

# 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.



The Boston Globe  
**TOP PLACES TO WORK 2023**  
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 financial advisor 1:1s
- ✓ Travel assistance
- ✓ Calm digital mental health membership




## Stay in the L∞OP

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.

<p><b>One</b> is respect for individuals; our unique qualities and strengths; our own ways to understand, learn and improve. One is you and us!</p> <p style="font-size: 2em; font-weight: bold; text-align: right;">ONE</p>	<p><b>Explore</b> with unbounded minds free from assumptions. Explore by staying curious, by pushing boundaries, overcoming obstacles.</p> <p style="font-size: 2em; font-weight: bold; text-align: right;">EXPLORE</p>	<p><b>Disrupt</b> with challenging thoughts... with that breed of skepticism that shows you have better solutions.</p> <p style="font-size: 2em; font-weight: bold; text-align: right;">DISRUPT</p>	<p><b>Deliver</b> by advancing relentlessly and staying accountable because patients are counting on us to make the promise a reality.</p> <p style="font-size: 2em; font-weight: bold; text-align: right;">DELIVER</p>
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Plan	Eligibility	Details	Cost
 <b>BCBS: PPO</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Date of hire, OE, or qualifying life event</li> </ul>	<ul style="list-style-type: none"> <li>• Deductible: \$1,000 single/ \$2,000 family</li> <li>• Office visit: \$25 copay</li> <li>• Specialist: \$25 copay</li> <li>• ER: \$150 copay</li> <li>• RX 30 day: \$10/ \$25/ \$45</li> <li>• RX 90 day: \$20/ \$50/ \$135</li> <li>• Out of Network: 20% coinsurance after deductible</li> </ul>	<ul style="list-style-type: none"> <li>• Contributions made by employee and company</li> <li>• Please see the 2026 monthly contribution rates on next page for more info</li> </ul>
 <b>BCBS: HDHP</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Date of hire, OE, or qualifying life event</li> </ul>	<ul style="list-style-type: none"> <li>• Deductible: \$2,000 single/\$4,000 family</li> <li>• Out of Network: 20% coinsurance after deductible</li> </ul>	<ul style="list-style-type: none"> <li>• Contributions made by employee and company</li> <li>• Please see the 2026 monthly contribution rates on next page for more info</li> </ul>
 <b>BCBS: Dental</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Date of hire, OE, or qualifying life event</li> </ul>	<ul style="list-style-type: none"> <li>• \$2,000 calendar year maximum</li> <li>• Deductible: \$50 single/\$150 family</li> <li>• Preventative Care: 100%</li> <li>• Basic treatment: 80%</li> <li>• Major treatment: 50%</li> <li>• Orthodontics: 100% up to \$2,000 lifetime</li> <li>• Covers orthodontia for both child and adult</li> </ul>	<ul style="list-style-type: none"> <li>• Contributions made by employee and company</li> <li>• Please see the 2026 monthly contribution rates on next page for more info</li> </ul>
 <b>VSP: Vision</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Date of hire, OE, or qualifying life event</li> </ul>	Benefits in network/out of network <ul style="list-style-type: none"> <li>• Annual eye exam: \$10/\$67 copay</li> <li>• Prescription glasses: \$225/\$115 allowance</li> <li>• Standard frames: \$225/\$115 allowance</li> <li>• Contacts: \$225/\$165 allowance</li> </ul>	85% company funded
 <b>Unum: Life and AD&amp;D</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Automatically enrolled</li> </ul>	<ul style="list-style-type: none"> <li>• Coverage is 2x salary up to \$500,000</li> </ul>	100% company funded
 <b>Unum: Short-Term Disability</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Automatically enrolled</li> </ul>	<ul style="list-style-type: none"> <li>• Up to 20-week duration</li> <li>• Covers 100% of salary</li> </ul>	100% company funded
 <b>Unum: Long-Term Disability</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Automatically enrolled</li> </ul>	<ul style="list-style-type: none"> <li>• Begins after 140 consecutive days of disability</li> <li>• covers 60% of salary up to \$15,000 per month</li> </ul>	100% company funded
 <b>Empower: 401(k)</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Can enroll at any time</li> </ul>	<ul style="list-style-type: none"> <li>• Traditional and Roth plans available</li> </ul>	<ul style="list-style-type: none"> <li>• Employee funded</li> <li>• Intellia contributes 50 cents on the dollar up to 6% of employee's salary</li> <li>• Fees are paid by Intellia</li> </ul>
 <b>Health Equity: Health Savings Account (HSA)</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Can change contribution at any time</li> </ul>	<ul style="list-style-type: none"> <li>• Can be used with an eligibile HDHP</li> <li>• Funds never expire</li> </ul>	<ul style="list-style-type: none"> <li>• Intellia partial fund: \$1,000 single/ \$2,000 family</li> <li>• Contribution max: \$4,400 single/ \$8,750 family</li> </ul>
 <b>Health Equity: Healthcare FSA</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Date of hire, OE, or qualifying life event</li> </ul>	<ul style="list-style-type: none"> <li>• \$680 of funds can be rolled over into next year</li> </ul>	<ul style="list-style-type: none"> <li>• Employee funded</li> <li>• 2026 Maximum is \$3,400</li> </ul>
 <b>Health Equity: Dependent Care FSA</b>	<ul style="list-style-type: none"> <li>• Full-time employee</li> <li>• Date of hire, OE, or qualifying life event</li> </ul>	<ul style="list-style-type: none"> <li>• Reimbursement is only available as funds are accumulated through payroll deduction</li> </ul>	<ul style="list-style-type: none"> <li>• Employee funded</li> <li>• 2026 Maximum is \$7,500</li> </ul>
 <b>Transportation*: Parking</b>	<ul style="list-style-type: none"> <li>• Can enroll at any time</li> <li>• Changes must be made by the 11<sup>th</sup> for the 1<sup>st</sup> of the following month</li> </ul> Or	<ul style="list-style-type: none"> <li>• Will be assigned a parking space based on lot availability</li> </ul>	<ul style="list-style-type: none"> <li>• 100% company funded, \$33.25/month reported as imputed income</li> </ul>
 <b>Transportation*: Transit</b>	<ul style="list-style-type: none"> <li>• Can enroll at any time</li> <li>• Changes must be made by the 11<sup>th</sup> for the 1<sup>st</sup> of the following month</li> </ul> Or	Can be used for monthly MBTA pass: <ul style="list-style-type: none"> <li>• Bus</li> <li>• Train</li> <li>• Ferry</li> </ul>	<ul style="list-style-type: none"> <li>• Company subsidy \$340/month (non-taxable)</li> </ul>
 <b>Transportation*: Stipend</b>	<ul style="list-style-type: none"> <li>• Can enroll at any time</li> <li>• Changes must be made by the 11<sup>th</sup> for the 1<sup>st</sup> of the following month</li> </ul>	Can be used to support any form of transportation: <ul style="list-style-type: none"> <li>• Bike/Walk</li> <li>• Uber/Lyft</li> </ul>	<ul style="list-style-type: none"> <li>• Company subsidy \$270/month (taxable)</li> </ul>

\* 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

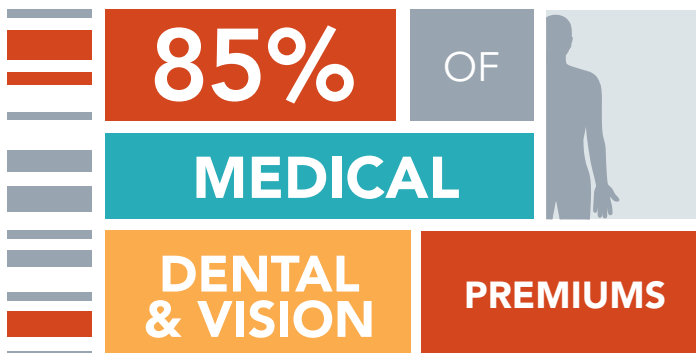
\*Select in Workday, \$.50 - \$26 per month per \$10,000 regardless of age

**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.



**2026 HOLIDAYS**

Holiday	Observed Day
<b>New Year's Day 2026</b>	Thursday, January 1 <sup>st</sup>
<b>Martin Luther King Jr. Day</b>	Monday, January 19 <sup>th</sup>
<b>Presidents Day</b>	Monday, February 16 <sup>th</sup>
<b>Patriots' Day</b>	Monday, April 20 <sup>th</sup>
<b>Memorial Day</b>	Monday, May 25 <sup>th</sup>
<b>Juneteenth National Independence Day</b>	Friday, June 19 <sup>th</sup>
<b>Summer Shutdown</b> <i>Including Independence Day</i>	Monday, June 29 <sup>th</sup> - Friday, July 3 <sup>rd</sup>
<b>Labor Day</b>	Monday, September 7 <sup>th</sup>
<b>Indigenous Peoples Day</b>	Monday, October 12 <sup>th</sup>
<b>Thanksgiving Day</b>	Thursday, November 26 <sup>th</sup>
<b>Day after Thanksgiving</b>	Friday, November 27 <sup>th</sup>
<b>Winter Shutdown</b> <i>Including Christmas Day</i>	Thursday, Dec. 24 <sup>th</sup> - Thursday, Dec. 31 <sup>st</sup>
<b>New Year's Day 2027</b>	Friday, January 1 <sup>st</sup>



**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 Unum 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.