

Corporate Effectiveness

Addressing ESG & Long-term Sustainability

April 2024



Forward Looking Statements

This presentation contains forward-looking statements and information within the meaning of The Private Securities Litigation Reform Act of 1995. The words “anticipate,” “believe,” “continue,” “could,” “estimate,” “expect,” “intend,” “may,” “plan,” “potential,” “predict,” “project,” “target,” “should,” “would,” and similar expressions are intended to identify forward-looking statements, although not all forward-looking statements contain these identifying words. The Company may not actually achieve the plans, intentions, or expectations disclosed in these forward-looking statements, and you should not place undue reliance on these forward-looking statements. Actual results or events could differ materially from the plans, intentions and expectations disclosed in these forward-looking statements as a result of various factors, including: uncertainties inherent in the initiation and completion of pre-clinical studies and clinical trials, including the RUBY and EdiTHAL trials, and clinical development of the Company’s product candidates; availability and timing of results from pre-clinical studies and clinical trials; whether interim results from a clinical trial will be predictive of the final results of the trial or the results of future trials; expectations for regulatory approvals to conduct trials or to market products and availability of funding sufficient for the Company’s foreseeable and unforeseeable operating expenses and capital expenditure requirements. These and other risks are described in greater detail under the caption “Risk Factors” included in the Company’s most recent Annual Report on Form 10-K, which is on file with the Securities and Exchange Commission, as updated by the Company’s subsequent filings with the Securities and Exchange Commission, and in other filings that the Company may make with the Securities and Exchange Commission in the future. Any forward-looking statements contained in this presentation represent Company’s views only as of the date hereof and should not be relied upon as representing its views as of any subsequent date. Except as required by law, the Company explicitly disclaims any obligation to update any forward-looking statements.

All information in this presentation is provided as of April 15, 2024, unless otherwise specified.

A MESSAGE FROM **Gilmore O'Neill** PRESIDENT & CEO


In 2023, Editas Medicine celebrated its 10th Anniversary as the Company formed just after the discovery of the CRISPR gene editing technology. As we reflect on our 10 years as a Company, we are not just convinced about the potential of gene editing to make a positive difference in the world, we are seeing evidence of that potential in the clinic and in our discovery efforts in the lab.

I joined Editas almost two years ago to lead the Company as we use this extraordinary technology to create potentially life-changing medicines developed to treat diseases previously thought untreatable. During these two years, we have accomplished many important achievements, and we have proved our resilience as a Company and as a community as we work in a new normal following the many challenges of the past few years including economic instability and increased attacks on marginalized groups. All of these challenges have impacted our patients, our families and friends, and our broader communities, and I am proud of our employees and their dedication to our mission to develop novel, transformative gene editing medicines for people living with serious diseases.

I believe the lessons learned from these challenges and our society's ongoing struggle to overcome them will continue to impact the increasing expectations of corporate responsibility. At Editas, we are committed to doing our part to address them as effective corporate stewards.

As a physician by training, I am very pleased with the connections our employees build with people who suffer from the diseases Editas seeks to treat. Sickle cell disease is a devastating disease, and even more devastating are the heartbreaking stories patients have shared with us about how they live their daily lives in fear of their disease while also being marginalized and mistreated because of their disease and their ethnicity, thus diminishing their access to equitable healthcare and other health disparities. We recognize that people of color experience many diseases at higher rates than the general population, while having less access to healthcare and suffering poorer health outcomes. As Editas continues to evolve and expand, our bandwidth to address these health disparities and our relationships with these patients grows as well.

Every day at Editas, our goal remains to develop treatments to give people living with serious diseases a better quality of life and possibly even a functional cure for their disease. Our diverse leadership team and board remain committed to delivering new, innovative medicines to patients while facilitating a safe, inclusive, and collaborative culture that is committed to our communities and respectful of our environment. Our governance structure and diverse workforce champion sustainability and long-term thinking. Our responsibilities and values are embedded in our everyday principles as we strive to reach our highest potential for all our stakeholders. We look forward to updating you on our continued progress in achieving this objective.



“...our goal remains to develop treatments to give people living with serious diseases a better quality of life and possibly even a functional cure for their disease.”

Editas Medicine is a Leader in the CRISPR-based Gene Editing Medicine Field



- Our lead product candidate, reni-cel, is an investigational gene editing medicine that is a potential “best in class” treatment for sickle cell disease and beta thalassemia
- Ongoing RUBY and EdiTHAL clinical trials



- Editas holds an exclusive license to foundational IP for Cas9 and Cas12a for the prevention or treatment of human disease from the Broad Institute and Harvard University
- Source of non-dilutive capital
 - Granted Cas9 sublicenses, including non-exclusive licenses to Vertex Pharmaceuticals and Vor Bio



- Proprietary AsCas12a is a high fidelity and high efficiency CRISPR nuclease
- Core expertise in guide RNA design and chemistry for high precision editing
- Longer-term focus on creating important medicines based on *in vivo* gene editing
- Scaled Chemistry, Manufacturing, and Controls (CMC)



- Leadership team with a proven track record of drug development and commercialization

Leading in an Interconnected Gene Editing World

OBJECTIVES

1. Shaping the broader field of genome editing
2. Ensuring patient access to our prospective CRISPR-based medicines
3. Driving corporate stewardship as a genomic medicine leader

KEY STAKEHOLDERS

- Patients & caregivers
- Patient groups
- Investors & analysts
- Regulators
- Policy leaders
- NGO's
- Payors
- Scientists & KOLs
- Bioethicists
- Influencers

Our Commitment to Patients

ENGAGE REGULARLY Seek out opportunities to learn from the communities we aim to create a treatment option for and continue to bring their voices into decision making and drug development planning.

LISTEN ACTIVELY Health and treatment is deeply personal, and there are similarities and differences across diseases, and among individuals affected by the same disease. It is critical that we listen and understand diverse perspectives.

ENGAGE AUTHENTICALLY We are optimistic about the promise of gene editing, yet there is still much to be learned. Through transparent communication about Editas Medicine and our approach to developing medicines, we hope to ensure the expectations we set are realistic.



In 2022, Editas established two advisory councils – one for sickle cell disease and one for transfusion-dependent beta thalassemia – comprised of patients and caregivers who guide and advise Editas throughout the drug development cycle.

STEPHANIE

Living with sickle cell disease



For us, the patient and caregiver is – and must be – at the center of everything we do. We are acutely aware that gene editing represents a transformative technology that evokes both excitement and curiosity. We believe it is critical to be transparent about our science and engage responsibly with the patient and caregiver communities we seek to help.

Community Engagement



Editas is proud to be a founding member of the Sickle Cell Disease Partnership, a multi-sector alliance of patient advocates, healthcare providers, and biopharmaceutical industry leaders to advocate for policies that improve quality and access to care for the sickle cell community.



As a Corporate Advisory Counsel member and sponsor of the Sick Cells ambassador program since 2022, Editas supports a volunteer network of sickle cell advocates dedicated to changing the landscape of sickle cell disease. The program aims to educate policymakers, connect the sickle cell community, and activate advocates to spread awareness to the broader community.



The Sickle Cell Reproductive Health Education Directive (SC RED) advocates for high quality sexual and reproductive health care for individuals living with all types of sickle cell disease. Editas is proud to sponsor a number of educational initiatives since 2022.



Editas has attended Cooley's Anemia Foundation's Patient-Family Conference since 2022 to connect with and learn from the thalassemia community. Members of the thalassemia community participated in a workshop to name our TDT clinical trial, EdiTha!



Editas is a founding member of the sickle cell C.A.R.E.S. Consortium, an initiative of the Sickle Cell Disease Association of America (SCDAA) to raise awareness about the importance of clinical trial participation and education, and therefore better options for the treatment of sickle cell disease.



The Consortium is comprised of sickle cell community-based organizations (CBOs), patient and caregiver advocates, community partners and medical and research advisers. The Consortium defines problems and gaps in the SCD community, identifies strategies to address those needs and gaps, and determine the CBO, Community, and Corporate partnerships best equipped to implement those strategies to achieve significant and sustainable change.



CAYENNE

Cayenne Wellness Center and Children's Foundation addresses the urgent needs of adults with SCD and their community of caregivers, healthcare providers, and social support organizations. Editas supports a number of initiatives from Cayenne Wellness including educational programming for SCD therapies and mental health.



TRISTAN
Living with sickle cell disease

Editas is honored to support and learn from community partners to raise awareness and understanding of the serious diseases we aim to create treatments for. Together, we work to meet unmet needs and improve the lives of patients.

Executive Compensation Philosophy

Our goal is to implement an executive compensation program that attracts and retains qualified and talented executives, motivates such executives to achieve our business goals and rewards them for short- and long-term performance with a simple and clear compensation structure.

Maintain and evaluate annually an industry-specific peer group for benchmarking pay

- Review annually our compensation strategy to ensure target pay is based on market norms
- Balance short- and long-term incentives (through annual cash bonuses and equity awards)
- Maintain a compensation recovery or "clawback" policy
- Set robust executive and non-employee director Stock Ownership Guidelines
- Use multiple performance measures to determine incentive payouts, include caps on annual incentive payments
- Engage an independent compensation consultant

✓ WE DO

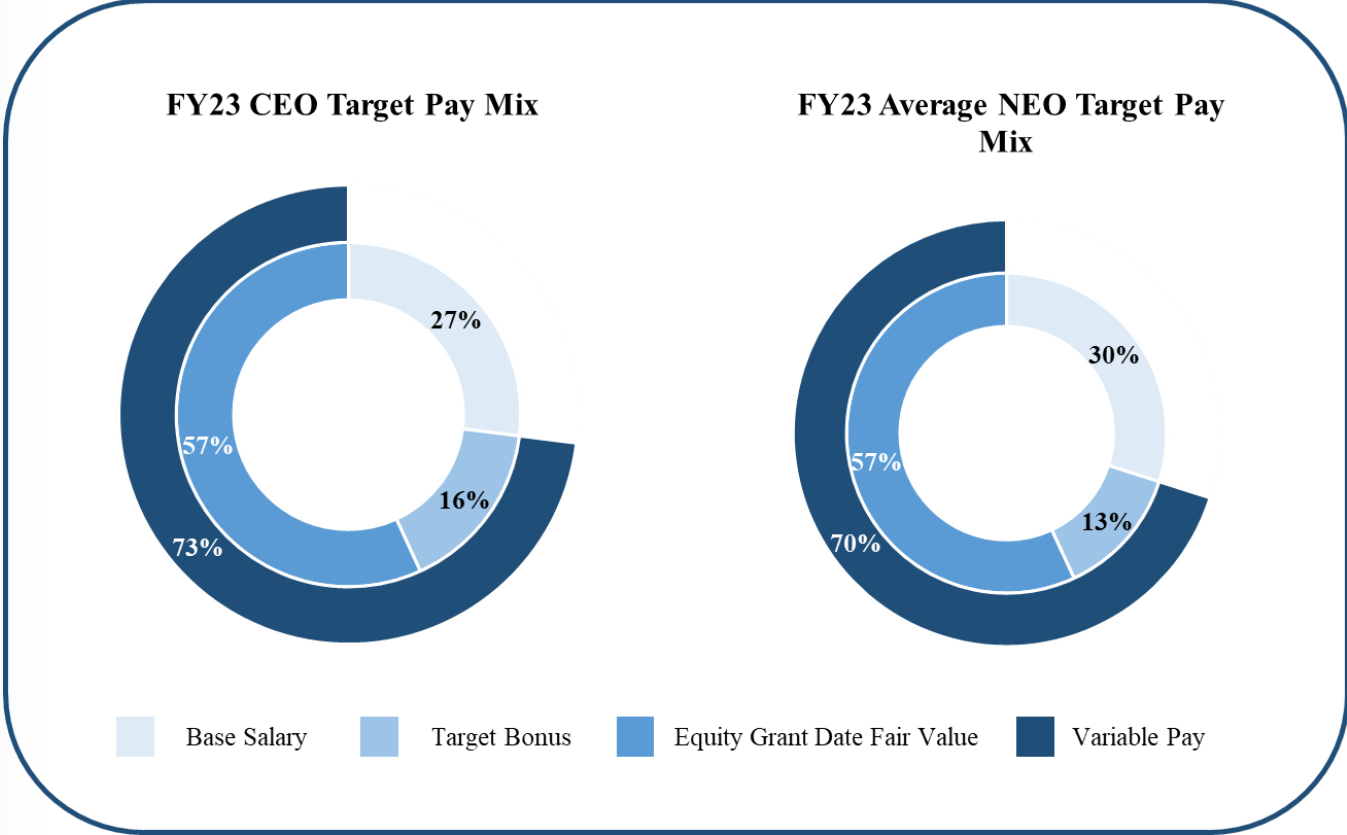
✗ WE DON'T

- No employment agreements that guarantee a certain compensation level or employment term
- No guaranteed annual salary increases or guaranteed bonuses
 - No single-trigger vesting in connection with a change-in-control for equity awards
 - No excessive executive perquisites or personal benefits
 - No hedging or pledging or speculative transaction in our securities
- No re-pricing of equity awards without stockholder approval
- No excise tax gross-ups

Performance Based Executive Compensation Model

- ✓ Incentives linked to actions that create sustainable stockholder value
- ✓ Significant equity focus strengthens alignment of interests with those of long-term stockholders
- ✓ Significant majority of pay is at-risk
- ✓ No guaranteed bonus or awards
- ✓ No guaranteed employment term

2023 Target Executive Compensation¹



¹ Charts reflect target 2023 pay mix (excluding benefits) for Gilmore O'Neill, our chief executive officer, and for our other named executive officers ("NEOs"). Please see our proxy statement for the 2024 annual meeting of stockholders, available from the Securities and Exchange Commission, for additional information.

Diverse and Experienced Board of Directors



Emma Reeve

Independent director since 2021, Chair since June 2023
Former CFO,
Constellation Pharmaceuticals



Meeta Chatterjee, Ph.D.

Independent director since 2020
Chief Strategy Officer,
Sun Pharmaceutical Industries, Inc.



Bernadette Connaughton

Independent director since 2021
Former President, Intercontinental,
Bristol Myers Squibb



Andrew Hirsch

Independent director since 2017
President & CEO,
C4 Therapeutics



Jessica Hopfield, Ph.D.

Independent director since 2018
Principal,
J. Hopfield Consulting



Elliott Levy, M.D.

Independent director since April 2023
Venture Partner,
5AM Venture Management, LLC



Gilmore O'Neill, M.B., M.M.Sc.

editas
MEDICINE
President and CEO,
Editas Medicine



David Scadden, M.D.

Independent director since 2019
Gerald & Darlene Jordan Professor of Medicine
Harvard University



















Akshay Vaishnav, M.D., Ph.D.

Independent director since 2016
Chief Innovation Officer, Alnylam Pharmaceuticals;
Venture Partner, Atlas Ventures
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Female Board Chair and 3 of 4 Board Committees Chaired by Female Directors

EDITAS COMMITTEES

NAME & AGE	OTHER PUBLIC DIRECTORSHIPS	EDITAS COMMITTEES			
		A	NCG	OLC	ST
Meeta Chatterjee, 69	Werewolf Therapeutics (HOWL)				
Bernadette Connaughton, 65	Halozyme Therapeutics (HALO) Zealand Pharma (ZEAL)				
Andrew Hirsch, 53	C4 Therapeutics (CCCC)				
Jessica Hopfield, 59	Insulet Corporation (PODD) Maravai LifeSciences Holdings (MRVI)				
Elliot Levy, 65	Omega Therapeutics, Inc. (OMGA) NuCana plc (NCNA)				
Emma Reeve, 62 Chair	PTC Therapeutics (PTCT) Aadi Bioscience (AADI)				
David Scadden, 71	Agios Pharmaceuticals (AGIO)				
Akshay Vaishnaw, 61	Scholar Rock Holding Corp (SRRK)				
Gilmore O'Neill, 58	Unity Biotechnology, Inc. (UBX)				

63

YEARS

AVERAGE AGE OF
BOARD MEMBER

Index Average = 62.1 years

4

YEARS

AVERAGE TENURE
ON EDITAS' BOARD

Index Average = 7.7 years

44%

WOMEN

Index Average = 28.0 %

22%

RACIAL / ETHNIC
DIVERSITY

Index Average = 22.5%

Experienced Team Focused on Delivering Shareholder Value



Gilmore O'Neill, M.B, M.M.Sc.
Chief Executive Officer
Prior experience: Sarepta • Biogen



Linea Aspesi
Chief People Officer
Prior experience: Forma • Saniona • Sobi • Sanofi/Genzyme



Linda Burkly, Ph.D.
Chief Scientific Officer
Prior experience: Biogen



Caren Deardorf
Chief Commercial and Strategy Officer
Prior experience: Magenta • Ohana • Biogen



Erick Lucera
Chief Financial Officer
Prior experience: AVEO Oncology • Valeritas • Aratana



Baisong Mei, M.D., Ph.D.
Chief Medical Officer
Prior experience: Sanofi • Biogen • Bayer



Charlene Stern, Ph.D., J.D.
General Counsel
Prior experience: AVEO Oncology • Goodwin • Foley Hoag



Gregory Whitehead
Chief Technical and Quality Officer
Prior experience: Rubius Therapeutics • bluebird bio • Dendreon

Corporate Governance Highlights

Our governance structure strives to ensure independent oversight of an experienced management team and protection of long-term stockholder value

- Diverse board
- Stock ownership guidelines for executive officers and directors
- Overboarding policy
- Commitment to board refreshment
- Mandatory retirement age of 75

- Regular Board and Committee self-evaluation
- Annual director evaluations
- Annual CEO evaluation by independent directors
- Clawback policy
- Proactive governance outreach to stockholders



- Separate Board Chair and CEO
- All directors independent, other than CEO
- 100% independence among standing board committees

- No poison pill
- One-share, one-vote
- No dual-class common stock

Focusing on the Environment



GREEN FACILITIES

- Electrical systems designed for optimal performance and sustainability.
- Low-emitting, partially recycled materials installed throughout facilities.
- Use of energy saving equipment; automatic lighting shutoff controls to help lower energy usage.
- Daylight and motion sensors allow full spectrum of natural light; LED fixtures used only when necessary.



ENERGY & WATER CONSERVATION

- High efficiency water fixtures.
- High efficiency mechanical and laboratory equipment.
- High efficiency windows reduce solar heat gain.
- Energy efficient hot water boilers.
- State of the art wastewater control system.
- Effluent is monitored and treated with acid or base prior to release.
- Sink wastewater recycled back to washrooms.



WASTE MANAGEMENT

- Responsible biowaste and chemical waste disposal.
- Styrofoam is recycled with local Boston area company.
- Lab sustainability initiatives for recycling lab consumable plasticware.
- All lab sink waste goes directly to separated storage tanks for specialized disposal.
- Recycle batteries through third party vendor.

Human Capital Management

Our success is based on good science, and good science is based on good people working in a safe and collaborative environment

Editas employees, or Editors, are the fuel that drives our progress. Facilitating a culture that gives each Editor an opportunity to succeed is inherently based on important values that we strive to promote, as well as our ability to attract, retain, develop and motivate new talent. To do this, Editas offers employment packages, resources, and tools to foster a diverse and motivated workforce.

- ✔ Employment salary and bonus packages promoting well-being, including healthcare, retirement planning and flexible time off.
- ✔ Opportunities for equity ownership, including stock-based compensation awards and an employee stock purchase plan.
- ✔ Work/Life balance arrangements including core hours and flexible work arrangements.
- ✔ Regular benchmarking against industry peers to ensure Editas remains competitive and attractive to potential new hires.
- ✔ Development programs enabling continued learning and professional growth, including peer mentorship programs and access to LinkedIn Learning classes.
- ✔ Individual goal setting process, including regular conversations between employees and managers, promoting individual development and career growth.

Our INSPIRITAS Culture

INSPIRITAS is an employee-led culture committee that works to ensure our day-to-day culture reflects our company values through learning opportunities, community, teambuilding events and forums for all editors.

We work together with integrity and joy, under the framework of our collective goal to develop transformative medicines for people living with serious diseases around the world.

The program brings people together through diverse forums and events, including:

- Philanthropic activities to support our local community, such as toy and clothing drives.
- Patient advocacy support such as participation in the Annual Walk for Sickle Cell Disease with Massachusetts Sickle Cell Association.
- Diversity celebrations, including Black History Month and International Women's Day Book Clubs, Holi Celebration and Paint Night, Pride Month Celebrations, Lunar New Year, and other events throughout the year.
- Corporate sponsorship and employee participation in the Prouty and Bstrong charity bike rides and Young Black Pharma conference.

PILLARS *of* INSPIRITAS



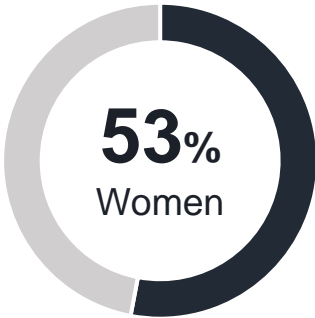
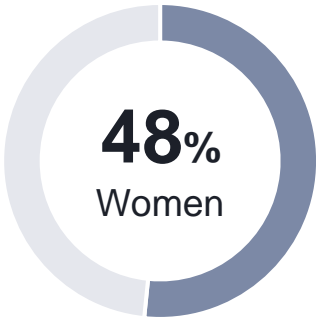
Representative Differences

Editas routinely reviews representational data and identifies a diverse pool of candidates for all job openings to ensure we remain an inclusive culture that continues to strengthen through diversity

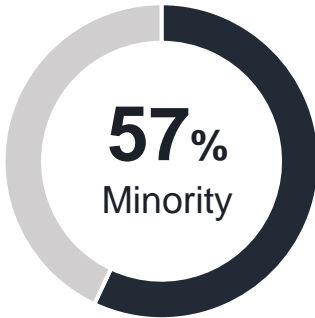
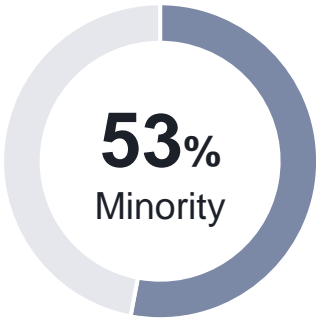
Senior Management

All Editas Medicine Employees

Gender Diversity



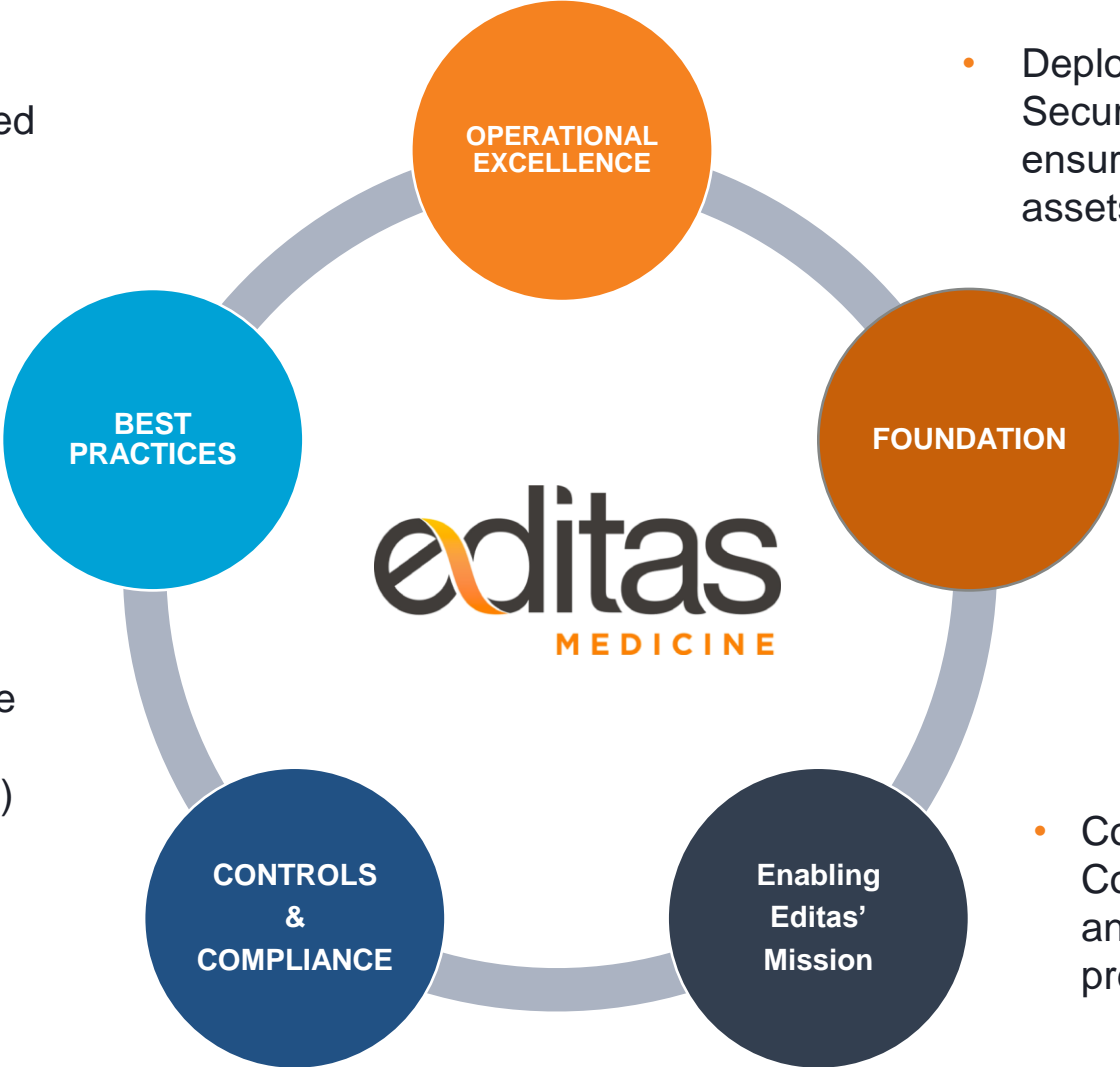
Ethnic/Racial Diversity



Information Security Highlights

Information Security collaboratively defines and implements measures to protect Editas IP, 'know-how' and other sensitive information

- Information Security Team strengthened by hiring seasoned InfoSec Engineer with strong Cyber Defense experience in Medical and Media settings.
- Implemented major technology upgrade to Editas' Ransomware Preparedness and Response capabilities.
- Joined Health-ISAC (Healthcare specific InfoSec Threat and Information sharing partnership) and added numerous new Cyber capabilities previously out of Editas reach.



- Deployed Cloud Access Security Broker technology to ensure Editas' access to cloud assets are protected.
- Drove 95% reduction in risk exposures as tracked by 2023/2024 Penetration Test vs. 2022/2023 results.
- Helping drive safe adoption of Generative AI capabilities @ Editas.
- Continued focus on Maturity and Compliance with NIST 800-171, and drive toward ISO 27001 preparedness.

Employee Safety is our First Priority

Our safety objective is to facilitate a safe work environment for employees, contractors and third-parties

TRAINING

- ✓ Mandatory safety training for every employee
- ✓ Mandatory annual lab safety training for lab employees
- ✓ Optional training for CPR/AED
- ✓ Employees working in the BL2 lab are required to wear a lab coat, safety glasses and gloves at all times
- ✓ Semi-annual evacuation drills



SAFETY PRECAUTIONS

- ✓ Fire extinguishers, emergency showers, eye wash stations, spill kits, first aid kits and AED machines throughout the buildings and laboratories
- ✓ All biosafety cabinets and fume hoods are certified annually
- ✓ Employees are offered free of charge Hepatitis B three shot series, titer, and booster. Additionally, we have annually on-site Flu Vaccine Clinic, where employees are offered free of charge flu shots.
- ✓ Safety glasses clinics are held every other month, free of charge to full-time employees to get prescription and non-prescription safety glasses

editas

MEDICINE

