

Corporate Effectiveness



Addressing ESG & Long-Term Sustainability

April 2022



TRISTAN

Living with sickle cell disease

SUSAN

Living with
Leber Congenital
Amaurosis 10



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. Forward-looking statements in this press release include statements regarding the initiation, timing, progress and results of the Company’s preclinical and clinical studies and its research and development programs, including achieving proof-of-concept in our *ex vivo* platform in 2022, the Company’s objectives, including to develop gene editing medicines for patients and shape the field of genome editing, and other statements regarding the Company’s mission, philosophy and goals. 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 BRILLIANCE and RUBY 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, 2022 unless otherwise specified.

A MESSAGE FROM **Jim Mullen** *Chairman & CEO*

A belief in the potential of CRISPR technology inspired Editas Medicine's founders to create our company nine years ago. We are even more convinced today about the potential of gene editing to make a positive difference in the world than they were then.

Under trying circumstances, Editas accomplished many important objectives over the past year. With so many families and companies still struggling with the effects of the COVID-19 pandemic, this is not a time to celebrate our performance. Nonetheless, I want to acknowledge the resilience of our staff and their dedication to our mission in bringing novel gene editing medicines to patients.

For several years now, businesses have faced increasing expectations of corporate responsibility, and I expect that the lessons learned from the pandemic will continue this trend. Our society confronts multiple challenges, and we are working to do our part to address them as effective corporate stewards.

We ensure our employees build connections with people who suffer from the diseases Editas is

treating. Patients with sickle cell disease, for example, have told us heartbreaking stories about how they are marginalized for having the disease or how they are mistreated because of their ethnicity. 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 grows as well.

Innovation is at the heart of what we do. It extends beyond our labs and into our hallways, clinical sites, offices, and boardroom. I've always believed that sustainable success requires resourceful and long-term thinking. Our governance structure and diverse workforce embodies both of these mindsets.

At Editas, our responsibilities and values are embedded in our everyday principles as we strive to reach our highest potential for all our stakeholders. Our diverse leadership team and board remain committed to delivering new, innovative medicines to patients while facilitating a safe, inclusive, and collaborative culture.

Every day, when we come in or login to work, our objective remains to offer patients a better quality of life and develop treatments to cure them or help them live longer. We look forward to updating you on our continued progress in achieving this objective.



“

...our objective remains to offer patients a better quality of life and, where possible, to cure them or help them live longer.”

Company Highlights



Differentiated gene editing and delivery technology



In vivo proof-of-concept was achieved in 2021 unlocking additional and larger opportunities



Clinical proof-of-concept in ex vivo platform expected in 2022



Demonstrated ability to **multiplex edit various clinically relevant cell types** such as T cells, B cells and NK cells



2 wholly owned clinical programs
4 wholly owned preclinical programs
6 immuno-oncology programs with BMS
All programs advanced significantly in 2021



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
- Scientific & 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 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.

BE AUTHENTIC 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 2021, Editas began building out its medical affairs and patient advocacy division to support clinical communications and proactively engage with the patient community.

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.

Proactive Conversations Across All Forums



For many years, Editas has worked with Mass Eye and Ear on research and clinical programs, including as a site for our LCA10 Natural History Study and for our lead clinical program, the BRILLIANCE study.



Editas and Cura worked together on a unique model/ partnership between Vatican, academic leaders, industry, patients, government to explore leading-edge technology and topics to convene a gene editing session with discussing science, ethics, faith, and impact on culture and society.



Editas Medicine is a founding and active member of Life Science Cares. We and our employees work with Life Science Cares to help make a positive impact through volunteering and raising awareness of the issues of poverty and inequality.



To ensure an environment exists that supports appropriate patient access to single administration, durable treatments at reimbursement rates that are commensurate with value, Editas is actively engaged with key influencers and innovators such as Express Scripts on initiatives to define and develop new, value-based payment arrangements that support better care and outcomes for patients.



A community of Colorado life sciences companies, of which Editas is an active member through our Boulder facilities, advocating for a collaborative life sciences ecosystem and a supportive business climate.



Editas Medicine and ASGCT have worked together for many years to help further ASGCT's mission of raising awareness and helping education via advocacy initiatives, conference sponsorship and participation, and serving on various committees.



Editas has a multi-year relationship with Hope in Focus, including sponsoring events and participating in their annual conference. Our recent collaborations have improved support for the LCA10 patient community.



Editas is partnered with leading organizations such as Pioneer Institute for Public Policy Research that are on the vanguard of thinking about new payment models as a way to ensure patients have access to potentially transformative gene editing medicines in the years ahead.



DIMA
Living with sickle cell disease

Editas works with leading organizations that promote scientific and medical advancements, patient care, and new payment models allowing patients to access life-saving therapies.

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 independent compensation consultant
- Use of performance-based equity awards for executive team

✓ WE
DO

✗ WE
DON'T

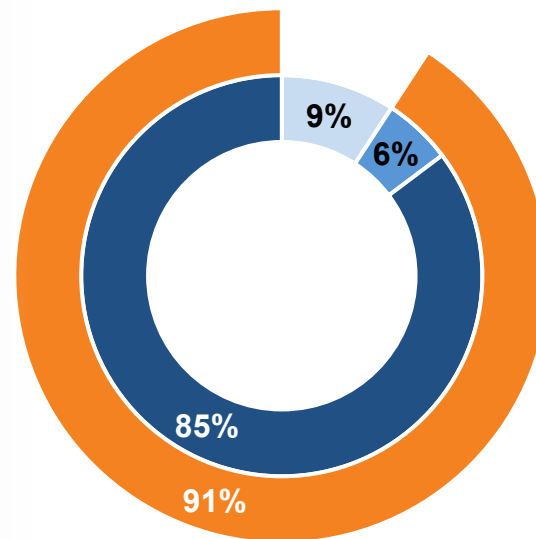
- No employment agreements that guarantee a certain compensation level or employment term
- No guaranteed annual salary increases or guaranteed bonuses
 - No single-trigger vesting in connection with a change-in-control for equity awards
 - No excessive executive perquisites or personal benefits.
 - 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

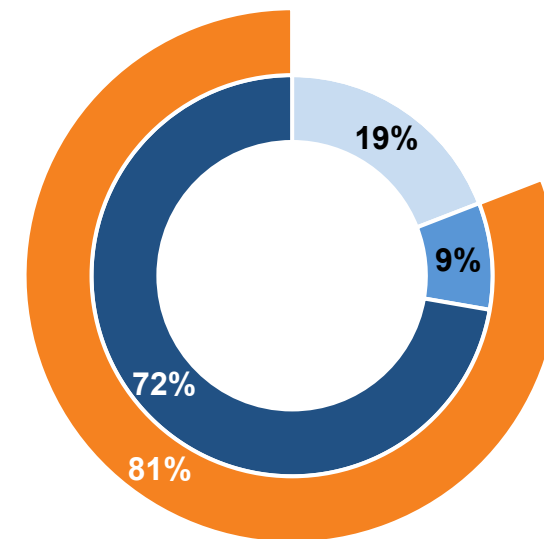
- ✓ Incentives linked to actions that create sustainable stockholder value
- ✓ Significant equity focus strengthens alignment of interests with those of long-term stockholders
- ✓ Significant majority of pay is at-risk
- ✓ No guaranteed bonus or awards
- ✓ No guaranteed employment term

2021 Target Executive Compensation¹

CEO Compensation Mix



Other Executive Officers



Base Salary

Earned Bonus

Equity Grant Date Fair Value

Variable Pay

Diverse and Experienced Board of Directors



Meeta Chatterjee, Ph.D.

Independent director since 2020

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.

Independent director since 2018

Principal
J. Hopfield Consulting



James Mullen

Chairman of the Board since 2018

President & CEO
Editas Medicine



Emma Reeve

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

3 of 4 Board Committees Led by Female Directors

NAME & AGE	OTHER PUBLIC DIRECTORSHIPS	EDITAS COMMITTEES			
		A	NCG	OLC	ST
Meeta Chatterjee, 67	Werewolf Therapeutics (HOWL)				
Bernadette Connaughton, 63	Syneos Health (SYNH) Halozyme Therapeutics (HALO) Zealand Pharma (ZEAL)				
Andrew Hirsch, 51	C4 Therapeutics (CCCC)				
Jessica Hopfield, 57 Lead Independent Director	Insulet Corporation (PODD) Maravai LifeSciences Holdings (MRVI) Berkeley Lights (BLI)				
Emma Reeve, 61	PTC Therapeutics (PTCT) Aadi Bioscience (AADI)				
David Scadden, 69	Agios Pharmaceuticals (AGIO) Magenta Therapeutics (MGTA)				
Akshay Vaishnaw, 59	Scholar Rock Holding Corp (SRRK)				
James Mullen, 63 Chairman & CEO	Thermo Fisher Scientific (TMO)				



MEMBER



CHAIR

A=Audit
NCG=Nominating and Corporate Governance Committee
OLC=Organization, Leadership and Compensation Committee
ST=Science and Technology Committee

61

YEARS

AVERAGE AGE OF
BOARD MEMBER

Index Average = 62 years

3

YEARS

AVERAGE TENURE
ON EDITAS' BOARD

Index Average = 11 years

50%

WOMEN

Index Average = 24%

25%

RACIAL / ETHNIC
DIVERSITY

Index Average = 21%

Experienced Leadership Team

		YEARS OF EXPERIENCE	PRIOR LEADERSHIP EXPERIENCE
James Mullen	Chairman, President, and Chief Executive Officer	40	Biogen • Patheon
Mark Shearman	Chief Scientific Officer	30	AGTC • EMD Serono • Merck
Michelle Robertson	Chief Financial Officer	30	Momenta • Baxalta • Ironwood • Genzyme
Bruce Eaton	Chief Business Officer	30	i2 Pharma • SomaLogic • NexStar Pharma
Charlene Stern	General Counsel	20	AVEO Oncology • Goodwin • Foley Hoag
Harry Gill	Senior Vice President, Operations	30	Patheon • Baxter • Pfizer
Chi Li	Chief Regulatory Officer	20	Celularity • Allergan • Bayer

29
YEARS

MANAGEMENT TEAM
AVERAGE EXPERIENCE

3
YEARS

AVERAGE TENURE
AT EDITAS MEDICINE

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
- Board oversight of corporate strategy and risk
- Stock ownership guidelines for executive officers and directors
- Mandatory retirement age of 75
- Regular Board and Committee self-evaluation
- Annual director evaluations
- Annual CEO evaluation by independent directors
- Clawback policy



- 7 of 8 directors are independent
- Lead Independent Director with delineated responsibilities
- 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.



HAZARDOUS WASTE MANAGEMENT

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

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 winter clothing drives, and a Ukraine support fundraiser
- Wellness challenges to encourage healthy minds and bodies, while showing support and encouragement for our peers
- Patient advocacy support such as “Showing your Stripes” in support of Rare Disease Day
- Diversity celebrations, including Black History Month Book Club, Chinese Lunar New Year, and other events throughout the year.

PILLARS *of* INSPIRITAS



Human Capital Management

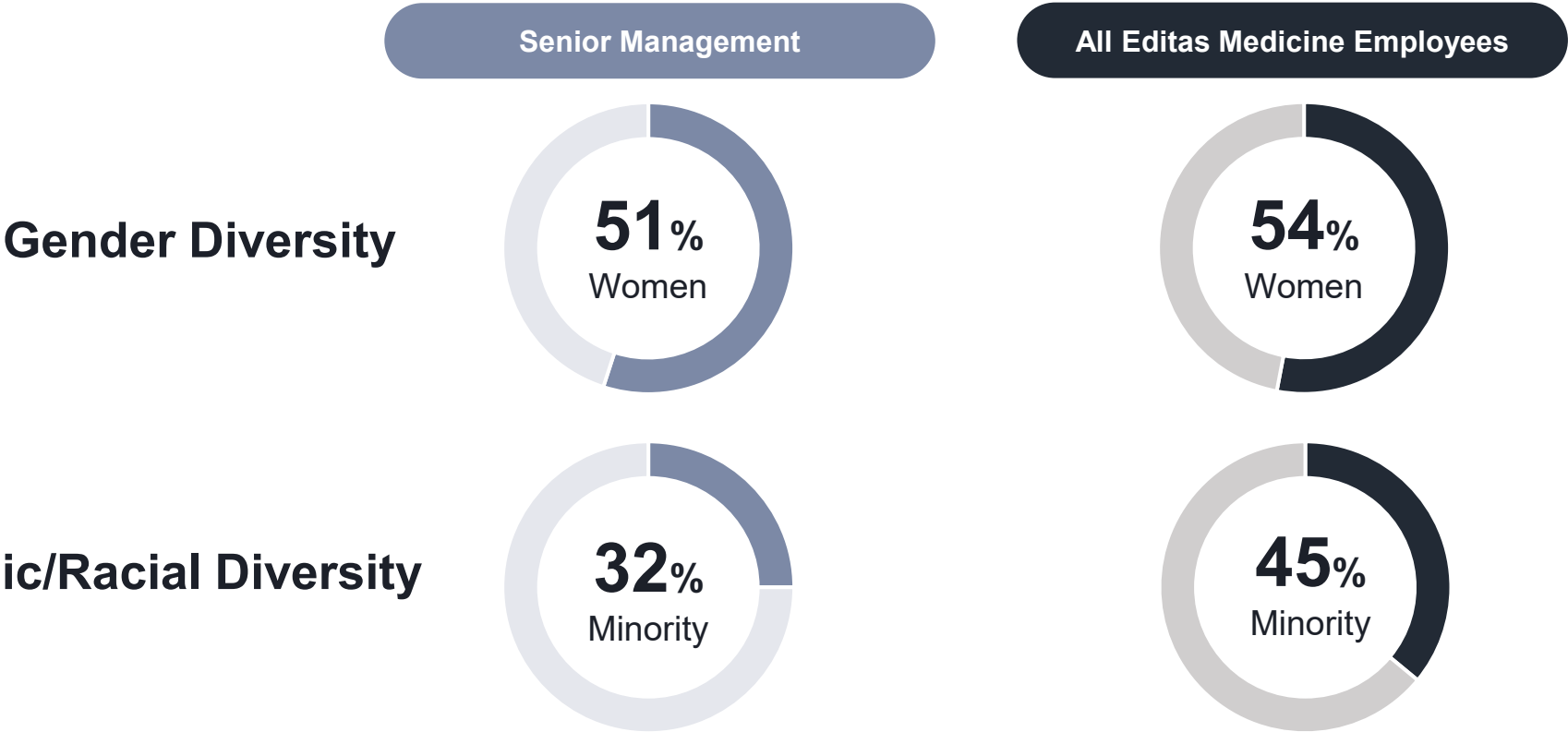
Our success is based on good science, and good science is based on good people working in a safe and collaborative environment

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 paid 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

Representative Differences

Editas regularly 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.



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 AID/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 tested annually
- ✓ Employees offered flu vaccine annually and can get the Hepatitis B vaccine
- ✓ Free COVID-19 rapid test kits upon request



Employee Engagement

Editas is committed to building a culture of engagement and wants to ensure that every employee's voice is heard.

Every year, the company surveys employees for feedback, ideas, opinions and suggestions on how to make Editas an even better place to work.

Additionally, the management team hosts regular town halls, fireside chats, and open forum discussions to garner input on workplace culture from the entire organization.

>75% Editas Employees...

- ✓ Are inspired by the work they do
- ✓ Find their work engaging
- ✓ Proud to work at Editas
- ✓ Mission of the organization makes them feel their job is important
- ✓ Feel respected at work
- ✓ Find their job interesting and challenging

Improvements from 2020 to 2021...

- ✓ Diversity and inclusion
- ✓ Career growth and development
- ✓ Managerial effectiveness

