



## EU Directive Non-Financial Information and Diversity information - reference table 2020

Topic	Subtopic	Included (yes/no)	Page reference
Business model	N/A	Yes	3.1 Driven by purpose 3.2 How we create value 3.3 Our businesses
	A description of the policies pursued	Yes	5.4.3 Inclusion & Diversity 5.4.7 Equal opportunities and equal pay 5.4.8 Living wage 5.4.9 Human Rights 5.4.10 Health & Safety <a href="https://www.philips.com/a-w/about/sustainability/downloads.html">https://www.philips.com/a-w/about/sustainability/downloads.html</a>
Relevant social and personnel matters (e.g. HR, safety etc.)	The outcome of those policies	Yes	5.4.3 Inclusion & Diversity 5.4.8 Living wage 5.4.10 Health & Safety
	Principle risks	Yes	6.4 Operational risks (people)
	How risks are managed	Yes	6.1 Our approach to risk management
	Non-financial key performance indicators	Yes	5.4.3 Inclusion & Diversity 5.4.5 Employee engagement 5.4.10 Health & Safety
Relevant Environmental matters (e.g. climate-related impacts)	A description of the policies pursued	Yes	5.3 Environmental performance <a href="https://www.philips.com/a-w/about/sustainability/downloads.html">https://www.philips.com/a-w/about/sustainability/downloads.html</a>
	The outcome of those policies	Yes	5.3 Environmental performance 5.3.1 Green Innovation 5.3.2 Green Revenues 5.3.3 Sustainable Operations 13.3.1 Circular Economy 13.3.2 Biodiversity 13.3.3 Sustainable Operations
	Principle risks	Yes	3.5 Supply chain and procurement 6.4 Operational risks (supply chain) 6.5 Compliance risks (Product safety, Regulatory)
	How risks are managed	Yes	6.1 Our approach to risk management
	Non-financial key performance indicators	Yes	13.1.5 Approach to sustainability reporting (Programs and targets)
	A description of the policies pursued	Yes	5.4.9 Human Rights 5.5.5 General Business Principles
	The outcome of those policies	Yes	5.4.8 Living wage 13.5.1 General Business Principles
Relevant matters with respect for human rights (e.g. labour protection)	Principle risks	Yes	6.4 Operational risks 6.5 Compliance risks (Regulatory, General Business Principles) 13.4.7 Supplier indicators (responsible sourcing of minerals)
	How risks are managed	Yes	6.1 Our approach to risk management 13.1 Approach to sustainability reporting (Reporting standards (United Nations Global Compact, GRI))
	Non-financial key performance indicators	Yes	5.4.3 Inclusion & Diversity 5.4.10 Health & Safety 13.4.7 Supplier indicators 13.5.1 General Business Principles
Relevant matters with respect to anti-corruption and bribery	A description of the policies pursued	Yes	5.5.5 General Business Principles 6.1 Our approach to risk management (General Business Principles) <a href="https://www.philips.com/a-w/about/investor/governance/business-principles.html">https://www.philips.com/a-w/about/investor/governance/business-principles.html</a> <a href="https://www.philips.com/c-dam/corporate/about-philips/investor-relations/governance/Policy_on_Anti-Bribery_and_Anti-Corruption.pdf">https://www.philips.com/c-dam/corporate/about-philips/investor-relations/governance/Policy_on_Anti-Bribery_and_Anti-Corruption.pdf</a>
	The outcome of those policies	Yes	5.5.5 General Business Principles 13.5.1 General Business Principles
	Principle risks	Yes	6.5 Compliance risks
	How risks are managed	Yes	6.1 Our approach to risk management 13.1 Approach to sustainability reporting (Reporting standards (United Nations Global Compact, GRI))
	Non-financial key performance indicators	Yes	5.5.5 General Business Principles
Insight into the diversity policy (executive board and the supervisory board)	A description of the policies pursued	Yes	8.1 Report of the Corporate Governance and Nomination & Selection Committee (Diversity)
	Description of how the policy is implemented	Yes	8.1 Report of the Corporate Governance and Nomination & Selection Committee (Diversity)
	Diversity targets	Yes	8.1 Report of the Corporate Governance and Nomination & Selection Committee (Diversity)
	Results of the diversity policy	Yes	8.1 Report of the Corporate Governance and Nomination & Selection Committee (Diversity)