





OUR COMMITMENT TO OUR VALUES

Message from the CEO 4
 Our Core Values 5
 Our Mission and Our Code 6
 To Whom Does Our Code Apply? 7
 Ethical Decision-Making 8
 A Note from the General Counsel: Deliberate, Ethical Decision-Making 9

THE IMPORTANCE OF OUR VOICES

Our Responsibilities 11
 Additional Responsibilities for Managers 12
 Speaking Up! 13
 We Investigate Concerns Promptly and Fairly 14
 We Protect Confidentiality and Have No Tolerance for Retaliation 15

OUR COMMITMENT TO OUR PEOPLE

We Respect One Another 17
 We Look out for Our Health and Safety 18

OUR COMMITMENT TO PATIENTS

We Conduct Safe and Ethical Trials 20
 We Monitor the Safety and Quality of Our Products 21
 We Share Clinical Data Responsibly and Transparently 22
 We Interact with External Stakeholders Ethically 23
 We Treat Laboratory Animals Humanely 24

3
4
5
6
7
8
9

OUR COMMITMENT TO OUR STAKEHOLDERS

We Keep Accurate Books and Records 26
 We Avoid Conflicts of Interest 29
 We Prohibit Insider Trading 31
 We Protect Our Physical and Informational Assets and Personal Data 33
 We Protect and Respect Confidential Information and Intellectual Property 34

OUR COMMITMENT TO FAIRNESS

We Do Not Tolerate Bribes, Kickbacks, or Improper Payments 38
 We Limit Gifts to and from Business Partners 40
 We Compete Fairly 41
 We Comply with Global Trade Laws 42

OUR COMMITMENT TO OUR GLOBAL COMMUNITY

We Support Human Rights 44
 We Handle Media and External Communications Carefully 45
 We Use Good Judgment with Social Media 46
 We Cooperate with Government Inquiries 47
 We Do Not Engage in Political Activity and Donate Properly 48
 We Report and Track Our Government Contacts 49
 We Are Good Corporate Citizens 50
 We Protect the Environment 51

25
26
29
31
33
34
37
38
40
41
42
43
44
45
46
47
48
49
50
51

OUR COMMITMENT TO OUR VALUES

Message from the CEO

Our Core Values

Our Mission and
Our Code

To Whom Does
Our Code Apply?

Ethical Decision-Making

A Note from the General
Counsel: Deliberate,
Ethical Decision-Making



MESSAGE FROM THE CEO

Intellia team,

At Intellia, our values are the principles by which we operate — both as individuals and as ONE team. While our Core Values demonstrate how we envision accomplishing our mission with high performance, we will ultimately be successful only if we fuse our pursuit of high performance with high integrity. When we think of it this way, we realize how essential integrity is for us all.

This Code of Conduct is the cornerstone of our ethical foundation. It describes our Core Values, which drive our mission and guide our actions every day. It also refers to our policies, and we expect everyone to be familiar with the policies that apply to our work.

The Code is a starting point for resolving ethical dilemmas and providing resources and contact information for help. We encourage everyone to use these resources for further guidance and to report concerns or misconduct.

No one should fear retaliation for making a report in good faith or for cooperating with investigations. Anyone found to have engaged in retaliation will be disciplined or terminated.

Please read our Code carefully, and keep it front of mind in the work you do.

And remember this always: You are the only one who can be responsible for your personal integrity while we, unified as ONE, collectively bear the responsibility for Intellia's integrity.

Truly yours,



John



“You are the only one who can be responsible for your personal integrity while we, unified as ONE, collectively bear the responsibility for Intellia’s integrity.”

OUR CORE VALUES

Our values describe Intellia's identity and are at the heart of our culture.

OUR COMMITMENT TO
OUR VALUES

ONE

ONE is respect for individuals; our unique qualities and strengths; our own ways to understand, learn, and improve. ONE is our single-minded determination to excel; to succeed together. ONE is you and us — trusting and counting on every one of us to triumph.

DISRUPT

DISRUPT by thinking courageously... and creating a better future. DISRUPT by defying conformity; interrogating the status quo; questioning our momentum. DISRUPT with challenging thoughts, and using skepticism and imagination to develop new ways and innovative solutions.

EXPLORE

EXPLORE because we seek new ways to tackle disease. EXPLORE with unbounded minds... free from assumptions, open to ideas. EXPLORE by staying curious and pushing boundaries. EXPLORE means thinking of new ways to overcome obstacles.

DELIVER

DELIVER by focusing on the objective and your determination to complete the task. DELIVER by advancing relentlessly and by maintaining high standards... even when nobody is watching. DELIVER by staying accountable and pulling your weight. DELIVER because patients are counting on us to make the promise a reality. Get it done.

OUR MISSION AND OUR CODE

**OUR COMMITMENT TO
OUR VALUES**

At Intellia, our mission is to develop potentially curative genome editing treatments ethically and legally. We do this while following the highest scientific and safety standards.

Our Code of Business Conduct and Ethics (the “Code” or “Code of Conduct”) is a key part of fulfilling our mission and ensuring we honor our Core Values. It summarizes the key ethical principles and laws that apply to our business. Our Code covers a wide range of business practices and procedures that in many cases are covered in further detail by other Intellia policies.

Each of us has legal and ethical obligations to Intellia, as well as our collaborators, shareholders, employees, governmental agencies, partners, health care providers (HCPs), patients, and the general public. However, this Code of Conduct cannot cover every possible situation. In addition to this Code, we expect you to read and understand the policies that apply to your work. Ultimately, you must use good judgment and take care to perform your duties ethically and legally.

We must each certify annually that we have read this Code and that we understand and will comply with the policies referred to in it, as well as all applicable laws and regulations. Our policies are linked to this Code of Conduct and available on our Intranet.



TO WHOM DOES OUR CODE APPLY?

**OUR COMMITMENT TO
OUR VALUES**

Our Code applies to all employees, officers, and directors of Intellia, including its subsidiaries and affiliates. The Code also applies to any third party working in Intellia facilities, using Intellia systems, or doing business on our behalf. The Code, likewise, applies to our agents, representatives, and business partners, including our contingent workers, third-party contractors, vendors, suppliers, and any other party acting on our behalf to the extent they are engaged in the activities outlined in this Code of Conduct.

We are each responsible for understanding and complying with the standards described in our Code. Violations of our Code may result in disciplinary action or termination of employment or business relationship, and, where appropriate, disclosure to governmental and regulatory authorities.



ETHICAL DECISION-MAKING

OUR COMMITMENT TO
OUR VALUES

Our Code can help us make ethical decisions, but it is not intended to cover all potential ethical questions you may face. Use the process below to help you when a difficult problem arises:

- **PAUSE.** Pressures from stakeholders, limited budget, and pending deadlines create noise that can make it hard to focus, but if you pause and consider the values at stake, biases that might be coming into play, and whether you're taking a short-term or long-term view in how you are considering the issue, you will be better positioned to problem-solve.
- **REFLECT.** Consider the information you do and do not have. Ask for and listen to a variety of perspectives on the issue. Don't let your solutions be limited by bias.
- **FOCUS.** Consider more than what is legal or within company policies. If your decision is based on what you **can** do instead of what you **should** do, you may take an action that is technically compliant but harmful to Intellia's mission or reputation. To ensure it is the right thing to do, check the decision against our values.



A NOTE FROM THE GENERAL COUNSEL: DELIBERATE, ETHICAL DECISION-MAKING

Friends,

Recent research into decision-making indicates that the number of daily choices each of us makes is estimated in the thousands. Luckily, many of these decisions require little thought because the consequences are ephemeral. But there are decisions we are involved in or make that have such significance to us and others that they deserve our investment in time and reflection.

When faced with a difficult ethical decision,
and before acting on it, ask yourself and others:

Is it consistent with:

OUR CODE?

OUR CORE
VALUES?

THE LAW?

ETHICAL
PRINCIPLES?

Would I feel comfortable explaining the decision to family
or friends if it was disclosed in the media?

If the answer to each of these questions is **YES**, then it is probably okay to go through with the decision or action. If, on the other hand, you have doubts or the answer is **NO**, then you need to stop and reach out **for guidance** before going any further.

Ethical decision-making, while inherently dependent on individual integrity, is a team sport.

With sincere gratitude for your conscientious read of the Code and your commitment to our integrity,

Sincerely,

Jim



*“Ethical decision-making,
while inherently dependent
on individual integrity,
is a team sport.”*



THE IMPORTANCE OF OUR VOICES

Our Responsibilities

Additional Responsibilities
for Managers

Speaking Up!

We Investigate Concerns
Promptly and Fairly

We Protect Confidentiality
and Have No Tolerance
for Retaliation



OUR RESPONSIBILITIES

THE IMPORTANCE OF
OUR VOICES

Everyone at Intellia must understand this Code and respect and obey the laws, rules, and regulations of the cities, states, and countries in which we operate. Although we do not expect you to know the details of all specific legal requirements, you must know enough to raise concerns and ask the right questions at the right times. When these concerns or questions come up, reach out to one of **our resources** for guidance or to report misconduct.



ADDITIONAL RESPONSIBILITIES FOR MANAGERS

THE IMPORTANCE OF
OUR VOICES



Our managers have additional responsibilities under our Code that include:

- Ensuring direct and indirect reports have:
 - Read and understood the Code of Conduct and related policies.
 - Completed all required trainings.
- Enforcing our Code and policies consistently.
- Being available to discuss questions or concerns about the Code from the team.
- Reporting promptly all concerns raised under the Code through our **reporting resources**.
- Never retaliating against anyone who raises a concern or reports misconduct in good faith and assuring your team that such retaliation will not be tolerated.
- Escalating to any of the **reporting resources** any questions or concerns about:
 - The law or ethics.
 - Our Code or policies.
 - Retaliation or any other form of misconduct.

As leaders, our managers should feel empowered to resolve performance issues but are required to escalate integrity concerns, misconduct, retaliation concerns, or any potential violations of this Code to reporting resources. And this responsibility extends beyond direct reports — if a manager becomes aware of a potential violation of the Code, they must report it.

Q&A

Q: Mandy expects a promotion to manager soon. When the subject of employees raising concerns with managers came up, she remarked to a colleague, “I like problem-solvers and team players, not complainers, and I intend to make it clear to everyone who reports to me not to waste my time.” She figures Intellia is on her side on this. Is she right?

A: No. In fact, if she behaves like this as a manager, she could face discipline, and possibly termination. Far from being a waste of time, hearing concerns is among the most important leadership responsibilities. She should listen to the concern without judgment, take action, or escalate the concern as appropriate. Her comments about “team players” and “complainers” could be taken as a threat of retaliation, a serious Code violation. We want everyone to report any misconduct, even if it means reporting anonymously. This helps us fix problems quickly and keeps the company compliant.

SPEAKING UP!

THE IMPORTANCE OF
OUR VOICES

We want everyone to feel free to speak up by raising good faith concerns or reporting misconduct without fear of retaliation. We take all concerns and reports seriously. We welcome and encourage questions, complaints, suggestions, and feedback without judgment or retaliation.

Normally, we bring up concerns first to our managers, but that may not always be appropriate. In those cases, we have these alternatives:

- Any manager or the Executive Leadership Team (ELT).
- Any Human Resources Business Partner (HRBP).
- An attorney on the Legal Team or the Compliance Officer (by email at complianceofficer@intelliatx.com) or by phone at (857) 449-4172.

And for those who want to remain anonymous, we have these options:

- Going to www.whistleblowerservices.com/ntla and completing the secure web form.
- Calling the Speak Up Line at (844) 417-8866.
- In writing marked CONFIDENTIAL to:

Compliance Officer
c/o Intellia Therapeutics, Inc.
40 Erie St., Suite 130
Cambridge MA 02139

We may also report directly to the chair of the audit committee of the board of directors anonymously, if desired, specific concerns about Intellia's accounting or auditing practices, internal controls and procedures for financial disclosure, concerns about material operational controls, or practices surrounding the collection and/or reporting of scientific data. Finally, any violation of the Code of Conduct can be reported to the chair of the audit committee if the channels outlined above are determined to be inappropriate. Concerns to the audit committee chair can be submitted by writing marked CONFIDENTIAL by U.S. mail to:

Chair of Audit Committee
c/o Intellia Therapeutics, Inc.
40 Erie St., Suite 130
Cambridge MA 02139



WE INVESTIGATE CONCERNS PROMPTLY AND FAIRLY

THE IMPORTANCE OF
OUR VOICES



We review all reports that we receive and investigate in accordance with our internal guidelines. We aim to process all investigations fairly and impartially, while treating everyone involved with dignity and respect. We will take action as appropriate. If a violation of the Code is found, we may take disciplinary action up to and including termination of employment or service contract, depending on the severity of the matter.

When reporting potential misconduct or a policy violation, we need enough information to investigate the matter fully, if necessary. We expect everyone to be truthful and to report in good faith. The following conduct is considered bad faith and a serious violation of this Code:

- Making false statements or misrepresenting information.
- Withholding relevant information.
- Refusing to cooperate with an investigation or follow mandatory reporting procedures.

WE PROTECT CONFIDENTIALITY AND HAVE NO TOLERANCE FOR RETALIATION

We want everyone to feel comfortable asking questions and raising concerns. We protect confidentiality to the extent possible and do not tolerate retaliation for reporting potential misconduct in good faith. This includes raising concerns, reporting misconduct, or participating in investigations.



THE IMPORTANCE OF
OUR VOICES

PROTECTING CONFIDENTIALITY

There are times where the law, the nature of the concern, or other circumstances may restrict confidentiality. However, those involved in an investigation must not share any information with anyone outside of the investigation unless required or allowed by law. This may include filing a claim with a government agency, providing information necessary for an investigation, or when seeking legal advice.

NO RETALIATION

We do not tolerate retaliation in any form against anyone who in good faith reports possible misconduct of any kind or assists in the investigation of such reports. This protection extends to those who file a claim with a government agency or otherwise provide information necessary to pursue an investigation. Acts of possible retaliation should be reported immediately through any of our **reporting methods**, anonymous or otherwise.

We investigate claims or concerns of retaliation as we do any other possible form of serious misconduct. Refer to our **SpeakUp Policy** for more information.

Q&A

Q: Chanda told Sven, a supervisor, that their coworker Dave had too much to drink and made comments that left her uncomfortable at last night's social event. Today Dave keeps texting her and asking her to go for drinks. Even though she said no, he keeps sending her texts and got really angry when she blocked him. She has not told anyone else about this and asks Sven to keep her concern "off the record." What should Sven do?

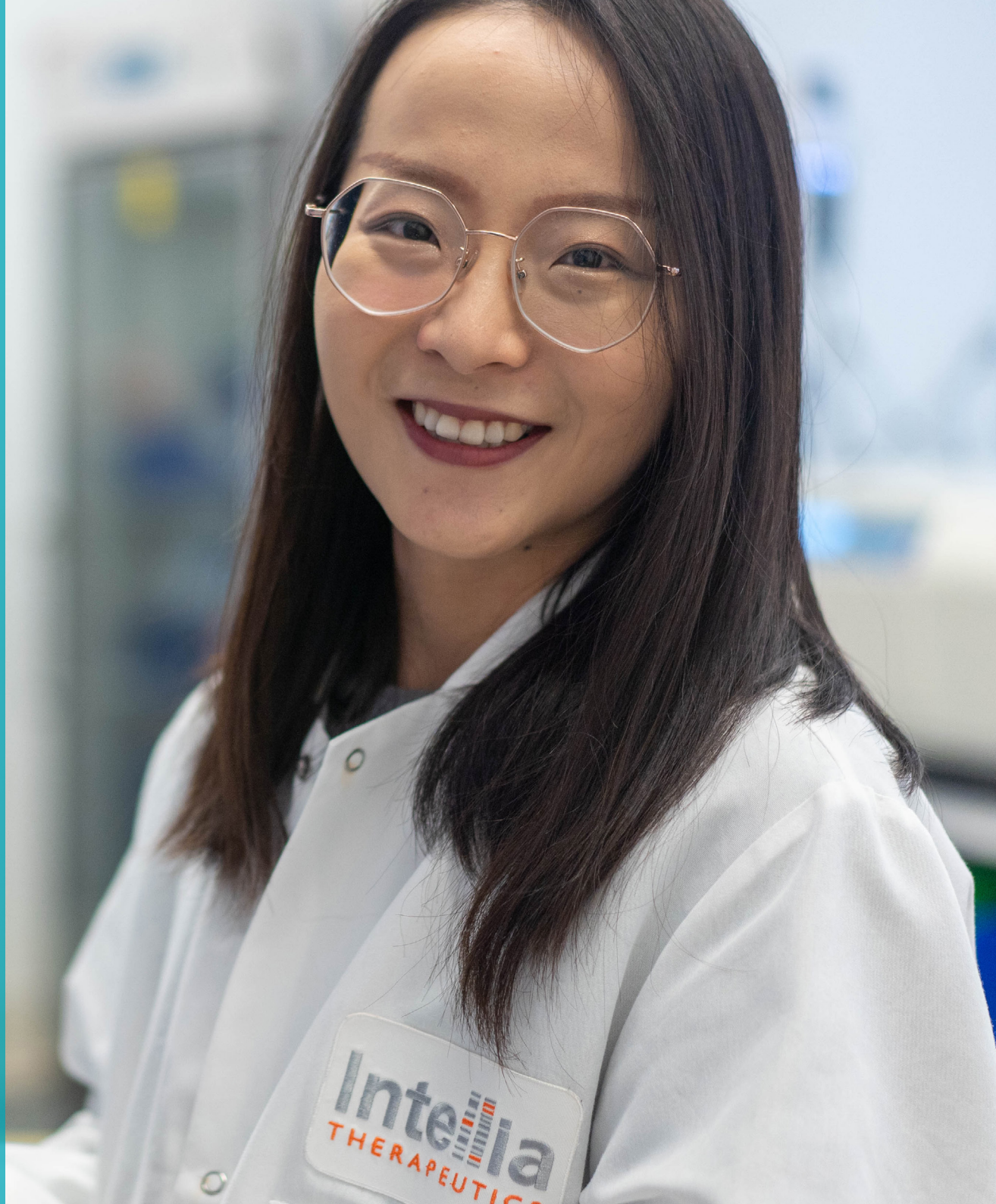
A: Thank Chanda for saying something and assure her that she did the right thing by speaking up. He will need to relay this information to Human Resources or the Legal Team, but he should assure her that she will be protected against retaliation for reporting in good faith. Note that Sven should not attempt to resolve this himself, confront Dave, or attempt to work things out between Chanda and Dave. He should escalate the report to an HR Business Partner or the Legal Team and let them take the next steps.



OUR COMMITMENT TO OUR PEOPLE

We Respect One Another

We Look out for
Our Health and Safety



WE RESPECT ONE ANOTHER

ONE is a core Intellia value. We recognize the diversity of our workforce as a strength that elevates our collective performance. It helps us to understand and respond to the needs of an increasingly diverse world. We aim to create an inclusive environment where everyone can achieve their full potential.

Out of respect for diversity, we maintain a policy of equal employment opportunity and nondiscrimination. We all work best when we feel safe and respected. So, we do not tolerate any form of unlawful discrimination, harassment, or bullying.

WE RESPECT ONE ANOTHER BY:

- Treating everyone with respect and caring about how our actions affect others.
- Calling out disrespectful behavior and standing up for others who may be experiencing it.
- Appreciating the uniqueness of every individual and allowing the expression of diverse viewpoints, even if they contrast with our own.
- Making an effort to include everyone. We want everyone, regardless of difference, to feel they belong so that they can make the best use of their talents.
- Helping one another to succeed by offering constructive feedback that empowers us.
- Reporting possible unlawful discrimination, harassment, or bullying that we suspect or experience using any of our [reporting channels](#).

WHAT IS UNLAWFUL DISCRIMINATION?

Unlawful discrimination occurs when employment decisions or actions are based on factors such as race, gender, color, national origin, religion, age, sexual orientation, disability, gender identity, familial status, military or veteran status, genetic information, citizenship status, or any other characteristics protected by law.

WHAT IS HARASSMENT?

Harassment includes any type of unwelcome conduct that is tied in some way to a protected characteristic or that makes the workplace hostile. The inappropriate conduct may be through speech, text, graphics, or touching. The protected characteristic may be real or one that the harasser only believes is true. Whether something is harassment depends on its reasonable effect on others, regardless of intentions. For example:

- Offensive, intimidating, humiliating, or belittling actions based on these characteristics, such as slurs or insulting someone's culture, religion, or gender identity.
- Unwelcome conduct of a sexual nature as well as requests for sexual favors in exchange for employment benefits. Such requests may be direct and outright or through hints or indirect language.

WHAT IS BULLYING?

Bullying refers to any form of abusive conduct done for any reason. These forms of abuse include intimidation, humiliation, insults, or other forms of offensive or spiteful conduct.

FOR MORE INFORMATION: [Discrimination, Harassment, & Retaliation Prevention Policy](#)



OUR COMMITMENT TO
OUR PEOPLE

WE LOOK OUT FOR OUR HEALTH AND SAFETY

We keep a workplace that is as safe, healthy, and free of violence as possible by meeting or exceeding all environmental, health, safety, and security regulations. We look out for each other, protecting ourselves from threats to our health and safety.

We follow the workplace health and safety standards set by local laws and authorities. This includes, for example, the Occupational Safety & Health Administration (OSHA) in the U.S. We also conduct routine safety monitoring and surveillance of our worksites and support employee health and wellness campaigns. We maintain strict policies that address threats of violence and use of weapons, as well as use of drugs and alcohol.

WE LOOK OUT FOR ONE ANOTHER BY:

- Learning and understanding all health and safety policies and procedures that apply to our work.
- Correcting and reporting our coworkers who are not following safety procedures or doing things that threaten the health and safety of themselves or others.
- Following all our programs, plans, and procedures, including those concerning hazard recognition, evaluation and control elements, workplace design and engineering, regulatory compliance management, training, communications, and audits.
- Identifying and escalating safety concerns, as appropriate.
- Responding to life-threatening emergencies by calling local fire, police, or other emergency responders first, then reporting it to the Emergency Coordinator as soon as possible.
- Staying alert to the warning signs of violence, such as threatening conduct and use of weapons, involving security where appropriate.
- Never working while impaired by drugs or alcohol. Use good judgment and never drink in a way that leads to impaired performance or inappropriate behavior, or in a manner that puts the safety of yourself or others in danger or violates the law. Always comply with the [Drug & Alcohol Use Policy](#). If you have been prescribed a drug that may raise a safety risk, consult with your manager and the EHS team before working under its influence.
- Reporting all workplace accidents, incidents, and health or occupational safety concerns promptly via the [Intellia Therapeutics Incident Intake Form](#).



FOR MORE INFORMATION:
[Employee Handbook](#) and [Health & Safety Policy](#)

OUR COMMITMENT TO
OUR PEOPLE

OUR COMMITMENT TO PATIENTS

We Conduct Safe and Ethical Trials

We Monitor the Safety and Quality of Our Products

We Share Clinical Data Responsibly and Transparently

We Interact with External Stakeholders Ethically

We Treat Laboratory Animals Humanely



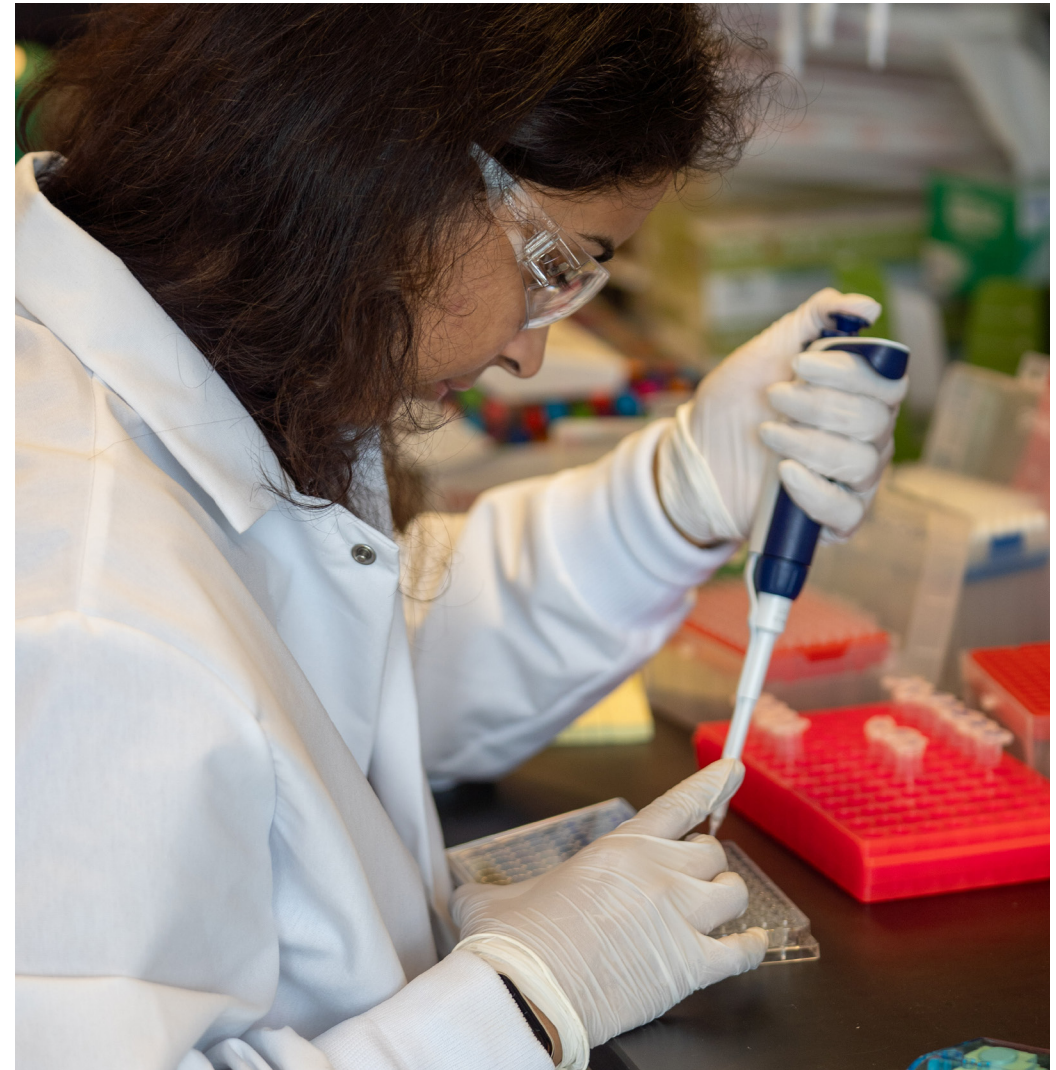
WE CONDUCT SAFE AND ETHICAL TRIALS

We protect the individuals who participate in our clinical trials.

Out of respect for diversity, we maintain a policy of equal employment opportunity and nondiscrimination. We all work best when we feel safe and respected. So, we do not tolerate any form of unlawful discrimination, harassment, or bullying.

WE CONDUCT SAFE AND ETHICAL TRIALS BY:

- Conducting clinical trials in accordance with the highest ethical, scientific, and safety standards, whether done internally or in partnership with external organizations.
- Complying with Good Clinical Practice (GCP) guidelines and regulations issued by relevant regulatory bodies such as the EU European Medicines Agency and the U.S. Food and Drug Administration.



OUR COMMITMENT
TO PATIENTS

WE MONITOR THE SAFETY AND QUALITY OF OUR PRODUCTS

We create high-quality products in compliance with current Good Manufacturing Practices (GMP) guidelines and protect patient safety.

Out of respect for diversity, we maintain a policy of equal employment opportunity and nondiscrimination. We all work best when we feel safe and respected. So, we do not tolerate any form of unlawful discrimination, harassment, or bullying.

WE MONITOR OUR PRODUCTS AND PROTECT PATIENTS BY:

- Identifying, assessing, managing, and reporting adverse events and product quality complaints in a timely manner and as required by applicable law.
- Providing accurate and up-to-date safety information to regulatory authorities, HCPs, and patients.
- Tracking issues for investigation.
- Reporting product quality issues and adverse events using established procedures.

FOR MORE INFORMATION:
[Adverse Event Reporting Policy](#)



OUR COMMITMENT
TO PATIENTS

WE SHARE CLINICAL DATA RESPONSIBLY AND TRANSPARENTLY

OUR COMMITMENT
TO PATIENTS



We share information responsibly and transparently. This includes information about our clinical research and clinical trials. We support data transparency that:

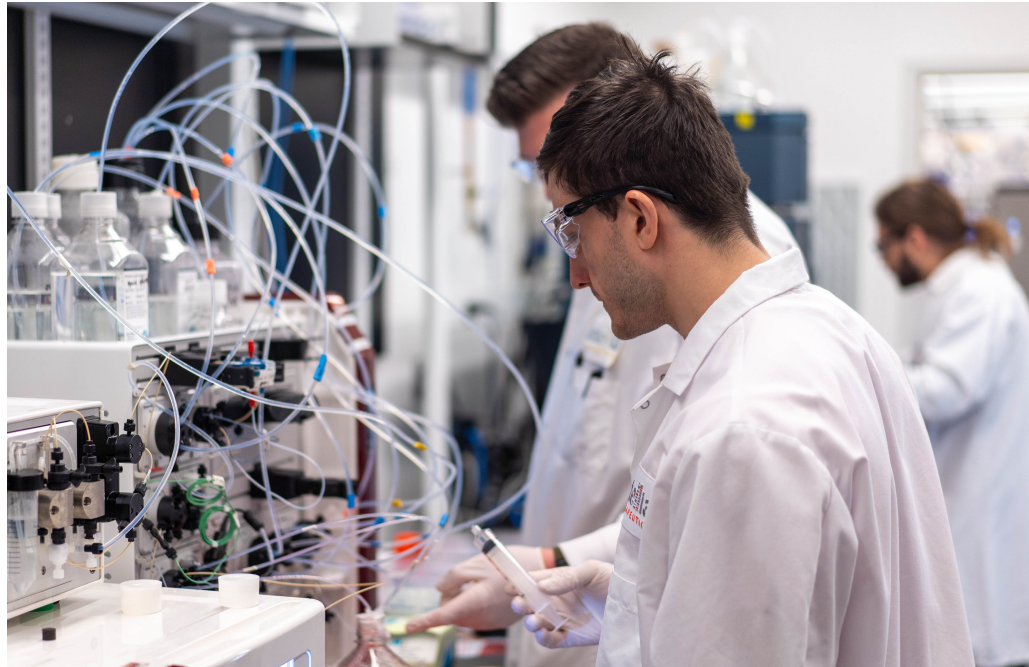
- Advances science and medicine.
- Protects participant privacy.
- Is in the best interest of patients and HCPs.

WE SHARE DATA RESPONSIBLY AND SUPPORT TRANSPARENCY BY:

- Posting information about our clinical trials on registries such as clinicaltrials.gov as required by applicable requirements.

WE INTERACT WITH EXTERNAL STAKEHOLDERS ETHICALLY

OUR COMMITMENT
TO PATIENTS



We interact with our external stakeholders ethically. This means that we do not have, or appear to have, any improper influence on:

- Medical judgment.
- Clinical trial outcomes.
- Treatment recommendations.

WE INTERACT ETHICALLY BY:

- Never engaging an HCP to be a paid consultant for Intellia in order to maintain a good relationship or to encourage prescribing Intellia products in the future.
- Never compensating an HCP for their services at a rate higher than fair market value.
- Always complying with the applicable laws designed to help ensure these interactions are appropriate.

WHO ARE OUR EXTERNAL STAKEHOLDERS?

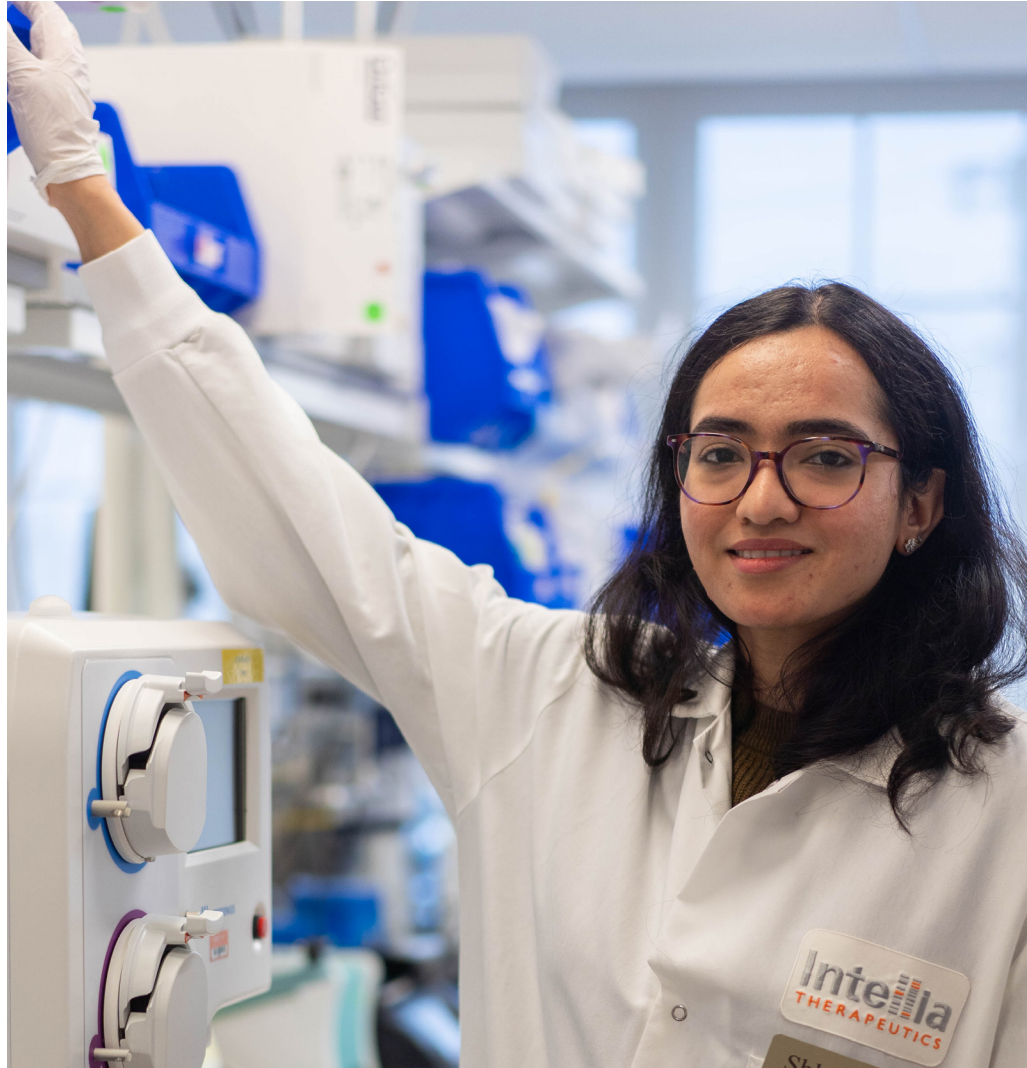
They include HCPs, patients and caregivers, health care organizations, and patient organizations. Interacting with them is an important part of our business because they are uniquely positioned to understand the needs of patients, the performance of medicines in the clinical setting, and unmet patient needs.

FOR MORE INFORMATION:

[Global Policy on External Stakeholder Engagements](#)

WE TREAT LABORATORY ANIMALS HUMANELY

OUR COMMITMENT
TO PATIENTS



We use laboratory animals when scientifically necessary to make advancements and discoveries that otherwise would not be achieved.

WE ENSURE THE HUMANE TREATMENT OF LABORATORY ANIMALS BY:

- Applying the principles of replacement, reduction, and refinement when using animals in research.
- Complying with all applicable laws, including the Animal Welfare Act.



OUR COMMITMENT TO OUR STAKEHOLDERS

We Keep Accurate Books
and Records

We Avoid Conflicts of Interest

We Prohibit Insider Trading

We Protect Our Physical
and Informational Assets and
Personal Data

We Protect and Respect
Confidential Information and
Intellectual Property

WE KEEP ACCURATE BOOKS AND RECORDS

We maintain and supply accurate books and records for all our transactions and data. This includes making complete, accurate, and timely disclosures in all reports and documents that we file with government agencies, such as our financial records. Our records help us to manage our business and meet critical obligations to our stakeholders, including patients, shareholders, customers, partners, employees, government agencies, and others with whom we do business. We take measures to prevent fraud in our accounting processes.

OUR COMMITMENT TO
OUR STAKEHOLDERS



WHAT ARE SOME EXAMPLES OF OUR BOOKS AND RECORDS?

They include time sheets, bills, invoices, expense reports, contracts, accounting records, laboratory notebooks, shipping and customs records, and other essential data. Any of our business records may become public and must remain free of disrespectful or harassing remarks, speculation, guesses, or other unprofessional language. This includes emails, Microsoft Teams messages, posts on our Intranet, recorded presentations, and any other business communications.

WHAT ARE OUR FINANCIAL RECORDS?

Financial records include those records that we report publicly, such as those contained in our U.S. Securities and Exchange Commission filings. They also include other internal records that contain financial information and form the foundation for our public and other official disclosures.

WHAT IS FRAUD?

Fraud in the context of financial records means falsifying records and entries or misrepresenting facts or information, usually for some type of advantage. Fraud is a crime with severe penalties. Examples of fraud include:

- Record destruction or concealing transactions to cover things up.
- Misrepresenting offerings.
- Misreporting a rise in income to hide losses to show a profit.

OUR COMMITMENT TO
OUR STAKEHOLDERS

WE KEEP ACCURATE RECORDS AND PREVENT FRAUD BY:

- Having all transactions authorized and recorded promptly in compliance with our policies and applicable laws.
- Recording all financial transactions, scientific data, and other information completely, accurately, and in reasonable detail.
- Using good judgment regarding all spending and recording of expenses while doing business for Intellia. We will reimburse only for reasonable and legitimate business expenses that are properly documented and consistent with our policies.
- Understanding the procedures and documentation required to maintain proper records of scientific data that concern our roles.
- Following applicable record retention guidelines and disposal procedures and remaining alert to notifications of exceptions that may arise because of legal actions.
- Taking fraud prevention measures, such as:
 - Requiring multiple levels of review and approval for financial transactions.
 - Keeping financial tasks separate and completed by different employees.
 - Staying alert and asking questions when figures don't make sense or are inaccurate.
- Reporting suspected fraud or noncompliance with any of our recordkeeping policies or procedures using one of our **reporting methods**.



WE INTERACT WITH AUDITORS ETHICALLY

- We are careful to interact with our independent auditors ethically and legally. This means that we ensure that our financial statements are accurate, truthful, and free of anything materially misleading, and we do not coerce, manipulate, mislead, or fraudulently influence our independent auditors directly or indirectly.

We do not tolerate any attempts to coerce, manipulate, mislead, or fraudulently influence an auditor:

- To issue or reissue a report on our financial statements that may violate generally accepted accounting principles (GAAP), generally accepted auditing standards, or other professional or regulatory standards or legal requirements.
- Not to perform an audit, review, or other procedures required by law, regulatory, or professional standards.
- Not to communicate relevant concerns to our disclosure committee or the audit committee of the board of directors.

WE MAINTAIN ETHICAL INTERACTIONS BY:

- Reporting observed or suspected violations of laws, our Code, or any of our policies related to financial fraud or financial misconduct using our reporting methods.



PERSONAL DEVICES AND EPHEMERAL MESSAGING APPS

With limited exceptions, work should be completed on Intellia-issued computer devices and approved software. Aside from data security issues, the use of personal devices and software known as “ephemeral messaging apps” present a serious threat to our recordkeeping and transparency obligations.

To ensure that our business records remain transparent, complete, and accurate, we do not use ephemeral messaging apps for our work.

WHAT ARE EPHEMERAL MESSAGING APPS?

This software allows self-destructing messaging that disappears without a trace. Among the first of these was Snapchat. They have since become more commonplace in business to further security, anonymity, or to evade monitoring. These apps include Signal and WhatsApp, which transmit both encrypted and self-destructing messages, making retrieval difficult.

Q&A

Q: Mario is a scientist and realizes that he forgot to update his electronic lab notebook (“ELN”) two weeks ago, and the entry is now closed. He’s thinking about trying to reopen the entry to change it. Is this a good idea?

A: No. Mario must keep accurate records in his notebook as he goes and not add “scraps” of data later. There are appropriate procedures for adding additional information to ELN’s and Mario should work with his manager to make sure he understands the process. Intellia has a legal obligation to maintain accurate scientific and manufacturing records. Everyone is responsible for understanding the procedures and documentation required to maintain proper records of scientific data.

FOR MORE INFORMATION:
[Information Security Policy](#)
[Acceptable Use Policy](#)

WE AVOID CONFLICTS OF INTEREST

We make our business decisions on behalf of Intellia in the best interest of our company, not personal or outside interests. We all have the right to manage our personal affairs and investments, but while performing our duties for Intellia, we must avoid conflict of interest situations, whether they are real, apparent, or a possible outcome of an activity.

It may not always be clear when a conflict of interest exists. The essential element of all conflicts of interest is the division of loyalty, or the appearance of such a division, between Intellia's best interests and your interests. Keep in mind that the appearance of a conflict can harm not only Intellia's reputation but also each of our reputations as individuals.

PERSONAL FINANCES AND RELATIONSHIPS

Conflicts of interest arise when outside associations or personal, business, financial, and other relationships interfere with our responsibilities to Intellia. Typical conflicts of interest situations involve placing, or appearing to place, our personal, social, or financial interests, or those of a family member or friend, ahead of Intellia's interests.

It is not possible to list all situations where these conflicts may occur, but some we should be especially mindful of are:

- The selection and treatment of vendors and suppliers.
- The hiring of employees.
- Serving on a board or scientific advisory committee.

We must choose products and services and make hiring decisions that are in the best interest of Intellia and, most importantly, our partners and patients.

If a personal or financial relationship exists that may interfere with our work, we must disclose it so that the situation can be managed. For example, you may be asked to recuse yourself and not have any influence over the decision where a personal financial interest or close relationship may affect, or appear to affect, your ability to make decisions in Intellia's best interest.



WHAT IS A CONFLICT OF INTEREST?

A *conflict of interest* occurs when personal or outside interests interfere with, or give the appearance of interfering with, our ability to act in the best interests of Intellia. Note that the appearance of such conflicts can be just as harmful or more harmful than an actual one. If our stakeholders think, even mistakenly, that we are acting to enrich ourselves personally or acting in the interests of other persons or organizations instead of Intellia, they will likely lose confidence that we can carry out Intellia responsibilities ethically.



OUTSIDE ACTIVITIES

We must not allow outside interests to interfere with our job duties. These outside interests may include any work, paid or unpaid, or other activities that have a negative impact on our operations. For example, an outside interest that intrudes on our work time or takes too much of your attention from work may be a conflict of interest that we must disclose and manage.

Disclosures of possible conflicts of interest must be made in writing to managers. The manager will consult with our Legal Team to determine how to handle the situation. Members of Intellia's board of directors and others in decision-making roles should be especially mindful of conflicts of interest policies and procedures.

EXTERNAL BOARD OF DIRECTORS AND SCIENTIFIC ADVISORY ACTIVITIES

Employees other than corporate officers must get prior approval from the Chief Executive Officer and the General Counsel to serve:

- On an external board of directors.
- As a scientific advisor for another company.

FOR MORE INFORMATION:

[Vendor Gifts and Entertainment Policy](#)
[Conflicts of Interest Policy](#)



WE PROHIBIT INSIDER TRADING

We handle nonpublic and confidential information about our products, product candidates, partners, and the like routinely in our roles. Many countries, including the U.S., have criminalized buying or selling a company's securities while having certain nonpublic "insider information" about that same company if that information is "material." This can be true even if the sale or purchase of securities is done indirectly through another person.



Q&A

Q: At work, I heard that an Intellia partner is about to be bought, and everyone is expecting a boost in the share price of both companies as a result. The news has not become public yet. Would buying shares in either company be okay? Would there be any problem telling my friend about it?

A: Buying stock in either company or telling your friend would violate laws against insider trading. In addition, if you tell your friend and they trade in the stock of either company, they would violate insider trading laws. These laws bar buying or selling stock in companies while having nonpublic information about them that could affect the price of the stock. Finally, disclosing the confidential information of an Intellia partner would also likely violate Intellia's policies and contractual obligations.

FOR MORE INFORMATION:
[Insider Trading Policy](#)
[Confidential Information and Trade Secret Policy](#)



WHAT IS MATERIAL INSIDER INFORMATION?

Insider information, which is often called material, nonpublic information, or “MNPI,” is any nonpublic information that, if known, would be reasonably likely to cause an investor to decide to trade in (meaning to buy or sell) a company’s securities. Some examples of material, nonpublic information include:

- Results or status of a research and development or clinical program (such as clinical trial results).
- A proposed strategic alliance, license, or collaboration with another company.
- A possible merger, acquisition, or sale of a business.
- Financial events such as equity or debt financing, financial forecasts, or financial results for the quarter or year.
- A significant expansion or cutback of operations.
- Information regarding the manufacturing, marketing, and sales of a product.
- Major personnel changes, such as changes to the board of directors or executive leadership team.
- Major litigation matters and developments.

WHAT ARE SECURITIES?

Securities are defined very broadly, and include stock, options, puts, calls, derivatives, and publicly traded debt. Securities also include stock and stock options that employees may receive from a company or hold in a retirement savings account. Insider trading laws generally apply to “publicly traded” securities. This refers to securities traded on stock exchanges available to the public, such as the New York Stock Exchange or the Nasdaq Marketplace.



Insider trading laws generally apply to persons trading in securities anywhere in the world and apply to our family members and friends. So, even if we do not buy or sell securities ourselves, we could violate these laws by simply sharing MNPI with someone else who then buys or sells securities about a public company; this practice is known as “tipping.” And, in these cases, the person who buys or sells securities based on the “tip” of MNPI could also violate insider trading laws.

When it comes to using MNPI to buy or sell securities, it does not matter whether profit was made or losses avoided. Insider trading laws apply to the insider information we have about any publicly traded company, which includes Intellia or any of our business partners that are public companies. Violations of these laws can result in severe civil penalties and even prison sentences.

Our General Counsel may send messages about insider trading compliance from time to time. Review these messages carefully and contact the General Counsel with any questions or concerns. If you are unsure about a trade, or if you are aware of anyone offering trading tips based on nonpublic information, please contact ntlainsider@intelliatax.com.

WE PROTECT OUR PHYSICAL AND INFORMATIONAL ASSETS AND PERSONAL DATA

We must protect our physical and informational assets and ensure their proper use. We must also respect and protect the privacy of any personal data that we handle. This includes data about our employees and any third parties, including partners, patients, research study subjects, and HCPs. If we use generative artificial intelligence (AI) technology or other advanced information technologies, we use them responsibly to ensure that our information assets and personal data are protected.

WE PROTECT OUR ASSETS AND DATA BY:

- Safeguarding our assets against loss, theft, or other misuse.
- Always using our assets in an ethical and legal manner.
- Acknowledging that the computers and networks, tablets, and other devices provided for our work are monitored and using them appropriately, with no expectation of privacy.
- Always using the proper data security measures when accessing our systems, whether from work, home, or while traveling.
- Complying with all applicable laws and policies regarding personal data, including limiting the collection of personal data as required by law and providing notices as appropriate to individuals about whom we process personal data.
- Using generative AI technology for our work only in compliance with our policies and with an awareness that its output may be inaccurate, appreciating its risks to privacy and IP, and taking steps to mitigate those risks.
- Reporting any misuse or suspected misuse, loss, or theft of our assets immediately to IT at infosec@intelliatrix.com or via the [web portal](#).

FOR MORE INFORMATION:

[Confidential Information and Trade Secret Policy](#)
[Global Privacy Policy](#)

WHAT ARE PHYSICAL ASSETS?

Physical assets include laboratory equipment and other Intellia-owned equipment and devices, such as computers, tablets, telephones, email, networks, and internet access, which are provided for business purposes.

WHAT ARE INFORMATIONAL ASSETS?

Informational assets include Intellia's confidential information and intellectual property (including trade secrets), and data residing on or transmitted through our computer servers or data storage facilities. To protect and facilitate Intellia's business interests, we may inspect, retain, and review this information with or without your knowledge, consent, or approval in accordance with applicable laws and regulations. No one at Intellia should have any expectation of privacy when using the resources that we provide.

WHAT IS PERSONAL DATA?

Personal data refers to any information that can, by itself or in combination with other data, identify a person, which may include names, account numbers, addresses, phone numbers, and the like.

WHAT IS GENERATIVE AI?

Generative AI is a type of AI that uses large amounts of data and machine learning to create models capable of generating creative output instantaneously. Generative AI allows computers to answer questions and create works in a way that is nearly indistinguishable from human beings. But the information output from generative AI may not always be accurate, and its use presents risks for privacy and intellectual property (IP) violations, in addition to other risks.



OUR COMMITMENT TO
OUR STAKEHOLDERS

WE PROTECT AND RESPECT CONFIDENTIAL INFORMATION AND INTELLECTUAL PROPERTY

We draw from our collective knowledge to generate the business, scientific, and clinical data essential to Intellia's success. As such, our competitive advantage depends on our confidential scientific, technical, business, and commercial information. We work routinely with information that we must keep confidential. And it isn't just our scientific or clinical data that we consider confidential: Any Intellia information you may learn of before that information is released to the public is considered confidential.



OUR COMMITMENT TO
OUR STAKEHOLDERS

While some forms of IP may be public information, such as copyrighted content on a website, a slogan, or a logo, other forms, such as trade secrets, are confidential. While we disclose certain information publicly from time to time as required or appropriate, almost all information we use in our work is confidential information, which includes trade secrets.

We are each responsible for ensuring that confidential information and IP is treated as a valuable asset and only used, accessed, or shared in compliance with the law, this Code, and our policies. Typically, we protect our confidential information and IP through contracts, such as nondisclosure agreements. The information we must protect is not limited to our data but also includes the assets and information of business partners, such as our collaborators, suppliers, vendors, customers, external stakeholders, and the like.

WHAT IS INTELLECTUAL PROPERTY?

Intellectual property or "IP" refers to creations of the mind over which a company or individual may claim ownership that can be legally protected. It may include written works, graphics, or audio or video recordings protected by copyright; inventions protected by patents, patent applications, and patent disclosures; brands, slogans, or logos protected by trademarks; and methods, designs, formulas, and the like protected as trade secrets.

The IP that we create as employees of Intellia belongs to our company or our business partners rather than to us as individuals. This is true even if an employee is named as the creator, inventor, recipient, or custodian of any of Intellia's intellectual property. No employee has a personal property right or ownership over Intellia's IP.



OUR COMMITMENT TO
OUR STAKEHOLDERS

Because we interact with other companies and organizations, there may be times when you learn of confidential information about other companies or their IP before that information has been made available to the public. We must treat this information in the same manner as you are required to treat Intellia's confidential information or IP. There may even be times when we must treat as confidential the fact that we have an interest in, or are involved with, another company.

We may only disclose or discuss Intellia's confidential information, including trade secrets and other IP, in the course of our job responsibilities and with proper authorization. We must never disclose confidential information to anyone outside of Intellia unless:

- They have entered into a nondisclosure or confidentiality agreement.
- Such disclosure has been approved in advance as required by the [Confidential Information and Trade Secret Policy](#).

Similarly, we may not use any confidential information or IP that we have access to through our work for Intellia for personal gain, for the benefit of a third party (except as authorized, see above), or any other use against Intellia's interests. Our obligation not to misuse this information or share it with others continues after we leave Intellia. We may not share or use confidential information from prior employers or any third party to whom we owe a duty of confidentiality during the course of our work at Intellia, and we must comply with all confidentiality agreements that apply to us.

If you have any doubt as to whether information is confidential, consult the Legal Team before disclosing or using any such information.

Q&A

Q: I am under a tight deadline and need to finish my work from home. I'm going to upload a file to my personal email so that I can access it at home. None of the information is related to anything scientific or medical. It's all information I created, so I figure it's my work product, and I can do whatever I want with it. I think that our policies on confidential information and IP do not apply here. Am I right?

A: No. Removing information from Intellia's systems introduces unnecessary risk to the information's security. If you upload confidential information to a personal email, you have violated our policies, including this Code. Remember, confidential information at Intellia is not limited to scientific or clinical data. Any Intellia information you may create, have access to, or learn of through your work for Intellia is considered confidential unless and until that information is released to the general public. If you can't find the information on our public-facing website or via a basic internet search, consider it confidential, and leave it on our systems. In short, your work product is the intellectual property of Intellia, and our policies apply to this information.

OUR COMMITMENT TO
OUR STAKEHOLDERS



WE SAFEGUARD COLLABORATOR INFORMATION

Our collaborators and business partners entrust us with confidential information. Safeguarding information is critical to the development and maintenance of our long-term business relationships.

We share such confidential information only under these conditions:

- With those outside Intellia: Only with the prior consent of the collaborator and the Legal Team, except as required by law.
- With our coworkers: Only on a need-to-know basis in accordance with our policies.

To comply with the law and our [Insider Trading Policy](#), we do not use confidential information about any of our collaborators to trade in their stock.

Q&A

Q: I have a presentation to give to a scientific association. I understand that our policies concerning IP and confidential information apply to my work information. But I want to email it to my personal email because I am concerned I won't be able to reliably connect to Intellia's systems while I am presenting, and I'm concerned about releasing information I shouldn't during the presentation if I'm connected to Intellia's systems. What should I do?

A: Talk to your manager and the IT Team. There is a scientific review process that includes the Legal Team, where all scientific presentations must be vetted to ensure they do not include nonpublic IP, and the IT Team will be able to help you determine the best way to present the information. There are approved channels for sharing information, and employees should understand what those are before sending information outside of Intellia's systems and networks.

FOR MORE INFORMATION:
[Confidential Information and Trade Secret Policy](#)



OUR COMMITMENT TO FAIRNESS

We Do Not Tolerate
Bribes, Kickbacks, or
Improper Payments

We Limit Gifts to and from
Business Partners

We Compete Fairly

We Comply with Global
Trade Laws



WE DO NOT TOLERATE BRIBES, KICKBACKS, OR IMPROPER PAYMENTS

We do not tolerate any form of bribery or corruption when doing business in the United States or elsewhere. We do not pay or accept bribes, kickbacks, facilitation payments, or any similar improper payments at any time, for any reason. This applies equally to any person, vendor, consultant, or firm that represents Intellia.



OUR COMMITMENT
TO FAIRNESS

We comply with all applicable anti-corruption laws that prohibit making payments or offering anything of value to any government official or agency, political party, or political candidate:

- In exchange for a business favor.
- To influence some kind of action to gain any competitive or improper business advantage.

These laws include the Foreign Corrupt Practices Act of the U.S., the U.K.'s Bribery Act, and others that apply to us and our business partners, such as consultants, professional advisers, and the like.

WHAT ARE BRIBERY AND KICKBACKS?

Bribery means giving or receiving anything of value (or offering to do so) to obtain business, financial, or commercial advantage. *Kickbacks* refer to giving anything of value as a reward for having done some kind of business or official action—a type of bribe after the fact. For example, a doctor prescribes a drug in exchange for payments, favors, or benefits from the drug maker.

WHAT ARE FACILITATION PAYMENTS?

Facilitation payments refer to small payments to low-level government officials that are intended to encourage the official to perform their responsibilities.

WHAT IS CORRUPTION?

Corruption refers generally to the abuse of an entrusted power, which may be in the public or private sectors, for private gain. It includes a broad range of improper payments or favors to persons in power.



**OUR COMMITMENT
TO FAIRNESS**

Q&A

Q: Enrollment in one of Intellia’s clinical studies is lagging expectations. Dr. Jones, the principal investigator at one of the study sites, tells Charlie that he has some ideas to increase enrollment at his site, but first he wants to discuss participation on an Intellia advisory board. What should Charlie do?

A: Tell the doctor that our payments for clinical trial services must be consistent with fair market value, and consulting activities must be considered independent of these services. The doctor appears to be offering to recruit clinical trial subjects in exchange for serving on Intellia’s advisory board. Charlie should report the incident to his manager or the Legal Team.

Q: Aiden is meeting with a well-known doctor at one of the most prominent hospitals in Spain, which has a government-run hospital system. The doctor asks Aiden if Intellia could donate a new spectrometer to his department. He mentions that such a donation would create “good feelings” about Intellia in connection with the hospital’s drug procurement team, which he heads. Should Aiden arrange the donation?

A: Because Spain’s health care system is government-run, the doctor would be considered a foreign official. Charitable donations that are intended to influence an official to make a favorable decision about working with Intellia can create risk of prosecution under anti-bribery laws. Aiden should check with the Legal Team before proceeding.

SCREENING AND MONITORING OUR BUSINESS PARTNERS

We expect that our business partners share our values and commitment to anti-corruption. We screen and monitor them carefully to ensure this. These business partners include suppliers, consultants, vendors, and any other individual or entity acting on our behalf. We are particularly alert for lax standards when dealing in countries with high corruption rates and in any situations where there are signs of any illegal or unethical activity. This may include a lack of transparency, which makes it difficult to determine whether their business operations and transactions are legitimate.

Violations of these laws could result in serious civil or criminal penalties against Intellia or any of our directors, officers, employees, or designated agents. Given the severity of these penalties, contact the Compliance Officer (complianceofficer@intelliatx.com) with any questions concerning these laws. Raise any concerns about possible violations to your manager, the Compliance Officer (complianceofficer@intelliatx.com), or using any of our other [reporting resources](#).

FOR MORE INFORMATION:
[Anti-Bribery and Anti-Corruption Policy](#)

WE LIMIT GIFTS TO AND FROM BUSINESS PARTNERS

When dealing with vendors, partners, collaborators, suppliers, and other business partners, the exchange of gifts can appear improper, regardless of anyone's intentions. For this reason, we restrict the gifts we can give or receive from our business partners.

ENTERTAINMENT THROUGH SPECIAL EVENTS

Entertainment through special events, such as golf outings, social dinner meetings, sporting events, theater visits, and other social events, may not be used to improperly induce recipients to do business with us. Such entertainment may, however, occasionally be accepted when appropriate for business objectives and in compliance with the law. Decisions to accept such invitations must reflect:

- Careful consideration of the cost involved.
- Business purpose.
- Duration of the event.
- Compliance with the spirit and intent of this Code.

Entertainment should be logged in the gift registry by contacting the Legal Team. Consult the Compliance Officer (complianceofficer@intelliatx.com) if you have any questions or concerns regarding the exchange of gifts between the company, our collaborators, suppliers, or other third parties.

WHAT ARE GIFTS?

We define *gifts* broadly to include anything of value, such as:

- Physical objects, like watches, electronics, or clothing.
- Entertainment, such as tickets to a sporting event or concert.
- Favors, like internships or jobs for less-qualified relatives.

FOR MORE INFORMATION:

[Vendor Gifts & Entertainment Policy](#)

[Provision of Meals, Gifts, & Entertainment to Health Care Providers Policy](#)

[Global Policy on Interactions with External Stakeholders](#)

[Anti-Bribery and Anti-Corruption Policy](#)

WHAT GIFTS ARE ACCEPTABLE TO GIVE OR RECEIVE?

We may give or receive gifts that are:

- Consistent with customary business practices, our policies, and those of the recipient.
- Not in cash or cash equivalent, such as a gift card.
- In compliance with applicable law and our policies and could not be construed as a bribe or payoff.

Additional restrictions apply to gifts involving:

- Patients, HCPs, and other stakeholders.
- Government employees and public officials.

Q&A

Q: A vendor I am working with approached me with a promotion. They will let Intellia employees earn points for working with them, which can be redeemed for gift cards. My team would really enjoy the gift cards. Is there anything wrong with the vendor's plan?

A: Yes. Gifts of cash or cash equivalent (like a gift card) are never acceptable. Additionally, promotions that require employees to request gifts from a vendor give the appearance of a bribe. And, regardless of the intention, it could create a real or apparent conflict of interest.

WE COMPETE FAIRLY

OUR COMMITMENT
TO FAIRNESS



We compete fairly and honestly based on the value of our therapies and platforms in compliance with applicable competition and antitrust laws, wherever we do business. We never resort to unethical or illegal business practices. Specifically, we do not:

- Take or use intellectual property or confidential information, such as trade secrets, which does not belong to us or that we are not authorized to use legally.
- Attempt to obtain IP or confidential information through past or present employees of other businesses or entities.

We respect the rights of, and deal fairly with, our partners, vendors, suppliers, competitors, and personnel. Even if it would be in our business interest, we never take unfair advantage of anyone through any kind of dishonest, unethical, or illegal practice such as manipulation, concealment, abuse of privileged information, or misrepresentation.

COMPETITIVE INTELLIGENCE

We gather information about our competitors legally and ethically, never through confidential information that we are not authorized to have. This means we research our competition through information that is publicly available, such as a public-facing website, published news articles, or trade information that is available to the public.

COMPETITION AND ANTITRUST LAWS

Antitrust laws in the U.S. and competition laws outside the U.S. exist to ensure free and open competition in the marketplace. These laws are complex and require special attention when we interact with competitors, collaborators, and suppliers. Examples of illegal or unethical behaviors include:

- Using **gifts or entertainment** improperly to gain unfair advantage with a partner, collaborator, or vendor.
- Exchanging pricing or other intellectual property or confidential information with competitors.
- Using false or deceptive comparisons with other companies.
- Acquiring trade secrets of others improperly.

Violations of antitrust or competition laws can result in legal actions and criminal penalties against Intellia or any of us personally.

WE COMPLY WITH GLOBAL TRADE LAWS

Intellia operates globally. This means we must strictly comply with not only U.S. laws that govern the import, export, and re-export of our products and technology but also the laws of other countries where our products are manufactured or used. Any violation of these laws could have severe consequences.

These laws place limits on certain exports and imports, or restrictions on doing business with certain entities or individuals. If your responsibilities include the exporting or importing of products, technology, or supplies, you:

- Are responsible for knowing and complying with the relevant laws and regulations, including export and import controls and trade restrictions. Contact the Legal Team with any questions or concerns.
- Must screen customers, vendors, suppliers, and transactions to confirm that we comply with all applicable export and import requirements.

OUR COMMITMENT
TO FAIRNESS



OUR COMMITMENT TO OUR GLOBAL COMMUNITY

We Support Human Rights

We Handle Media and External
Communications Carefully

We Use Good Judgment with
Social Media

We Cooperate with
Government Inquiries

We Do Not Engage in Political
Activity and Donate Properly

We Report and Track Our
Government Contacts

We Are Good Corporate Citizens

We Protect the Environment



WE SUPPORT HUMAN RIGHTS

We recognize the dignity and equal rights of every human being. Our respect and support of human rights extends to everyone at Intellia, our customers, and all our business partners, including contractors, vendors, and suppliers. Operating responsibly and ethically in all parts of the world is essential to our business.

We comply with international human rights standards, such as those in the United Nations Universal Declaration of Human Rights and Core Labour Standards of the International Labour Organization. We do not tolerate any form of modern slavery, forced labor, debt bondage, human trafficking, or child labor. Accordingly, we perform due diligence to screen our business partners to mitigate risk that our business infringes on the human rights of others, either in our own operations or in our supply chain.

In addition, we:

- Provide and expect our business partners to provide fair and legal wages.
- Report any suspected human rights abuse either in our own operations or in those of our business partners.



OUR COMMITMENT
TO OUR GLOBAL
COMMUNITY

WE HANDLE MEDIA AND EXTERNAL COMMUNICATIONS CAREFULLY

We provide accurate information to all our stakeholders. We must speak with one voice and have consistent messaging to ensure that any information that we release to the public is communicated accurately and according to our legal obligations. So, we use only specific channels and spokespeople for all media and external communications. Refer all inquiries from the public, media, or investment community to the Corporate Communications or Investor Relations teams. They will coordinate a response from the appropriate and authorized spokesperson.



In general, you can refer people outside Intellia who have questions about our business to our website, social media channels, and press releases. Watch out for requests for information from the media or investors about Intellia “off the record,” “for background,” confidentially, or secretly. Those who are not designated spokespersons of Intellia should never give the impression of communicating on behalf of Intellia. This applies especially when participating at trade conferences, medical congresses, or engaging on social media.

OUR COMMITMENT
TO OUR GLOBAL
COMMUNITY

FOR MORE INFORMATION:
[Corporate Communications Policy](#)

WE USE GOOD JUDGMENT WITH SOCIAL MEDIA

Engaging on social media creates new opportunities for Intellia, but it also creates additional responsibility and potential legal and reputational risks. Follow our Social Media Policy, and keep in mind these do's and don'ts:

DO:

- Share or "like" Intellia social media posts that originate from official Intellia accounts without commenting on the safety or efficacy of any of our investigational products.
- Clarify that your posts are your own if it could be misinterpreted that you are speaking on Intellia's behalf.
- Report any comments or posts that mention adverse effects from any of Intellia's investigational products.
- Contact corporate communications with questions at communications@intelliatx.com.

DO NOT:

- Post or discuss any information about any of Intellia's investigational products; this includes sharing news articles or third-party posts regarding Intellia's investigational products.
- Post information about Intellia's financial or stock performance.
- Post confidential information.
- Post information that would violate copyrights or other IP rights.
- Use social media to criticize peer or competitor work in the field.
- Comment on the safety or efficacy of any of Intellia's investigational products, protocols, or processes.



FOR MORE INFORMATION: [Social Media Policy](#)

OUR COMMITMENT
TO OUR GLOBAL
COMMUNITY

WE COOPERATE WITH GOVERNMENT INQUIRIES

We comply and cooperate truthfully and ethically with all government inspections, inquiries, or investigations. Government officials could contact any of us at any time for these purposes. If a government official contacts you, ask the official for credentials and then notify your manager and the Legal Team immediately. When participating in an inspection, inquiry, or investigation, listen carefully to requests and work with the Legal Team to provide complete and truthful information while acting ethically and responsibly. Avoid any appearance of an attempt to influence the judgment of the official. Lying to a government official could result in legal action against you.

Nothing in this section or the Code is intended to limit your ability to file a claim or provide information necessary to pursue an investigation with any government agency.



OUR COMMITMENT
TO OUR GLOBAL
COMMUNITY

WE DO NOT ENGAGE IN POLITICAL ACTIVITY AND DONATE PROPERLY

We comply with laws governing corporate support for political candidates and political activities. So, we do not:

- Engage in political activities on Intellia's behalf or contribute any Intellia money, property, time, or services to any political candidate or political party, unless it is both legal and approved by the Legal Team.
- Apply direct or indirect pressure toward employees to make any political contribution or participate in support of a political party or the political candidacy of any individual.
- Pay or reimburse employees for political contributions or expenses related to personal political participation.
- Restrict any employee's personal participation in political activity during non-working time.

Report any noncompliance that you experience or suspect using our [reporting resources](#). Any political activity you engage in as an individual must be on your own time and without the use of Intellia resources.

OUR COMMITMENT
TO OUR GLOBAL
COMMUNITY



WE REPORT AND TRACK OUR GOVERNMENT CONTACTS



OUR COMMITMENT
TO OUR GLOBAL
COMMUNITY



Federal, state, and local laws require that we report certain activity and expenses related to attempts to influence government action. These requirements can apply to activity by anyone at Intellia, not just those who are registered as lobbyists.

To ensure compliance with these laws, we must accurately track and report our government contacts by:

- Getting preapproval of any communication with government officials or employees from an Intellia vice president who coordinates with the Legal Team.
- Directing all incoming contacts by elected officials or their staff to the Communications and Legal Teams and being alert to situations where we might appear to be communicating on behalf of Intellia.
- Not engaging with government officials or employees present at trade conferences or medical congresses unless authorized.

WE ARE GOOD CORPORATE CITIZENS



OUR COMMITMENT
TO OUR GLOBAL
COMMUNITY



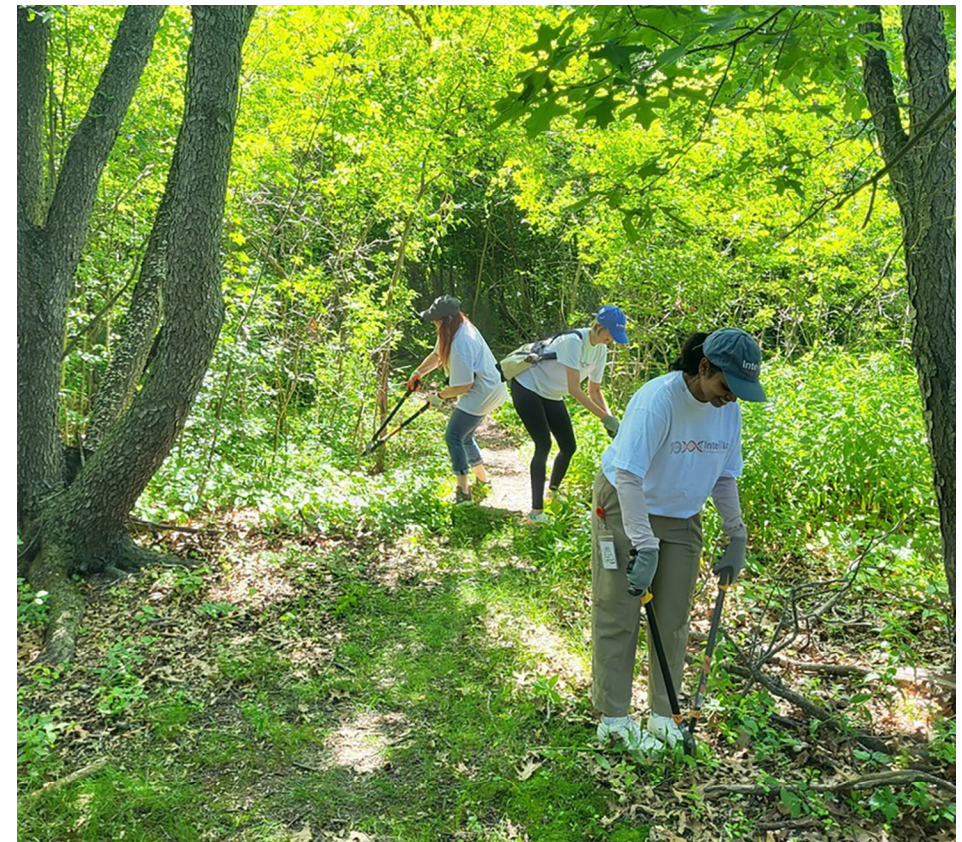
Good corporate citizenship means making a positive difference in people's lives and maintaining the health and welfare of the communities where we live and work. As outlined in our Corporate Responsibility Report, through our Cultural Ambassadors program, Employee Resource Groups (ERGs), and other programs, we promote, encourage, and support a diverse range of corporate social responsibility activities. We encourage everyone to get involved in the many initiatives we support.

WE PROTECT THE ENVIRONMENT

We depend on a sustainable and healthy environment. Although we currently have a small ecological footprint, we believe we can make a difference in protecting our environment. We look for ways to minimize damage to the environment and prevent harm to the health and safety of employees, patients, and the public. We promote safety and protect the environment by:

- Stopping work and reporting any situation that may result in an unsafe working condition or damage to the environment.
- Reading and understanding all the information that Intellia provides that is relevant to our jobs and the health, safety, and environmental effects of our operations.
- Cooperating fully with environmental, health, and safety training and with Intellia's periodic compliance reviews of our products and operations.
- Looking for ways that we can minimize waste, energy, and use of natural resources.
- Following all applicable environmental laws and regulations.
- Investing in environmentally conscious commercial alternatives where viable, such as variable flow fume hoods, ENERGY STAR lab freezers, GreenPak™ pipette tips, recyclable batteries, and fluorescent and LED bulbs.

If you are uncertain of your responsibilities, consult with your manager or the EHS team for further support.



OUR COMMITMENT
TO OUR GLOBAL
COMMUNITY

