

Binding list of nominees

In relation to the Annual General Meeting of Shareholders of Koninklijke Philips N.V. (Royal Philips) to be held on Tuesday, May 7, 2024.

Nominee for appointment as member of the Board of Management

In accordance with Article 10, paragraph 2 of the company's Articles of Association, the Supervisory Board has drawn up the following binding nomination of a nominee for appointment to the position of member of the Board of Management of the company, at the Annual General Meeting of Shareholders 2024.

Ms C.M. Hanneman (Dutch, 1978)

Charlotte Hanneman will join Philips as a member of Philips' Executive Committee on June 1, 2024, to start her induction and transition into the role of Chief Financial Officer (CFO) of Royal Philips. Subject to her appointment at the Annual General Meeting of Shareholders 2024, she will succeed the current CFO Abhijit Bhattacharya as member of the Board of Management and CFO as per October 1, 2024.

Ms Hanneman (Dutch, 1978) will join Philips with over 20 years' experience in the MedTech and pharmaceutical industries, most recently as Controller and Head of Financial Planning & Analysis at global medical technology company Stryker, responsible for financial control, enterprise financial planning and analysis, and business development finance. She was also responsible for indirect procurement, and directly responsible for the finance teams across Europe, Middle East and Africa, Canada, and Latin America.

Prior to that, she held several international finance leadership roles at Stryker, and other multinational healthcare companies, including Merck, Schering-Plough and Organon. Ms Hanneman has extensive experience working in the US and has lived in various countries across Asia and Europe. She holds a master's degree in economics and an executive master of finance and control from Maastricht University, the Netherlands.

The appointment of Ms Hanneman is recommended, broadening the diversity of the Board of Management while further deepening the industry expertise of the team to help drive the plan to create value with sustainable impact.

In line with the Dutch Corporate Governance Code, members of the Board of Management are (re-)appointed for the term of four years as laid down in the Articles of Association. This effectively means that Ms Hanneman's term of appointment will expire at the end of the Annual General Meeting to be held in 2028. The services agreement (*overeenkomst van opdracht*) between the company and Ms Hanneman, has been published on the company's website.

Nominees for (re-)appointment as members of the Supervisory Board

In accordance with Article 19, paragraph 2 of the company's Articles of Association, the Supervisory Board has nominated the following persons for (re-)appointment as members of the Supervisory Board, at the Annual General Meeting of Shareholders 2024 (which nominations are binding).

Mr F. Sijbesma (Dutch, 1959)

Feike Sijbesma has been a member of the Supervisory Board since 2020 and Chairman of the Supervisory Board since May 2021. He is also the Chairman of the Corporate Governance and Nomination & Selection Committee, and member of the Remuneration Committee. Furthermore, he currently is Honorary Chairman of DSM, non-executive Director of Unilever NV, Co-Chair of the Global Climate Adaptation Center and Member of the Board of Trustees of the World Economic Forum.

Mr Sijbesma is recommended to be re-appointed in view of his contributions to the Supervisory Board in the past four years and the way he fulfills his role as Chairman of the Supervisory Board and his role as Chairman of the Corporate Governance and Nomination & Selection Committee, and more specifically recognizing his global business and sustainability leadership.

Mr Sijbesma holds 25,000 shares in Royal Philips and is considered an independent member of the Supervisory Board under the Dutch Corporate Governance Code.

The Supervisory Board proposes to re-appoint Mr Sijbesma as a member of the Supervisory Board, effective May 7, 2024, for a period of four years. In line with the Dutch Corporate Governance Code and the Articles of Association, the term of appointment of Mr Sijbesma will expire at the end of the Annual General Meeting to be held in 2028.

Mr P. Löscher (Austrian, 1957)

Peter Löscher has been a member of the Supervisory Board since 2020. He is also a member of the Board of Directors of Telefónica S.A. and CaixaBank S.A. and Chairman of the Supervisory Board of Telefónica Deutschland Holding AG, Non-Executive Director of Thyssen-Bornemisza Group AG and Doha Venture Capital LLC.

Mr Löscher is recommended to be re-appointed in view of his contributions to the Supervisory Board in the past four years and the way he fulfills his role as member of the Audit Committee and the Quality & Regulatory Committee, and more specifically in view of his experience as a seasoned business leader in the medical technology and pharmaceutical industries.

Mr Löscher holds 21,658 shares in Royal Philips and is considered an independent member of the Supervisory Board under the Dutch Corporate Governance Code.

The Supervisory Board proposes to re-appoint Mr Löscher as a member of the Supervisory Board, effective May 7, 2024, for a period of four years. In line with the Dutch Corporate Governance Code and the Articles of Association, the term of appointment of Mr Löscher will expire at the end of the Annual General Meeting to be held in 2028.

Mr B. Ribadeau-Dumas (French, 1972)

As announced on August 14, 2023, Philips and Exor N.V. entered into a relationship agreement on August 13, 2023, as a result of which Exor bought a 15% shareholding in the company to support Philips' plan to create value with sustainable impact. The relationship agreement with Exor has been published on the company's website, and includes Exor's commitment to be a long-term shareholder and its right to propose one member to the Supervisory Board. In accordance with the proposal that Exor has made, the Supervisory Board now proposes to appoint Benoît Ribadeau-Dumas as member of the Supervisory Board.

Benoît Ribadeau-Dumas has been Managing Director at Exor since 2022. He leads Exor's activities and investments related to the healthcare sector, leveraging his extensive experience with large and global industrial companies and the management of high technology businesses in the aerospace, defense, and energy sector. He currently also is a member of the board of directors of Institut Merieux, Stellantis and Welltec. Previously, he was member of the board of management of ZodiacAerospace. Prior to that, Mr Ribadeau-Dumas was chief of staff for the French Prime Minister.

Mr Ribadeau-Dumas holds no shares in Royal Philips and the independence exception of best practice provision 2.1.7(iii) of the Dutch Corporate Governance Code is deemed to apply to him subject to the continuation of Exor's nomination right.

The Supervisory Board proposes to appoint Mr Ribadeau-Dumas as a member of the Supervisory Board, effective May 7, 2024, for a period of four years. In line with the Dutch Corporate Governance Code and the Articles of Association, the term of appointment of Mr Ribadeau-Dumas will expire at the end of the Annual General Meeting to be held in 2028.

Amsterdam, March 2024

The Supervisory Board

