

DRUG AND ALCOHOL POLICY

A. Purpose

The use of illegal drugs and alcohol misuse by employees are inconsistent with the commitment of Ascendis Pharma (the “Company”) to provide a safe, healthy, secure and productive work environment. Employees who use illegal drugs and misuse alcohol may have a number of work-related problems such as increased accidents and injuries, excessive absenteeism and tardiness, lower productivity, missed deadlines, and poor work quality. Equally important, the use of illegal drugs and alcohol misuse can also result in a number of personal health and behavioral problems.

Information about the dangers of drug abuse and alcohol misuse, sources of help for drug and alcohol problems, including the Company’s Employee Assistance Program (“EAP”), this policy, and the consequences that may result from violations of this policy, is available from the Human Resources Department.

B. Scope

This policy, which is part of the Company’s drug-free workplace program, applies to all applicants and employees. Applicants and employees must comply with this policy as a condition of their employment. This policy is effective February 1, 2021, and supersedes any prior policy as well as any other written or oral statements or representations by the Company that are inconsistent with the policy. The Company reserves the right to revise, supplement or rescind this policy in its discretion in accordance with the requirements of applicable law or for any other lawful reason. This policy does not alter the at-will nature of employment with the Company, nor does it restrict in any way the Company’s discretion to discipline employees or terminate the employment relationship at will.

C. Voluntary Requests For Assistance

The Company encourages employees with drug and alcohol problems to seek help **before** they become subject to discipline for violating this or other Company policies. The Company will support, assist and accommodate such employees to the extent required by applicable law. The Human Resources Department can assist employees in a confidential manner by referring them to the EAP, providing them with information about community and other resources for evaluation, counseling, and treatment, and helping them utilize any available employee benefits.

Employees will not be disciplined by the Company because they request assistance. Employees may not, however, escape discipline by requesting assistance after they violate the Company's policies or are notified of their selection for drug or alcohol testing. In addition, employees who request assistance will not be excused from complying with the Company's policies, including its standards for employee performance and conduct.

D. Definitions

“Adulterated specimen” means a specimen that has been altered, as evidenced by test results showing either a substance that is not normally present in the specimen or showing an abnormal concentration of a substance that is normally present in the specimen.

“Alcohol” means the intoxicating agent in beverage alcohol or any low molecular weight alcohols such as ethyl, methyl or isopropyl alcohol. The term includes beer, wine, spirits and medications such as cough syrup that contain alcohol.

“Dilute specimen” means a urine specimen that has creatinine and specific gravity values that are lower than expected for human urine.

“Company premises” include, but are not limited to, all land, property, buildings, offices, facilities, grounds, parking lots, and places owned, leased, managed or used by the Company.

“Company vehicle” means all vehicles owned, leased or used by the Company and all vehicles that are used by employees, regardless of who owns or leases them, while working for the Company.

“Illegal drugs” mean all controlled substances, designer drugs, synthetic drugs, and other drugs that are not being used or possessed under the supervision of a licensed health care professional or that are not being used in accordance with the licensed health care professional’s prescription or whose use or possession is unlawful under the federal Controlled Substances Act. (Controlled substances are listed in Schedules I-V of 21 U.S.C. § 812 and 21 C.F.R. Part 1308.)

“Inhalants” mean volatile solvents, aerosols, gases and nitrites, such as paint thinners or removers, gasoline, lighter fluid, butane lighters, glue, hair or deodorant sprays, nitrous oxide, or other similar substances that are inhaled intentionally to produce feelings of intoxication, euphoria or stupefaction.

“Medical Review Officer” is a licensed physician who has knowledge, training, and clinical experience regarding substance abuse disorders and who will, among other things, review applicants’ and employees’ positive drug test results and evaluate any medical explanations for such results.

“Refuse to cooperate” means refusing to take a drug or alcohol test, not promptly proceeding directly to a collection site when told to do so, failing to remain at a testing site until the testing process is complete, attempting to provide or providing an adulterated or substituted

specimen, failing to provide sufficient specimens, failing to sign testing and other required forms, and any other conduct that disrupts or interferes with the collection and testing process.

“Substituted specimen” means a urine specimen that has creatinine and specific gravity values that are so diminished or divergent that they are not consistent with human urine.

“Test positive for alcohol” means to take an alcohol test that results in an alcohol concentration of .04 or more.

“Test positive for drugs” means to take a drug test that results in a concentration of marijuana, cocaine, opiates, amphetamines, or phencyclidine, or their metabolites, that is equal to or exceeds the cutoff levels that are established by the Company and its service agents.

“Under the influence” means to test positive for drugs or alcohol or an employee’s actions, appearance, speech or bodily odors that reasonably cause the Company to conclude that the employee is impaired because of illegal drug use or alcohol or inhalant misuse.

E. Work Rules

Whenever employees are working, operating Company vehicles, machinery or equipment, present on Company premises, or present in any other location performing services for the Company, they are prohibited from:

- using, possessing, buying, selling, manufacturing, distributing, dispensing or transferring illegal drugs or drug paraphernalia;
- being under the influence of illegal drugs, alcohol, or inhalants;
- possessing or consuming alcohol; and
- using inhalants.

Employees should report to work fit for duty and free of any adverse effects of illegal drugs, alcohol, or inhalants.

Employees may possess and consume alcohol at Company sponsored or authorized functions or in certain legitimate business settings such as client entertainment. At all such times, however, employees are expected to act responsibly and to drink moderately (not to the point that they are under the influence). The Company may withdraw these privileges if they are abused by an employee or if an employee violates this policy.

This policy does not prohibit employees from the lawful possession and use of over-the-counter and prescribed medications. Employees have the responsibility to consult with their doctors or other licensed medical practitioners about the effect of over-the-counter and prescribed medications on their ability to perform their specific job duties in a safe manner, and to promptly disclose any work restrictions to their supervisors or the Human Resources Department. Employees should not, however, disclose underlying medical conditions, impairments or disabilities to their supervisors or the Human Resources Department unless specifically directed to do so by their doctors or other licensed medical practitioners.

F. Testing

1. **Pre-employment:** All applicants who have received a conditional offer of employment must pass a drug test before they are hired by and/or begin working for the Company.

2. **Reasonable suspicion:** Employees are subject to drug and/or alcohol testing if the Company reasonably suspects them of using, possessing, or being under the influence of alcohol or illegal drugs while they are working, operating Company vehicles, machinery or equipment, present on Company premises, or present in any other location performing services for the Company.

3. **Pre-placement:** Employees (except those in California, Boulder (CO), Connecticut, Iowa, Massachusetts, Minnesota, Montana, New Jersey, Rhode Island, Vermont and West Virginia) are subject to drug and/or alcohol testing before they are assigned to and begin working for a client of the Company if the client requires such testing.

4. **Return-to-duty and follow-up:** Employees who test positive for drugs and/or alcohol or who otherwise violate this policy, but are not terminated, must pass a drug and/or alcohol test before they can return to duty and are subject to follow-up drug and/or alcohol testing at times and frequencies determined by the Company for up to two (2) years.

G. Summary Of Alcohol Collection And Testing Procedures

Except where precluded by applicable state law, the Company will follow the general collection and testing procedures set forth below:

1. Employees subject to alcohol testing will be required to sign a written consent form in which they consent to and authorize testing.

2. Employees shall be sent or transported to a Company designated collection site where they shall be required to verify their identity and cooperate in the site's normal specimen collection procedures.

3. The collection and testing will be conducted, in private, by a trained technician who will use approved testing devices and testing forms. Chain of custody procedures shall be maintained from collection to the time specimens may be discarded to ensure proper identification, labeling, recordkeeping, handling and testing of specimens.

4. A screening test will be conducted first. If the employee's screen test result is less than .02, the employee will have passed the test.

5. If the employee's measured alcohol concentration is .02 or more, the employee shall be required to take a confirmation test. The results of the confirmation test, not the screen test, are determinative. If the employee's confirmation test result is less than .04, the employee will have passed the test. If the employee's confirmation test result is .04 or more, the employee will have tested positive for alcohol.

6. The technician will notify the Company of the employee's test results in a confidential manner. The Company will notify employees in writing of their test results.

H. Summary Of Drug Collection And Testing Procedures

Except where precluded by applicable state law, the Company will follow the general collection and testing procedures set forth below:

1. Applicants and employees subject to drug testing will be required to sign a written consent form in which they consent to and authorize testing.

2. Applicants and employees shall be sent or transported to a Company designated collection site where they shall be required to verify their identity and otherwise cooperate in the site's normal specimen collection procedures. Applicants and employees will have the opportunity to disclose any over-the-counter or prescribed medications that they are using or have recently used, or any other information, medical or otherwise, that they think may be relevant to the testing.

3. Specimens shall be collected, in private, by a trained collection site person who will use approved collection containers and custody and control forms. Chain of custody procedures shall be maintained from collection to the time specimens may be discarded to ensure proper identification, labeling, recordkeeping, handling and testing of specimens.

4. Collected specimens shall be tested by a certified laboratory. The laboratory shall test specimens for marijuana, cocaine, opiates, amphetamines, and phencyclidine (and such other controlled substances as may be dictated by the circumstances in accordance with the requirements of applicable law). The laboratory shall first conduct a screen on the specimen. If the screen test is negative, the laboratory will report to the Company that the applicant or employee has passed the drug test. If the screen test is positive, the laboratory will analyze the applicant's or employee's specimen using gas chromatography/mass spectrometry. The laboratory will send the test results to the Medical Review Officer ("MRO").

5. If an applicant or employee has a confirmed positive, adulterated, substituted or invalid drug test result, the MRO will contact the applicant or employee by telephone at the numbers listed on the custody and control form. Applicants and employees should promptly cooperate with the MRO.

6. The MRO shall advise the Company if an applicant or employee has passed or failed the test, refused to cooperate, if a specimen is dilute, or if a test should be canceled. If the MRO determines that there is a legitimate medical explanation for a positive, adulterated, or substituted test result, the MRO will report a negative test result to the Company. If the applicant or employee does not provide a legitimate medical explanation for a positive test result, the MRO will verify the test result as positive. If the applicant or employee does not provide a legitimate medical explanation for an adulterated or substituted test result, the MRO will report to the Company that the applicant or employee has refused to take a drug test. Invalid test results will be canceled and, depending on the circumstances, may subject an applicant or employee to additional testing.

7. The Company (or one of its service agents) will notify applicants and employees in writing of their test results.

8. The Company (or one of its service agents) shall advise applicants and employees of their rights, if any, to have their same specimens retested or their split specimens tested by a certified laboratory.

I. Inspections

The Company reserves the right to inspect all parts and aspects of its premises for illegal drugs, drug paraphernalia, alcohol, inhalants, or other contraband. All employees and visitors may be asked to cooperate in inspections of their persons, work areas and property (such as purses, wallets, tool boxes, lunch boxes, backpacks, water coolers, thermos bottles, flasks, briefcases, desks, cabinets, lockers or cars) that might conceal illegal drugs, drug paraphernalia, alcohol, inhalants, or other contraband.

J. Crimes Involving Drugs

Employees who are convicted of, plead guilty to (including a plea of nolo contendere or no contest), or are sentenced for a crime involving illegal drugs in the workplace must report the conviction, plea or sentence to their supervisors or the Human Resources Department within five (5) days after such conviction, plea or sentence. If an employee who is convicted of, pleads guilty to or is sentenced for a crime involving illegal drugs in the workplace performs work directly relating to the Company's contracts or grants with a state or the federal government, the Company will report such conviction, plea or sentence to the appropriate agency within ten (10) days after it receives notice.

K. Consequences

1. Applicants who refuse to cooperate in a drug test or who test positive for drugs will not be hired by the Company, and may wait six (6) months before they are eligible to reapply for employment with the Company.

2. Employees who refuse to cooperate in a drug and/or alcohol test will be terminated.

3. Employees who test positive for drugs and/or alcohol or who otherwise violate this policy will be subject to appropriate disciplinary action up to and including termination of employment. Depending on the circumstances, an employee's return to work, reinstatement, and/or continued employment may be conditioned on the employee's successful participation in and/or completion of any and all evaluations, counseling, treatment, and rehabilitation programs, passing of return-to-duty and follow-up tests, and/or other appropriate conditions as determined by the Company.

4. The Company may take disciplinary and/or other appropriate action when an employee engages in any conduct or is involved in any crime (including being charged with a crime, except where precluded by applicable law) that could adversely affect or be detrimental to the Company's operations, interests, or reputation.

L. Records and Confidentiality

Information and records relating to test results and other medical information shall be kept confidential and maintained in files separate from employees' personnel files. Such records and information may be disclosed to applicants and employees, any third party designated in writing by an applicant or an employee, the MRO, the EAP, a substance abuse professional, physician or other health care provider responsible for determining an employee's ability to

safely perform his/her job and/or the employee's successful participation in and/or completion of any and all evaluations, counseling, treatment, and rehabilitation programs, to and among the Company's supervisors on a need to know basis, where relevant to the Company's defense in a grievance, arbitration, administrative proceeding, lawsuit or other legal proceeding, or as required or otherwise permitted by law.

BOULDER, COLORADO ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with the Boulder, Colorado ordinance. Specifically, the Company will ensure that:

- Employees are provided with a copy of the Boulder ordinance;
- Employees shall not be subject to pre-placement drug and/or alcohol testing;
- Applicants and employees have the right to refuse to undergo drug or alcohol testing, but those applicants who refuse to undergo testing will not be hired and those employees who refuse to undergo testing will be terminated;
- Applicants are subject to pre-employment drug testing only if: (1) the Company includes notice of such testing in its application for employment, or if no application is required, in all advertisements soliciting applicants; (2) all applicants are personally informed of the testing during their first formal interview; and (3) the testing is required of Colorado residents who are the single finalist for a position or of out-of-state resident finalists for the position who come to Colorado for an interview (if the testing is required of all finalists);
- Employees are subject to return-to-duty and follow-up drug and/or alcohol testing only if an employee agrees to such testing as part of an employee assistance program after a determination by the Company or an admission by the employee of prior drug use or alcohol abuse;
- No one shall be directly observed as they provide urine specimens;
- Applicants and employees, upon request to the Human Resources Department, shall be provided with copies of their positive test results, and may submit information in writing to the Company's MRO explaining such results;
- Applicants and employees, upon request and at their expense, may have an untested portion of their original specimen tested by a laboratory certified by the Substance Abuse and Mental Health Services Administration; and
- Test results may not be disclosed to anyone except the applicant or employee or a third party designated by the applicant or employee, the Company's employees on a need-to-know basis, or as required by law.

If you have any questions, you should contact the Human Resources Department.

CONNECTICUT ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Connecticut law. Specifically, the Company will ensure that:

- Employees shall not be subject to pre-placement drug and/or alcohol testing;
- Employees are subject to return-to-duty and follow-up drug testing only if such testing is part of an employee assistance or other treatment program in which an employee voluntarily participates;
- No one shall be directly observed as they provide urine specimens;
- Drug test results shall be treated as private medical records; and
- Applicants will be provided with copies of their positive drug test results.

If you have any questions, you should contact the Human Resources Department.

HAWAII ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Hawaii law. Specifically, the Company will ensure that:

- Specimens for testing are limited to urine and blood;
- On-site testing shall be administered only for screening purposes; and
- Information concerning substance abuse tests are confidential, and will not be released to anyone without the informed written consent of the individual tested, except that a positive test result shall be disclosed to the individual, the Company, a third party, the laboratory, or the decision maker in a grievance, lawsuit, or other proceeding initiated by the individual and arising from a positive test result.

If you have any questions, you should contact the Human Resources Department.

IOWA ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Iowa law. Specifically, the Company will ensure that:

- Employees shall not be subject to pre-placement drug and/or alcohol testing;
- Specimens for testing are limited to urine, breath, blood, and saliva. Blood may only be used when an employee is involved in a work-related accident and the test is administered by or at the direction of a person providing care or treatment to the employee, and not at the suggestion or request of the Company.
- Specimens for drug testing of employees will be split at the time of collection in the presence of the individual from whom the specimen is collected;
- After the Company receives a report of an applicant's positive drug test result, the Company will notify the applicant in writing of the test result, the name and address of the MRO who made the report, and the applicant's right to request any records relating to his/her drug test. The applicant has the right to request in writing, within fifteen (15) days from the date the Company mails written notice of the applicant's positive drug test result to him/her, any records relating to his/her drug test;
- Following a drug or alcohol test, but prior to receipt of the final results of the drug or alcohol test, the Company may suspend an employee with or without pay, pending the outcome of the test. The Company will reinstate an employee who has been suspended, with back pay and interest on such amount at eighteen percent per annum compounded annually, if applicable, if the result of the test is not a confirmed positive drug or alcohol test that indicates a violation of the Company's written policy;
- After the Company receives a report of an employee's confirmed positive drug or alcohol test result, the Company's MRO will notify the employee in writing by certified mail, return receipt requested, of the test result and the employee's right, at his/her expense, to request a confirmatory test of his/her split specimen at an approved laboratory of the employee's choice;
- If the employee, either in person or by certified mail, requests a confirmatory test of his/her split specimen, identifies an approved laboratory, and pays the fee for such test within seven (7) working days from the date the Company mails the written notice, the confirmatory test will be conducted;
- If the result of the second confirmatory test does not confirm the result of the initial confirmatory test, the initial confirmatory test result shall not be considered a positive test result and the Company will reimburse the employee for the fee of the test;

- Employees who are notified of their confirmed positive drug or alcohol test results have the right, upon written request, to have access to any records relating to the tests;
- The first time an employee with at least 12 months service (during the prior 18 months) tests positive for alcohol, he/she will be offered an opportunity to enroll in an approved rehabilitation, treatment or counseling program. Continued employment will be conditioned on successful completion of the program. Program costs shall be apportioned between the employee and the Company in accordance with the terms of the Company's benefit plans; and
- The Company will not take adverse employment action against employees who comply with the rehabilitation requirements and successfully complete rehabilitation.

If you have any questions, you should contact the Human Resources Department.

LOUISIANA ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Louisiana law. Specifically, the Company will ensure that:

- Specimens are limited to urine, blood, saliva and hair;
- On-site testing devices certified by the FDA may be used for screening tests only; and
- Within seven (7) working days following notice of a positive confirmatory test result, an employee may request, in writing, access to records relating to his/her test result.

If you have any questions, you should contact the Human Resources Department.

MARYLAND ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Maryland law. Specifically, the Company will ensure that:

- On-site screening tests approved by the FDA are permitted only for pre-employment purposes;
- Hair specimens may be used for pre-employment testing only;
- Blood, saliva and urine specimens may be used for all types of tests;
- After the Company receives notice of an applicant's or employee's confirmed positive drug or alcohol test results, the Company's MRO will provide the applicant or employee, either in person or by certified mail within thirty (30) days from the date of the test, with: (1) a copy of the test results; (2) a copy of the Company's Drug and Alcohol Policy; (3) notice of the applicant's or employee's right to request a retest of his/her original specimen(s), at his/her expense, by a certified laboratory; and, if applicable, (4) notice of the Company's intent to take disciplinary action, change the employee's conditions of continued employment, or terminate the employee's employment; and
- Applicants and employees who have positive results may request, at their expense, that an independent test be performed on their original specimens by notifying the Company's MRO and the laboratory of their challenge to the confirmed test results and requesting the laboratory to submit a sufficient portion of their original specimens to a different certified laboratory chosen by the applicant or employee.

If you have any questions, you should contact the Human Resources Department.

MINNESOTA ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Minnesota law. Specifically, the Company will ensure that:

- Employees shall not be subject to on-site testing;
- Employees shall not be subject to pre-placement drug and/or alcohol testing;
- Applicants and employees have the right to refuse to undergo drug or alcohol testing, but those applicants who refuse to undergo testing will not be hired by the Company and those employees who refuse to undergo testing will be terminated;
- Employees are subject to return-to-duty and follow-up drug and/or alcohol testing if they have been referred by the Company for chemical dependency treatment or evaluation or are participating in a treatment program under an employee benefit plan, during the evaluation or treatment period and for a period of up to two (2) years following completion of any treatment program;
- An employee who tests positive may not be discharged for a first positive drug or alcohol test result unless the Company has given the employee an opportunity to participate in a rehabilitation program (at the employee's expense or pursuant to an employee benefit plan), and the employee refuses to participate in the program or fails to successfully complete it. However, the Company may temporarily suspend or transfer an employee pending the outcome of any confirmatory test or retest, if the Company believes that it is necessary to protect the health of the employee, co-workers, or the public. If the confirmatory test is negative, the Company will reinstate the employee with back pay;
- Within three (3) working days of receiving test results from the laboratory, the Company's MRO will inform the applicant or employee in writing of the test results and the right to obtain a copy of the results;
- If an applicant or employee has a positive initial screen test result, the Company's MRO will provide the applicant or employee with written notice of his/her right to explain the test result;
- If an applicant or employee has a positive confirmatory test result, the Company's MRO will inform the applicant or employee in writing of his/her right to explain the test result, his/her right to a confirmatory retest, and the consequences of the test result; and
- Within three (3) working days following notice of a positive confirmatory test result, an applicant or employee may submit any additional information to the Company's MRO to explain the test result. Within five (5) working days following notice of a positive confirmatory test result, an applicant or employee also may notify the Company's MRO in writing of his/her intention to obtain a confirmatory retest by the original laboratory or another certified, accredited

and/or licensed laboratory. The Company then has three (3) working days to notify the laboratory of the request.

If you have any questions, you should contact the Human Resources Department.

MONTANA ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Montana law. Specifically, the Company will ensure that:

- Only applicants for positions involving or employees engaged in the performance, supervision, or management of work in a hazardous work environment, security position, position affecting public safety, position in which driving a motor vehicle is necessary for any part of the individual's work duties, or fiduciary position are subject to drug and alcohol testing;
- Employees shall not be subject to pre-placement drug and/or alcohol testing;
- Employees are subject to follow-up drug and/or alcohol testing, including a return-to-duty test, for one (1) year from the time the Company first requires a follow-up test;
- Specimens for testing are limited to urine, breath and saliva;
- On-site testing shall be limited to initial screen tests, and may only be conducted if the specimen is split at the time of collection, chain of custody procedures as stringent as those in 49 C.F.R. Part 40 are followed from collection through final disposition of the specimen, and a positive screen is subject to confirmation testing using mass-spectrometry testing;
- The collection, transport, and confirmation testing of specimens shall be performed in accordance with federal Department of Transportation regulations, 49 C.F.R. Part 40, or similar stringent requirements;
- All information, interviews, reports, statements, memoranda and test results are confidential and may not be disclosed to anyone except the tested individual, the Company's designated representative, in connection with any administrative or legal claim arising out of the Company's implementation of its Drug and Alcohol Policy, in response to inquiries relating to a workplace accident that the Company reasonably believes an employee may have caused or contributed to and which involves death, physical injury, or property damage in excess of \$1,500, or as required by law;
- Information obtained through testing that is unrelated to an individual's use of illegal drugs or alcohol will be held in strict confidence by the MRO and may not be released to the Company;
- The Company's MRO shall provide applicants and employees with copies of their test results;
- An employee has the right to request the Company to obtain a confirmatory test of his/her split specimen at a laboratory of the employee's choice;
- Employees who dispute their test results may appeal such results and any disciplinary action by submitting a written appeal letter to the Human Resources Department within five (5) business days following notice of their results. The

Company will investigate the facts underlying and giving rise to the appeal and will notify the employee of its final decision in writing within ten (10) business days of its receipt of the appeal; and

- Employees are advised that the unlawful manufacture, distribution, possession, or use of a controlled substance can result in legal sanctions under local, state and federal law, including imprisonment, fines and penalties.

If you have any questions, you should contact the Human Resources Department.

NEBRASKA ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Nebraska law. Specifically, the Company will ensure that:

- When the Company uses approved evidential breath testing devices for alcohol screen tests, employees whose screen tests are positive shall have the right to voluntarily provide a blood specimen for their confirmation tests; and
- All blood and urine specimens that test positive for drugs and alcohol shall be stored for a period of at least 180 days to allow employees to request retests of such specimens.

If you have any questions, you should contact the Human Resources Department.

NORTH CAROLINA ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with North Carolina law. Specifically, the Company will ensure that:

- Specimens for testing are limited to urine, blood, hair or saliva;
- On-site testing shall be administered only for pre-employment purposes;
- Applicants and employees who receive confirmed positive drug test results shall have ninety (90) days from notice of their test results to request, in writing, a retest of their specimens; and
- Applicants and employees shall be responsible for all reasonable expenses in connection with the retesting, including chain of custody and shipping expenses.

If you have any questions, you should contact the Human Resources Department.

OKLAHOMA ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Oklahoma law. Specifically, the Company will ensure that:

- “Test positive for alcohol” means to take an alcohol test that results in an alcohol concentration of .02 or more;
- Any drug or alcohol testing shall be deemed work time for purposes of compensation and benefits;
- If an applicant or employee requests a confirmation test within twenty-four (24) hours of receiving a positive test result, the applicant or employee shall pay all costs of the confirmation test, unless the confirmation test reverses the result of the challenged test. If the result of the challenged test is reversed, the Company shall reimburse the individual for the costs of the confirmation test; and
- Applicants and employees shall have the right to obtain information and records related to their drug and alcohol tests.

If you have any questions, you should contact the Human Resources Department.

OREGON ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Oregon law. Specifically, the Company will ensure that:

- Employees are subject to alcohol testing through the administration of a breathalyzer test only if they consent to the testing or if the Company has reasonable suspicion to believe that they are under the influence of alcohol.

If you have any questions, you should contact the Human Resources Department.

RHODE ISLAND ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Rhode Island law. Specifically, the Company will ensure that:

- Employees shall not be subject to pre-placement drug and/or alcohol testing;
- Employees who test positive for drugs shall not be terminated, but rather will be referred by the Company to a substance abuse professional (“SAP”), and shall be subject to return-to-duty and follow-up drug testing if such testing is recommended by the SAP. If an employee tests positive for drugs after he/she is referred to a SAP, he/she will be subject to appropriate disciplinary action up to and including termination of employment;
- No one shall be observed as they provide specimens;
- Employees who have positive test results shall have the opportunity to have their specimens retested by an independent laboratory, and shall have a reasonable opportunity to rebut or explain their results; and
- Test results shall be kept confidential, and positive test results may only be disclosed by the Company to employees who have a job-related need to know or to defend against any legal action brought by an employee against the Company.

If you have any questions, you should contact the Human Resources Department.

SAN FRANCISCO ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with the San Francisco ordinance. Specifically, the Company will ensure that:

- Employees shall not be subject to on-site testing;
- Employees are subject to “cause” or reasonable suspicion testing only if the Company has reasonable grounds to believe that an employee’s faculties are impaired on the job and such impairment presents a clear and present danger to the physical safety of the employee, another employee, or the public; and
- Employees shall not be subject to pre-placement drug and/or alcohol testing.

If you have any questions, you should contact the Human Resources Department.

VERMONT ADDENDUM

As this addendum explains, the Company will administer its Drug and Alcohol Policy in accordance with Vermont law. Specifically, the Company will ensure that:

- Employees shall not be subject to on-site testing;
- Applicants are subject to pre-employment drug testing only if: (1) the applicant has been given a conditional offer of employment; (2) the applicant has received written notice of the Company's testing procedures, the drugs to be tested, and that therapeutic levels of prescription drugs will not be reported;
- Employees shall not be subject to pre-placement drug and/or alcohol testing;
- Applicants and employees subject to drug testing shall have the opportunity, at their request and expense, to have blood samples drawn at the time their urine specimens are provided, which will be preserved in such a way that they can be tested later for the presence of drugs;
- The MRO shall provide applicants and employees with copies of their test results, which includes the name of the person tested, the type of test(s) conducted, the results of each test, the detection levels for both the initial screen and confirmation tests, the name and address of the laboratory, and any other information provided by the laboratory concerning the applicant's and employee's tests;
- Applicants and employees are notified, through this addendum, that over-the-counter medications and other substances may result in positive test results;
- Applicants and employees who have a positive test result shall have an opportunity to explain the result to the Company's MRO and why it may not be accurate;
- Any positive sample will be preserved in a condition that will permit accurate retesting for a period of not less than ninety (90) days after the applicant or employee tested received the result;
- Applicants and employees who have a positive test result shall have an opportunity to have a portion of their specimen retested at an independent laboratory at their expense;
- The first time an employee tests positive for drugs or alcohol, he/she will be immediately removed from his/her job functions and must participate in and successfully complete a drug and/or alcohol rehabilitation program as part of the Company's EAP. Failure to participate in and successfully complete the drug and/or alcohol rehabilitation program will result in termination. In addition, an employee may be suspended for up to three (3) months so that he/she can complete the drug and/or alcohol rehabilitation program. Employees who

subsequently test positive for drugs and/or alcohol, or who otherwise violate this policy, will be subject to appropriate disciplinary action up to and including termination of employment; and

- Information about drug and alcohol test results must be kept confidential, and should be released to a third party only pursuant to a written consent form signed voluntarily by the person tested or where compelled by a court of competent jurisdiction in connection with an action brought under the drug testing statute.

If you have any questions, you should contact the Human Resources Department.

CERTIFICATE OF RECEIPT

I, _____, certify that I have received a copy of the Ascendis Pharma Drug and Alcohol Policy, which sets forth the Company's policy and procedures regarding alcohol misuse and illegal drug use by applicants and employees. I have been told to read the policy and to contact the Human Resources Department if I have any questions.

I understand that:

- My compliance with the policy is a condition of my (continued) employment;
- I am subject to mandatory drug and alcohol testing under the policy;
- The Company has the right to inspect all parts and aspects of its premises for illegal drugs, drug paraphernalia, alcohol, inhalants, or other contraband; and
- I will be subject to appropriate disciplinary action up to and including termination of employment and other appropriate conditions as determined by the Company if I refuse to cooperate in a drug or alcohol test, test positive for drugs or alcohol, or otherwise violate the policy.

I agree to abide by the terms of the policy.

Signature

Date

APPLICANT CONSENT/REFUSAL FORM

I, _____, understand that I must take and pass a drug test
PRINT NAME

if I want to be hired by Ascendis Pharma. I know I may refuse to take the test if I wish, but that my refusal will mean I will not be hired.

I understand that if I consent to testing:

- I will have to provide a specimen at a collection site chosen by the Company and cooperate in the site’s normal collection procedures;
- My specimen will be tested by a certified laboratory chosen by the Company for marijuana, cocaine, opiates, amphetamines, and phencyclidine (and such other controlled substances as may be dictated by the circumstances in accordance with the requirements of applicable law);
- If the laboratory finds evidence of drug use in my specimen, the Medical Review Officer (“MRO”) will make reasonable efforts to contact me so I can attempt to explain or rebut my test results. If I explain or rebut the results to the satisfaction of the MRO, I will be treated as if I passed the test. If not, I will have failed the test. The MRO will disclose my test results to the Company; and
- If I refuse to cooperate or fail the drug test, I will not be hired by the Company.

After considering my options, I have freely, knowingly and voluntarily decided to:

_____ REFUSE TO BE TESTED

_____ CONSENT TO AND AUTHORIZE TESTING AND THE DISCLOSURE OF MY TEST RESULTS TO ASCENDIS PHARMA AND RELEASE THE COMPANY, ITS MRO, COLLECTION SITE AND LABORATORY, AND THEIR AGENTS FROM ANY LIABILITY THEY MIGHT OTHERWISE HAVE FOR THE ACTIONS I AM AUTHORIZING

Applicant Signature

Date and Time

HAWAII DRUG TESTING DISCLOSURE FORM

The purpose of this form is to provide you with information about the drug testing that you are being requested to undergo by Ascendis Pharma. Unless otherwise notified by the Company, drug testing means urinalysis for the presence of controlled substances as listed in Schedules I-V of the federal Controlled Substances Act, 21 U.S.C. § 812, 21 C.F.R. Part 1308, or the Hawaii Uniform Controlled Substances Act, Haw. Rev. Stat. §§ 329-14, 329-16, 329-18, 329-20, 329-22. The term includes, but is not limited to, marijuana, cocaine, opiates, amphetamines, and, phencyclidine.

You are also advised that over-the-counter medications or prescribed drugs may result in a positive drug test result. For this reason, the Company's Medical Review Officer may need your assistance in identifying which medications or drugs you may be taking at the present time or may have taken within the past thirty (30) days to ensure the accuracy of the testing results.

CERTIFICATE OF RECEIPT (MINNESOTA)

I, _____, certify that I have received and seen a copy of the Ascendis Pharma Drug and Alcohol Policy (including the Minnesota Addendum), which sets forth the Company's policy and procedures regarding alcohol misuse and illegal drug use by applicants and employees in Minnesota. I have been told to read the policy and to contact the Human Resources Department if I have any questions.

I understand that:

- My compliance with the policy is a condition of my (continued) employment;
- I am subject to mandatory drug and alcohol testing under the policy;
- The Company has the right to inspect all parts and aspects of its premises for illegal drugs, drug paraphernalia, alcohol, inhalants, or other contraband;
- If I am an applicant and I refuse to cooperate in a drug test or fail the drug test, I will not be hired by the Company;
- If I am an employee, I will be subject to appropriate disciplinary action, up to and including termination of employment, if I refuse to cooperate in a drug or alcohol test, refuse to participate in counseling or a rehabilitation program or fail to successfully complete the program after testing positive for drugs or alcohol for the first time, test positive for drugs or alcohol more than once, or otherwise violate the policy.

I agree to abide by the terms of the policy.

Signature

Date

APPLICANT CONSENT/REFUSAL FORM (MINNESOTA)

I, _____, understand that I must take and pass a drug test
Print Name

if I want to be hired by Ascendis Pharma.

I know I may refuse to take the test if I wish, but that my refusal will mean I will not be hired.

I understand that if I choose to be tested:

- I will have to provide a specimen at a collection site chosen by the Company and cooperate in the site's normal collection procedures;
- My specimen will be tested by a certified, accredited and/or licensed laboratory chosen by the Company for marijuana, cocaine, opiates, amphetamines, and phencyclidine (and may be tested for such other controlled substances as may be dictated by the circumstances in accordance with the requirements of applicable law);
- If the laboratory finds evidence of drug use in my specimen after screen testing, the Company will provide me with written notice of my test results and my right to explain the test results to the Medical Review Officer ("MRO"), and my specimen shall be subject to appropriate confirmatory testing;
- If the laboratory finds evidence of drug use in my specimen after confirmatory testing, the Company will provide me with written notice of my test results, my right to explain the test results to the MRO, my right to a confirmatory retest, and the consequences of the test results;
- Within three (3) working days of my receipt of such notice after a positive confirmatory test, I may submit information to the MRO to explain the result. Within five (5) working days of my receipt of such notice after a positive confirmatory test, I may also request a retest of my split specimen by the same or another certified, accredited and/or licensed laboratory;
- I have the right to request and receive from the Company copies of my drug test report; and
- If I refuse to cooperate or fail the drug test, I will not be hired by the Company.

After considering my options, I have freely, knowingly and voluntarily decided to:

_____ REFUSE TO BE TESTED

_____ CONSENT TO AND AUTHORIZE
TESTING AND THE DISCLOSURE OF
MY TEST RESULTS TO ASCENDIS
PHARMA, AND RELEASE THE
COMPANY, ITS MRO, COLLECTION
SITE AND LABORATORY, AND THEIR
AGENTS FROM ANY LIABILITY THEY
MIGHT OTHERWISE HAVE FOR THE
ACTIONS I AM AUTHORIZING

Applicant Signature

Date and Time

Within five (5) working days of my receipt of such notice after a positive confirmatory test(s), I may also request retest(s) of my split specimen(s) by the same or another certified, accredited and/or licensed laboratory;

- I have the right to request and receive from the Company copies of my drug and alcohol test reports; and
- I will be subject to appropriate disciplinary action, up to and including termination of employment, if I refuse to cooperate in a drug or alcohol test, refuse to participate in counseling or a rehabilitation program or fail to successfully complete the program after testing positive for drugs or alcohol for the first time, test positive for drugs or alcohol more than once, or otherwise violate the policy.

After considering my options, I have freely, knowingly and voluntarily decided to:

_____ REFUSE TO BE TESTED

_____ CONSENT TO AND AUTHORIZE TESTING AND THE DISCLOSURE OF MY TEST RESULTS TO ASCENDIS PHARMA, AND RELEASE THE COMPANY, ITS MRO, COLLECTION SITE AND LABORATORY, AND THEIR AGENTS FROM ANY LIABILITY THEY MIGHT OTHERWISE HAVE FOR THE ACTIONS I AM AUTHORIZING

Employee Signature

Date and Time

Date: [sent or delivered]

NOTICE OF TEST RESULTS (OKLAHOMA)

TO: _____

FROM: ASCENDIS PHARMA

TYPE OF TEST:

Screening test

Confirmatory test

The Medical Review Officer has reported that you have tested negative.

The Medical Review Officer has reported that you have tested positive for:

- | | |
|---------------|--------------------------|
| marijuana | <input type="checkbox"/> |
| opiates | <input type="checkbox"/> |
| cocaine | <input type="checkbox"/> |
| amphetamines | <input type="checkbox"/> |
| phencyclidine | <input type="checkbox"/> |

You have the right to explain a positive test result, and may disclose any over-the-counter or prescription medication that you have recently taken or are currently using or any other information that you believe may explain or otherwise be relevant to your positive test result.

Within three (3) days after notice of a positive confirmatory test result, you may submit any additional information to explain your result. You have a right to request a confirmatory retest of a portion of your original specimen, at your expense, by a licensed lab. If you want such a retest, you must notify the Human Resources Department within five (5) working days of the date written in the upper right hand corner of this form.

You have the right to request a copy of your test results.

If you have any questions about this notice, contact the Human Resources Department.

EMPLOYEE CONSENT/REFUSAL FORM (OKLAHOMA)

TO BE FILLED OUT BY ASCENDIS PHARMA:

Employee Name: _____

Supervisor Name: _____

Date and Time: _____ Location: _____

Other Supervisor(s) Involved: _____

Type Of Test:	Specimen(s) To Be Collected:
Pre-employment _____	Breath _____
Reasonable suspicion _____	Urine _____
Pre-placement _____	Hair _____
Return-to-duty _____	Blood _____
Follow-up _____	Saliva _____
	Sweat _____

TO BE READ AND FILLED OUT BY EMPLOYEE:

I understand that I have been selected for a drug and/or alcohol test under the Ascendis Pharma Drug and Alcohol Policy. I know that I may refuse to be tested if I wish, but that my refusal will result in my termination.

I also understand that if I consent to testing:

- I will have to provide specimen(s) at a site chosen by the Company and cooperate in the Company’s normal collection procedures;
- My specimen will be tested for marijuana, cocaine, opiates, amphetamines, and phencyclidine (and may be tested for such other controlled substances as may be dictated by the circumstances in accordance with the requirements of applicable law);
- If a certified laboratory finds evidence of drug use in my specimen, the MRO will make reasonable efforts to discuss my test results with me. If I explain or rebut the results to the satisfaction of the MRO, I will be treated as if I passed the drug test. If not, I will have failed the drug test. The MRO will disclose my test results to the Company;
- If the measured alcohol concentration of my specimen is less than .02, I will have passed the alcohol test. If the measured alcohol concentration of my specimen is .02 or more, I will be required to submit to confirmation

testing. If the confirmation test results in a measured alcohol concentration of less than .02, I will have passed the test. If the confirmation test result is .02 or more, I will have failed the test. The technician will disclose my test results to the Company; and

- I will be subject to appropriate disciplinary action, up to and including termination of employment and other appropriate conditions as determined by the Company, if I refuse to cooperate in a drug and/or alcohol test, test positive for drugs and/or alcohol, or otherwise violate the policy.

After considering my options, I have freely, knowingly and voluntarily decided to:

_____ REFUSE TO BE
TESTED

_____ CONSENT TO AND AUTHORIZE
TESTING AND THE DISCLOSURE OF
MY TEST RESULTS TO ASCENDIS
PHARMA, AND RELEASE THE
COMPANY, ITS MRO, COLLECTION
SITE AND LABORATORY, AND THEIR
AGENTS FROM ANY LIABILITY THEY
MIGHT OTHERWISE HAVE FOR THE
ACTIONS I AM AUTHORIZING

Employee Signature

Date and Time

APPLICANT CONSENT/REFUSAL FORM (IOWA)

I, _____, understand that I must take and pass a drug test
Print Name

if I want to be hired by Ascendis Pharma.

I know I may refuse to take the test if I wish, but that my refusal will mean I will not be
hired.

I understand that if I consent to testing:

- I will have to provide a specimen at a site chosen by the Company and cooperate in the site's normal collection procedures;
- My specimen will be tested for marijuana, cocaine, opiates, amphetamines, and phencyclidine (and may be tested for such other controlled substances as may be dictated by the circumstances in accordance with the requirements of applicable law);
- If a certified laboratory finds evidence of drug use in my specimen after confirmation testing, the Medical Review Officer ("MRO") will make reasonable efforts to contact me so I can attempt to explain or rebut my test results. If I explain or rebut the results to the satisfaction of the MRO, I will be treated as if I passed the test. If not, I will have failed the test. The MRO will disclose my test results to the Company;
- If I refuse to cooperate or fail the drug test, I will not be hired by the Company;
- The Company shall provide me with written notice of a positive drug test result, the name and address of the MRO who made the report to the Company, and my right to request any records relating to my drug test; and
- I have the right to request in writing, within fifteen (15) days from the date the Company mails written notice of a positive drug test result to me, any records relating to my drug test.

After considering my options, I have freely, knowingly and voluntarily decided to:

_____ REFUSE TO BE TESTED

_____ CONSENT TO AND AUTHORIZE
TESTING AND THE DISCLOSURE OF
MY TEST RESULTS TO ASCENDIS
PHARMA, AND RELEASE THE
COMPANY, ITS MRO, COLLECTION
SITE AND LABORATORY, AND THEIR
AGENTS FROM ANY LIABILITY THEY
MIGHT OTHERWISE HAVE FOR THE
ACTIONS I AM AUTHORIZING

Applicant Signature

Date and Time

MEDICAL INFORMATION DISCLOSURE FORM (IOWA)

INSTRUCTIONS TO APPLICANT/EMPLOYEE: You will be tested for **marijuana** (THC, blunt, bud, dope, ganja, grass, green, herb, joints, Mary Jane, pot, reefer, sinsemilla, skunk, smoke, trees, weed), **cocaine** (Hydrochloride, blow, bump, C, candy, Charlie, coke, crack, flake, rock, snow, toot), **amphetamines** (Biphetamine, Desoxyn, Dexedrine, bennies, black beauties, chalk, crank, crosses, crystal, fire, glass, go fast, hearts, ice, LA turnaround, meth, speed, tina, truck drivers, uppers), **opiates** (Codeine, Captain Cody, China white, Cody, doors & fours, loads, pancakes and syrup, schoolboy, Heroin, Diacetylmorphine, brown sugar, dope, H, horse, junk, skag, skunk, smack, white horse, Morphine, Roxanol, Duramorph, M, Miss Emma, monkey, white stuff, Opium, Laudanum, Paregoric, big O, black stuff, block, gum, hop, Oxycodone, Oxycontin, Oxy, O.C., killer), and **phencyclidine** (PCP, angel dust, boat, hog, love boat, peace pill). You may disclose any over-the-counter or prescribed medications you are using or have used recently, or disclose any medical information or other information you think may be relevant on the lines below:

Medications used: _____

Other relevant information: _____

Keep a copy of this form for yourself and give the other copy to the person who collects your specimen. The other copy will be sent to the Company's MRO. If you test positive, the MRO will consider the information you disclose before reporting a positive drug test result to the Company.

DO **NOT** GIVE A COPY OF THIS FORM TO THE COMPANY.