



impact capital

April 5, 2021

Damien Grierson  
Senior Securities & Corporate Counsel  
Editas Medicine  
1 Main St.  
Cambridge, MA 02142

Via email at: [damien.grierson@editasmed.com](mailto:damien.grierson@editasmed.com)

Dear Mr. Grierson,

At Nia Impact Capital (Nia), our core objective is to generate a competitive rate of return, while creating a positive impact for investors and for our communities and our planet. Our intention is to build collaborative, supportive relationships with our portfolio companies, strengthening their work on material social and environmental issues. We want to thank you for the thoughtful way in which, you, and your team members, approached our recent conversations on Editas Medicine's Board diversity practices and the company's broader approach to diversity, equity and inclusion.

In relation to the shareholder resolution Nia had submitted for inclusion in Editas Medicine's 2021 proxy statement, with its signature below, Editas Medicine confirms that it agrees to take the following steps:

- Board diversity: Publicly disclose consistent, transparent diversity statistics regarding the board of directors. This disclosure would be made in its proxy statement using a matrix that specifies the self-identified gender and racial classification of each director. This disclosure will be more detailed than is currently contemplated by proposed Nasdaq Rule 5605(f), which does not require disclosure of each director's gender or racial self-identification.
- Workforce diversity: Publicly disclose workforce gender and racial diversity as of a recent date on an aggregate basis (i.e., diverse and non-diverse) and by certain levels (e.g., senior management and workforce more generally). This would be disclosed at or around the time of filing its upcoming proxy statement on its "Join Our Team" section of its website, with appropriate surrounding narrative, and with the expectation that Editas Medicine would include this data in its "Human Capital" disclosure in its next Annual Report on Form 10-K.
- Commitment to diversity: Enhance its proxy statement disclosure to emphasize its Board's commitment to diversity as a factor in evaluation of candidates to the Board and senior management. This would include a statement along the lines that it believes that it is essential that its Board members represent diverse backgrounds and experiences, both personally and professionally, and that it seeks candidates that have broad experience and skills in areas important to the operation of its

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company, as well as diversity of age, gender, race, national origin, ethnicity, sexual orientation, and education.

- Continued engagement: Recognize that best practices for Board and workforce diversity continues to be a rapidly evolving topic for companies across industries, and welcome the opportunity to continue to engage with Nia’s team following the annual stockholder meeting on additional disclosures and processes that Nia recommends for companies of a similar size and nature.

Editas Medicine:

\_\_\_\_\_

Date: \_\_\_\_\_

Nia’s signature confirms that it has formally withdrawn the shareholder resolution it submitted for inclusion in Editas Medicine’s 2021 proxy statement.

Nia Impact Capital:

\_\_\_\_\_

Kristin Hull, CEO

Date: \_\_\_\_\_

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