

Environmental, Health and Safety Policy

Our Social Responsibility Commitment is embedded in our company's core purpose and vision, to transform patient outcomes through life-changing science and innovation for more years of life and quality of life for people around the globe. We believe it is our responsibility to ensure that our actions benefit not only our primary stakeholders (patients, employees, and shareholders), but also society as a whole.

The five priority topics and material Corporate Social Responsibility aspects that we have put forward are:

- Add more years of life and quality of life for patients.
- Develop therapies with patients and the healthcare community to address unmet patient needs.
- Bring our medicines to the broadest patient population possible.
- Be a diverse, equitable and inclusive, and trusted organization.
- Transition into a low carbon organization.

Galapagos' Board of Directors will demonstrate leadership and commitment with respect to the health, safety, and environment priority by ensuring:

- EHS policies and objectives are established and compatible with the strategic direction and context of the organization.
- The resources to integrate the EHS management system and its requirements into the organisation's business processes are available.

To support this policy, Galapagos is committed to achieving the following objectives:

- **Regulatory Compliance:**

We operate in a highly regulated sector governed by numerous laws and regulations concerning employee health and safety, and environmental impact. Therefore, we are committed to identifying, evaluating, and complying with all applicable EHS laws in every country where Galapagos operates.

- **Sustainable Operations:**

To prevent work-related injury and illness, we will ensure safe and healthy working conditions that address the specific EHS risks faced by workers and others.

In addition, we will:

- Minimize our carbon footprint and reduce pollution and waste throughout our operations and entire value chain.

- Strive to reduce our consumption of natural resources, prioritizing sustainable resources where possible, and continually assess and mitigate health and safety risks for our employees and service providers to further reduce incidents and accidents.
- Foster openness and dialogue on EHS matters with our employees, employee representatives and both internal and external stakeholders.
- Educate, train, motivate, and involve Galapagos employees in a safe and environmentally responsible practices, making each employee accountable for protecting people and the environment in and around their workplace.

We are committed to effectively managing EHS risks and performance, actively seeking meaningful opportunities to reduce risks and continuously improve our EHS performance and management system.