

# GRI Sustainability Reporting Standards

Ernst & Young has audited Group financial statements and Company financial statements, as well as sections Social performance, Environmental performance and Sustainability statements. Where in the table cross-reference is made to these parts, the information is included in the scope of one of these audits. For the other information in the report, Ernst & Young has assessed whether this information is consistent with the information in the aforementioned parts. Where there is no cross-reference to a section in the Report, assurance is not applicable. Please refer to Independent auditor's report and Assurance report of the independent auditor.

In the table below, reference is made to the integrated financial, social and environmental annual report 2016 of Royal Philips. The full report can be downloaded at <https://www.results.philips.com#!/downloads>.

## General Standard Disclosures

profile disclosure	description	cross-reference
<b>GRI 102: General Disclosures</b>		
<b>Organizational profile</b>		
102-1	Name of the organization	See section 9 Corporate governance
102-2	Activities, brands, products, and services	See section Creating value for our stakeholders See section 3.1.1 About Personal Health businesses See section 3.2.1 About Diagnosis & Treatment businesses See section 3.3.1 About Connected Care & Health Informatics businesses See section 3.4.1 About HealthTech Other See section 3.5.2 About Lighting See section GRI Sustainability Reporting Standards Philips did not sell any banned or disputed products in 2016.
102-3	Location of headquarters	See section 9.5 Investor Relations
102-4	Location of operations	See section 3 Segment performance See section 10.9.2 Information by segment and main country See section 10.9.5 Interests in entities
102-5	Ownership and legal form	See section 9 Corporate governance
102-6	Markets served	See section Our 2016 performance at a glance See section 2.2.1 Improving people's lives See section 4 Making the world healthier and more sustainable See section 3 Segment performance See section 3.1.1 About Personal Health businesses See section 3.2.1 About Diagnosis & Treatment businesses See section 3.3.1 About Connected Care & Health Informatics businesses See section 3.5.2 About Lighting
102-7	Scale of the organization	See section Our 2016 performance at a glance See section 3 Segment performance See section 10.9.2 Information by segment and main country See section 10.9.5 Interests in entities See section 10.9.6 Income from operations See section 10.9.17 Equity See section 10.9.18 Debt
102-8	Information on employees and other workers	See section 2.2.2 Including, engaging and inspiring our people See section 2.2.3 Hiring and acquiring our people See section 2.2.4 Employment See section 10.9.6 Income from operations See section 12.1.7 Comparability and completeness See the graphs at the end of this GRI SRS table.
102-9	Supply chain	See section 2.2.9 Supplier sustainability See section 5.4 Operational risks See section 12.3.8 Supplier indicators See section Supplier Sustainability Goals and Progress
102-10	Significant changes to the organization and its supply chain	See section 2.1.11 Discontinued operations See section 2.1.13 Acquisitions and divestments See section 2.1.15 Net cash provided by (used for) continuing operations See section 2.1.16 Cash flows from discontinued operations See section 14.2 Share information See section 10.9.3 Discontinued operations and other assets classified as held for sale See section 10.9.4 Acquisitions and divestments See section 12 Sustainability statements See section 12.3.8 Supplier indicators
102-11	Precautionary Principle or approach	See section 5.1 Our approach to risk management See section 9.1 Board of Management and Executive Committee See section 12.4.2 Biodiversity
102-12	External initiatives	See section 12 Sustainability statements See section 12.3.7 Stakeholder Engagement See section 12.3.8 Supplier indicators
102-13	Membership of associations	See section 12 Sustainability statements See section 12.3.7 Stakeholder Engagement See section 12.3.8 Supplier indicators

<b>Strategy</b>		
102-14	Statement from senior decision-maker	See section 1 Message from the CEO
102-15	Key impacts, risks, and opportunities	See section 1 Message from the CEO See section 3 Segment performance See section 5 Risk management
<b>Ethics and integrity</b>		
102-16	Values, principles, standards, and norms of behavior	See section 2.2.7 General Business Principles See section 5.1 Our approach to risk management
102-17	Mechanisms for advice and concerns about ethics	See section 2.2.7 General Business Principles See section 12.3.5 General Business Principles See section 12.3.6 The Philips Foundation
<b>Governance</b>		
102-18	Governance structure	See section 9 Corporate governance See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board See section 12.1.9 Sustainability governance
102-19	Delegating authority	See section 9 Corporate governance See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board See section 12.1.9 Sustainability governance
102-20	Executive-level responsibility for economic, environmental, and social topics	See section 6 Management See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board See section 12.1.9 Sustainability governance
102-21	Consulting stakeholders on economic, environmental, and social topics	See section 2.2.8 Working with stakeholders See section 9.5 Investor Relations See section 12.1.2 Stakeholders See section 12.3.7 Stakeholder Engagement See section 14.6 Investor contact
102-22	Composition of the highest governance body and its committees	See section 6 Management See section 7 Supervisory Board See section 8 Supervisory Board report See section 8.1 Report of the Corporate Governance and Nomination & Selection Committee See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board
102-23	Chair of the highest governance body	See section 9.1 Board of Management and Executive Committee
102-24	Nominating and selecting the highest governance body	See section 8 Supervisory Board report See section 8.1 Report of the Corporate Governance and Nomination & Selection Committee See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board
102-25	Conflicts of interest	See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board
102-26	Role of highest governance body in setting purpose, values, and strategy	See section 8 Supervisory Board report See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board See section 9.3 General Meeting of Shareholders See section 12.1.9 Sustainability governance
102-27	Collective knowledge of highest governance body	See section 8 Supervisory Board report See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board
102-28	Evaluating the highest governance body's performance	See section 5.1 Our approach to risk management See section 8 Supervisory Board report See section 8.1 Report of the Corporate Governance and Nomination & Selection Committee See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board See section 12.1.9 Sustainability governance
102-29	Identifying and managing economic, environmental, and social impacts	See section 5.1 Our approach to risk management See section 8 Supervisory Board report See section 9.1 Board of Management and Executive Committee See section 9.2 Supervisory Board See section 12.1.2 Stakeholders
102-30	Effectiveness of risk management processes	See section 5.1 Our approach to risk management See section 8.3 Report of the Audit Committee See section 9.1 Board of Management and Executive Committee See section 12.1.9 Sustainability governance
102-31	Review of economic, environmental, and social topics	See section 5.1 Our approach to risk management See section 8.3 Report of the Audit Committee

		See section 9.1 Board of Management and Executive Committee See section 12.1.9 Sustainability governance
102-32	Highest governance body's role in sustainability reporting	See section 8 Supervisory Board report See section 12.1.9 Sustainability governance
102-33	Communicating critical concerns	See section 2.2.7 General Business Principles See section 5.1 Our approach to risk management See section 9.1 Board of Management and Executive Committee
102-34	Nature and total number of critical concerns	See section 12.3.5 General Business Principles
102-35	Remuneration policies	See section 8.2 Report of the Remuneration Committee- "Remuneration policy"
102-36	Process for determining remuneration	See section 8.2 Report of the Remuneration Committee See section 9.1 Board of Management and Executive Committee- "Amount and composition of the remuneration of the Board of Management" See section 10.9.28 Information on remuneration
102-37	Stakeholders' involvement in remuneration	See section 8.2 Report of the Remuneration Committee See section 9.1 Board of Management and Executive Committee- "Amount and composition of the remuneration of the Board of Management" See section 7 Supervisory Board See section 9.3 General Meeting of Shareholders See section 9.4 Meeting logistics and other information
102-38	Annual total compensation ratio	Not applicable - Philips does not consider this indicator relevant. Philips makes an impact on local communities by the salaries it pays to its employees. Salaries are based on industry norms as described in <a href="#">General business principles</a>
102-39	Percentage increase in annual total compensation ratio	Not applicable - Philips does not consider this indicator relevant. Philips makes an impact on local communities by the salaries it pays to its employees. Salaries are based on industry norms as described in <a href="#">General business principles</a>
<b>Stakeholder engagement</b>		
102-40	List of stakeholder groups	See section 12.1.2 Stakeholders
102-41	Collective bargaining agreements	For all Philips businesses, guidance is applicable regarding collective bargaining agreements (see <a href="#">General Business Principles</a> ). The actual percentage of employees covered by collective bargaining agreements is managed and monitored at local level. Philips considers this percentage on consolidated level not relevant.
102-42	Identifying and selecting stakeholders	See section 2.2.8 Working with stakeholders See section 12.1.2 Stakeholders
102-43	Approach to stakeholder engagement	See section 12.1.2 Stakeholders See section 12.1.4 Material topics and our focus
102-44	Key topics and concerns raised	See section 2.2.8 Working with stakeholders See section 12.1.2 Stakeholders See section 12.3.7 Stakeholder Engagement
<b>Reporting practice</b>		
102-45	Entities included in the consolidated financial statements	See section 3 Segment performance See section 10.9.2 Information by segment and main country See section 10.9.5 Interests in entities
102-46	Defining report content and topic Boundaries	See section 12.1 Approach to sustainability reporting
102-47	List of material topics	See section 12.1.4 Material topics and our focus
102-48	Restatements of information	See section 2.3.3 Sustainable Operations See section 12.4.3 Sustainable Operations See section 12.1.7 Comparability and completeness
102-49	Changes in reporting	See section 12.1 Approach to sustainability reporting
102-50	Reporting period	January - December 2016
102-51	Date of most recent report	February 2016
102-52	Reporting cycle	Yearly
102-53	Contact point for questions regarding the report	See section 14.6 Investor contact
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: comprehensive option.
102-55	GRI content index	See section GRI Sustainability Reporting Standards
102-56	External assurance	See section 2.3 Environmental performance See section 8.3 Report of the Audit Committee See section 9.4 Meeting logistics and other information See section 10.2 Report of the independent auditor See section 10.3 Independent auditors' report on internal control over financial reporting See section 12.1.10 External assurance

See section 12.5 Assurance report of the independent auditor

### Specific Standard Disclosures

profile disclosure	description	cross-reference
<b>Employee Health and Safety</b>		
<b>GRI 403: Occupational Health and Safety</b>		
403	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
403-1	Workers representation in formal joint management–worker health and safety committees	See section 12.3.4 Health and Safety performance On segment level, different initiatives exist to help decrease the number and severeness of Lost Workday Injury cases. The percentage of total workforce represented is managed and monitored at local levels. Philips considers this data on consolidated level not relevant.
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	See section 12.3.4 Health and Safety performance See section 2.2.6 Health and Safety See section 12.1.8 Data definitions and scope See section 13 Five-year overview- "Sustainability" On site level, insight exist in gender specific information. Philips considers this data on consolidated level not relevant.
403-3	Workers with high incidence or high risk of diseases related to their occupation	See section 12.3.4 Health and Safety performance
403-4	Health and safety topics covered in formal agreements with trade unions	See <a href="#">General business principles</a> The content of formal agreements with trade unions varies per country. The inclusion of Health and Safety topics in these agreements is monitored locally and not considered relevant to be reported on Group level.
<b>Product responsibility and regulation</b>		
<b>GRI 416: Customer Health and Safety</b>		
416	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
416-1	Assessment of the health and safety impacts of product and service categories	All significant products are assessed in terms of Health and Safety Impact during the design phase as a part of our EcoDesign procedures, but also during our sourcing phase. For more information on our EcoDesign refer to See section 2.3.1 Green Innovation. For more information on our sourcing please refer to See section 12.3.8 Supplier indicators.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	As defined by GRI, no incidents of non-compliance related to any type of court order took place in 2016. Information on current consumer product recalls can be found on <a href="http://www.recall.philips.com">www.recall.philips.com</a> .
<b>GRI 417: Marketing and Labeling</b>		
417	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
417-1	Requirements for product and service information and labeling	The type of product and service information provided on our products is based on local and/or regional requirements e.g. EU-CE safety marketing and performance markings based on on ErP directive. For all significant products certain kind of labelling is needed based on different regulations.
417-2	Incidents of non-compliance concerning product and service information and labeling	As defined by GRI, no incidents of non-compliance related to any type of court order took place in 2016.
417-3	Incidents of non-compliance concerning marketing communications	As defined by GRI, no incidents of non-compliance related to any type of court order took place in 2016.
<b>Responsible supply chains</b>		
<b>GRI 204: Procurement Practices</b>		
204	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
204-1	Percentage of materials used that are recycled input materials	See section 12.4.1 Circular Economy
<b>GRI 308: Supplier Environmental Assessment</b>		
308	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
308-1	New suppliers that were screened using environmental criteria	See section 2.2.9 Supplier sustainability See section 12 Sustainability statements- "Supplier audits" See section 12.3.8 Supplier indicators

308-2	Negative environmental impacts in the supply chain and actions taken	See section 2.2.9 Supplier sustainability See section 12.3.8 Supplier indicators
<b>GRI 408: Child Labor</b>		
408	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
408-1	Operations and suppliers at significant risk for incidents of child labor	See section 12.3.8 Supplier indicators
<b>GRI 409: Forced Or Compulsory Labor</b>		
409	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See section 12.3.8 Supplier indicators
<b>GRI 412: Human Rights Assessment</b>		
412	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
412-1	Operations that have been subject to human rights reviews or impact assessments	See section 2.2.9 Supplier sustainability See section 12 Sustainability statements <b>General Business principles</b> The total number and percentage of operations that have been subject to human rights reviews or impact assessments are monitored at local level. Philips considers this data on consolidated level not relevant.
412-2	Employee training on human rights policies or procedures	See section 2.2.7 General Business Principles See section 12.3.5 General Business Principles See section 12.3.8 Supplier indicators For all Philips businesses, guidance is applicable regarding employee training on human rights policies as part of the GBP. Total hours and percentage of employee training are managed and monitored at local level. Philips considers these data on consolidated level not relevant.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	See section 2.2.7 General Business Principles See section 12.3.5 General Business Principles
<b>GRI 414: Supplier Social Assessment</b>		
414	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
414-1	Total weight of waste by type and disposal method	See section 2.2.9 Supplier sustainability See section 12 Sustainability statements
414-2	Total number and volume of significant spills	See section 2.2.9 Supplier sustainability See section 12 Sustainability statements See section 12.3.8 Supplier indicators
<b>Business ethics and general business principles</b>		
<b>GRI 205: Anti-Corruption</b>		
205	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
205-1	Operations assessed for risks related to corruption	See section 5.1 Our approach to risk management See section 5.5 Compliance risks See section 12.3.5 General Business Principles
205-2	Communication and training about anti-corruption policies and procedures	See section 2.2.7 General Business Principles
205-3	Confirmed incidents of corruption and actions taken	See section 12.3.5 General Business Principles
<b>GRI 206: Anti-Competitive Behavior</b>		
206	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See section 5.5 Compliance risks See section 12.3.5 General Business Principles
<b>GRI 406: Non-Discrimination</b>		
406	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
406-1	Incidents of discrimination and corrective actions taken	See section 12.3.5 General Business Principles See section 12.3.8 Supplier indicators
<b>GRI 419: Socioeconomic Compliance</b>		
419	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
419-1	Non-compliance with laws and regulations in the social and economic area	See section 10.9.25 Contingent assets and liabilities
<b>Energy efficiency</b>		
<b>GRI 302: Energy</b>		
302	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
302-1	Energy consumption within the organization	See section 2.3.3 Sustainable Operations See section 12.1.8 Data definitions and scope See section 12.4.3 Sustainable Operations

302-2	Energy consumption outside of the organization	See section 12.3.8 Supplier indicators
302-3	Energy intensity	See section 2.3.3 Sustainable Operations See section 12.4.3 Sustainable Operations
302-4	Reduction of energy consumption	See section 2.3.3 Sustainable Operations See section 12.1.8 Data definitions and scope See section 12.4.3 Sustainable Operations
302-5	Reductions in energy requirements of products and services	See section 2.3.1 Green Innovation See section 2.3.2 Green Revenues See section 12 Sustainability statements

profile disclosure	description	cross-reference
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#### Climate change

##### GRI 305: Emissions

305	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
305-1	Direct (Scope 1) GHG emissions	See section 2.3.3 Sustainable Operations See section 12.1.8 Data definitions and scope See section 12.4.3 Sustainable Operations
305-2	Energy indirect (Scope 2) GHG emissions	See section 2.3.3 Sustainable Operations See section 12.1.8 Data definitions and scope See section 12.4.3 Sustainable Operations
305-3	Other indirect (Scope 3) GHG emissions	See section 2.3.3 Sustainable Operations See section 12.1.8 Data definitions and scope See section 12.4.3 Sustainable Operations
305-4	GHG emissions intensity	See section 2.3.3 Sustainable Operations See section 12.1.8 Data definitions and scope See section 12.4.3 Sustainable Operations
305-5	Reduction of GHG emissions	See section 2.3.3 Sustainable Operations See section 12.1.8 Data definitions and scope See section 12.4.3 Sustainable Operations
305-6	Emissions of ozone-depleting substances (ODS)	See section 12.4.3 Sustainable Operations
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	See section 2.3.3 Sustainable Operations See section 12.1.8 Data definitions and scope See section 12.4.3 Sustainable Operations

#### Material topics which Philips partially report according to GRI Standards

##### Metrics beyond financials

##### GRI 203: Indirect Economic Impacts

203	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
203-1	Infrastructure investments and services supported	See section 12.3.6 The Philips Foundation See section 12.3.7 Stakeholder Engagement
203-2	Significant indirect economic impacts	See section 2.2.8 Working with stakeholders See section 3.1.2 2016 business highlights See section 3.2.2 2016 business highlights See section 3.3.2 2016 business highlights See section 3.4.2 2016 business highlights See section 3.5.3 2016 business highlights See section 12.3.6 The Philips Foundation See section 12.3.7 Stakeholder Engagement
Own indicator		See section 2.2 Social performance See section 2.3 Environmental performance See section 12 Sustainability statements

#### Circular economy

##### GRI 306: Effluents and Waste

306	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
306-1	Water discharge by quality and destination	Philips is not a water-intensive company, so this indicator is not applicable for Philips.
306-2	Waste by type and disposal method	See section 2.3.3 Sustainable Operations See section 12.4.3 Sustainable Operations See section 12 Sustainability statements- "Comparability and completeness" See section 13 Five-year overview
306-3	Significant spills	See section 12.4.3 Sustainable Operations
306-4	Transport of hazardous waste	See section 12.4.3 Sustainable Operations
306-5	Water bodies affected by water discharges and/or runoff	Philips is not a water-intensive company, so this indicator is not applicable for Philips.
Own indicator		See section 1 Message from the CEO See section 2.3.3 Sustainable Operations See section 12.3.8 Supplier indicators

#### Conflict minerals

profile disclosure	description	cross-reference
<b>GRI 301: Materials</b>		
301	Management approach disclosures	See section 12.1.4 Material topics and our focus See section 12.1.8 Data definitions and scope
301-1	Materials used by weight or volume	See section Creating value for our stakeholders See section 2.3.1 Green Innovation See section 2.3.2 Green Revenues See section 12.4.1 Circular Economy See section 13 Five-year overview
301-2	Recycled input materials used	See section 2.3.1 Green Innovation See section 2.3.2 Green Revenues See section 12.4.1 Circular Economy See section 13 Five-year overview
301-3	Reclaimed products and their packaging materials	See section 2.3.1 Green Innovation See section 12.4.1 Circular Economy
Own indicator		See section 12.3.8 Supplier indicators- "Responsible sourcing of minerals" & "Circular procurement"

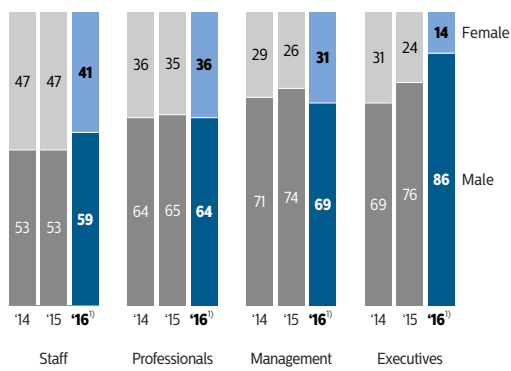
profile disclosure	description	cross-reference
<b>Material topics which Philips report according to own indicators</b>		
<b>Partnerships and co-creation</b>		
Own indicator		See section 3.4.1 About HealthTech Other See section 12 Sustainability statements
<b>Big data and Privacy</b>		
Own indicator		See section 5.4 Operational risks See section 3.1.1 About Personal Health businesses See section 3.2.1 About Diagnosis & Treatment businesses See section 3.3.1 About Connected Care & Health Informatics businesses
<b>Rising healthcare costs</b>		
Own indicator		See section 1 Message from the CEO See section 3 Segment performance See section 3.2.1 About Diagnosis & Treatment businesses See section 3.3.1 About Connected Care & Health Informatics businesses
<b>Healthy living</b>		
Own indicator		See section 1 Message from the CEO See section 3 Segment performance See section 3.1.1 About Personal Health businesses  See section 3.3.1 About Connected Care & Health Informatics businesses
<b>Chronic and lifestyle related diseases</b>		
Own indicator		See section 1 Message from the CEO See section 3 Segment performance See section 3.2.1 About Diagnosis & Treatment businesses See section 3.3.1 About Connected Care & Health Informatics businesses
<b>Aging population</b>		
Own indicator		See section 1 Message from the CEO See section 3 Segment performance See section 3.1.1 About Personal Health businesses See section 3.2.1 About Diagnosis & Treatment businesses See section 3.3.1 About Connected Care & Health Informatics businesses



**GRI 103: Management Approach**

103-1	Explanation of the material topic and its Boundary	See section 12.1.1 Tracking trends See section 12.1.2 Stakeholders See section 12.1.4 Material topics and our focus See section 12.1.6 Boundaries of sustainability reporting
103-2	The management approach and its components	See section 12.1.4 Material topics and our focus See section 12.1.5 Programs and targets See section 12.1.7 Comparability and completeness See section 12.1.8 Data definitions and scope See section 12.1.9 Sustainability governance
103-3	Evaluation of the management approach	See section 12.1.2 Stakeholders See section 12.1.9 Sustainability governance See section 12.1.10 External assurance See section 12.5 Assurance report of the independent auditor

Philips Group  
**New hire diversity** in %  
2014 - 2016



<sup>1)</sup> Royal Philips HealthTech businesses

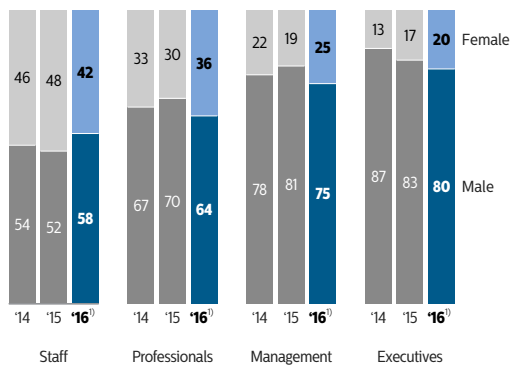
Royal Philips HealthTech businesses  
**Contract type by geography** in %  
2016

	Permanent	Temporary
Western Europe	30.4	1.5
North America	29.8	0.0
Other mature geographies	4.2	0.2
Growth geographies	33.3	0.6

Royal Philips HealthTech businesses  
**Part-time by gender** in %  
2016

	Full-time	Part-time
Female	31.5	2.3
Male	64.8	1.4

Philips Group  
**Exit diversity** in %  
2014 - 2016



<sup>1)</sup> Royal Philips HealthTech businesses

Royal Philips HealthTech businesses  
**Contract type by gender** in %  
2016

	Permanent	Temporary
Female	32.7	1.1
Male	64.9	1.3