



Binding list of nominees

In relation to the Annual General Meeting of Shareholders of Koninklijke Philips N.V. (Royal Philips) to be held on Friday, May 8, 2026.

Nominee for re-appointment as member and Chairman of the Board of Management and President/Chief Executive Officer of the company

In accordance with Article 10, paragraph 2 of the company's Articles of Association, the Supervisory Board has nominated the following person for re-appointment to as member and Chairman of the Board of Management and President/Chief Executive Officer of the company, at the Annual General Meeting of Shareholders 2026 (which nomination is binding).

Mr R.W.O. Jakobs (Dutch/German, 1974)

Roy Jakobs joined Philips in 2010 and became member of the Executive Committee in 2018. In 2022, he was appointed as member and Chairman of the Board of Management and President/Chief Executive Officer of Philips.

The Supervisory Board is very pleased that Mr Jakobs remains available as the company's Chief Executive Officer. His re-appointment is recommended in view of the progress made during his first term of appointment and the Supervisory Board's confidence in his continued leadership as Philips enters the next phase of driving profitable growth. Roy Jakobs has demonstrated clear leadership, strong execution and a relentless focus on strengthening Philips amid an uncertain macro environment. Furthermore, Mr Jakobs has built a strong foundation, enhanced financial resilience and created an impact-driven culture with a highly engaged team focused on delivering better care for more people through meaningful innovation. Since the start of his tenure, significant progress has been made in addressing the Respiroics recall and continuing to improve Philips' culture of patient safety and quality. Supply chain operations are resilient and adaptive as evidenced by the company's management of tariffs. The organization is simpler, leaner and more agile with EUR 2.5 billion productivity savings achieved. The senior leadership team is renewed, and the culture focused on performance, growth, execution and innovation. Company growth is restored, margins materially increased and positive cash generation resulted in a robust balance sheet. The Supervisory Board is confident that Roy Jakobs is the right leader to continue guiding Philips with ongoing focus and accountability to create long-term sustainable value for all stakeholders.

The Supervisory Board recommends re-appointing Mr Jakobs as member of the Board of Management with effect from May 8, 2026, for a period of four years. In line with the Dutch Corporate Governance

Code and the company's Articles of Association, the term of appointment of Mr Jakobs will expire at the end of the Annual General Meeting to be held in 2030.

In accordance with the Articles of Association of the company, the Supervisory Board has made a binding nomination regarding the re-appointment of Mr Jakobs. The new services agreement (*overeenkomst van opdracht*) between the company and Mr Jakobs (which is subject to his re-appointment) 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 2026 (which nominations are binding).

Dr. P.A.M. Stoffels (Belgian, 1962)

Paul Stoffels has been a member of the Supervisory Board since 2018, currently as Vice-Chairman and Secretary of the Supervisory Board, Chairman of the Quality and Regulatory Committee and member of the Corporate Governance and Nomination and Selection Committee. He is the former worldwide Chair of Pharmaceuticals at Johnson & Johnson and former member of the Executive Committee as Chief Scientific Officer at Johnson & Johnson. In addition, he was CEO and Chairman of the Board of Directors of Galapagos N.V. and CEO of Virco and Chairman of Tibotec.

Taking into account the desired profile of the Supervisory Board, including the desired competencies and experiences, the Supervisory Board proposes the re-appointment of Dr. Stoffels (in accordance with the Dutch Corporate Governance Code) for an additional period of two years, effectively until the end of the annual general meeting of shareholders to be held in 2028. Dr. Stoffels' re-appointment is proposed in view of his contributions to the Supervisory Board in the past eight years, the way he has added value through strategic insight and constructive challenges, and how he has fulfilled his role as Vice-Chairman of the Supervisory Board, Chairman of the Quality and Regulatory Committee, and member of the Corporate Governance and Nomination and Selection Committee, always in an active and constructive manner demonstrating sound judgment and independence. The Supervisory Board is of the opinion that Dr. Stoffels' background and experience will continue to be valuable to the company, maintaining continuity in oversight over the company's 2026-2028 plan, the focus on Innovation and the continued deepening of patient safety and quality capability across the company, which includes resolving the consequences of the Philips Respironics voluntary recall.

Mr Stoffels holds 19,143 shares in Royal Philips and is considered an independent member of the Supervisory Board under the Dutch Corporate Governance Code.

The Supervisory Board recommends re-appointing Mr Stoffels as member of the Supervisory Board with effect from May 8, 2026, for a period of two years. In line with the Dutch Corporate Governance Code and the company's Articles of Association, the term of appointment of Mr Stoffels will expire at the end of the Annual General Meeting to be held in 2028.

Ms H.W.P.M.A. Verhagen (Dutch, 1966)

Herna Verhagen has been a member of the Supervisory Board since 2022, currently as Chairwoman of the Remuneration Committee and member of the Audit Committee. She is the former Chief Executive Officer and Chair of the Board of Management of PostNL. Ms Verhagen is currently also a member of the Supervisory Board of ING Groep N.V. It has been announced that she will resign from that position on April 14, 2026, and that she has been nominated for appointment to Adyen N.V.'s Supervisory Board on May 28, 2026.

Ms Verhagen is recommended to be re-appointed in view of her valuable contributions to the Supervisory Board over the past four years and the way she fulfills her role as a Chairwoman of the Remuneration Committee and member of the Audit Committee. During her first term, she has been an engaged and constructive member of the Supervisory Board and its Committees and has demonstrated sound judgement and a strong sense of independence. The Supervisory Board believes that her continued involvement will contribute to the effective functioning of the Supervisory Board and to maintaining an appropriate balance of skills, experience and diversity within the Supervisory Board.

Ms Verhagen holds no shares in Royal Philips and is considered an independent member of the Supervisory Board under the Dutch Corporate Governance Code.

The Supervisory Board recommends re-appointing Ms Verhagen as member of the Supervisory Board with effect from May 8, 2026, for a period of four years. In line with the Dutch Corporate Governance Code and the company's Articles of Association, the term of appointment of Ms Verhagen will expire at the end of the Annual General Meeting to be held in 2030.

Mr S.J. Poonen (American, 1969)

Sanjay Poonen has been a member of the Supervisory Board since 2022, currently as member of the Remuneration Committee. He has held various executive leadership positions in the software industry, including as Chief Operating Officer for VMware and President at SAP, where he led analytics, data management and vertical industry solutions. Currently, he is CEO and President of Cohesity and member of the Board of Directors of Snyk.

Mr Poonen is recommended to be re-appointed in view of his contributions to the Supervisory Board over the past four years and the way he fulfills his role as member of the Remuneration Committee. During his first term, he has contributed through his expertise and extensive experience in information technology and digital transformation. His knowledge is particularly relevant for the strategic focus of the company, as well as the increasing importance of digitalization, artificial intelligence, data management and cybersecurity for the company.

Mr Poonen holds 11,899 shares in Royal Philips and is considered an independent member of the Supervisory Board under the Dutch Corporate Governance Code.

The Supervisory Board recommends re-appointing Mr Poonen as member of the Supervisory Board with effect from May 8, 2026, for a period of four years. In line with the Dutch Corporate Governance Code and the company's Articles of Association, the term of appointment of Mr Poonen will expire at the end of the Annual General Meeting to be held in 2030.

Dr. J.A. DeFord, Ph.D (American, 1962)

With over thirty years in the US medical device industry, John DeFord currently serves as Chairman and CEO of privately-held company Samothrace Medical Innovations (since 2021). Until 2021, he was Chief Technology Officer at Becton Dickinson. He currently holds non-executive directorships on the boards of listed companies Nordson Corporation, Globus Medical, Inc. and Maravai LifeSciences Holdings, Inc., and privately-held company Enable Injections Inc.

Dr. DeFord also served as the senior vice president Research and Development for the interventional segment at Becton Dickinson, following its acquisition of C.R. Bard where he had served in science, technology and clinical affairs roles of increasing responsibility. Prior to joining C.R. Bard, Dr. DeFord was managing director of Early Stage Partners, a venture capital fund. Prior to joining Early Stage Partners, he was president and chief executive officer of Cook Incorporated, a privately held medical device manufacturer.

Dr. DeFord graduated from Purdue University with a bachelor's degree and master's degree in electrical engineering and a Ph.D. in electrical/biomedical engineering.

Throughout his career, Dr. DeFord has demonstrated a consistent commitment to innovation, product development, regulatory strategy, and quality systems, with considerable experience in

interventional, surgical, and implantable devices. His background encompasses a broad range of roles within US-based healthcare and biotechnology organizations.

Dr. DeFord is recommended to be appointed in view of his extensive experience in the medical device industry as a global technology leader and his deep expertise in regulatory affairs and quality systems, particularly in the US, as well as his strong track record in innovation and product development.

Dr. DeFord holds no shares in Royal Philips and will be considered an independent member of the Supervisory Board under the Dutch Corporate Governance Code.

The Supervisory Board recommends appointing Dr. DeFord as member of the Supervisory Board with effect from May 8, 2026, for a period of four years. In line with the Dutch Corporate Governance Code and the company's Articles of Association, the term of appointment of Dr. DeFord will expire at the end of the Annual General Meeting to be held in 2030.

Amsterdam, 23 March 2026

The Supervisory Board

