

CHANGE LIFE with genome editing therapies STORIES



2026 BENEFITS SNAPSHOT

OUR MISSION

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



Intellia employees enjoy:

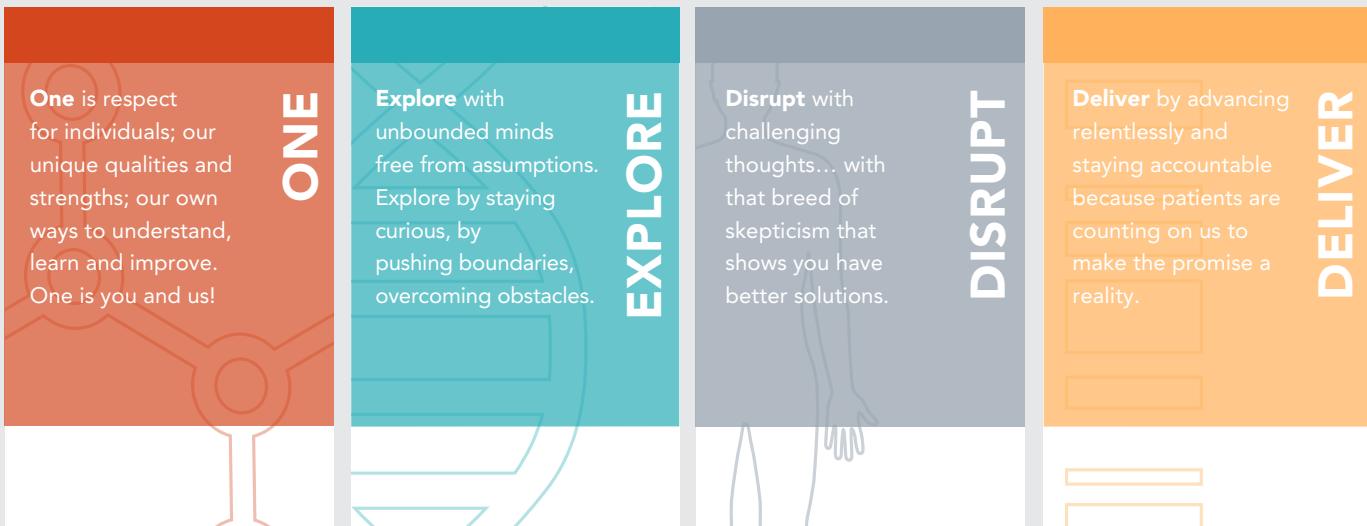
- ✓ Company-sponsored social events
- ✓ Education assistance
- ✓ Employee assistance program
- ✓ Employee-led clubs and teams
- ✓ Employee stock purchase plan (ESPP)
- ✓ 401K match
- ✓ Family planning benefit
- ✓ Concierge benefit
- ✓ Free drinks and snacks
- ✓ Free onsite gym
- ✓ Immigration sponsorship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

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.



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: \$1,000 single/ \$2,000 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 2026 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 2026 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 2026 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 	<ul style="list-style-type: none"> Benefits in network/out of network Annual eye exam: \$10/\$67 copay Prescription glasses: \$225/\$115 allowance Standard frames: \$225/\$115 allowance Contacts: \$225/\$165 allowance 	85% company funded
 Unum: 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
 Unum: 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
 Unum: 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: Health Savings Account (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: \$1,000 single/ \$2,000 family Contribution max: \$4,400 single/ \$8,750 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"> \$680 of funds can be rolled over into next year 	<ul style="list-style-type: none"> Employee funded 2026 Maximum is \$3,400
 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 2026 Maximum is \$7,500
 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 	<ul style="list-style-type: none"> Can be used for monthly MBTA pass: <ul style="list-style-type: none"> Bus Train Ferry 	<ul style="list-style-type: none"> Company subsidy \$340/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 	<ul style="list-style-type: none"> 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.



2026 MONTHLY CONTRIBUTION RATES

MEDICAL: Blue Cross Blue Shield

Tiers	PPO	HDHP
Employee Only	\$151.57	\$128.45
Employee + Spouse	\$303.13	\$256.88
Employee + Children	\$280.40	\$237.62
Family	\$431.96	\$366.06

DENTAL: Blue Cross Blue Shield

Tiers		
Employee Only	\$7.33	
Employee + 1	\$14.81	
Family	\$26.90	

VISION: VSP

Tiers		
Employee Only	\$1.36	
Employee + 1	\$1.96	
Family	\$3.52	

SUPPLEMENTAL LIFE: Unum

Tiers	Guaranteed Issued Amounts	Maximum Coverage
Employee	\$110,000	\$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: Unum

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

85%

OF



MEDICAL

DENTAL & VISION

PREMIUMS

2026 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 Intellia'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 2026: Health Equity

Tiers	Annual Max. Contribution	Intellia Annual Contribution
Employee Only	\$4,400	\$1,000
Family	\$8,750	\$2,000

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

FSA Limits 2026: Health Equity

Health Care	Dependent Care
\$3,400	\$7,500

401(k) Limits 2026: Empower

Tiers	Traditional and/or Roth
Age <50	\$24,500
Age 50+	\$32,500
60-63	\$35,750

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.



2025 HOLIDAYS

Holiday	Observed Day
New Year's Day 2026	Thursday, January 1 st
Martin Luther King Jr. Day	Monday, January 19 th
Presidents Day	Monday, February 16 th
Patriots' Day	Monday, April 20 th
Memorial Day	Monday, May 25 th
Juneteenth National Independence Day	Friday, June 19 th
Summer Shutdown Including Independence Day	Monday, June 29 th - Friday, July 3 rd
Labor Day	Monday, September 7 th
Indigenous Peoples Day	Monday, October 12 th
Thanksgiving Day	Thursday, November 26 th
Day after Thanksgiving	Friday, November 27 th
Winter Shutdown Including Christmas Day	Thursday, Dec. 24 th - Thursday, Dec. 31 st
New Year's Day 2027	Friday, 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 two company shutdowns: Summer Shutdown and Winter Shutdown (dates noted in the 2026 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 80 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.