

Corporate Social Responsibility

Introduction

Crucell is aware of the corporate social responsibility it has towards its employees, customers, shareholders, the local community and society at large. The Company is committed to being a good corporate citizen. Crucell's policy is to conduct its business affairs honestly and in an ethical manner.

Primary business

Crucell's strategy is to develop products that address currently unmet medical needs, particularly in relation to infectious diseases. We believe that our business makes a valuable contribution to society. By developing and manufacturing useful medicines, we improve the quality of life for large groups of people. Sustainable development is considered to be an integral part of the way we do business.

Vaccines

Vaccines protect against disease. They have a longer-term benefit and are more cost effective than treating people after they fall ill. Vaccination is also beneficial in preventing disease outbreaks and reducing long-term effects of disease including permanent disabilities.

We make vaccines that protect against a number of debilitating and deadly diseases including hepatitis A and B, typhoid, seasonal influenza, measles, rubella and cholera. In 2007 we distributed more than 90 million vaccine doses in more than 70 countries throughout the world. Of these, more than 80% went to developing countries.

For our Quinvaxem paediatric vaccine, we have been awarded major contracts by supranational organizations related to the World Health Organization (WHO). These contracts underline Crucell's position as a supplier of important vaccines to improve public health. Quinvaxem is the first internationally available fully-liquid vaccine containing antigens against five important childhood diseases. The product makes a significant contribution to children's vaccination programs in the developing world.

Innovation

Crucell's research efforts today are focused on developing vaccines and proteins that address unmet market needs and bring innovation to global health. We believe our research and development into innovative new vaccines and proteins is an

important part of our corporate social responsibility. In 2007, Crucell invested € 64 million and employed 368 people in research and development programs.

Currently we are researching vaccines against (seasonal and pandemic) influenza, ebola, malaria, tuberculosis and HIV/AIDS as well as antibody products against rabies, avian influenza and hospital-acquired bacterial infection. Our yellow fever vaccine is in late-stage development.

Many of the diseases we are working to combat severely affect developing countries. We are one of the few companies developing vaccines against the World Health Organization's three priority diseases: malaria and tuberculosis and HIV/AIDS. To support our work in these and other development areas, Crucell receives grants from government, supranational and welfare organizations.

Research and development

Research and development into new and valuable vaccines and proteins is fundamental for the future of our Company. The nature of the business Crucell operates in means that it is critically important we meet high ethical and scientific standards in our work.

Clinical trials

Before any vaccine or medical product can be marketed, it must first go through a series of clinical trials in humans to test the product's safety and effectiveness. Before reaching this point, a vaccine is likely to have already been in development for a number of years and undergone rigorous pre-clinical testing.

Typically, clinical trials unfold in three phases in order to gather data and information about a vaccine or medicine and its performance. This forms the basis of a dossier submitted to regulatory authorities. For vaccines, the progression of clinical trials differs to some extent from conventional medicines. This is because vaccines are primarily given to healthy individuals as a preventative measure while medicines are for use in patients already suffering from a condition.

All Crucell clinical trials are carried out in compliance with the principles outlined in the World Medical Association Declaration of Helsinki on the 'Ethical Principles for Medical Research Involving Human Subjects', the Good Clinical Practice (GCP) guidelines developed by the International Conference on Harmonization (ICH) and the local legal requirements.

Before the start of any study, the Study Protocol, the Subject Information and the Informed Consent forms, as well as all other study-related documents, as required by applicable laws and regulations, are submitted to the responsible Institutional Review Board (IRB)/Independent Ethics Committee (IEC) for written approval. The IRB/IEC, according to the applicable laws and regulations, are kept informed about Amendments to the Study Protocol including, but not limited to, any new information that require an ethical reconsideration of the Study Protocol.

In addition, before initiating the study, the Clinical Study Protocol is submitted to the relevant Regulatory Authorities and approval is obtained according to applicable laws and regulations.

Animal efficacy rule

For virulent and deadly diseases such as ebola, for example, challenge trials where people are exposed to the disease are ethically impossible. The speed of the disease's onset in remote areas also makes it almost impossible to trial a vaccine during an outbreak. It is for these reasons that the Bioshield Act in the U.S. has incorporated an 'animal efficacy rule', requiring proof of efficacy in two animal models, with a phase III study focusing on safety and dosage in humans.

Clinical trials are a long and intensive process so that no drug or vaccine should find its way onto the market and be used in humans without a thorough examination of its benefits and potential side effects.

Patient safety

The safety of our vaccines is of critical importance. Our vaccines are thoroughly monitored, reviewed and evaluated both during development and following commercialization. Any side effects related to our marketed vaccines are reported and if necessary investigated. When appropriate, investigations are conducted on the possible causal relationship of the reported adverse events. This may result in the inclusion of the adverse event in the Summary of Product Characteristics (SPC) or, in the most extreme cases, in withdrawal of the involved batch(es) or of the product from the market.

The industry we operate in is highly regulated. Our products are subjected to the highest standards, both from an internal and external point of view. External audits of our products are carried out on a regular basis.

Ethical conduct

Ethics are an integral part of how a company and its employees conduct themselves. Adhering to high standards of ethics and transparency is important in dealings with stakeholders and contributes to business success. In every aspect of our work Crucell aims to demonstrate the highest levels of integrity, accountability, openness and fairness.

Code of Conduct

Crucell has a Code of Business Conduct and Ethics (the 'Code of Conduct') available on the Company's website (www.crucell.com) and intranet. The Code of Conduct underlines that one of the most valuable assets of Crucell is its integrity. The Code applies to every officer, director and employee of the Company.

We have a whistle blower policy in place, which encourages employees to report abuses and non-compliance of our Code of Conduct – anonymously if necessary.

Company stakeholders

Crucell is committed to dealing fairly and honestly with the Company's customers, suppliers, competitors, employees and shareholders. Crucell does not permit engagement in unfair methods of competition or unfair or deceptive acts and practices. We do not allow representatives of the Company to take unfair advantage of anyone through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or any other unfair or unethical dealing. Our business standards are founded on transparency, honesty and integrity.

Most of our suppliers and customers are in the medical industry, are non-profit organizations or are intermediate distribution companies. We have no indication nor are we aware of unethical behaviour by our suppliers and customers.

Employees

Our working environment is based on respect for the individual, innovation and creativity. We value open communication, a critical attitude and a can-do mentality. Focus and flexibility are also important. We encourage people to think where no one has thought before and make significant contributions to the company.

Diversity

Diversity in the workplace is important for giving different viewpoints to better understand the needs of customers and patients. Crucell values both gender and ethnic diversity and acts as an equal opportunity employer. In 2007, 41% of our workforce was female, with 11% holding management positions. The Company employed people of more than 26 different nationalities.

Development, appraisal and remuneration programs

We firmly believe that investing in our people is investing in our future. We work hard to attract and retain the best and we spend a lot of time and effort training our team to become highly qualified employees. Crucell is dedicated to developing our employees' competencies and promoting individual performance.

In 2007, Crucell began using a new global Performance Management System. The appraisals based on this system were used for the Remuneration Round in 2007. Using this approach a global procedure was put in place for all management.

A global remuneration policy was also used for the first time in 2007. This policy is for all members of management who are not members of the Management Board or Management Committee.

Internal communications

Good internal communications are essential in creating a transparent and open working environment. Crucell has worked hard in 2007 to further develop a range of communications channels to keep employees informed and up-to-date with company developments. Two important communications channels include the global intranet site and the internal newsletter. The global intranet was introduced in August and provides news and information on developments taking place within the Company. Local intranet sites are maintained at each subsidiary and include information relevant to that specific location. The internal newsletter, titled Crucell Update, was published each month during 2007.

Workers Council

In 2007, Management met with the Dutch Workers Council on five occasions. Items on the agenda included subjects like the introduction of the new Workers Council, the strategy of the Company,

financials, the conducted external salary benchmarks, information sessions that were held by the Workers Council amongst employees and retention and recruitment. Next to these formal meetings several informal discussions took place about employee matters between the Workers Council and the CEO and Human Resources department.

Health, safety and the environment

Our daily activities at Crucell include working with high-risk materials and procedures. For that reason, the authorities have created an extensive and detailed system of rules and permits aimed at protecting both the environment and the individual employee. We manage health and safety together with the environment in an integrated system.

We use a Biological Safety Manual developed in-house to meet the specific needs of our working environment. Crucell personnel involved in Research and Development are required to undertake a course titled 'Safe Microbiological Techniques and Virology'.

Regulations and continuous improvement

Crucell seeks to comply with both the letter and spirit of the laws, rules, regulations and company policies under which we operate. Given the nature of our work at Crucell and the materials we handle, the protection of our employees and the environment is of utmost importance. Above and beyond compliance with legal requirements, our processes aim to meet the goal of continuous improvement.