

Galapagos Appoints Tania Philipp as Chief Human Resources Officer

Seasoned Life Sciences Executive Joins Galapagos with Strong Track Record in Change Management

Mechelen, Belgium; March 5, 2026, 22:01 CET — Galapagos NV (Euronext & NASDAQ: GLPG) today announced the appointment of Tania Philipp as Chief Human Resources Officer (CHRO), effective March 4, 2026. Ms. Philipp will also join the Management Committee. She succeeds Annelies Missotten, who will remain with the company through June 30, 2026, to ensure a smooth transition.

Ms. Philipp brings nearly three decades of experience as an executive-level human resources leader supporting the vision, mission and objectives of life sciences companies. Most recently, she served as an Executive Human Resources Consultant at Vor Bio, following several years as Chief People Officer and Vice President, Head of People, supporting the organization through key phases of development. Prior to that, she held HR leadership roles including Vice President, Human Resources at Tango Therapeutics, and senior HR roles at Bavarian Nordic and other life science organizations. Ms. Philipp holds an M.A. in Psychology from the University of the Pacific and attended Hollins University.

“We are delighted to welcome Tania to Galapagos,” said Henry Gosebruch, CEO of Galapagos. “Tania brings a proven ability to build strong cultures within early-stage life sciences organizations undergoing transformation. She will play a critical role as we build a high-performing, purpose-driven culture at Galapagos focused on bringing meaningful medicines to patients.”

Gosebruch continued: “I also want to thank Annelies for her outstanding leadership and contributions during her time at Galapagos. I am grateful that we will continue to benefit from her experience and leadership over the next several months as we continue to execute our transformation.”

“I am excited to join Galapagos at this important moment in the Company’s evolution,” said Ms. Philipp. “I look forward to partnering with the leadership team to further strengthen our culture and ensure we are well positioned to execute our strategy and deliver meaningful value for patients and shareholders.”

About Galapagos

Galapagos is a biotechnology company built to bring meaningful medicines to patients with serious diseases in therapeutic areas of unmet need. The Company combines world-class deal making expertise with capital to identify, acquire, and advance promising opportunities that have the potential to drive value for patients and shareholders. Applying a modality-agnostic asset selection approach and operational flexibility, Galapagos prioritizes oncology and immunology & inflammation programs with clear clinical proof-of-concept in emerging areas. For more information, visit www.glpg.com or follow us on [LinkedIn](#) or [X](#).

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