

GRI content index

Ernst & Young has audited Group financial statements and Company financial statements, as well as sections Social performance, Environmental performance and Sustainability statements. Where in the table cross-reference is made to these parts, the information is included in the scope of one of these audits. For the other information in the report, Ernst & Young has assessed whether this information is consistent with the information in the aforementioned parts. Where there is no cross-reference to a section in the Report, assurance is not applicable. Please refer to Independent auditor's report and Assurance report of the independent auditor.

In the table below, reference is made to the integrated financial, social and environmental annual report 2019 of Royal Philips. The full report can be downloaded at <https://www.results.philips.com#!/downloads>

Profile Disclosure	Description	Cross-Reference
GRI 102: General Disclosures		
Organizational profile		
102-1	Name of the organization	See section 9 Corporate governance
102-2	Activities, brands, products, and services	See section 3.2 How we create value See section 3.3.3 Personal Health businesses See section 3.3.1 Diagnosis & Treatment businesses See section 3.3.2 Connected Care businesses See section 3.3.4 Other Philips did not sell any banned or disputed products in 2019
102-3	Location of headquarters	See section 9.11 Corporate information
102-4	Location of operations	See section 3.3 Our businesses See section 3.4 Our geographies See section 10.9 Note 2 - Information by segment and main country See section 10.9 Note 5 - Interests in entities
102-5	Ownership and legal form	See section 9 Corporate governance
102-6	Markets served	See section 3.3 Our businesses See section 3.4 Our geographies
102-7	Scale of the organization	See section 5.1.1 Improving people's lives - "Lives improved per market" See section 3.3 Our businesses See section 10.9 Note 2 - Information by segment and main country See section 10.9 Note 5 - Interests in entities See section 10.9 Note 6 - Income from operations
102-8	Information on employees and other workers	See section 5.1.3 Inclusion & Diversity See section 5.1.4 Our culture See section 5.1.6 Employment See section 10.9 Note 6 - Income from operations
102-9	Supply chain	See the graphs at the end of this GRI SRS table See section 3.5 Supply chain and procurement See section 6.4 Operational risks See section 13.3.9 Social statements - Supplier indicators Philips supplier sustainability website
102-10	Significant changes to the organization and its supply chain	See section 4.1.4 Acquisitions and divestments See section 4.1.3 Restructuring and acquisition-related charges and goodwill impairment charges See section 3.5 Supply chain and procurement See section 13.3.9 Social statements - Supplier indicators
102-11	Precautionary Principle or approach	See section 3.6 Quality, Regulatory Compliance and Integrity See section 6.1 Our approach to risk management See section 2 Board of Management and Executive Committee See section 13.4.2 Environmental statements - Biodiversity
102-12	External initiatives	See section 13 Sustainability statements See section 13.3.8 Social statements - Stakeholder engagement See section 13.3.9 Social statements - Supplier indicators
102-13	Membership of associations	See section 13 Sustainability statements See section 13.3.8 Social statements - Stakeholder engagement See section 13.3.9 Social statements - Supplier indicators
Strategy		
102-14	Statement from senior decision-maker	See section 1 Message from the CEO
102-15	Key impacts, risks, and opportunities	See section 1 Message from the CEO See section 3.3 Our businesses See section 6 Risk management
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	See section 5.1.4 Our culture See section 5.1.7 Living wage See section 5.1.8 Human Rights See section 5.1.10 General Business Principles See section 6.1 Our approach to risk management Philips GBP website
102-17	Mechanisms for advice and concerns about ethics	See section 5.1.10 General Business Principles See section 13.3.6 Social statements - General Business Principles
Governance		
102-18	Governance structure	See section 9 Corporate governance See section 2 Board of Management and Executive Committee See section 8 Supervisory Board

102-19	Delegating authority	See section 13.1.9 Approach to sustainability reporting - Sustainability governance See section 9 Corporate governance See section 2 Board of Management and Executive Committee See section 8 Supervisory Board See section 13.1.9 Approach to sustainability reporting - Sustainability governance
102-20	Executive-level responsibility for economic, environmental, and social topics	See section 2 Board of Management and Executive Committee See section 8 Supervisory Board See section 13.1.9 Approach to sustainability reporting - Sustainability governance
102-21	Consulting stakeholders on economic, environmental, and social topics	See section 5.1.12 Working with stakeholders See section 12.6 Investor information See section 13.1.2 Approach to sustainability reporting - Stakeholders See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.3.8 Social statements - Stakeholder engagement See section 13.5 Assurance report of the independent auditor
102-22	Composition of the highest governance body and its committees	See section 2 Board of Management and Executive Committee See section 8 Supervisory Board
102-23	Chair of the highest governance body	See section 2 Board of Management and Executive Committee
102-24	Nominating and selecting the highest governance body	See section 8 Supervisory Board See section 8.1 Report of the Corporate Governance and Nomination & Selection Committee
102-25	Conflicts of interest	See section 2 Board of Management and Executive Committee See section 2 Board of Management and Executive Committee See section 8 Supervisory Board
102-26	Role of highest governance body in setting purpose, values, and strategy	See section 8 Supervisory Board See section 2 Board of Management and Executive Committee See section 9.3 General Meeting of Shareholders See section 13.1.9 Approach to sustainability reporting - Sustainability governance
102-27	Collective knowledge of highest governance body	See section 8 Supervisory Board See section 2 Board of Management and Executive Committee
102-28	Evaluating the highest governance body's performance	See section 6.1 Our approach to risk management See section 8 Supervisory Board See section 8.1 Report of the Corporate Governance and Nomination & Selection Committee See section 2 Board of Management and Executive Committee See section 13.1.9 Approach to sustainability reporting - Sustainability governance
102-29	Identifying and managing economic, environmental, and social impacts	See section 6.1 Our approach to risk management See section 8 Supervisory Board See section 2 Board of Management and Executive Committee See section 13.1.2 Approach to sustainability reporting - Stakeholders
102-30	Effectiveness of risk management processes	See section 6.1 Our approach to risk management See section 8.3 Report of the Audit Committee See section 2 Board of Management and Executive Committee See section 13.1.9 Approach to sustainability reporting - Sustainability governance
102-31	Review of economic, environmental, and social topics	See section 6.1 Our approach to risk management See section 8.3 Report of the Audit Committee See section 2 Board of Management and Executive Committee See section 13.1.9 Approach to sustainability reporting - Sustainability governance
102-32	Highest governance body's role in sustainability reporting	See section 8 Supervisory Board
102-33	Communicating critical concerns	See section 13.1.9 Approach to sustainability reporting - Sustainability governance See section 5.1.10 General Business Principles See section 6.1 Our approach to risk management See section 2 Board of Management and Executive Committee
102-34	Nature and total number of critical concerns	See section 13.3.6 Social statements - General Business Principles
102-35	Remuneration policies	See section 8.2.1 Remuneration policy
102-36	Process for determining remuneration	See section 8.2 Report of the Remuneration Committee See section 2 Board of Management and Executive Committee See section 10.9 - Note 27 Information on remuneration
102-37	Stakeholders' involvement in remuneration	See section 8.2 Report of the Remuneration Committee See section 2 Board of Management and Executive Committee See section 8 Supervisory Board See section 9.3 General Meeting of Shareholders See section 9.4 Meeting logistics and other information
102-38	Annual total compensation ratio	See section 8.2.2 2019 Comparison of change in CEO and BoM versus average employee remuneration costs and company performance
102-39	Percentage increase in annual total compensation ratio	See section 8.2.2 2019 Comparison of change in CEO and BoM versus average employee remuneration costs and company performance
Stakeholder engagement		
102-40	List of stakeholder groups	See section 13.1.2 Approach to sustainability reporting - Stakeholders For all Philips businesses, guidance is applicable regarding collective bargaining agreements
102-41	Collective bargaining agreements	(See www.philips.com/gbp). The actual percentage of employees covered by collective bargaining agreements is managed and monitored at local level.
102-42	Identifying and selecting stakeholders	See section 5.1.12 Working with stakeholders
102-43	Approach to stakeholder engagement	See section 13.1.2 Approach to sustainability reporting - Stakeholders See section 13.1.2 Approach to sustainability reporting - Stakeholders See section 13.1.4 Approach to sustainability reporting - Material topics and our focus
102-44	Key topics and concerns raised	See section 5.1.12 Working with stakeholders See section 13.1.2 Approach to sustainability reporting - Stakeholders See section 13.3.8 Social statements - Stakeholder engagement
Reporting practice		
102-45	Entities included in the consolidated financial statements	See section 3.3 Our businesses See section 10.9 Note 2 - Information by segment and main country See section 10.9 Note 5 - Interests in entities
102-46	Defining report content and topic	See section 13.1.6 Approach to sustainability reporting - Boundaries
102-47	List of material topics	See section 13.1.4 Approach to sustainability reporting - Material topics and our focus

102-48	Restatements of information	See section 13.1 Approach to sustainability reporting See section 13.1.7 Approach to sustainability reporting - Comparability and completeness
102-49	Changes in reporting	See section 13.1.7 Approach to sustainability reporting - Comparability and completeness
102-50	Reporting period	January - December 2019
102-51	Date of most recent report	February 2019
102-52	Reporting cycle	Yearly
102-53	Contact point for questions regarding the report	See section 12.6 Investor information
102-54	Claims of reporting in accordance with the GRI Standards	This report has been prepared in accordance with the GRI Standards: comprehensive option.
102-55	GRI content index	See section GRI Sustainability Reporting Standards
102-56	External assurance	See section 8.3 Report of the Audit Committee See section 13.5 Assurance report of the independent auditor

Specific Standard Disclosures

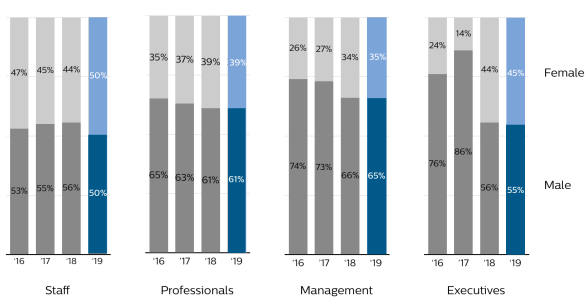
Profile Disclosure	Description	Cross-Reference
Employee well-being, health and safety		
GRI 403: Occupational Health and Safety		
403	Management approach disclosures	See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
403-1	Workers representation in formal joint management-worker health and safety committees	See section 13.3.7 Social statements - Health and Safety performance On segment level, different initiatives exist to help decrease the number and severeness of Lost Workday Injury cases. The percentage of total workforce represented is managed and monitored at local levels. Philips considers this data on consolidated level not relevant.
403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	See section 5.1.11 Health and Safety See section 13.1.8 Approach to sustainability reporting - Scope See section 13.3.7 Social statements - Health and Safety performance See section 12.4 Five-year overview - "Sustainability" On site level, insight exist in gender specific information. Philips considers this data on consolidated level not relevant.
403-3	Workers with high incidence or high risk of diseases related to their occupation	See section 13.3.7 Social statements - Health and Safety performance
403-4	Health and safety topics covered in formal agreements with trade unions	See www.philips.com/gbp. The content of formal agreements with trade unions varies per country. The inclusion of Health and Safety topics in these agreements is monitored locally and not considered relevant to be reported on Group level.
Human rights & responsible supply chains		
GRI 204: Procurement Practices		
204	Management approach disclosures	See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
204-1	Percentage of materials used that are recycled input materials	See section 13.3.9 Social statements - Supplier indicators
GRI 308: Supplier Environmental Assessment		
308	Management approach disclosures	See section 5.1.11 Supplier sustainability See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
308-1	New suppliers that were screened using environmental criteria	See section 5.1.11 Supplier sustainability See section 13.1.5 Approach to sustainability reporting - Programs and targets See section 13.3.9 Social statements - Supplier indicators
308-2	Negative environmental impacts in the supply chain and actions taken	See section 5.2 Environmental performance - Environmental impact and Results 2019
GRI 408: Child Labor		
	Management approach disclosures	See section 5.1.8 Human rights See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
408-1	Operations and suppliers at significant risk for incidents of child labor	See section 13.3.9 Social statements - Supplier indicators
GRI 409: Forced Or Compulsory Labor		
	Management approach disclosures	See section 5.1.8 Human rights See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See section 13.3.9 Social statements - Supplier indicators
GRI 412: Human Rights Assessment		
412	Management approach disclosures	See section 5.1.8 Human rights See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
412-1	Operations that have been subject to human rights reviews or impact assessments	See section 5.1.8 Human rights and Philips' Human Rights report See section 13.3.9 Social statements - Supplier indicators - "Responsible Sourcing of Minerals" General Business principles
412-2	Employee training on human rights policies or procedures	See section 5.1.10 General Business Principles See section 13.3.6 Social statements - General Business Principles See section 13.3.9 Social statements - Supplier indicators - "Responsible Sourcing of Minerals" For all Philips businesses, guidance is applicable regarding employee training on human rights policies as part of the GBP. Total hours and percentage of employee training are managed and monitored at local level. Philips considers these data on consolidated level not relevant.
412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	See section 5.1.10 General Business Principles Philips' Human Rights report See section 13.3.6 Social statements - General Business Principles See section 13.3.9 Social statements - Supplier indicators - "Responsible Sourcing of Minerals"
GRI 414: Supplier Social Assessment		
414	Management approach disclosures	See section 13.1.4 Approach to sustainability reporting - Material topics and our focus

414-1	Percentage of new suppliers that were screened using social criteria	See section 13.1.8 Approach to sustainability reporting - Scope See section 5.1.11 Supplier sustainability See section 13 Sustainability statements
414-2	Total number and volume of significant spills	See section 5.1.11 Supplier sustainability See section 13 Sustainability statements See section 13.3.9 Social statements - Supplier indicators
GRI 205: Anti-Corruption		
205	Management approach disclosures	See section 6.1 Our approach to risk management See section 5.1.10 General Business Principles See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
205-1	Operations assessed for risks related to corruption	See section 6.1 Our approach to risk management See section 6.5 Compliance risks See section 13.3.6 Social statements - General Business Principles
205-2	Communication and training about anti-corruption policies and procedures	See section 5.1.10 General Business Principles
205-3	Confirmed incidents of corruption and actions taken	See section 13.3.6 Social statements - General Business Principles
GRI 206: Anti-Competitive Behavior		
206	Management approach disclosures	See section 6.1 Our approach to risk management See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See section 6.5 Compliance risks See section 13.3.6 Social statements - General Business Principles
GRI 406: Non-Discrimination		
406	Management approach disclosures	Philips GBP website See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
406-1	Incidents of discrimination and corrective actions taken	See section 13.3.6 Social statements - General Business Principles See section 13.3.9 Social statements - Supplier indicators
GRI 419: Socioeconomic Compliance		
419	Management approach disclosures	See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
419-1	Non-compliance with laws and regulations in the social and economic area	See section 10.9 - Note 24 Contingent assets and liabilities
Energy efficiency		
GRI 302: Energy		
302	Management approach disclosures	See section 13.1.9 Approach to sustainability reporting - Sustainability governance See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
302-1	Energy consumption within the organization	See section 5.2.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.4.3 Environmental statements - Sustainable Operations
302-2	Energy consumption outside of the organization	See section 13.3.9 Social statements - Supplier indicators
302-3	Energy intensity	See section 5.2.3 Sustainable Operations See section 13.4.3 Environmental statements - Sustainable Operations
302-4	Reduction of energy consumption	See section 5.2.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.4.3 Environmental statements - Sustainable Operations
302-5	Reductions in energy requirements of products and services	See section 5.2.1 Green Innovation See section 5.2.2 Green Revenues See section 13 Sustainability statements See section 5.1.10 General Business Principles
Employee rights		
GRI 401: Employment		
401-1	New employee hires and employee turnover	See section 5.1 Social performance See section 13.3.1 People development See section 13.3.2 Talent attraction See section 13.3.3 Employee volunteering See section 13.3.4 Building employability See section 13.3.5 Philips Foundation See section 10.9.6 Income from operations See section 10.9.20 Post-employment benefits
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See section 5.1 Social performance See section 13.3.1 People development See section 13.3.2 Talent attraction See section 13.3.3 Employee volunteering See section 13.3.4 Building employability See section 13.3.5 Philips Foundation See section 10.9.6 Income from operations See section 10.9.20 Post-employment benefits
401-3	Parental leave	Some of the detailed data is collected locally and not consolidated at Group level This data is collected locally and not consolidated at Group level See section 13.1.9 Sustainability governance See section 5.1.10 General Business Principles
GRI 407: Freedom of association and collective bargaining		
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See section 5.1.10 General Business Principles General Business Principles See section 3.5.3 Supplier sustainability
Fair and inclusive workplace		
GRI 405: Diversity and equal opportunity		
405-1	Management approach disclosures Diversity of governance bodies and employees	See section 5.1 Social performance See section 13.1.9 Sustainability governance See section 5.1.3 Inclusion & Diversity See last section of this report

405-2	Ratio of basic salary and remuneration of women to men	See section 8.2 Report of the Remuneration Committee
Talent & development		
GRI 404: Training and education	Management approach disclosures	See section 5.1 Social performance See section 13.1.9 Sustainability governance See section 13.3.1 People development See section 13.3.4 Building employability See section 13.3.2 Talent attraction
404-1	Average hours of training per year per employee	See section 5.1 Social performance See section 13.3.1 People development Philips provides the total number of training hours
404-2	Programs for upgrading employee skills and transition assistance programs	See section 5.1 Social performance See section 13.3.1 People development See section 13.3.4 Building employability See section 13.3.2 Talent attraction
404-3	Percentage of employees receiving regular performance and career development reviews	Philips has implemented a semi-annual review process for all employees
Climate change		
GRI 305: Emissions		
305	Management approach disclosures	See section 13.1.9 Approach to sustainability reporting - Sustainability governance See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
305-1	Direct (Scope 1) GHG emissions	See section 5.2.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.4.3 Environmental statements - Sustainable Operations
305-2	Energy indirect (Scope 2) GHG emissions	See section 5.2.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.4.3 Environmental statements - Sustainable Operations
305-3	Other indirect (Scope 3) GHG emissions	See section 5.2.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.4.3 Environmental statements - Sustainable Operations
305-4	GHG emissions intensity	See section 5.2.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.4.3 Environmental statements - Sustainable Operations
305-5	Reduction of GHG emissions	See section 5.2.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.4.3 Environmental statements - Sustainable Operations
305-6	Emissions of ozone-depleting substances (ODS)	See section 13.4.3 Environmental statements - Sustainable Operations (Other greenhouse gases)
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	See section 5.2.3 Sustainable Operations See section 13.4.3 Environmental statements - Sustainable Operations (Hazardous substances emissions and VOC emissions)
Material topics which Philips report according to own indicators		
Circular economy		
Own Indicator		See section 13.4.3 Environmental statements - Sustainable Operations See section 13.1.7 Approach to sustainability reporting - Comparability and completeness See section 13.4.3 Environmental statements - Sustainable Operations See section 13.4.3 Environmental statements - Sustainable Operations
Conflict minerals		
Own Indicator		See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope See section How we create value See section 5.2.1 Green Innovation See section 5.2.2 Green Revenues See section 13.3.9 Social statements - Supplier indicators See section 5.2.1 Green Innovation See section 5.2.2 Green Revenues See section 13.3.9 Social statements - Supplier indicators See section 5.2.1 Green Innovation See section 13.3.9 Social statements - Supplier indicators See section 13.3.9 Social statements - Supplier indicators- "Responsible sourcing of minerals"
Innovation & research		
Own Indicator		See section 1 Message from the CEO See section 4.1.1 Results of operations - Research and development expenses See section 3.3.4 Other See section 13 Sustainability statements See section 5.2.1 Green Innovation
Product responsibility and safety		
Own Indicator	Philips did not yet define an indicator for this topic.	See section 3.6 Quality, Regulatory Compliance and Integrity See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope See section 3 Strategy and Businesses See section 6.5 Compliance risks All significant products are assessed in terms of Health and Safety Impact during the design phase as a part of our EcoDesign procedures, but also during our sourcing phase. For more information on our EcoDesign refer to section 5.2.1 Green Innovation. For more information on our sourcing please refer to section 13.3.9 Supplier indicators. As defined by GRI, no incidents of non-compliance related related to any type of court order took place in 2019. Information on current consumer product recalls can be found on www.recall.philips.com .
Big data and privacy		
Own Indicator	Philips did not yet define an indicator for this topic, but created a number of documents on the topic	See section 1 Message from the CEO See section 3 Strategy and Businesses See section 6.4 Operational risks See section 3.3.3 Personal Health businesses See section 3.3.1 Diagnosis & Treatment businesses See section 3.3.2 Connected Care & Health Informatics businesses

Investor relations & public affairs		
Own Indicator		See section 12.6 Investor information Philips' investor relations website
Access to (quality & affordable) care		
Own Indicator		See section 1 Message from the CEO See section 5.1 Social performance See section 3.3 Our businesses See section 3.3.1 Diagnosis & Treatment businesses See section 3.3.2 Connected Care & Health Informatics businesses
Sustainable Value Creation		
Own Indicator		See section 1 Message from the CEO See section 3 Strategy and Businesses See section 5.1 Social performance See section 13.3.8 Social statements - Stakeholder engagement
GRI 103: Management Approach		
103-1	Explanation of the material topic and its Boundary	See section 13.1 Approach to sustainability reporting - Tracking trends See section 13.1.2 Approach to sustainability reporting - Stakeholders See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.6 Approach to sustainability reporting - Boundaries of sustainability reporting
103-2	The management approach and its components	See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.5 Approach to sustainability reporting - Programs and targets See section 13.1.7 Approach to sustainability reporting - Comparability and completeness See section 13.1.8 Approach to sustainability reporting - Scope See section 13.1.9 Approach to sustainability reporting - Sustainability governance
103-3	Evaluation of the management approach	See section 13.1.2 Approach to sustainability reporting - Stakeholders See section 13.1.9 Approach to sustainability reporting - Sustainability governance See section 13.5 Assurance report of the independent auditor

Royal Philips
New hire diversity in %
2016 - 2019



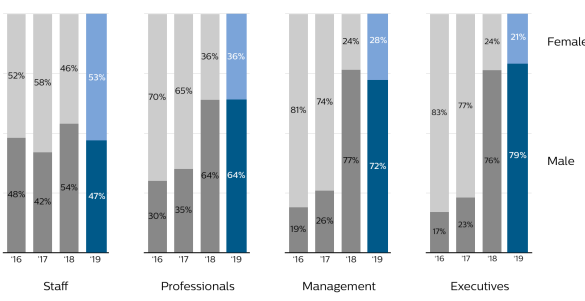
Royal Philips
Contract type by gender in %
2019

	Permanent	Temporary
Female	33.5%	4.7%
Male	60.1%	1.7%
Total	93.6%	6.4%

Royal Philips
Contract type by geography in %
2019

	Permanent	Temporary
Western Europe	29.6%	13.9%
North America	28.9%	0.3%
Other mature geographies	3.2%	2.8%
Growth geographies	38.3%	83.0%
Total	100.0%	100.0%

Royal Philips
Exit diversity in %
2016 - 2019



Royal Philips
Part-time by gender in %
2019

	Full-time	Part-time
Female	35.7%	2.5%
Male	60.2%	1.6%
Total	95.9%	4.1%