



# 2022 ESG Report

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Going beyond every day.™

# About us



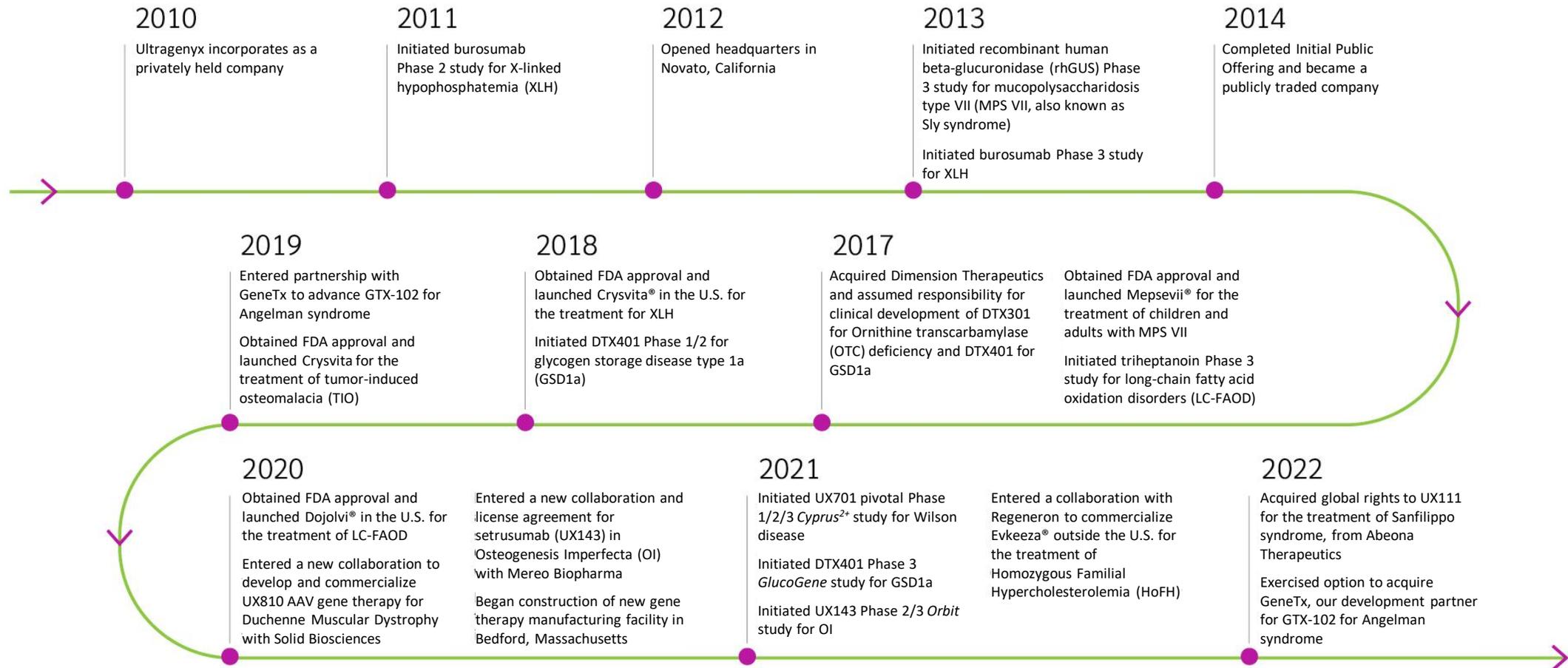
*“Our team is united behind a common mission to transform the lives of people with rare disease.”*

Dr. Emil Kakkis, president and CEO

## 2022 Highlights

- **Four** approved treatments for five different diseases:
  - Crysvita® for XLH and TIO
  - Mepsevii® for MPS VII
  - Dojolvi® for LC-FAOD
  - Evkeeza® for HoFH
- **3,200+** patients treated through commercial access and expanded use.
- **26** countries where products are sold.
- **200+** clinical trial sites in operation in 24 countries.
- **\$705.8 million** in R&D investment.
- **\$363.3 million** in annual revenue.
- **1,300+** employees operating in 13 countries.
- **Certificate of occupancy and use** received from the town of Bedford, Massachusetts, for our gene therapy manufacturing facility.

# Ultragenyx celebrates 12 years



# ESG Governance and Strategy

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Ultragenyx's ESG strategy is guided by a materiality analysis that helps us prioritize resources to address the topics that could have a significant impact on our business and that matter most to our stakeholders.

BE A HERO  
FOR OUR  
DISEASE  
PATIENTS.



# ESG governance & material topics



Our ESG program helps us to identify, manage and communicate the risks and opportunities associated with ESG issues.



Material topics help determine Ultragenyx’s ESG performance, risk management and long-term value creation.

# Contributing to the UN Sustainable Development Goals that align closely with our vision & mission

UN SDG	Contribution
	<ul style="list-style-type: none"><li>• Ultragenyx is focused on advancing health equity by <a href="#">developing therapies for rare and ultrarare diseases</a> that improve the health and quality of life of individuals living with rare disease, and by broadly <a href="#">supporting rare disease communities</a>.</li><li>• <a href="#">We advocate for broad access to screening and treatment</a> and strive to <a href="#">make our treatments available</a> to as many patients as we can.</li><li>• We are also committed to advancing <a href="#">employee health, safety and wellness</a>. We continue to provide our employees with <a href="#">wellness offerings</a> and <a href="#">comprehensive benefits</a> to support their financial, familial, physical and mental health.</li></ul>
	<ul style="list-style-type: none"><li>• Ultragenyx promotes <a href="#">rare disease education and awareness</a> among healthcare professionals and the rare disease community, and offers <a href="#">employee education</a> and <a href="#">training to support career advancement</a> for our team members.</li><li>• We are also committed to expanding access to <a href="#">STEAM education opportunities</a>, particularly in economically disadvantaged communities.</li></ul>
	<ul style="list-style-type: none"><li>• Ultragenyx promotes gender equality in the workplace by fostering <a href="#">diversity and inclusion</a> at all levels of the organization and is committed to <a href="#">equitable compensation practices</a>.</li></ul>

# Innovation

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Pioneering new approaches to drug developments in rare and ultrarare diseases

We are **committed** to delivering novel, disease modifying treatments with speed and urgency to rare disease communities with limited or no treatment options.



# Aspiration

To optimize and accelerate rare disease drug research and development, whether by us or others.

## Our Objectives ↓

Develop industry-leading clinical pipeline in rare and ultrarare diseases that have limited or no treatment options.

Foster industry-wide and community funded development efforts in rare and ultrarare diseases.

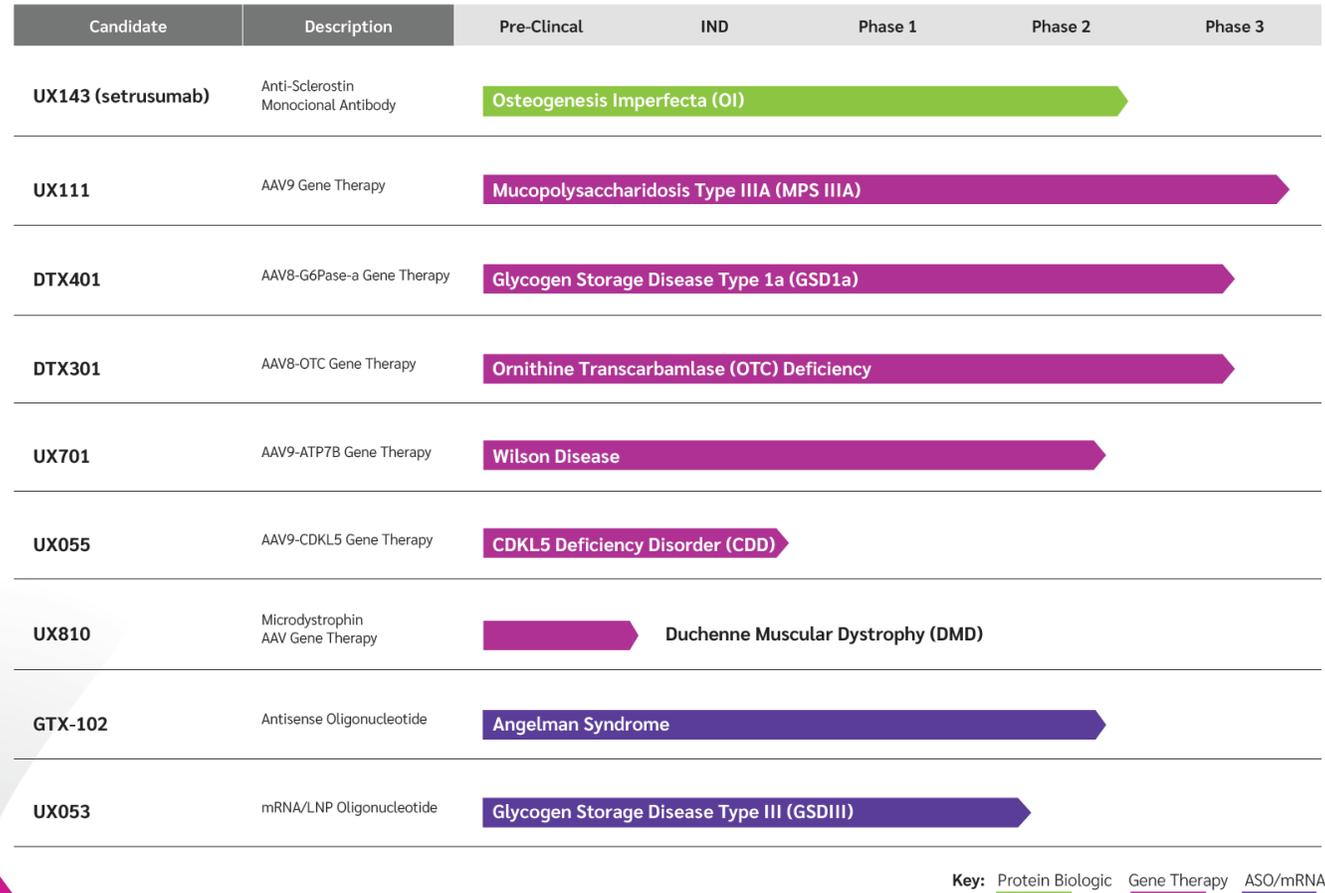
## 2022 Progress ↓

- Released interim data from the Phase 1/2 study of GTX-102 for the treatment of Angelman syndrome and exercised option to acquire GeneTx.
- Initiated pivotal Phase 2/3 program in Osteogenesis Imperfecta (OI).
- Advanced three gene therapies into pivotal studies: DTX401 for GSD1a, UX701 for Wilson disease and DTX301 for Ornithine transcarbamylase (OTC) deficiency.
- Secured a license and collaboration agreement to clinically develop, commercialize and distribute Evkeeza® (evinacumab) for HoFH in countries outside of the U.S.
- Acquired global rights to AAV gene therapy UX111, currently in a pivotal Phase 1/2/3 study for the treatment of Sanfilippo syndrome type A (MPS IIIA).

- Over 100 participants representing 80 organizations have attended our Rare Bootcamp since 2017.
- Participating in six industry consortia to support collaborative drug development.

# Innovation: highlights

## Ultragenyx Drug Development Pipeline



 In 2022

- Over 200 **clinical trial sites** in operation across 24 countries.
- First patient dosed in pivotal Phase2/3 *Orbit* study of UX143 (setrusumab) for the treatment of **Osteogenesis Imperfecta (OI)**.
- First patient dosed in pivotal Phase 3 *Glucogene* study of DTX401 for **glycogen storage disease type 1a (GSD1a)** and completed enrollment of the last patient into the baseline screening period.
- Initiated and dosed patients in pivotal, seamless Phase 1/2/3 *Cyprus2+* study of UX701 for **Wilson disease**.
- 23 patients from the U.S., U.K. and Canada were evaluated in the Phase 1/2 study of GTX102 for **Angelman syndrome** across various clinical measurements, with 10 patients having six to 12 months and five with over 12 months exposure.
- Released long-term Phase 1/2 data on DTX301 (**Ornithine transcarbamylase [OTC] deficiency**) gene therapy that demonstrated durable metabolic control and sustained responses lasting over four years following treatment.

# A parent's journey to drug developer & partnership with Ultragenyx

Ainsley Evans was born in 2004. Nine months later, she was diagnosed with Angelman syndrome, a genetic disorder that causes developmental disabilities and nerve-related symptoms. Her prognosis consisted mostly of things she would not do – she wouldn't walk, speak, go to school or attend college; she would never have a job, get married or have a family of her own. At the time, there were no treatments and there was no hope for a cure.

In 2008, Ainsley's mother Paula started the Foundation for Angelman Syndrome Therapeutics (FAST) with modest donations, a group of like-minded parents and a fierce determination to rewrite the future for these children. The foundation initially focused on raising the funding necessary to either replace the maternal gene causative of Angelman syndrome, or activate the normally silent, paternal copy.

This fundraising allowed FAST to create a virtual

center of excellence comprising a cross-functional group of specialists called the "FIRE team" (Fast Integrated Research Environment). Dr. Scott Dindot at Texas A&M University was a member of the FIRE team, and FAST had been funding his research program for more than five years when Scott figured out how to potentially restore the missing protein in the brains of children with Angelman syndrome using an antisense oligonucleotide (ASO) therapeutic.

With this promising development, FAST launched GeneTx Biotherapeutics in late 2017 to further develop the ASO program and ready it for the clinic. In 2019, the company participated in Ultragenyx's RARE Bootcamp, where they became part of a community of other parent-led organizations working to develop first-ever treatments for their own children. That same year, GeneTx began looking for a partner to support its clinical program and tapped Ultragenyx to partner on the development of GTX-102.

In July 2022, Ultragenyx and GeneTx provided a program update on GTX-102 for the treatment of Angelman syndrome, including encouraging interim data from the Phase 1/2 study in pediatric patients. Ultragenyx acquired GeneTx at that time and continues to develop the potentially transformative treatment for individuals with Angelman syndrome.



# Patients

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Propelling the entire rare disease community forward to transform as many lives as possible

We are **committed** to supporting the rare disease community through our efforts to develop novel therapies, share our science and expertise, achieve broad access to screening and treatment, and partner with policymakers for meaning change.



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# Aspiration

To achieve meaningful benefit for people living with rare disease by delivering on the promise of our science and our therapies.

## Our Objectives ↓

Achieve majority access through responsible pricing and support services.

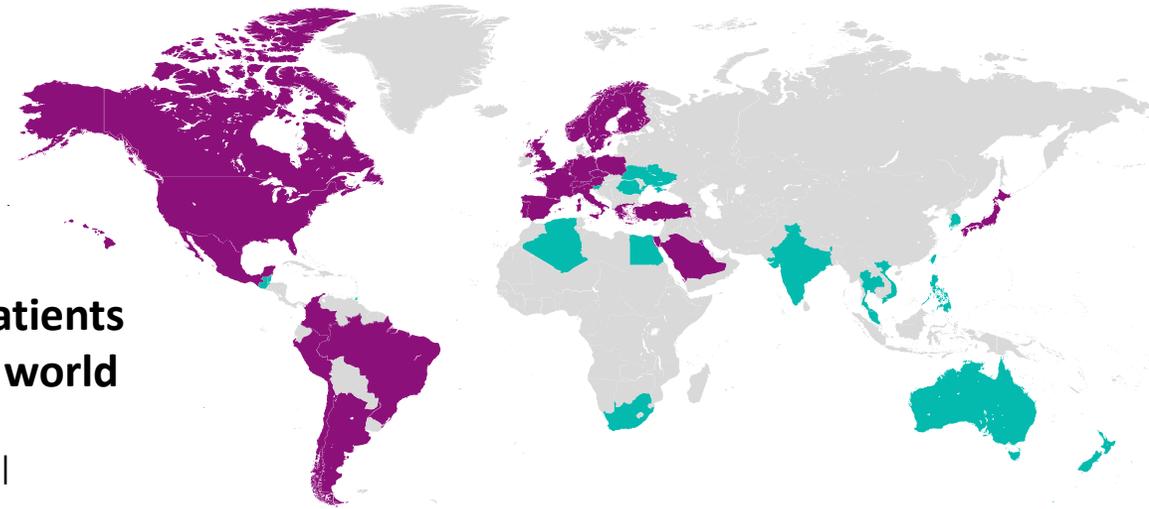
Use our expertise to amplify the voices of the rare disease community to inform and influence key decision-makers in the field of rare disease.

Incorporate the perspectives and experiences of patients and caregivers in our decision-making, with a focus on addressing unmet needs for basic necessities and improving quality of life.

## 2022 Progress ↓

- In 2022, our U.S. price increases remained aligned with the Consumer Price Index for all of our commercially available products.
- Over 500 patients in over 40 countries have been approved for access to Ultragenyx treatments through various global expanded access and patient assistance programs since 2013.
- Over 3,200 patients have received Ultragenyx treatments through commercial access and expanded use.
- In recognition of Rare Disease Day 2022, Ultragenyx developed a campaign to support education and access to newborn screening and provided matched donations to two nonprofit organizations doing critical work in this area: Baby's First Test and Rare Disease Innovation Institute.
- Convened three meetings of the Gene Therapy Advisory Committee and identified key opportunities for 2023.
- Hosted four townhalls with over 575 participants.

# Patient: highlights



## Reaching patients around the world

- Commercial
- Compassionate use

### Making our treatments accessible:

- Over 500 patients in over 40 countries have been approved for access to Ultragenyx treatments through various global expanded access and patient assistance programs since 2013.
- Over 120 patients were treated through compassionate use in 2022.

### Advocating for newborn screening

In recognition of Rare Disease Day 2022, Ultragenyx elevated awareness and contributed \$50,000 while our partner organizations contributed \$25,000 in matched funds to two nonprofit organizations doing critical work to engage and equip the rare disease community and to expand access to newborn screening:



**Genetic Alliance & Baby's First Test** Centered on real experiences navigating newborn screening, the Genetic Alliance created the Baby's First Test program to provide up-to-date information, support and services for families today and every day.



**Rare Disease Innovation Institute (RDII)** Through grass roots education and policy, Rare Disease Innovations Institute (RDII) accelerates diagnosis, enables access to treatments and improves the quality of life for those living with rare disease with newborn screenings being a primary focus.

# Living with Wilson disease

Amanda was in her early thirties, working in the fashion industry making upscale health wear, when she began experiencing symptoms of Wilson disease. Prior to the onset of disease, Amanda's life was predictable; she loved her job and valued her independence. Wilson disease was as unexpected as it was painful and disruptive.

Amanda's symptoms were severe and her quality of life deteriorated as she faced chronic pain and tremors. Her doctors initially dismissed the symptoms, attributing them to socio-emotional stressors. When she finally received a diagnosis, the information was both challenging and relieving.

Amanda's management strategy is multifold. Like many, she used chelating agents to remove the heavy metal from her body and takes zinc daily.

She wears a heated wristband to relieve muscle tension in her wrist and arm and uses compression wear and a weighted vest to relax muscles in her shoulders and core.

The weighted vest Amanda purchased did not meet her aesthetic standards, so she applied her fashionable health wear expertise and developed one with a new "fly" design.

Amanda now has some days with minimum pain and few tremors. While her life is not as carefree as it once was, she can enjoy the activities that always brought her joy, like making clothes and spending time with family. Her dog Ellis is a constant source of fun and reminds her that she can rely on others to provide support. Amanda is hopeful about the future. She is optimistic about new research that allows for earlier diagnosis of Wilson disease and the potential for gene therapy as a durable treatment. Now that she has a management plan to go forward, she also feels she wouldn't trade her experience for anything else.

After her diagnosis with Wilson disease and enrolling in a gene therapy investigational trial, Amanda made a pact with herself not to let the work of managing her disability quench her love for fashion.



*"I think you should let whatever you were good at before shine during this time, too. See how it could make your new life maybe that much better."*



[Watch the interview with Amanda by Rhonda Rowland, a former CNN reporter also living with Wilson disease.](#)

# People

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Sustaining and strengthening our generous and inclusive culture and enhancing our health and safety practices

We are **committed** to maintaining a diverse, inclusive, safe and healthy environment. We are also committed to fair and equitable compensation practices that are transparent and free from bias.



# Aspiration

To be an inclusive, sought-after company where employees come first and feel motivated to bring the best versions of themselves to work each day, knowing they are making a difference in the lives of the rare disease community.

## Our Objectives



Maintain a positive workforce culture by achieving a total turnover rate below the industry average and continuing to have high employee engagement.

Support internal career and leadership development through our significant investment in customized employee programs that build core competencies and bring our company values and culture to life.

Continue to strengthen and expand diversity and inclusion through intentional talent acquisition and management efforts including candidate pipelining, interview processes, ongoing education, awards, promotions and succession planning.

Implement a robust and comprehensive health and safety management system framework and audit process.

## 2022 Progress



- Total turnover was 13.3%, which is below the U.S. and global averages for our industry (according to Aon Radford's Salary Increase and Turnover Studies).
- Maintained a high engagement score of 86% in our employee engagement survey.
- Shifted from an annual survey to an 18-month survey, complemented by two or three focused "Pulse" surveys that emphasize the most pertinent and significant subjects for our organization.

- On average, each employee attended approximately six hours of development workshops, with 95% attending at least one of the 70 development workshops we offered in 2022.
- Expanded career coaching program to all employees.
- Hosted over 45 interns during our summer program.

- 57% of global employees are women.
- Launched Declaring and Repairing Breakdowns, a mandatory employee education program.
- Launched a new I&D Employee Resource Group (ERG), UltraAPAC.
- Launched a partnership with Disability Solutions on outcomes for talent with disabilities, and Ultragenyx's jobs became directly available on the Disability Solutions' Career Center.

- Implemented a new process to track key performance indicators for injury rates, safety observations, ergonomic assessments and others.
- Delivered 19 Environmental, Health & Safety (EHS) training courses.
- Reviewed over 940 on-site chemicals to characterize industrial hygiene risks.
- Completed 130 ergonomic hazard assessments.

# People: highlights

## New Declaring & Repairing Breakdowns Program

In 2022, we launched a company-wide mandatory employee education called Declaring and Repairing Breakdowns, a program designed to develop an employees' ability to declare and repair both business and interpersonal breakdowns, including things like micro-aggressions. Participants learn to foster breakthroughs that lead to greater trust, empowerment, high performance and aligned execution.

*“ I have to admit, coming from big pharma where I had attended so many similar trainings, I was skeptical when I started. But the conversations so far have been interesting and inspiring and have applicability to my day-to-day meetings.”*

— An Ultragenyx employee

**90% of employees** participated in 2022, resulting in ~4,800 hours of training completed.

Workforce Data



(All data is as of December 31, 2022.<sup>1</sup>)

<b>Number of Total Employees</b>	<b>1,311</b>
% of employees who are women	56.8%
% of employees with a disability	3.4%

### Age Breakdown (Total Employees)

<30 years of age	7.3%
30-50 years of age	58.7%
>50 years of age	33.9%

### Number of Employees on the Executive Leadership Team (XLT)

<b>Number of XLT members who are women</b>	<b>2</b>
<b>Number of XLT members who self-reported identified as racially or ethnically diverse</b>	<b>3</b>

### Number of Women in Management Positions

<b>222</b>	
% of women in all management positions (as % of total management positions <sup>3</sup> )	50.5%
% of women VP and above (as % of total management positions)	45.6%

<sup>1</sup> U.S. employee data is consistent with the company's submission on the U.S. Federal Employer Information Report Equal Opportunity Form (EEO-1).

<sup>2</sup> The role of CFO was not filled at the end of 2022. Once filled, there will be nine XLT members.

<sup>3</sup> Total management positions includes all management positions at Ultragenyx, including employees in manager roles



# Communities

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Aligning our corporate philanthropic efforts with our mission and purpose

We are **committed** to supporting initiatives that provide meaningful impact for the rare disease community, public health and access to care, STEAM education, and local, at-risk communities.



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# Aspiration

To make a positive impact in the communities where we operate and beyond.

## Our Objectives



Support charitable organizations that contribute meaningfully to the health and well-being of the communities where we operate and beyond.

Expand opportunities for employee volunteerism.

## 2022 Progress



- Approved \$4.27 million in company-sponsored charitable donations and grants.
- Provided funding to EURORDIS, Razom for Ukraine and Save the Children to support relief efforts in Ukraine and the broader refugee crisis.
- Our Ultragiving team and employee resource groups (ERGs) sponsored more than 10 employee-directed giving and volunteer campaigns to support a variety of local community organizations.
- Partnered with Life Science Cares to provide volunteer opportunities to Ultragenyx employees in support of local public health and wellness initiatives in the San Francisco Bay and Greater Boston areas.
- Launched a volunteer mentorship program in Latin America, where Ultragenyx volunteers dedicate their time, attention, experience and counseling to children ages 14 to 19 who live in vulnerable social environments.
- Created an International Day of Service for employees in Latin America to give back to the communities in which we live and work.

# Communities: highlights

During 2022, we formalized our corporate philanthropy framework, focusing on the following priorities:

- Rare disease community support
- Equitable healthcare
- Science, Technology, Engineering, the Arts and Mathematics (STEAM) education
- Initiatives benefiting local, at-risk communities

We are committed to supporting initiatives that we believe provide impactful resources for each of these priorities. We also expanded the representation and reach of our charitable giving programs from the U.S. to include EMEA, LATAM and APAC regions.

## In 2022:

- Ultragenyx approved **\$4.27 million** in company-sponsored charitable donations and grants.
- Over **70** patient advocacy organizations located in **21** countries received health-related grants totaling almost **\$2 million**.
- Over **40** organizations in **9** countries received independent medical grants totaling approximately **\$2 million**, with over **60,000** healthcare professionals educated through these supported independent medical education programs.

## Supporting patient advocacy in Mexico

*XLH y otros raquitismos México*, a patient advocacy group (PAG) that receives financial support from Ultragenyx, helped Itzel and her daughter Isabella, both living with XLH, in the diagnosis and treatment.

In 2021, Isabella, 3, became Mexico's first patient to receive biologic treatment for XLH. Their journey, facilitated by dedicated physicians differs from many XLH families. They are sharing their story and raising awareness with the goal that every XLH patient can have adequate access to early diagnosis and the best care, both in the private and public healthcare systems.



# Planet

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Reducing our environmental impact and promoting sustainability

We are **committed** to developing an environmental strategy that minimizes our environmental footprint across our business.

# Aspiration

To conduct business in an environmentally responsible manner and strive to continuously improve our performance to benefit our employees, customers, communities and the environment.

## Our Objectives ↓

Implement continuous improvements to reduce our environmental footprint.

Develop an environmental strategy.

## 2022 Progress ↓

- Purchased 1,988 megawatt-hours (MWh) of renewable electricity, which avoided an estimated 465 MT of carbon dioxide equivalent (CO<sub>2</sub>e).
- Installed additional electric vehicle charging ports, bringing our total to 11.
- Partnered with our waste services vendor to launch a medical waste takeback program.
- Initiated the collection of environmental data across our facilities using our newly developed procedures and policies.

# Planet: highlights

In 2022, we developed policies and procedures related to environmental data collection. The policies include standards for tracking and reporting environmental information to support analysis of our environmental impacts by location. We also developed a reporting protocol to support comparability and reliability of metrics in future years.

In 2023, we plan to automate data collection and implement a dashboard to assist in monitoring our impact. Coupled with benchmarking and analytics efforts, we expect these programmatic improvements to allow our teams to develop environmental initiatives more efficiently.

## Partnership with Polycarbin

We partner with Polycarbin, a company dedicated to circular solutions designed to transform today's laboratory waste into tomorrow's laboratory products, to recycle pipette tip boxes. Polycarbin's innovative mailbox program follows a closed-loop recycling approach, where they receive lab plastics that may otherwise go to landfill or downcycling, and remanufacture the waste into new lab products.

Since launching this program in our labs, we estimate that Ultragenyx has diverted 950 pounds of plastic waste from landfill, including circularizing 75% into new lab products.

## Earth Day 2022

Ultragenyx celebrated **Earth Day** in our California and Massachusetts offices. During the events, we handed out sunflower seed packets and postcards with a web link and QR code to our 2021 ESG Report. Our Novato, California, office also donated \$500 to Rotary District 5150's day of service in honor of Earth Day, making Ultragenyx a "Protecting the River" sponsor.



# Governance

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Maintaining robust corporate governance and risk management and upholding the highest standards of honest and ethical business standards

The foundation of our purpose to lead the future of rare disease medicine is built upon our **commitments** to strong corporate governance, ethics and integrity, compliance, data protection and security, and responsible procurement.



# Aspiration

Through strong corporate governance and a culture of integrity, we seek to prevent significant issues before they occur and foster an environment where issues can be disclosed without the threat of retaliation.

## Our Objectives ↓

Act responsibly and with integrity and provide annual, targeted training to our workforce on Ultragenyx's ethical standards.

Maintain a high compliance culture and adherence to all applicable legal requirements.

Maintain a high rate of third-party due diligence of our suppliers.

## 2022 Progress ↓

- 100% of full-time employees provided written or digital acknowledgment of the Global Code of Conduct.
- 100% of full-time employees have received training on the Global Code of Conduct within the last three years.
- Ultragenyx's Healthcare Compliance Manual was translated into Spanish, Portuguese, French and German.
- All reported complaints related to potential breaches to our Code of Conduct and incidents of discrimination or harassment were investigated and promptly addressed.
- We became a member of Rx-360 (The International Pharmaceutical Supply Chain Consortium) and began to participate in the Rx-360 Joint Audit Program.

# Governance: highlights

Ultragenyx is committed to maintaining high standards of honest and ethical business conduct. Our [Global Code of Conduct](#) (Code) establishes principles and expectations that apply globally to our workforce, officers and directors regardless of position or tenure. We enforce our policies and requirements with appropriate disciplinary actions, when necessary, and **we take a zero-tolerance approach to any violation of law or policy.**

To complement the Global Code of Conduct, we released the [Global Standard for Suppliers](#) in early 2022.

## Board of Directors:

As of April 1, 2023, our board consists of nine directors, eight of whom are **independent.**

- Three are **women.**
- Three self-identify as **racial or ethnic minority.**
- One self-identifies as **LGBTQ+.**
- Average **age** is 60.9 years.
- Average **tenure** is 6.4 years.

## Cybersecurity highlights

- We provide **information security training** to employees twice per year. The same training is provided to members of our contingent workforce who have access to our internal systems and can be a risk to our information technology infrastructure.
- We conduct **phishing exercises** three times per year, focusing on users with repeated simulation failures and implementing corrective actions.
- We perform an annual internal and external **full penetration test.**
- In 2022, we conducted an internal **cloud security audit** and remediated all critical findings.
- In 2022, we **mapped and inventoried our systems** in a central asset management tool and developed more robust operating procedures. We also deployed cloud security, endpoint data loss prevention and privileged access management solutions.

# SASB index

The following index lists the activity and accounting metrics from the Sustainability Accounting Standards Board (SASB) Biotechnology and Pharmaceuticals Industry Standard (2018) with associated response, reference or report location.

ACTIVITY METRIC	CODE	RESPONSE / REFERENCE / REPORT LOCATION
Number of patients treated	HC-BP-000.A	>3,200. See our 2022 ESG Report, <a href="#">About Us</a> .
Number of drugs 1) in portfolio and 2) in research and development (Phases 1-3)	HC-BP-000.B	4 drugs in portfolio; 7 drugs in development Phases 1-3. See our current <a href="#">Pipeline</a> .

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE / REFERENCE / REPORT LOCATION
Safety of Clinical Trial Participants	Discussion, by world region, of management process for ensuring quality and patient safety during clinical trials	HC-BP-210a.1	See our 2022 ESG Report, <a href="#">Quality</a> and <a href="#">Safety</a> .
	Number of FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in: (1) Voluntary Action Indicated (VAI) and (2) Official Action Indicated (OAI)	HC-BP-210a.2	None
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	None
Access to Medicines	Description of actions and initiatives to promote access to health care products for priority diseases and in priority countries as defined by the Access to Medicine Index	HC-BP-240a.1	While not listed as a company in scope for the 2022 Access to Medicine Index, we are committed to increasing access to their medicines and pricing responsibly. Our commercial products and clinical pipeline do not cover any priority countries or diseases listed in the Access to Medicine Index. For more information, see our 2022 ESG Report, <a href="#">Access &amp; Affordability</a> .
	List of products on the WHO List of Prequalified Medicinal Products as part of its Prequalification of Medicines Programme (PQP)	HC-BP-240a.2	Ultragenyx does not have any products that qualify for the WHO List of Prequalified Medicinal Products at this time.

# SASB index cont.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE / REFERENCE / REPORT LOCATION
Affordability & Pricing	Number of settlements of Abbreviated New Drug Application (ANDA) litigation that involved payments and/or provisions to delay bringing an authorized generic product to market for a defined time period	HC-BP-240b.1	This metric does not currently apply to Ultragenyx's business.
	Percentage change in: (1) average list price and (2) average net price across U.S. product portfolio compared to previous year	HC-BP-240b.2	See our 2022 ESG Report, <a href="#">Access &amp; Affordability</a> .
	Percentage change in: (1) list price and (2) net price of product with largest increase compared to previous year	HC-BP-240b.3	See our 2022 ESG Report, <a href="#">Access &amp; Affordability</a> .
Drug Safety	List of products listed in the Food and Drug Administration's (FDA) MedWatch Safety Alerts for Human Medical Products database	HC-BP-250a.1	Our therapies are not listed in the FDA MedWatch. Please visit the <a href="#">FDA FAERS MedWatch website</a> for more information.
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	None. Please visit the <a href="#">FDA FAERS MedWatch website</a> for more information.
	Number of recalls issued, total units recalled	HC-BP-250a.3	See our 2022 ESG Report, <a href="#">Access &amp; Affordability</a> .
	Total amount of product accepted for takeback, reuse, or disposal	HC-BP-250a.4	Ultragenyx manufactures medicines on a schedule that is designed to avoid their expiration before patient use. In the event that medicines (a) expire before use and are returned, (b) are found to be unsuitable for release or (c) are subject to a recall or withdrawal notice, Ultragenyx does not reintroduce them again for reuse. They get disposed of using regulated and monitored incineration processes.
	Number of FDA enforcement actions taken in response to violations of current Good Manufacturing Practices (cGMP), by type	HC-BP-250a.5	None
Counterfeit Drugs	Description of methods and technologies used to maintain traceability of products throughout the supply chain and prevent counterfeiting	HC-BP-260a.1	Ultragenyx has implemented a comprehensive process designed to address counterfeit product risks, including a Field Action procedure and security features like tamper-evident seals and serialization of product labeling. See our 2022 ESG Report, <a href="#">Safety</a> , section on Counterfeit Drugs.
	Discussion of process for alerting customers and business partners of potential or known risks associated with counterfeit products	HC-BP-260a.2	Ultragenyx has implemented a comprehensive process designed to address counterfeit product risks, including a Field Action procedure and security features like tamper-evident seals and serialization of product labeling. See our 2022 ESG Report, <a href="#">Safety</a> , section on Counterfeit Drugs.
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	None. See our 2022 ESG Report, <a href="#">Safety</a> , section on Counterfeit Drugs.

# SASB index cont.

TOPIC	ACCOUNTING METRIC	CODE	RESPONSE / REFERENCE / REPORT LOCATION
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	None. For more information, see our <a href="#">2022 Annual Report</a> .
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	More information can be found in our <a href="#">Global Code of Conduct</a> .
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	See our 2022 ESG Report, <a href="#">People</a> .
	1) Voluntary and (2) involuntary turnover rate for: (a) executives/senior managers, (b) midlevel managers, (c) professionals, and (d) all others	HC-BP-330a.2	For information on turnover rates, see our 2022 ESG Report, <a href="#">Human Capital Development</a> .
Supply Chain Management	Percentage of (1) entity's facilities and (2) Tier I suppliers' facilities participating in the Rx-360 International Pharmaceutical Supply Chain Consortium audit program or equivalent third-party audit programs for integrity of supply chain and ingredients	HC-BP-430a.1	See our 2022 ESG Report, <a href="#">Responsible Procurement</a> .
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	None. See our 2022 ESG Report, <a href="#">Ethics &amp; Integrity</a> .
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	See our 2022 ESG Report, <a href="#">Interactions with Patients, Caregivers &amp; Healthcare Professionals</a> .

\*The SASB metrics are referenced above for informational purposes only with no claim of fulfillment to any given metric.

# GRI index

## Statement of use

Ultragenyx has reported the information cited in this GRI content index for the period January 1 to December 31, 2022, with reference to the GRI Standards listed below.

## GRI 1 used

GRI 1: Foundation 2021

GRI STANDARD	DISCLOSURE	2022 LOCATION
GRI 2: General Disclosures 2021	2-1 Organizational details	2022 ESG Report, <a href="#">About Us</a> <a href="#">2022 Annual Report</a>
	2-2 Entities included in the organization’s sustainability reporting	2022 ESG Report, <a href="#">About This Report</a>
	2-3 Reporting period, frequency and contact point	2022 ESG Report, <a href="#">About This Report</a>
	2-4 Restatements of information	No restatements of information were made.
	2-5 External assurance	No external assurance was performed.
	2-6 Activities, value chain and other business relationships	<a href="#">2022 Annual Report</a> , Item 1 2022 ESG Report, <a href="#">About Us</a>
	2-7 Employees	2022 ESG Report, <a href="#">Inclusion &amp; Diversity</a>
	2-9 Governance structure and composition	2022 ESG Report, <a href="#">ESG Governance</a> 2022 ESG Report, <a href="#">Corporate Governance</a>
	2-10 Nomination and selection of the highest governance body	<a href="#">2023 Proxy</a> , Nomination of Directors
	2-11 Chair of the highest governance body	Daniel G. Welch, Chairperson of the Board
	2-12 Role of the highest governance body in overseeing the management of impacts	2022 ESG Report, <a href="#">ESG Governance</a>
	2-13 Delegation of responsibility for managing impacts	2022 ESG Report, <a href="#">ESG Governance</a>

# GRI index cont.

GRI STANDARD	DISCLOSURE	2022 LOCATION
GRI 2: General Disclosures 2021	2-19 Remuneration policies	<a href="#">2023 Proxy</a> , Executive Compensation <a href="#">2023 Proxy</a> , Director Compensation
	2-20 Process to determine remuneration	<a href="#">2023 Proxy</a> , Executive Compensation <a href="#">2023 Proxy</a> , Director Compensation
	2-21 Annual total compensation ratio	<a href="#">2023 Proxy</a> , CEO Pay Ratio
	2-22 Statement on sustainable development strategy	2022 ESG Report, <a href="#">Letter From Our CEO</a>
	2-23 Policy commitments	<a href="#">Global Code of Conduct</a> <a href="#">Global Standard for Suppliers</a>
	2-24 Embedding policy commitments	2022 ESG Report, <a href="#">Ethics &amp; Integrity</a> 2022 ESG Report, <a href="#">Responsible Procurement</a>
	2-26 Mechanisms for seeking advice and raising concerns	2022 ESG Report, <a href="#">Compliance Program</a>
	2-27 Compliance with laws and regulations	2022 ESG Report, <a href="#">Compliance Program</a> <a href="#">2022 Annual Report</a> , Item 3 Legal Proceedings
	2-28 Membership associations	2022 ESG Report, <a href="#">Industry Participation</a> 2022 ESG Report, <a href="#">Patient Advocacy &amp; Engagement</a>
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2022 ESG Report, <a href="#">Materiality Analysis</a>
	3-2 List of material topics	2022 ESG Report, <a href="#">Materiality Analysis</a>
	3-3 Management of material topics	The 2022 ESG Report describes the management of material topics by section.

# GRI index cont.

GRI STANDARD	DISCLOSURE	2022 LOCATION
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	<a href="#">2022 Annual Report</a> , Item 8 Financial Statement
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2022 ESG Report, <a href="#">Responsible Procurement</a>
	205-2 Communication and training about anti-corruption policies and procedures	2022 ESG Report, <a href="#">Ethics &amp; Integrity</a>
	205-3 Confirmed incidents of corruption and actions taken	2022 ESG Report, <a href="#">Ethics &amp; Integrity</a>
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	<a href="#">2022 Annual Report</a> , Item 3 Legal Proceedings
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2022 ESG Report, <a href="#">Managing Waste &amp; Water</a>
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	2022 ESG Report, <a href="#">Minimizing GHG Emissions</a>
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	2022 ESG Report, <a href="#">Managing Waste &amp; Water</a>
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2022 ESG Report, <a href="#">Human Capital Development</a>
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2022 ESG Report, <a href="#">Employee Compensation &amp; Benefits</a> <a href="#">Our Benefits</a>
	401-3 Parental leave	2022 ESG Report, <a href="#">Employee Compensation &amp; Benefits</a>

# GRI index cont.

GRI STANDARD	DISCLOSURE	2022 LOCATION
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2022 ESG Report, <a href="#">Occupational Health, Safety &amp; Wellness</a>
	403-2 Hazard identification, risk assessment, and incident investigation	2022 ESG Report, <a href="#">Occupational Health, Safety &amp; Wellness</a>
	403-4 Worker participation, consultation, and communication on occupational health and safety	2022 ESG Report, <a href="#">Occupational Health, Safety &amp; Wellness</a>
	403-5 Worker training on occupational health and safety	2022 ESG Report, <a href="#">Occupational Health, Safety &amp; Wellness</a>
	403-6 Promotion of worker health	2022 ESG Report, <a href="#">Wellness</a>
	403-9 Work-related injuries	2022 ESG Report, <a href="#">Occupational Health, Safety &amp; Wellness</a>
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2022 ESG Report, <a href="#">Employee Learning</a>
	404-2 Programs for upgrading employee skills and transition assistance programs	2022 ESG Report, <a href="#">Employee Learning</a> 2022 ESG Report, <a href="#">Career Development</a>
	404-3 Percentage of employees receiving regular performance and career development reviews	2022 ESG Report, <a href="#">Human Capital Development</a>

# GRI index cont.

GRI STANDARD	DISCLOSURE	2022 LOCATION
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2022 ESG Report, <a href="#">Inclusion &amp; Diversity</a> (overall diversity data) 2022 ESG Report, <a href="#">Board Diversity</a> (board diversity)
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2022 ESG Report, <a href="#">Compliance Hotline</a>
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2022 ESG Report, <a href="#">Communities</a> Includes information on local community engagement, including corporate philanthropy and volunteering.
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2022 ESG Report, <a href="#">Safety</a>
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2022 ESG Report, <a href="#">Safety</a>
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2022 ESG Report, <a href="#">Data Protection &amp; Privacy</a>