

2023 SASB and GRI Indexes

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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.

Accounting Metric	Code	Response / Reference / Report Location
Number of patients treated	HC-BP-000.A	See our 2023 Corporate Responsibility Report , Access and Affordability (p. 35).
Number of drugs 1) in portfolio and 2) in research and development (Phases 1-3)	HC-BP-000.B	See our current Pipeline .

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 2023 Corporate Responsibility Report , Clinical Trials, Quality and Safety (p. 22, 26 & 28).
	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	There were no FDA Sponsor Inspections related to clinical trial management and pharmacovigilance that resulted in either Voluntary Action Indicated (VAI) or Official Action Indicated (OAI) in 2023. See the FDA Compliance Dashboard for more information.
	Total amount of monetary losses as a result of legal proceedings associated with clinical trials in developing countries	HC-BP-210a.3	There have been no reported monetary losses as a result of legal proceedings associated with clinical trials in developing countries for the year 2023. See our 2023 Annual Report , page 67 (Item 3. Legal Proceedings).
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	Our products and clinical research primarily target rare and ultrarare diseases, which fall outside the 2023 Access to Medicine Index's main focus areas. Our investments in R&D, strategic partnerships, and innovative technologies are all aimed at enhancing treatment accessibility and affordability. Additionally, through patient assistance programs and expanded use initiatives, we support patients globally, especially in economically disadvantaged countries. We also provide health-related grants that support organizations focused on medical research and treatment, and rare disease awareness, education and advocacy globally. See our 2023 Corporate Responsibility Report , Access and Affordability, Rare Disease Community Support and Grants (p. 35, 70 & 71).
	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 products are not on the WHO list due to our focus on rare and ultra-rare diseases, while the WHO prioritizes conditions such as HIV/AIDS, tuberculosis, malaria, and reproductive health. See the WHO Prequalification of Medical Products for more information.

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	See our 2023 Annual Report , pages 19-23 (Item 1. Business - Patents and Proprietary Rights).
	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 2023 Corporate Responsibility Report , Access and Affordability (p. 35).
	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 2023 Corporate Responsibility Report , Access and Affordability (p. 35).
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 products are not listed in the FDA MedWatch. See the FDA FAERS MedWatch website for more information.
	Number of fatalities associated with products as reported in the FDA Adverse Event Reporting System	HC-BP-250a.2	There no fatalities associated with Ultragenyx products in 2023. See the FDA FAERS MedWatch website for more information.
	Number of recalls issued, total units recalled	HC-BP-250a.3	Ultragenyx did not issue any recalls. See the FDA Data Dashboard for more information.
	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 expire before use and are returned, are found to be unsuitable for release or 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	Ultragenyx was not involved in any FDA enforcement actions in response to violations of cGMP. See the FDA Data Dashboard for more information.

SASB Index (cont.)

Topic	Accounting Metric	Code	Response / Reference / Report Location
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 2023 Corporate Responsibility Report , Quality in Supply Chain, section on Counterfeit Drugs (p. 27).
	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 2023 Corporate Responsibility Report , Quality in Supply Chain, section on Counterfeit Drugs (p. 27).
	Number of actions that led to raids, seizure, arrests, and/or filing of criminal charges related to counterfeit products	HC-BP-260a.3	Ultragenyx had no instances of actions related to counterfeit products in 2023. See our 2023 Corporate Responsibility Report , Quality in Supply Chain, section on Counterfeit Drugs (p. 27).
Ethical Marketing	Total amount of monetary losses as a result of legal proceedings associated with false marketing claims	HC-BP-270a.1	There have been no reported monetary losses as a result of legal proceedings associated with false marketing claims for the year 2023. See our 2023 Annual Report , page 67 (Item 3. Legal Proceedings).
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	See our Global Code of Conduct .
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	See our 2023 Corporate Responsibility Report , People chapter (p. 46).
	(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	See our 2023 Corporate Responsibility Report , Human Capital Development (p. 49).
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 2023 Corporate Responsibility Report , Quality in Supply Chain (p. 27).
Business Ethics	Total amount of monetary losses as a result of legal proceedings associated with corruption and bribery	HC-BP-510a.1	There have been no reported monetary losses as a result of legal proceedings associated with corruption and bribery for the year 2023. See our 2023 Annual Report , page 67 (Item 3. Legal Proceedings).
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	See our 2023 Corporate Responsibility Report , Interactions with Patients, Caregivers and Healthcare Professionals (p. 93).

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

Global Reporting Initiative (GRI) Index

This index is aligned with the Global Reporting Initiative's Sustainability Reporting Standards. It provides easy access to Core reporting elements and, where available, additional Comprehensive reporting level elements for the period January 1 through December 31, 2023, unless otherwise noted. GRI 1 used: GRI: Foundation 2021.

GRI Standard	Disclosure	2023 Location
GRI 2: General Disclosures 2021	2-1 Organizational details	2023 Corporate Responsibility Report , About Us and 2023 Annual Report , Item 1. Business.
	2-2 Entities included in the organization's sustainability reporting	The 2023 Corporate Responsibility Report mainly covers information from the fiscal year ending December 31, 2023, unless otherwise indicated. Questions and inquiries on the reported information can be submitted to cr@ultragenyx.com . 2023 Corporate Responsibility Report , About This Report (p. 3).
	2-3 Reporting period, frequency and contact point	Ultragenyx publishes a corporate responsibility report annually. 2023 Corporate Responsibility Report , About This Report (p. 3).
	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	2023 Annual Report , Item 1. Business.
	2-7 Employees	2023 Corporate Responsibility Report , Workforce Data (p. 59).
	2-8 Workers who are not employees	Information unavailable.
	2-9 Governance structure and composition	2023 Corporate Responsibility Report , Corporate Governance (p. 86). 2023 Corporate Responsibility Report , Corporate Responsibility Oversight (p. 87).
	2-10 Nomination and selection of the highest governance body	2024 Proxy , Nomination of Directors.

GRI Index (cont.)

GRI Standard	Disclosure	2023 Location
GRI 2: General Disclosures 2021 (cont.)	2-11 Chair of the highest governance body	Daniel G. Welch, Chairperson of the Board. Ultragenyx's Leadership .
	2-12 Role of the highest governance body in overseeing the management of impacts	2023 Corporate Responsibility Report , Corporate Responsibility Oversight (p. 87). Board Committees and Charters .
	2-13 Delegation of responsibility for managing impacts	2023 Corporate Responsibility Report , Corporate Responsibility Oversight (p. 87).
	2-14 Role of the highest governance body in sustainability reporting	2023 Corporate Responsibility Report , Corporate Responsibility Oversight (p. 87).
	2-15 Conflicts of interest	2023 Corporate Responsibility Report , Corporate Governance (p. 86). Corporate Governance Guidelines .
	2-16 Communication of critical concerns	2023 Corporate Responsibility Report , Risk Management (p. 88). 2023 Annual Report , Item 1A. Risk Factors.
	2-17 Collective knowledge of the highest governance body	2024 Proxy , Board Diversity, Skills and Experience.
	2-18 Evaluation of the performance of the highest governance body	Corporate Governance Guidelines .
	2-19 Remuneration policies	2024 Proxy , Executive Compensation. 2024 Proxy , Director Compensation.
	2-20 Process to determine remuneration	2024 Proxy , Executive Compensation. 2024 Proxy , Director Compensation.
	2-21 Annual total compensation ratio	2024 Proxy , CEO Pay Ratio.

GRI Index (cont.)

GRI Standard	Disclosure	2023 Location
GRI 2: General Disclosures 2021 (cont.)	2-22 Statement on sustainable development strategy	2023 Corporate Responsibility Report , Letter From Our CEO (p. 4). 2023 Corporate Responsibility Report , Corporate Responsibility Approach (p. 10).
	2-23 Policy commitments	2023 Corporate Responsibility Report , Governance chapter (p. 84). Global Code of Conduct . Global Standard for Suppliers . Human Rights Policy .
	2-24 Embedding policy commitments	2023 Corporate Responsibility Report , Governance chapter (p. 84). Global Code of Conduct . Global Standard for Suppliers . Human Rights Policy .
	2-25 Processes to remediate negative impacts	2023 Corporate Responsibility Report , Governance chapter (p. 84). Global Code of Conduct . Global Standard for Suppliers . Human Rights Policy .
	2-26 Mechanisms for seeking advice and raising concerns	2023 Corporate Responsibility Report , Raising A Concern (p. 92). Global Code of Conduct . Global Standard for Suppliers . Human Rights Policy .
	2-27 Compliance with laws and regulations	2023 Corporate Responsibility Report , Ethics and Integrity (p. 90). 2023 Annual Report , Item 3 Legal Proceedings.
	2-28 Membership associations	2023 Corporate Responsibility Report , Strategic Collaborations (p. 29). 2023 Corporate Responsibility Report , Public Policy Participation (p. 42). 2023 Corporate Responsibility Report , Patient Advocacy and Engagement (p. 38).
	2-29 Approach to stakeholder engagement	2023 Corporate Responsibility Report , Corporate Responsibility Approach (p. 10).
	2-30 Collective bargaining agreements	2023 Annual Report , Item 1. Business – Human Capital.
GRI 3: Material Topics 2021	3-1 Process to determine material topics	2023 Corporate Responsibility Report , Materiality Assessment (p. 12).
	3-2 List of material topics	2023 Corporate Responsibility Report , Materiality Assessment (p. 12).
	3-3 Management of material topics	The 2023 Corporate Responsibility Report describes the management of material topics by section. 2023 Annual Report , Item 1A. Risk Factors.

GRI Index (cont.)

GRI Standard	Disclosure	2023 Location
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	2023 Annual Report , Item 7, Management’s Discussion and Analysis of Financial Condition and Results of Operations.
	201-2 Financial implications and other risks and opportunities due to climate change	2023 Corporate Responsibility Report , Reducing Our Environmental Impact (p. 79).
	201-3 Defined benefit plan obligations and other retirement plans	2023 Annual Report , Item 15. Exhibits and Financial Statement Schedules.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	2023 Corporate Responsibility Report , Access and Affordability (p. 35). 2023 Corporate Responsibility Report , Communities chapter (p. 66).
	203-2 Significant indirect economic impacts	2023 Corporate Responsibility Report , Access and Affordability (p. 35). 2023 Corporate Responsibility Report , Communities chapter (p. 66).
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	2023 Annual Report , Item 1A. Risk Factors. 2023 Corporate Responsibility Report , Responsible Supply Chain Management (p. 96). Global Code of Conduct . Global Standard for Suppliers .
	205-2 Communication and training about anti-corruption policies and procedures	2023 Corporate Responsibility Report , Ethics and Integrity (p. 90). Global Code of Conduct . Global Standard for Suppliers .
	205-3 Confirmed incidents of corruption and actions taken	2023 Corporate Responsibility Report , Ethics and Integrity (p. 90).
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	2023 Annual Report , Item 3 Legal Proceedings.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	2023 Corporate Responsibility Report , Managing Waste and Water (p. 82).
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	2023 Corporate Responsibility Report , Reducing Environmental Impacts (p. 79).
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	2023 Corporate Responsibility Report , Managing Waste and Water (p. 82).

GRI Index (cont.)

GRI Standard	Disclosure	2023 Location
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	2023 Corporate Responsibility Report , Human Capital Development (p. 49). 2023 Corporate Responsibility Report , DEIB in Recruitment (p. 61).
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	2023 Corporate Responsibility Report , Employee Compensation and Benefits (p. 64). Benefits .
	401-3 Parental leave	2023 Corporate Responsibility Report , Employee Compensation and Benefits (p. 64). Benefits .
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	2023 Corporate Responsibility Report , Occupational Health, Safety and Wellness (p. 62).
	403-2 Hazard identification, risk assessment, and incident investigation	2023 Corporate Responsibility Report , Occupational Health, Safety and Wellness (p. 62).
	403-4 Worker participation, consultation, and communication on occupational health and safety	2023 Corporate Responsibility Report , Occupational Health, Safety and Wellness (p. 62).
	403-5 Worker training on occupational health and safety	2023 Corporate Responsibility Report , Occupational Health, Safety and Wellness (p. 62).
	403-6 Promotion of worker health	2023 Corporate Responsibility Report , Occupational Health, Safety and Wellness (p. 62).
	403-8 Workers covered by an occupational health and safety management system	2023 Corporate Responsibility Report , Occupational Health, Safety and Wellness (p. 62).
	403-9 Work-related injuries	2023 Corporate Responsibility Report , Occupational Health, Safety and Wellness (p. 62).
	403-10 Work-related ill health	2023 Corporate Responsibility Report , Occupational Health, Safety and Wellness (p. 62).

GRI Index (cont.)

GRI Standard	Disclosure	2023 Location
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	2023 Corporate Responsibility Report , Employee Learning and Development (p. 51).
	404-2 Programs for upgrading employee skills and transition assistance programs	2023 Corporate Responsibility Report , Employee Learning and Development (p. 51). 2023 Corporate Responsibility Report , Career Development (p. 54).
	404-3 Percentage of employees receiving regular performance and career development reviews	2023 Corporate Responsibility Report , UltraPerformance Management (p. 50).
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	2023 Corporate Responsibility Report , Workforce data (overall diversity data, p. 59). 2023 Corporate Responsibility Report , Board Diversity (board diversity, p. 86).
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	2023 Corporate Responsibility Report , Raising A Concern (p. 92).
GRI 408: Child Labor 2016	408-1 Child Labor 2016 408-1 Operations and suppliers at significant risk of incidents of child labor	2023 Corporate Responsibility Report , Responsible Supply Chain Management (p. 96). Global Code of Conduct . Global Standard for Suppliers .
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	2023 Corporate Responsibility Report , Responsible Supply Chain Management (p. 96). Global Code of Conduct . Global Standard for Suppliers .
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs	2023 Corporate Responsibility Report , Communities chapter (p. 66). Includes information on local community engagement, including corporate philanthropy and volunteering.
GRI 415: Public Policy 2016	415-1 Political Contributions	2023 Corporate Responsibility Report , Public Policy Participation (p. 42).

GRI Index (cont.)

GRI Standard	Disclosure	2023 Location
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	2023 Corporate Responsibility Report , Safety (p. 28).
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	2023 Corporate Responsibility Report , Quality (p. 26). 2023 Corporate Responsibility Report , Safety (p. 28). FDA Data Dashboard .
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	2023 Annual Report , Item 1. Business. Crysvita . Mepsevii . Dojolvi . Evkeeza .
	417-2 Incidents of non-compliance concerning product and service information and labeling	2023 Annual Report , Item 1A. Risk Factors.
	417-3 Incidents of non-compliance concerning marketing communications	2023 Corporate Responsibility Report , Interactions with Patients, Caregivers and Healthcare Professionals (p. 93). 2023 Annual Report , Item 1A. Risk Factors.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	2023 Corporate Responsibility Report , Data Privacy (p. 94).