

Ultragenyx Statement of Disclosure and Compliance with the Transparency in Supply Chain Act (CA) and the Modern Slavery Act (UK) – June 26, 2024

The California Transparency in Supply Chains Act of 2010 (SB 657) requires certain retailers and manufacturers doing business in California to disclose their efforts to address slavery and human trafficking in their direct supply chains. Similarly, the United Kingdom's Modern Slavery Act of 2015 requires certain organizations carrying on business in the United Kingdom to publish a yearly statement setting out the steps that the organization has taken to ensure that slavery and human trafficking are not occurring in any part of its business or supply chains.


Ultragenyx recognizes the significance of combating modern slavery and is committed to taking appropriate action to avoid modern slavery risks in its business and direct supply chains. Ultragenyx is not aware of any element of slavery, child labor, or human trafficking in its business or supply chains and will work to the best of its ability to ensure it remains free of any such activity. Ultragenyx has taken the following actions to honor our commitment to combating modern slavery:

- **Verification:** Ultragenyx does not yet verify its direct supply chain to evaluate and address risks of slavery and human trafficking.
- **Audits:** Ultragenyx does not yet audit its suppliers to evaluate compliance with company standards prohibiting slavery and human trafficking.
- **Certification by Direct Suppliers:** Ultragenyx expects all suppliers to maintain the highest ethical standards when carrying out business activities. Although Ultragenyx does not currently require direct suppliers specifically to certify that their materials are sourced or manufactured in compliance with applicable laws on slavery and trafficking, Ultragenyx requires suppliers to comply with all applicable laws, including those that relate to labor practices (see below and the [Ultragenyx Global Code of Conduct & Ethics](#)).
- **Internal Accountability:** Ultragenyx maintains and updates a Global Code of Conduct & Ethics and other policies that require employees, consultants, and contract workers to comply with all applicable laws, including those that relate to labor practices. The current Global Code of Conduct & Ethics, which is posted on Ultragenyx's website, includes a prohibition on forced, enslaved, indentured, or involuntary labor in Ultragenyx's direct supply chain. Ultragenyx will take appropriate action if it determines that an employee, consultant, or contract worker has violated a company standard or law, including those relating to slavery or forced labor. Suppliers are also required to comply with Ultragenyx's Global Code of Conduct & Ethics through contractual obligation. The company also takes appropriate action if it determines that a supplier is not complying with all contractual requirements. Although Ultragenyx does not yet have internal procedures for specifically determining whether suppliers are complying with laws or company standards regarding slavery and forced labor, the company's current Global Code of Conduct & Ethics requires internal and external stakeholders to report concerns about potential noncompliance (see anonymous hotlines listed below).

- **Training:** All employees and management receive training on the Global Code of Conduct & Ethics and other applicable policies and procedures that cover Ultragenyx's prohibition of human trafficking and slavery and ways to report any concerns with compliance.

Ultragenyx's Global Code of Conduct & Ethics establishes the principles and expectations of the company's employees and contractors, including laws related to labor practices, and enforces compliance with those expectations through training, and when necessary, disciplinary action. In addition, direct material and service providers to Ultragenyx are contractually required to comply with the Global Code of Conduct & Ethics to remain an Ultragenyx business partner.

Any questions or comments regarding Ultragenyx's business practices should be directed to Ultragenyx's Compliance Hotline at <http://www.openboard.info/RARE/> or by telephone at 1-866-862-3064. The company's hotline is an anonymous reporting service operated by an independent third party. Ultragenyx strictly prohibits any form of retaliation against anyone who reports a concern in good faith.

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Emil Kakkis, CEO – Director
Ultragenyx Pharmaceutical Inc.

12-Sep-2024

Date