



ENVIRONMENTAL, HEALTH AND SAFETY POLICY

Our social responsibility commitment is embedded in our company's core purpose and vision, which is to find new ways to improve treatment options and quality of life for patients and their families with our novel mode of action investigational medicines. We believe we have a responsibility to ensure our actions not only benefit our main stakeholders (patients, employees, and shareholders), but also society as a whole.

The four priority topics and material [Corporate Social Responsibility](#) aspects that we put forward are:

- improving people's lives;
- our employees, who are the strength behind Galapagos;
- conducting business ethically and responsibly;
- caring about health, safety, and the environment.

Galapagos' management board will demonstrate leadership and commitment with respect to the fourth 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.

In support of this, Galapagos will commit to achieving the following objectives:

Regulatory Compliance:

We operate in a highly regulated sector which is subject to numerous laws and regulations related to environmental impact, well-being and safety of employees, and thus we will identify, evaluate and comply with all applicable EHS laws, in all countries in which Galapagos operates.

Sustainable Operations:

We will provide, in order to prevent work-related injury and illness, safe and healthy working conditions that are appropriate to the specific nature of the EHS risks to which workers and others are exposed. Furthermore, we will:

- minimize the organization's carbon footprint and the creation of pollution and waste from our operations throughout our value chain;
- strive to diminish our consumption of natural resources, using sustainable resources where possible;
- pursue, evaluate and eliminate the health and safety risks to which our employees and service suppliers are being exposed, aiming to further reduce incidents/accidents;
- foster openness and dialogue on EHS matters with our employees, employee representatives and internal and external stakeholders; and
- educate, train, motivate and involve Galapagos employees to work in a safe and environmentally responsible manner; making every employee responsible for protecting people and environment, in and around his or her workplace.

We are committed to manage EHS risk and performance effectively: actively seeking and acting upon meaningful opportunities to reduce risk and continuous improvement of our EHS performance and management system.

Bart Filius

President and COO, Galapagos NV