



Dima, Tristan, & Stephanie
LIVING WITH SICKLE CELL DISEASE

Corporate Effectiveness

Addressing ESG & Long-term
Sustainability

April 2023



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 14, 2023, unless otherwise specified.

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

It is amazing to believe that the CRISPR technology that inspired the creation of Editas Medicine was discovered 10 years ago. As we come upon our 10th anniversary at Editas, 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.

I came to Editas last year to lead the Company as we use this extraordinary technology to create potentially life-changing medicines developed to treat diseases previously thought untreatable. While we have accomplished many important achievements during the past year, we have also confronted a number of challenges, from the aftershocks of COVID-19 to political and economic instability to increased attacks on marginalized groups, which have impacted our patients, our families and friends, and our broader communities. During this challenging time, I am proud of the resilience of our employees and their dedication to our mission to develop novel 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 do our part to address them as effective corporate stewards.

As a physician by training, I am very proud of 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.”

Company Highlights



Differentiated gene editing and delivery technology



Strengthening discovery platform for ***in vivo* editing**



Clinical proof-of-concepts in *in vivo* and *ex vivo* editing platforms in 2022



Developing next generation medicines for **hemoglobinopathies** including conditioning and *in vivo* HSC editing



Continuing development for **EDIT-301** for **SCD and TDT**



Majority of targetable indications are **addressable with existing gene editing technology** and delivery capabilities

Leading in an Interconnected Genome Editing World

OBJECTIVES

1. Shaping the broader field of genome editing
2. Ensuring patient access to our CRISPR 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
- Bioethicist 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 incorporate their voices into decision making throughout the drug development process.

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.

BE AUTHENTIC AND TRANSPARENT We are cautiously optimistic about the promise of gene editing, yet there is still much to be learned. Through transparent communication about our company and our approach to developing medicines, we hope to ensure the expectations we set are realistic.



In 2022, Editas established two patient 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 is – and must be – at the center of everything we do. We are acutely aware that gene editing represents a fast-moving, potentially disruptive technology that evokes both excitement and curiosity. We believe it is critical to be transparent about our science and engage responsibly with the patient 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 2022 sponsor of the Sick Cells ambassador program, 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 was proud to sponsor a number of educational initiatives in 2022.



Editas attended Cooley's Anemia Foundation's Patient-Family Conference in 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, EdiThal!



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.



As a member of the C-Path Institute's Sickle Cell Disease Consortium, Editas works with the sickle cell community to identify and prioritize tools needed to accelerate and optimize drug development to benefit individuals living with this disease.



Editas is committed to improving the lives of the rare disease community and is a member of the National Organization for Rare Disorders (NORD) Corporate Council, and the Global Genes RARE Corporate Alliance.



DIMA
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 an industry-specific peer group for benchmarking pay
- Target pay based on market norms
- Balance short- and long-term incentives (through annual cash bonuses and equity awards)
- Maintain a compensation recoupment (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**

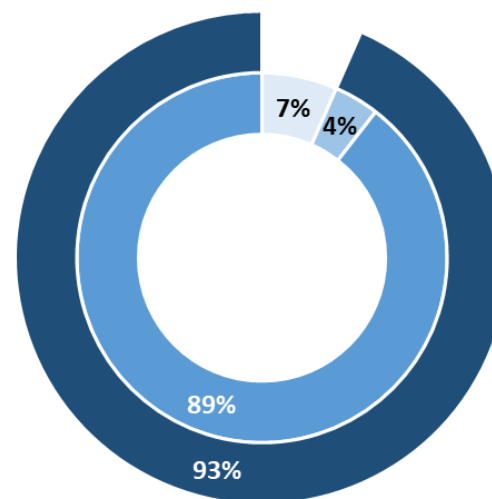
- No employment agreements that guarantee a certain compensation level or employment term
- No guaranteed annual salary increases or guaranteed bonuses
 - No single-trigger vesting in connection with a change-in-control for equity awards
 - No excessive executive perquisites or personal benefits
 - No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

Performance Based Executive Compensation Model

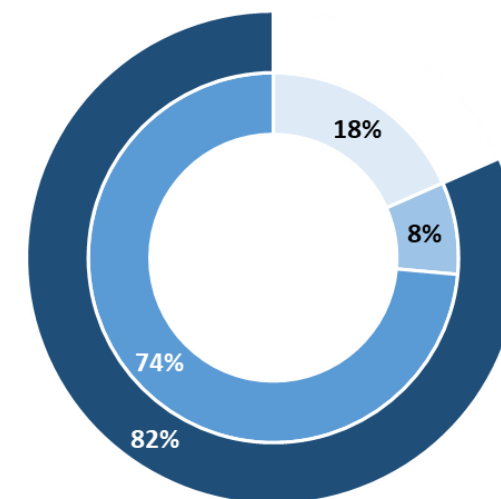
- ✓ Incentives linked to actions that create sustainable stockholder value
- ✓ Significant equity focus strengthens alignment of interests with those of long-term stockholders
- ✓ Significant majority of pay is at-risk
- ✓ No guaranteed bonus or awards
- ✓ No guaranteed employment term

2022 Target Executive Compensation¹

FY22 CEO Target Pay Mix



FY22 Average NEO Target Pay Mix



Base Salary Target Bonus Equity Grant Date Fair Value Variable Pay

Diverse and Experienced Board of Directors



Jim Mullen
Chair*

*Not seeking re-election in 2023



Meeta Chatterjee, Ph.D.

Independent director since 2020

Former SVP of Global Business Development,
Legend Biotech Corp



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.

Lead Independent Director since 2018
Former Principal
J. Hopfield Consulting



Elliot Levy, M.D.

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



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

President and CEO,
Editas Medicine



Emma Reeve

Appointed Chair, Effective 2023 Annual Meeting

Independent director since 2021
Former CFO,
Constellation Pharmaceuticals



David Scadden, M.D.

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



















Akshay Vaishnaw, M.D., Ph.D.

Independent director since 2016
President, Alnylam Pharmaceuticals

Female Board Chair and 3 of 4 Board Committees Chaired by Female Directors

EDITAS COMMITTEES

NAME & AGE	OTHER PUBLIC DIRECTORSHIPS	A	NCG	OLC	ST
Meeta Chatterjee, 68	Werewolf Therapeutics (HOWL)				
Bernadette Connaughton, 64	Syneos Health (SYNH) Halozyme Therapeutics (HALO) Zealand Pharma (ZEAL)				
Andrew Hirsch, 52	C4 Therapeutics (CCCC)				
Jessica Hopfield, 58 Lead Independent Director	Insulet Corporation (PODD) Maravai LifeSciences Holdings (MRVI) Berkeley Lights (BLI)				
Elliot Levy, 64	Omega Therapeutics, Inc. (OMGA) NuCana plc (NCNA)				
Emma Reeve, 62 Appointed Chair Effective Annual Meeting 2023	PTC Therapeutics (PTCT) Aadi Bioscience (AADI)				
David Scadden, 70	Agios Pharmaceuticals (AGIO) Magenta Therapeutics (MGTA)				
Akshay Vaishnaw, 60	Scholar Rock Holding Corp (SRRK)				
James Mullen, 64 Chair	Thermo Fisher Scientific (TMO)				
Gilmore O'Neill, 58	Unity Biotechnology, Inc. (UBX)				

62

YEARS

AVERAGE AGE OF
BOARD MEMBER

Index Average = 61.9 years

3

YEARS

AVERAGE TENURE
ON EDITAS' BOARD

Index Average = 7.6 years

40%

WOMEN

Index Average = 26.8%

20%

RACIAL / ETHNIC
DIVERSITY

Index Average = 20.0%

Index averages based on Russell 3000 constituents;
The Conference Board (2022)

Experienced Leadership Team

		YEARS OF EXPERIENCE	PRIOR LEADERSHIP EXPERIENCE
Gilmore O'Neill	President and Chief Executive Officer	20	Sarepta • Biogen
Linea Aspesi	Chief People Officer	25	Forma • Saniona • Sobi • Sanofi/Genzyme
Bruce Eaton	Chief Business Officer and Chief Technology Officer	30	i2 Pharma • SomaLogic • NexStar Pharma
Harry Gill	Senior Vice President, Operations	30	Patheon • Baxter • Pfizer
Chi Li	Chief Regulatory Officer	20	Celularity • Allergan • Bayer
Baisong Mei	Chief Medical Officer	20	Sanofi • Biogen
Michelle Robertson	Chief Financial Officer	30	Momenta • Baxalta • Ironwood • Genzyme
Charlene Stern	General Counsel	20	AVEO Oncology • Goodwin • Foley Hoag

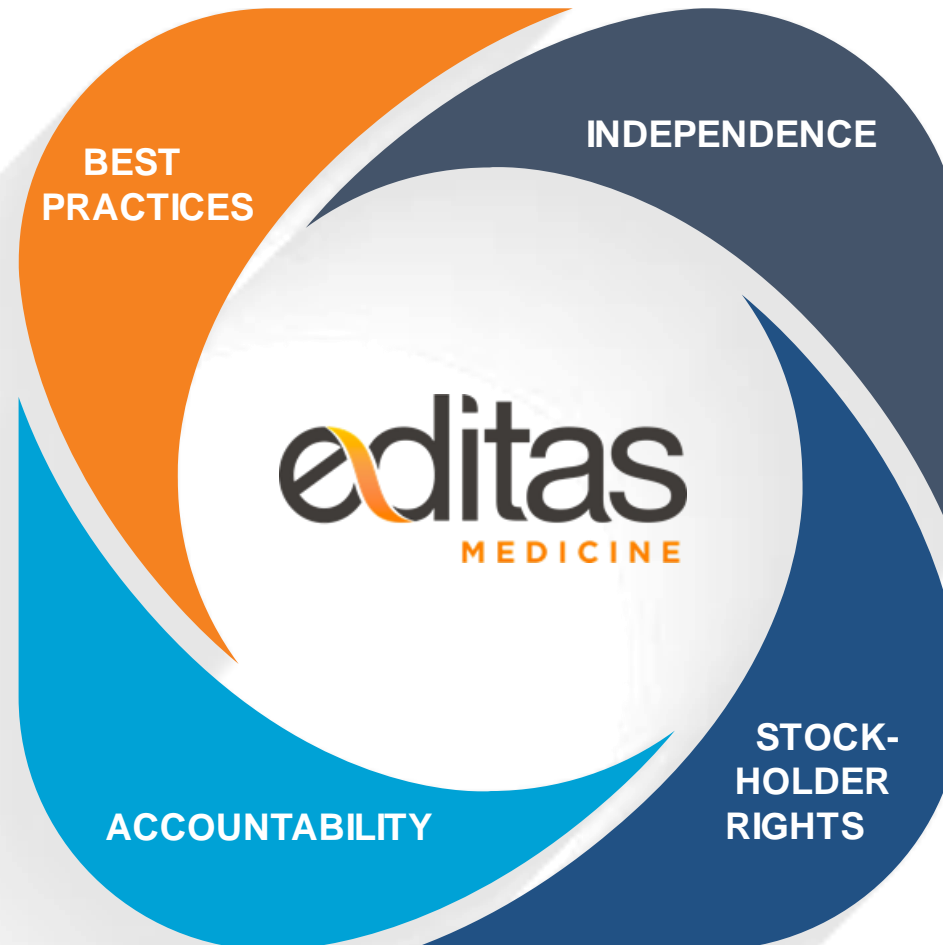
24 MANAGEMENT TEAM
AVERAGE EXPERIENCE
YEARS

3 AVERAGE TENURE
AT EDITAS MEDICINE
YEARS

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
- ESG oversight by Nominating Committee
- Mandatory retirement age of 75
- Regular Board and Committee self-evaluation
- Annual director evaluations
- Annual CEO evaluation by independent directors
- Clawback policy



- Separate Board Chair and CEO
- Lead Independent Director with delineated responsibilities
- All directors independent, other than CEO and Executive Chair
- 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 and occupancy sensors; 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

- Biowaste and chemical waste disposal through Stericycle and Veolia.
- Styrofoam is recycled with local Boston area company.
- Lab sustainability initiatives through GreenLabs for recycling lab consumable plasticware.
- All lab sink waste goes directly to separated storage tanks for specialized disposal.

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 distinct culture to develop transformative medicines for people living with serious diseases around the world.

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

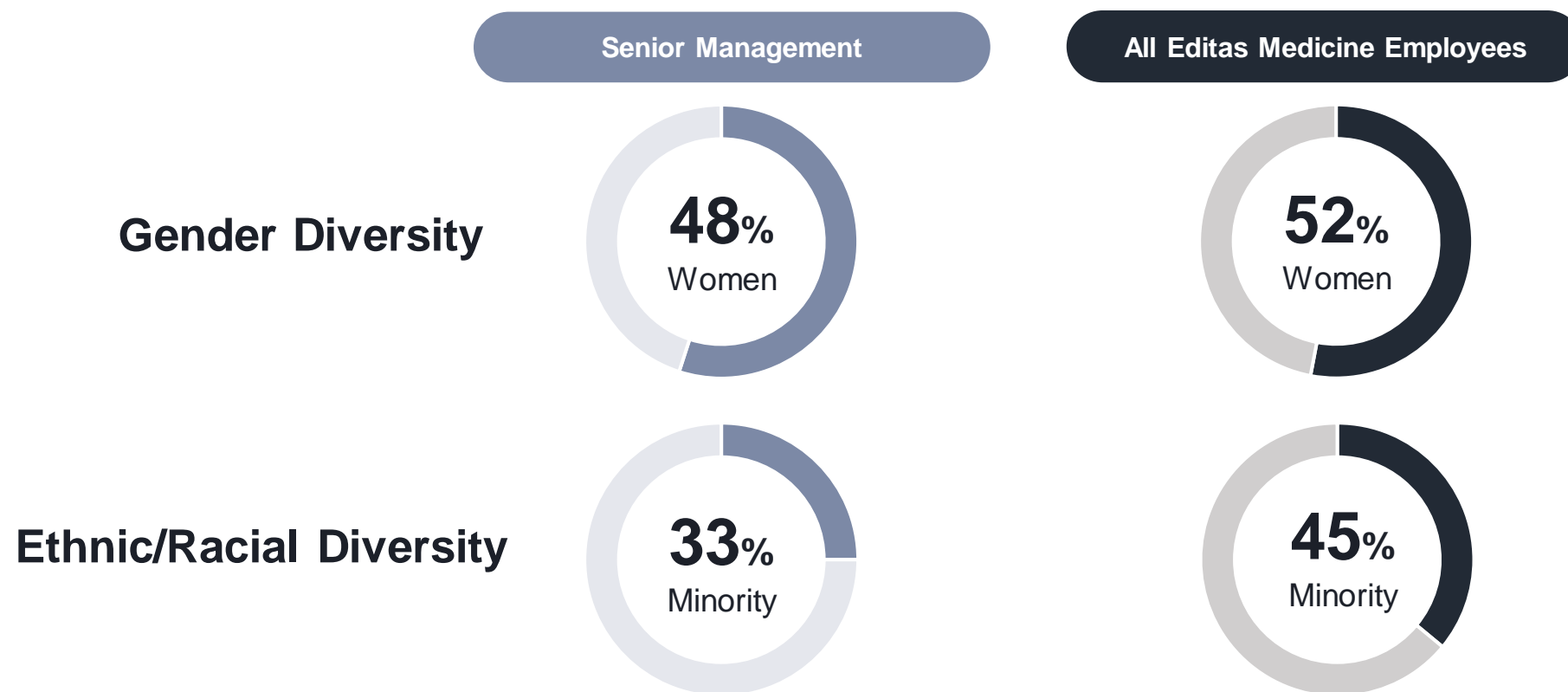
- Philanthropic activities to support our local community, such as toy and clothing drives.
- Wellness challenges to encourage healthy minds and bodies, while showing support and encouragement for our peers.
- Patient advocacy support such as participation in Everybody In! Walk/Move for Perkins School for the Blind.
- Diversity celebrations, including Black History Month and International Women's Day Book Clubs, Holi Celebration and Paint Night, Diwali Lunch, PRIDE parade, and other events throughout the year.
- Corporate sponsorship and employee participation in the Prouty and Bstrong charity bike rides.

PILLARS *of* INSPIRITAS



Representative Differences

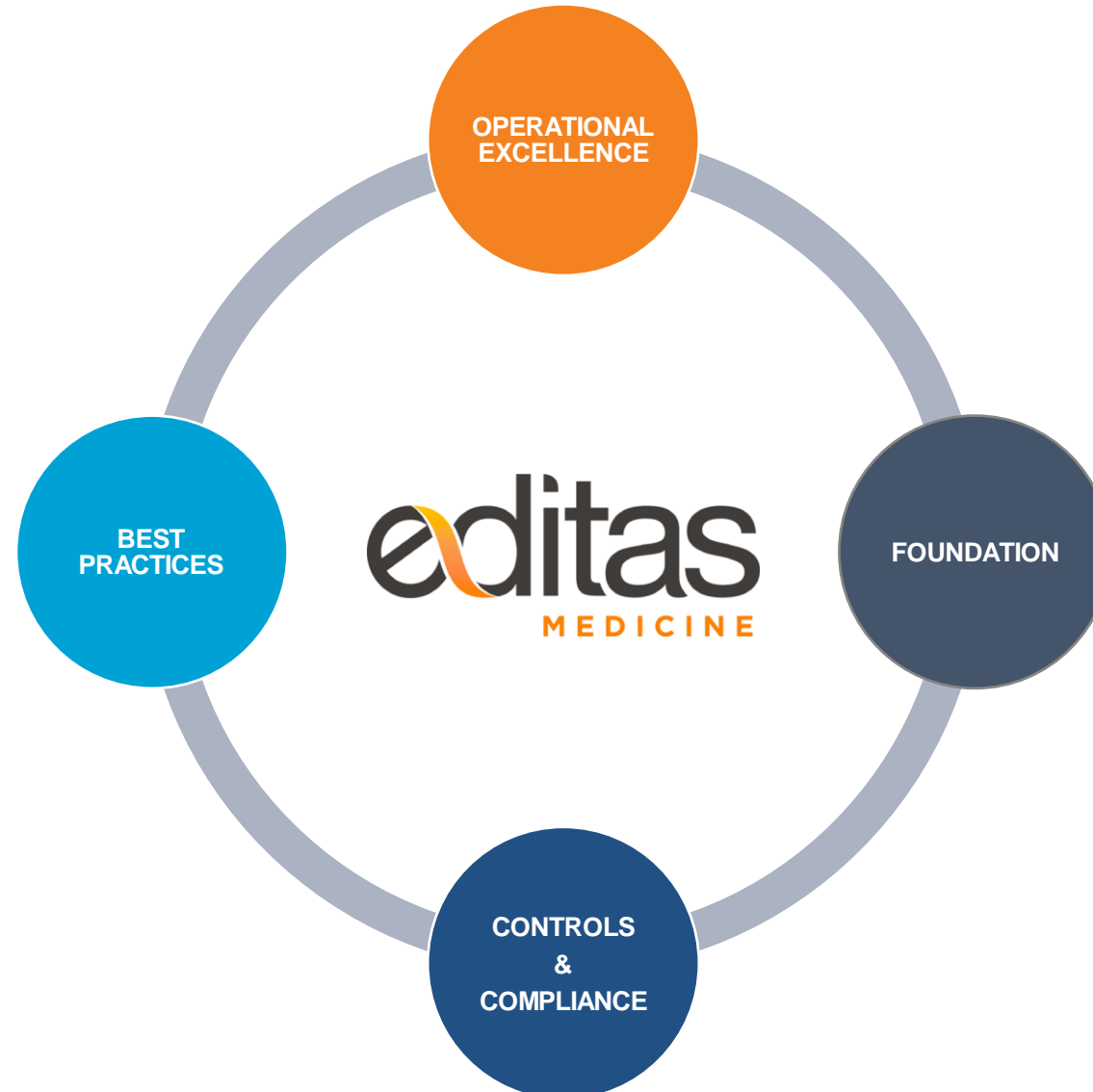
Editas routinely reviews representational data and identifies a diverse pool of candidates for all job openings to ensure we remain an inclusive culture that continues to strengthen through diversity



Information Security Highlights

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

- Hired Head of Information Security with 25 years of Enterprise & Government Cyber environments experience
- Adopted and pursuing National Institute of Standards and Technology (NIST) 800-171 controls framework
- Maturing Data Protection and Collaboration-related security controls aligned with Editas' strategy and phase of development



- Engaged new integrated Managed Security Services Partner, improving oversight & consistency of Information Security capabilities for Editas
- Continued focus on core Information Security fundamentals commensurate with monitoring and incident prevention

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, first aid kits and AED machines throughout the buildings and laboratories
- ✓ All biosafety cabinets are certified annually
- ✓ Employees offered flu vaccine annually and can get the Hepatitis B vaccine
- ✓ Monthly safety glasses clinics for employees to obtain prescription/non-prescription safety glasses

