL: Blue Cross Blue Shield

Tiers	PPO	HDHP
Employee Only	\$98.60	\$79.47
Employee + Spouse	\$197.20	\$158.92
Employee + Children	\$182.41	\$147.01
Family	\$281.00	\$226.47

DENTAL: Blue Cross Blue Shield

Tiers		
Employee Only	\$5.68	
Employee + 1	\$11.47	
Family	\$20.85	

VISION: VSP

All Tiers	100% Company Paid
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SUPPLEMENTAL LIFE: Sun Life

Tiers	Guaranteed Issued Amounts	Maximum Coverage
Employee	\$100,000	\$500,000
Spouse	\$30,000	\$500,000
Children	\$10,000	\$10,000

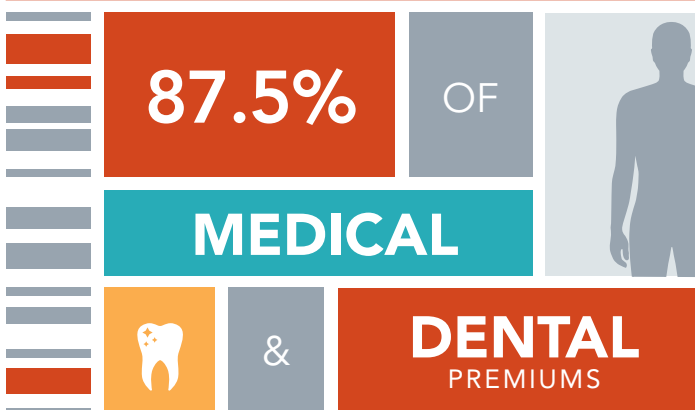
*Select in Workday, \$50 - \$26 per month per \$10,000 regardless of age

SUPPLEMENTAL AD&D: Sun Life

Tiers	Guaranteed Issued Amounts	Maximum Coverage
Employee	\$500,000	\$500,000
Spouse	\$500,000	\$500,000
Children	\$10,000	\$10,000

*Select in Workday, \$20 per month per \$10,000 regardless of age

INTELLIA PAYS



2024 BENEFIT LIMITS

Certain Benefits with tax advantages are limited on a year-to-year basis by the IRS. In order to be eligible for our HSA (including Intelvia's contribution), you must elect our High Deductible Health Plan (HDHP). Please refer to the limits listed below when electing benefits subject to IRS caps and consider you eligibility for the year.

HSA Limits 2024: Health Equity

Tiers	Annual Max. Contribution	Intellia Annual Contribution
Employee Only	\$4,150	\$1,500
Family	\$8,300	\$3,000

Intellia HDHP deductibles - \$2,000 single/\$4,000 family

FSA Limits 2024: Health Equity

Health Care	Dependent Care
\$3,200	\$5,000

401(k) Limits 2024: Empower

Tiers	Traditional and/or Roth
Age <50	\$23,000
Age 50+	\$30,500

STOCK

Track our stock using our ticker symbol: NTLA

Employee Stock Purchase Plan (ESPP)

Intellia offers eligible employees the opportunity to buy shares of NTLA at a 15% discount (using the lesser of the market price on the first and last day of the offering period). Offering periods begin every January 1st and July 1st. Employees can contribute by authorizing payroll deductions of up to 10% of salary, subject to a maximum of \$25k worth of shares per year.



**EDUCATION ASSISTANCE**

Employees are eligible for up to \$5,250 per year towards tuition reimbursement for job related courses. The student must receive a C- or a "Pass" in order to be eligible for reimbursement. Employees are also eligible for student loan repayment up to \$2,500 per year. The maximum annual benefit between both programs is the \$5,250 IRS maximum.

**FAMILY PLANNING BENEFIT**

Intellia provides a \$20,000 lifetime benefit to support employees in forming a family using whatever journey works for them. This benefit is administered by Carrot and covers Adoption, Surrogacy, Reproductive Services and Specialized Pregnancy support.

**2024 HOLIDAYS**

Holiday	Observed Day
New Year's Day 2024	Monday, January 1 st
Martin Luther King Jr. Day	Monday, January 15 th
Presidents Day	Monday, February 19 th
Spring Shutdown Including Patriot's Day	Monday, April 15 th - Friday, April 19 th
Memorial Day	Monday, May 27 th
Juneteenth National Independence Day	Monday, June 19 th
Summer Shutdown Including Independence Day	Monday, July 1 st - Friday, July 5 th
Labor Day	Monday, September 2 nd
Indigenous Peoples Day	Monday, October 14 th
Thanksgiving Day	Thursday, November 28 th
Day after Thanksgiving	Friday, November 29 th
Winter Shutdown Including Christmas Day	Monday, Dec. 23 rd - Friday, Dec. 27 th
New Year's Day 2025	Wednesday, January 1 st

**PAID TIME OFF****Vacation**

Employees can accrue up to 15 days annually, at a rate of 10 hours per month.

Shutdowns

Intellia provides three company shutdowns: Spring Shutdown, Summer Shutdown, and Winter Shutdown (dates noted in 2024 HOLIDAYS section).

Sick Time

It is important for our employees to take care of themselves and their loved ones when they are ill. Intellia employees may use up to 40 hours of accrued sick and safe time annually.

Paid Family Leave

Eligible employees may take up to 12 weeks of paid family leave annually to bond with a new child, care for a family member with a serious health condition, or care for family while a family member is on active duty. All leaves are administered by Sun Life and subject to certification and review.

**MENTAL HEALTH****Calm Digital Mental Health Membership**

At Intellia, one of the ways we offer support to prioritize mental health is with a Calm membership. We want to help you manage stress and anxiety, find improved focus, and most importantly-restful sleep with Calm.