

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

Topic	Subtopic	Included (yes/no)	Page reference
Business model	N/A	Yes	2.1 Addressing health challenges through innovation 2.2 How we create value 4.1.1 About Personal Health businesses 4.2.1 About Diagnosis & Treatment businesses 4.3.1 About Connected Care & Health Informatics businesses
			3.2.3 Inclusion & Diversity 3.2.7 Human Rights 3.2.9 Health & Safety https://www.philips.com/a-w/about/sustainability/downloads.html
Relevant social and personnel matters (e.g. HR, safety etc.)	A description of the policies pursued	Yes	3.2.3 Inclusion & Diversity 3.2.7 Human Rights 3.2.9 Health & Safety https://www.philips.com/a-w/about/sustainability/downloads.html
	The outcome of those policies	Yes	3.2.3 Inclusion & Diversity 3.2.9 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	3.2.3 Inclusion & Diversity 3.2.5 Employee engagement 3.2.9 Health & Safety
Relevant Environmental matters (e.g. climate-related impacts)	A description of the policies pursued	Yes	3.3 Environmental performance https://www.philips.com/a-w/about/sustainability/downloads.html
	The outcome of those policies	Yes	3.3 Environmental performance 3.3.1 Green Innovation 3.3.2 Green Revenues 3.3.3 Sustainable Operations
	Principle risks	Yes	3.1.13 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 Programs and targets
	Relevant matters with respect for human rights (e.g. labour protection)	A description of the policies pursued	Yes
The outcome of those policies		Yes	13.3.6 General Business Principles
Principle risks		Yes	6.4 Operational risks (reputation) 6.5 Compliance risks (regulatory, General Business Principles) 13.3.9 Supplier indicators (responsible sourcing of minerals)
How risks are managed		Yes	6.1 Our approach to risk management 13.1.3. Reporting standards (United Nations Global Compact)
Non-financial key performance indicators.		Yes	3.2.3 Inclusion & Diversity 3.2.9 Health & Safety 13.3.6. General Business Principles 13.3.9 Supplier indicators
Relevant matters with respect to anti-corruption and bribery	A description of the policies pursued	Yes	3.2.8 General Business Principles 6.1 Our approach to risk management (General Business Principles)
	The outcome of those policies	Yes	3.2.8 General Business Principles 13.3.6 General Business Principles
	Principle risks	Yes	6.5 Compliance risks
	How risks are managed	Yes	6.1 Our approach to risk management 13.1.3. Reporting standards (United Nations Global Compact)
	Non-financial key performance indicators.	Yes	3.2.8 General Business Principles
Insight into the diversity policy (executive board and the supervisory board)	A description of the policies pursued	Yes	9.1 Report of the Corporate Governance and Nomination & Selection Committee (Diversity)
	Description of how the policy is implemented	Yes	9.1 Report of the Corporate Governance and Nomination & Selection Committee (Diversity)
	Diversity targets	Yes	9.1 Report of the Corporate Governance and Nomination & Selection Committee (Diversity)
	Results of the diversity policy	Yes	9.1 Report of the Corporate Governance and Nomination & Selection Committee (Diversity)