



Environmental, Health, Safety and Sustainability Policy

Ultragenyx's purpose is to lead the future of rare disease medicine. In support of this purpose, we are committed to upholding high standards of Environmental, Health, Safety and Sustainability (EHSS) performance through fostering a culture of trust, teamwork and transparency. We believe that achieving excellence in EHSS performance results in a safe and healthy workforce and a healthy planet.

This global policy applies to all Ultragenyx employees, temporary workers, contractors, and visitors. Ultragenyx is committed to excellence in EHSS performance through:

- Compliance with all applicable government regulations.
- Collaborating with employees, contractors and visitors to actively seek and act upon opportunities to reduce risk and improve our EHSS performance, as appropriate.
- Fostering openness and dialog on EHSS matters, and clearly communicating EHSS processes, expectations, and performance with stakeholders.
- Educating and training our workforce to operate in a safe and environmentally responsible manner.
- Offering holistic and inclusive benefits to employees with the goal of fostering their mental and physical wellbeing inside and outside of the workplace.
- Reducing the EHSS impact of our products throughout their lifecycle, as appropriate.
- Selecting suppliers and business partners with consideration of their ability to maintain safe and environmentally responsible operations.
- Delivering programs to achieve our environmental sustainability goals.
- Measuring, monitoring and maintaining relevant records on our environmental impact.
- Considering impacts of climate change across our business.
- Seeking to minimize Greenhouse Gas (GHG) emissions and responsibly managing waste and water impacts across our operated facilities.
- Maintaining environmental compliance records and conducting internal audits [as appropriate/as required].
- Engaging with industry and EHSS related associations to drive innovative solutions and identify best practices.

We implement our EHSS Policy through a global management system that directs our actions and tracks key performance indicators to manage our risks and drive continuous improvement. Our Global Head of EHSS is responsible for delivering tools to build a culture of EHSS excellence at Ultragenyx; however, health and safety in the workplace is ultimately a shared accountability with every individual, manager and team at Ultragenyx.