



EU Directive Non-Financial Information and Diversity information - reference table 2019

Topic	Subtopic	Included (yes/no)	Page reference
Business model		Yes	3.1 Innovating with purpose 3.2 How we create value 3.3 Our businesses
	A description of the policies pursued	Yes	5.1.3 Inclusion & Diversity 5.1.8 Human Rights 5.1.11 Health & Safety https://www.philips.com/a-w/about/sustainability/downloads.html
Relevant social and personnel matters (e.g. HR safety etc.)	The outcome of those policies	Yes	5.1.3 Inclusion & Diversity 5.1.11 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	5.1.3 Inclusion & Diversity 5.1.5 Employee engagement 5.1.11 Health & Safety
Relevant Environmental matters (e.g. climate-related impacts)	A description of the policies pursued	Yes	5.2 Environmental performance https://www.philips.com/a-w/about/sustainability/downloads.html
	The outcome of those policies	Yes	5.2 Environmental performance 5.2.1 Green Innovation 5.2.2 Green Revenues 5.2.3 Sustainable Operations 13.4.1 Circular Economy 13.4.2 Biodiversity 13.4.3 Sustainable Operations
	Principle risks	Yes	3.5 Supply chain and procurement 6.4 Operational risks (supply chain, reputation) 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)
Relevant matters with respect for human rights (e.g. labour protection)	A description of the policies pursued	Yes	5.1.8 Human Rights 5.1.10 General Business Principles
	The outcome of those policies	Yes	5.1.7 Living wage 13.3.6 Social statements (General Business Principles)
	Principle risks	Yes	6.4 Operational risks (reputation) 6.5 Compliance risks (regulatory, General Business Principles) 13.3.9 Social statements (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))
Relevant matters with respect to anti-corruption and bribery	A description of the policies pursued	Yes	5.1.10 General Business Principles 6.1 Our approach to risk management (General Business Principles) https://www.philips.com/a-w/about/investor/governance/business-principles.html
	The outcome of those policies	Yes	5.1.10 General Business Principles 13.3.6 Social Statements (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))
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)