



# 2024 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 <a href="#">2024 Impact Report</a> , Access to our Therapies (p. 35).
Number of drugs 1) in portfolio and 2) in research and development (Phases 1-3)		HC-BP-000.B	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 <a href="#">2024 Impact Report</a> , Clinical Trials, Quality and Safety (p. 21, 25 & 27).
	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 2024. See the <a href="#">FDA Compliance Dashboard</a> 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 2024. See our <a href="#">2024 Annual Report</a> , Item 3. Legal Proceedings (p. 68).
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 2024 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 <a href="#">2024 Impact Report</a> , Access to our Therapies, 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 <a href="#">WHO Prequalification of Medical Products</a> 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	In 2024, Ultragenyx did not have any settlements of ANDA litigation that involved payments and/or provisions to delay bringing an authorized generic product to market. See our <a href="#">2024 Annual Report</a> , Item 1. Business - Patents and Proprietary Rights (p. 14 - 17).
	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 <a href="#">2024 Impact Report</a> , Access to our Therapies (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 <a href="#">2024 Impact Report</a> , Access to our Therapies (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 <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	There were no fatalities associated with Ultragenyx products in 2024. See the <a href="#">FDA FAERS MedWatch website</a> for more information.
	Number of recalls issued, total units recalled	HC-BP-250a.3	Ultragenyx did not issue any recalls in 2024. See the <a href="#">FDA Data Dashboard</a> 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 are 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 <a href="#">FDA Data Dashboard</a> 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 <b>2024 Impact Report</b> , Quality in Supply Chain, section on Counterfeit Drugs (p. 26).
	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 <b>2024 Impact Report</b> , Quality in Supply Chain, section on Counterfeit Drugs (p. 26).
	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 2024. See our <b>2024 Impact Report</b> , Quality in Supply Chain, section on Counterfeit Drugs (p. 26).
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 2024. See our <b>2024 Annual Report</b> , Item 3. Legal Proceedings (p. 68).
	Description of code of ethics governing promotion of off-label use of products	HC-BP-270a.2	See our <b>Global Code of Conduct</b> .
Employee Recruitment, Development & Retention	Discussion of talent recruitment and retention efforts for scientists and research and development personnel	HC-BP-330a.1	See our <b>2024 Impact Report</b> , 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 <b>2024 Impact Report</b> , 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 <b>2024 Impact Report</b> , Quality in Supply Chain (p. 26).
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 2024. See our <b>2024 Annual Report</b> , Item 3. Legal Proceedings (p. 68).
	Description of code of ethics governing interactions with health care professionals	HC-BP-510a.2	See our <b>2024 Impact Report</b> , Interactions with Patients, Caregivers and Healthcare Professionals (p. 92).

\*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, 2024, unless otherwise noted. GRI 1 used: GRI: Foundation 2021. Additionally, we map our GRI disclosures against several of the UN Sustainable Development Goals (SDGs).

GRI Standard	Disclosure	UN SDG	2024 Location
GRI 2: General Disclosures 2021	2-1 Organizational details		<a href="#">2024 Impact Report</a> , About Us (p. 6) and <a href="#">2024 Annual Report</a> , Item 1. Business.
	2-2 Entities included in the organization’s sustainability reporting		The scope of the 2024 Impact Report covers Ultragenyx’s wholly-owned operations globally.   <a href="#">2024 Impact Report</a> , About This Report (p. 3).
	2-3 Reporting period, frequency and contact point		Ultragenyx publishes an impact report annually. <a href="#">2024 Impact Report</a> , 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		<a href="#">2024 Annual Report</a> , Item 1. Business.
	2-7 Employees	8, 10	<a href="#">2024 Impact Report</a> , Workforce Data (p. 59).
	2-8 Workers who are not employees	8	Information unavailable.
	2-9 Governance structure and composition	5, 16	<a href="#">2024 Impact Report</a> , Corporate Governance (p. 86)   <a href="#">2024 Impact Report</a> , Corporate Responsibility Oversight (p. 12).
	2-10 Nomination and selection of the highest governance body	5, 16	<a href="#">2025 Proxy</a> , Nomination of Directors.

# GRI Index (cont.)

GRI Standard	Disclosure	UN SDG	2024 Location
GRI 2: General Disclosures 2021 (cont.)	2-11 Chair of the highest governance body	16	Daniel G. Welch, Chairperson of the Board.   <a href="#">Ultragenyx’s Leadership</a> .
	2-12 Role of the highest governance body in overseeing the management of impacts	16	<a href="#">2024 Impact Report</a> , Corporate Responsibility Oversight (p. 12)   <a href="#">Board Committees and Charters</a> .
	2-13 Delegation of responsibility for managing impacts		<a href="#">2024 Impact Report</a> , Corporate Responsibility Oversight (p. 12).
	2-14 Role of the highest governance body in sustainability reporting		<a href="#">2024 Impact Report</a> , Corporate Responsibility Oversight (p. 12).
	2-15 Conflicts of interest	16	<a href="#">2024 Impact Report</a> , Corporate Governance (p. 86)   <a href="#">Corporate Governance Guidelines</a> .
	2-16 Communication of critical concerns		<a href="#">2024 Impact Report</a> , Risk Management (p. 87)   <a href="#">2024 Annual Report</a> , Item 1A. Risk Factors.
	2-17 Collective knowledge of the highest governance body		<a href="#">2025 Proxy</a> , Building the Right Board.
	2-18 Evaluation of the performance of the highest governance body		<a href="#">Corporate Governance Guidelines</a> .
	2-19 Remuneration policies		<a href="#">2025 Proxy</a> , Executive Compensation.   <a href="#">2025 Proxy</a> , Director Compensation.
	2-20 Process to determine remuneration		<a href="#">2025 Proxy</a> , Executive Compensation.   <a href="#">2025 Proxy</a> , Director Compensation.
	2-21 Annual total compensation ratio		<a href="#">2025 Proxy</a> , CEO Pay Ratio.



# GRI Index (cont.)

GRI Standard	Disclosure	UN SDG	2024 Location
GRI 2: General Disclosures 2021 (cont.)	2-22 Statement on sustainable development strategy		<a href="#">2024 Impact Report</a> , A Letter From Our CEO (p. 4)   <a href="#">2024 Impact Report</a> , Impact Report Approach (p. 9).
	2-23 Policy commitments	16	<a href="#">2024 Impact Report</a> , Governance chapter (p. 84)   <a href="#">Global Code of Conduct</a> .   <a href="#">Global Standard for Suppliers</a> .   <a href="#">Human Rights Policy</a> .
	2-24 Embedding policy commitments		<a href="#">2024 Impact Report</a> , Governance chapter (p. 84)   <a href="#">Global Code of Conduct</a> .   <a href="#">Global Standard for Suppliers</a> .   <a href="#">Human Rights Policy</a> .
	2-25 Processes to remediate negative impacts		<a href="#">2024 Impact Report</a> , Governance chapter (p. 84)   <a href="#">Global Code of Conduct</a> .   <a href="#">Global Standard for Suppliers</a> .   <a href="#">Human Rights Policy</a> .
	2-26 Mechanisms for seeking advice and raising concerns	16	<a href="#">2024 Impact Report</a> , Raising A Concern (p. 91)   <a href="#">Global Code of Conduct</a> .   <a href="#">Global Standard for Suppliers</a> .   <a href="#">Human Rights Policy</a> .
	2-27 Compliance with laws and regulations		<a href="#">2024 Impact Report</a> , Ethics and Integrity (p. 89)   <a href="#">2024 Annual Report</a> , Item 3. Legal Proceedings (p. 68).
	2-28 Membership associations		<a href="#">2024 Impact Report</a> , Strategic Collaborations (p. 28)   <a href="#">2024 Impact Report</a> , Public Policy Participation (p. 42)   <a href="#">2024 Impact Report</a> , Patient Advocacy and Engagement (p. 38).
	2-29 Approach to stakeholder engagement		<a href="#">2024 Impact Report</a> , Impact Report Approach (p. 9).
	2-30 Collective bargaining agreements	8	<a href="#">2024 Annual Report</a> , Item 1. Business – Human Capital.
GRI 3: Material Topics 2021	3-1 Process to determine material topics		<a href="#">2024 Impact Report</a> , Materiality Assessment (p. 11).
	3-2 List of material topics		<a href="#">2024 Impact Report</a> , Materiality Assessment (p. 11).
	3-3 Management of material topics		The 2024 Impact Report describes the management of material topics by section.   <a href="#">2024 Annual Report</a> , Item 1A. Risk Factors.

# GRI Index (cont.)

GRI Standard	Disclosure	UN SDG	2024 Location
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	8, 9	<a href="#">2024 Annual Report</a> , 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	13	<a href="#">2024 Impact Report</a> , Reducing Environmental Impacts (p. 79).
	201-3 Defined benefit plan obligations and other retirement plans		<a href="#">2024 Annual Report</a> , Item 15. Exhibits and Financial Statement Schedules.
GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	5, 9, 11	<a href="#">2024 Impact Report</a> , Access to our Therapies (p. 35)   <a href="#">2024 Impact Report</a> , Communities chapter (p. 66).
	203-2 Significant indirect economic impacts	1, 3, 8	<a href="#">2024 Impact Report</a> , Access to our Therapies (p. 35)   <a href="#">2024 Impact Report</a> , Communities chapter (p. 66).
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	16	<a href="#">2024 Annual Report</a> , Item 1A. Risk Factors.   <a href="#">2024 Impact Report</a> , Responsible Supply Chain Management (p. 95)   <a href="#">Global Code of Conduct</a> .   <a href="#">Global Standard for Suppliers</a> .
	205-2 Communication and training about anti-corruption policies and procedures	16	<a href="#">2024 Impact Report</a> , Ethics and Integrity (p. 89)   <a href="#">Global Code of Conduct</a> .   <a href="#">Global Standard for Suppliers</a> .
	205-3 Confirmed incidents of corruption and actions taken	16	<a href="#">2024 Impact Report</a> , Ethics and Integrity (p. 89)   <a href="#">Global Code of Conduct</a> .   <a href="#">Global Standard for Suppliers</a> .
GRI 206: Anti-competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	16	<a href="#">2024 Annual Report</a> , Item 3 Legal Proceedings.
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	6, 12	<a href="#">2024 Impact Report</a> , Managing Waste and Water (p. 82).
GRI 305: Emissions 2016	305-5 Reduction of GHG emissions	13, 14, 15	<a href="#">2024 Impact Report</a> , Reducing Environmental Impacts (p. 79).
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	3, 6, 8, 11, 12	<a href="#">2024 Impact Report</a> , Managing Waste and Water (p. 82).



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GRI Standard	Disclosure	UN SDG	2024 Location
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	5, 8, 10	<a href="#">2024 Impact Report</a> , Human Capital Development (p. 49).
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	3, 5, 8	<a href="#">2024 Impact Report</a> , Employee Compensation and Benefits (p. 64)   <a href="#">Benefits</a> .
	401-3 Parental leave	5, 8	<a href="#">2024 Impact Report</a> , Employee Compensation and Benefits (p. 64)   <a href="#">Benefits</a> .
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	8	<a href="#">2024 Impact Report</a> , Occupational Health, Safety and Wellness (p. 62).
	403-2 Hazard identification, risk assessment, and incident investigation	8	<a href="#">2024 Impact Report</a> , Occupational Health, Safety and Wellness (p. 62).
	403-4 Worker participation, consultation, and communication on occupational health and safety	8, 16	<a href="#">2024 Impact Report</a> , Occupational Health, Safety and Wellness (p. 62).
	403-5 Worker training on occupational health and safety	8	<a href="#">2024 Impact Report</a> , Occupational Health, Safety and Wellness (p. 62).
	403-6 Promotion of worker health	3	<a href="#">2024 Impact Report</a> , Occupational Health, Safety and Wellness (p. 62).
	403-8 Workers covered by an occupational health and safety management system	9	<a href="#">2024 Impact Report</a> , Occupational Health, Safety and Wellness (p. 62).
	403-9 Work-related injuries	3, 8, 16	<a href="#">2024 Impact Report</a> , Occupational Health, Safety and Wellness (p. 62).
	403-10 Work-related ill health		<a href="#">2024 Impact Report</a> , Occupational Health, Safety and Wellness (p. 62).

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GRI Standard	Disclosure	UN SDG	2024 Location
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance programs	8	<a href="#">2024 Impact Report</a> , Employee Learning and Development (p. 51) and Career Development (p. 54).
	404-3 Percentage of employees receiving regular performance and career development reviews	5, 8, 10	<a href="#">2024 Impact Report</a> , UltraPerformance Management (p. 50).
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	5, 8	<a href="#">2024 Impact Report</a> , Raising A Concern (p. 91).
GRI 408: Child Labor 2016	408-1 Child Labor 2016 408-1 Operations and suppliers at significant risk of incidents of child labor	5, 8, 16	<a href="#">2024 Impact Report</a> , Responsible Supply Chain Management (p. 95)   <a href="#">Global Code of Conduct</a> .   <a href="#">Global Standard for Suppliers</a> .
GRI 409: Forced or Compulsory Labor 2016	409-1 Operations and suppliers at significant risk for incidents of forced or compulsory labor	5, 8	<a href="#">2024 Impact Report</a> , Responsible Supply Chain Management (p. 95)   <a href="#">Global Code of Conduct</a> .   <a href="#">Global Standard for Suppliers</a> .
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments, and development programs		<a href="#">2024 Impact Report</a> , Communities chapter (p. 66)   Includes information on local community engagement, including corporate philanthropy and volunteering.
GRI 415: Public Policy 2016	415-1 Political Contributions	16	<a href="#">2024 Impact Report</a> , Public Policy Participation (p. 42).



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GRI Standard	Disclosure	UN SDG	2024 Location
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories		<a href="#">2024 Impact Report</a> , Safety (p. 27).
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	16	<a href="#">2024 Impact Report</a> , Quality (p. 25)   <a href="#">2024 Impact Report</a> , Safety (p. 27)   <a href="#">FDA Data Dashboard</a> .
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	12	<a href="#">2024 Annual Report</a> , Item 1. Business.   <a href="#">Crysvita</a> .   <a href="#">Mepsevii</a> .   <a href="#">Dojolvi</a> .   <a href="#">Evkeeza</a> .
	417-2 Incidents of non-compliance concerning product and service information and labeling	16	<a href="#">2024 Annual Report</a> , Item 1A. Risk Factors.
	417-3 Incidents of non-compliance concerning marketing communications	16	<a href="#">2024 Impact Report</a> , Interactions with Patients, Caregivers and Healthcare Professionals (p. 92)   <a href="#">2024 Annual Report</a> , Item 1A. Risk Factors.
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	16	<a href="#">2024 Impact Report</a> , Data Privacy (p. 93).



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