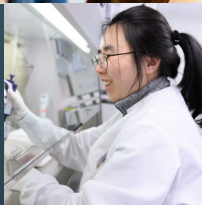
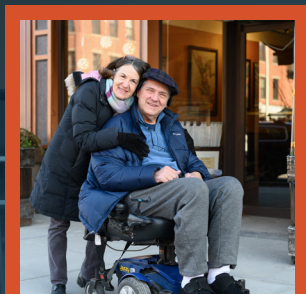


Change life stories with genome editing therapies

2021
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
THERAPEUTICS

www.intelliatrix.com

2021 BENEFITS SNAPSHOT

PERKS

Intellia employees enjoy:

- ✓ Tuition reimbursement
- ✓ Quarterly on-site dental & vision services
- ✓ Quarterly on-site financial advisor 1:1s
- ✓ Employee assistance program
- ✓ Free onsite gym
- ✓ Free drinks and snacks
- ✓ Company-sponsored social events
- ✓ Employee-led clubs and teams
- ✓ Employee stock purchase plan (ESPP)
- ✓ 401K match
- ✓ Travel assistance
- ✓ Peach and club soda food delivery
- ✓ Wednesday company lunches
- ✓ 9 miles east farm stand
- ✓ Gradifi student loan refinancing
- ✓ Care.com premium memberships

Our Values

ONE

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

EXPLORE

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

DISRUPT

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

DELIVER

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

STAY IN THE LOOP

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.

Plan	Eligibility	Details	Cost
	BCBS: PPO	<ul style="list-style-type: none"> • Full-time employee • Day of hire, Open Enrollment (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 2021 monthly contribution rates on previous page for more info
	BCBS: HMO	<ul style="list-style-type: none"> • Full-time employee • Date of hire, OE, or qualifying life event <ul style="list-style-type: none"> • Deductible: None, except for inpatient hospitalization (\$1,000 single/ \$2,500 family) • Office visit: \$25 copay • Specialist: \$40 copay • ER: \$150 copay • RX 30 day: \$15/ \$30/ \$50 • RX 90 day: \$30/ \$60/ \$150 • Out of Network: N/A 	<ul style="list-style-type: none"> • Contributions made by employee and company • Please see the 2021 monthly contribution rates on previous 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 	<ul style="list-style-type: none"> • Contributions made by employee and company • Please see the 2021 monthly contribution rates on previous 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"> • \$1,500 calendar year maximum • Deductible: \$50 single/ \$150 family • Preventative care: 100% • Basic treatment: 80% • Major treatment: 50% • Orthodontics: 50% • Covers orthodontia for both child and adult 	<ul style="list-style-type: none"> • Contributions made by employee and company • Please see the 2021 monthly contribution rates on previous 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: \$25/\$51-\$147 copay • Standard frames: \$180/\$115 allowance • Contacts: \$180/\$165 allowance 	100% company funded
	Reliance: 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
	Reliance: Short-Term Disability	<ul style="list-style-type: none"> • Full-time employee • Automatically enrolled <ul style="list-style-type: none"> • Begins after 7 consecutive days of disability • Up to 13-week duration • Covers 100% of salary 	100% company funded
	Reliance: Long-Term Disability	<ul style="list-style-type: none"> • Full-time employee • Automatically enrolled <ul style="list-style-type: none"> • Begins after 90 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: \$1,340 single/ \$2,680 family • Contribution max: \$3,600 single/ \$7,200 family
	Health Equity: Healthcare 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"> • \$550 of funds can be rolled over into next year 	<ul style="list-style-type: none"> • Employee funded • IRS has not released 2021 maximums yet
	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"> • 2.5-month grace period (January 1 – March 15 of following year) 	<ul style="list-style-type: none"> • Employee funded • IRS has not released 2021 maximums yet
	Transportation: Parking Or	<ul style="list-style-type: none"> • Can enroll at any time • Changes will be effective during next open pay period <ul style="list-style-type: none"> • Will be assigned a parking spaced based on lot availability 	100% company funded, \$25 per month reported as imputed income
	Transportation: Transit	<ul style="list-style-type: none"> • Can enroll at any time • Changes will be effective during next open pay period <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)

BENEFIT HIGHLIGHTS

2021 MONTHLY CONTRIBUTION RATES

MEDICAL – Blue Cross Blue Shield			
Tiers	HMO	PPO	HDHP
Employee Only	\$63.56	\$68.90	\$55.52
Employee + Spouse	\$127.14	\$137.80	\$111.06
Employee + Children	\$117.60	\$127.48	\$102.74
Family	\$181.18	\$196.38	\$158.26

DENTAL – Blue Cross Blue Shield	
Tiers	
Employee Only	\$4.20
Employee + 1	\$8.48
Family	\$15.42

VISION – VSP	
All Tiers	100% Company Paid

Supplemental Life: Reliance		
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 of coverage		

Supplemental AD&D: Reliance		
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		

2021 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.


HSA Limits 2021: Health Equity		
Tiers	Annual Max. Contribution	Intellia Annual Contribution
Employee Only	\$3,600	\$1,340
Family	\$7,200	\$2,680
Intellia HDHP deductibles - \$2,000 single/ \$4,000 family		

FSA Limits 2021: Health Equity	
Health Care	Dependent Care
\$2,750	\$5,000

401(k) Limits 2021: Empower	
Tiers	Traditional and/or Roth
Age <50	\$19,500
Age 50+	\$27,000

TUITION REIMBURSEMENT

Employees who have been with the company for 1 year are eligible for reimbursement up to \$5,250 per year towards job related courses. The student must receive a C or a pass in order to be eligible for reimbursement.



of
MEDICAL
and
DENTAL
premiums

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.

2021 HOLIDAYS

New Year's Day	Friday, January 1
MLK, Jr. Day	Monday, January 18
President's Day	Monday, February 15
Patriot's Day	Monday, April 19
Memorial Day	Monday, May 31
Summer Shutdown	Monday, July 5 - Friday, July 9
Labor Day	Monday, September 6
Indigenous Peoples' Day	Monday, October 11
Thanksgiving	Thursday, November 25
Black Friday	Friday, November 26
Winter Shutdown	Friday, December 24 - Friday, December 31

PAID TIME OFF

Vacation Rollover

Employees will continue to rollover up to 5 vacation days into the next calendar year. This may be used at any time during 2021.

Shutdowns

For 2021, Intellia will continue the Summer Shutdown as well as the Winter Shutdown (see table above).

Floating Holiday

Employees will receive 1 floating holiday for 2021. Floating holidays cannot be rolled over into the following year.

Sick Time

It is important for our employees to take care of themselves and their loved ones when they are ill. Intellia will continue to provide employees with flexible sick leave time in 2021. Please keep in mind that even though there is no set limit on this policy, you are still required to track sick time in Workday.

Massachusetts Paid Family Leave

Starting in January 1, 2021, eligible employees will be able to use state protected time off to care for their own serious medical condition, for bonding with their new born or newly adopted child, and for caring for a family member in the armed forces. In July 2021, eligible employees will also be able to use this leave to care for their sick family member not in the armed forces. To read more about this leave, click here. Stay tuned for more information from HR.

What is a High Deductible Health Plan (HDHP)?

A deductible is an amount that the policy member has to pay out of pocket before the insurance kicks in. There are certain advantages to choosing a high deductible plan.

- You can save money on premiums. When you pay higher premiums, you are paying for any medical risk up front regardless of how many times you actually use your insurance. If you choose a high deductible plan, you are paying per use, therefore only paying for what you need. Keep in mind that preventative services will still be covered, but if you have certain prescriptions or you go to the doctor, you will see the full prices until you meet your deductible.
- You have the ability to open a Health Savings Account (HSA). An HSA gives great financial advantages for people by providing a triple tax advantage and being able to lower your taxable income.

Intellia's Deductibles

Intellia's PPO plan has a deductible of \$250 for employee only and \$500 for employee +1 or more.

The new HDHP will have a deductible of \$2,000 for employee only and \$4,000 for employee +1 and or more.

What is a Health Savings Account (HSA)?

An HSA is similar to an FSA in the sense that you put pre-tax dollars into an account to use for eligible healthcare expenses, and the IRS dictates the limits. However, there are a few differences that make it more attractive than an FSA:

- The money never expires - you don't have to worry about "use it or lose it."
- Any money in the account is yours. Even if you leave the company, you can roll it over like a 401(k).
- HSAs have a triple tax advantage - you add money tax free, you spend the money tax free, and your savings grow tax free.
- Once you turn 65, you may make withdrawals from an leftover HSA like you would a traditional 401(k)/ IRA account.

There are also some things to consider before you open an HSA account:

- You must elect a qualifying high deductible plan to contribute to an HSA.
- You cannot have an FSA and an HSA at the same time - you must use any remaining 2020 FSA funds if you would like to open an HSA.
- You can only use funds in your account, not your election - FSA lets you spend up to your annual election amount, but an HSA is more like a debit account; you cannot spend more than what you currently have.

Intellia's HSA Contributions

The Deductible for Intellia's HDHP is \$2,000/ \$4,000 and Intellia will contribute \$1,340/\$2,680 in two installments during 2021.

Employees may contribute more than their deductible amount to their HSA plan (up to the IRS maximum on page 4), adding to tax savings, health spending, and retirement potential.