

## Proposed 2024 Remuneration Policy for the Supervisory Board

Please find below the 2024 Remuneration Policy for the Supervisory Board, that is proposed and recommended for adoption during the Annual General Meeting of Shareholders to be held on May 7, 2024. This 2024 Remuneration Policy will replace the previous Remuneration Policy, which was adopted by our shareholders at the 2020 Annual General Meeting of Shareholders. Please also refer to the explanatory note to the relevant agenda item (as published on the company's website, [www.philips.com/agm](http://www.philips.com/agm)), describing the process we followed, how we engaged with our stakeholders and the main changes following from the proposal. Those explanations are incorporated by reference and constitute an integral part of the proposed 2024 Remuneration Policy.

### Objectives and principles

The overarching objective of the 2024 Remuneration Policy for the Supervisory Board is to enable its members to fulfill their duties, acting independently: supervising the policies and management and the general affairs of Philips, and supporting the Board of Management and the Executive Committee with advice. Also the members of the Supervisory Board are guided by the company's long-term interests, with due observance of the company's mission, vision and strategy, taking into account the interests of shareholders and all other stakeholders.

As also reflected in the profile of the Supervisory Board (as updated early 2024 and included in the Rules of Procedure of the Supervisory Board), it aims for an appropriate combination of knowledge and experience among the members of the Supervisory Board, encompassing a wide range of proficiencies and capabilities, all in relation to the global character of Philips' businesses. The Supervisory Board furthermore aims to have members with diverse set of qualities, including different nationalities and (cultural) backgrounds.

To support the objectives mentioned above, the 2024 Remuneration Policy is aimed at attracting and retaining Supervisory Board members internationally, of the highest caliber and with experience and expertise relevant to our health technology businesses.

### Fixed fee levels

The fixed fee levels shown in the table below are aligned internally (with the wider workforce) and externally (observing the fee levels in the Quantum Peer Group). The fee levels were set below median market levels (and below the 25th percentile market level for the Chairman) paid in the Quantum Peer Group used in the 2024 Remuneration Policy for the Board of Management.

To enable more gradual increases in the future, it is intended to review the fee levels in principle every two years to monitor and take account of market developments and manage expectations from our key stakeholders. In these reviews the Supervisory Board will in principle apply a consistent company-wide approach and thus use the same Quantum Peer Group for the Supervisory Board as is used for the Board of Management.

Fee type (amounts in EUR)	Chairman		Vice Chair		Member	
	2024	As of 2025	2024	As of 2025	2024	As of 2025
Supervisory Board (annual fee)	166,500	175,000	123,500	130,000	107,500	113,000
Audit Committee	29,000	30,500	–	–	19,250	20,250
Remuneration Committee	22,500	23,750	–	–	15,000	15,750
Corporate Governance and Nomination & Selection Committee	22,500	23,750	–	–	15,000	15,750
Quality and Regulatory Committee	22,500	23,750	–	–	15,000	15,750

In accordance with the Dutch Corporate Governance Code, the remuneration for the members of the Supervisory Board is not dependent on the results of the company and does not include any shares (or rights to shares). Members of the Supervisory Board must refrain from short-term transactions in Philips securities. The company does not grant personal loans to members of the Supervisory Board.

### Other fees and reimbursements

Attendance fees, entitlement to Philips product arrangements and fixed net expense allowances are as follows:

Fee and reimbursement type (amounts in EUR)	Chairman	All members
Attendance fee per inter-European trip	2,750	2,750
Attendance fee per intercontinental trip	5,500	5,500
Entitlement to Philips product arrangement	2,000	2,000
Annual fixed net expense allowance	11,345	2,269
Other travel expenses	As reasonably incurred	

### Additional arrangements

The members of the Supervisory Board benefit from coverage under the company's Directors and Officers (D&O) liability insurance.

### Ad-hoc committee

When the activities of the Supervisory Board or other circumstances so require, the Supervisory Board may establish an ad hoc committee formed from among its members and assign certain tasks to such committee. In such event, the Supervisory Board may determine additional fees to be paid to the members of the ad hoc committee, provided that such fees shall not exceed the fee levels of each of the current Committees of the Supervisory Board (other than the Audit Committee).

