

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 2017 of Royal Philips. The full report can be downloaded at <https://www.results.philips.com#!/downloads>.

General Standard Disclosures

profile disclosure	description	cross-reference
GRI 102: General Disclosures		
Organizational profile		
102-1	Name of the organization	See section 10 Corporate governance
102-2	Activities, brands, products, and services	See section Creating value for our stakeholders See section 4.1.1 About Personal Health businesses See section 4.1.2 2017 business highlights See section 4.2.1 About Diagnosis & Treatment businesses See section 4.2.2 2017 business highlights See section 4.3.1 About Connected Care & Health Informatics businesses See section 4.3.2 2017 business highlights See section 4.4.1 About HealthTech Other See section 4.4.2 2017 business highlights Philips did not sell any banned or disputed products in 2017.
102-3	Location of headquarters	See section 10.5 Investor Relations - "Corporate seat and head office"
102-4	Location of operations	See section 4 Segment performance See section 11.9.2 Information by segment and main country See section 11.9.5 Interests in entities - "Interests in group companies"
102-5	Ownership and legal form	See section 10 Corporate governance - "Corporate governance of the Philips Group - Introduction"
102-6	Markets served	See section Our 2017 performance at a glance See section 3.2.1 Improving people's lives - "Lives Improved per market" See section 4 Making the world healthier and more sustainable See section 4 Segment performance See section 4.1.1 About Personal Health businesses See section 4.2.1 About Diagnosis & Treatment businesses See section 4.3.1 About Connected Care & Health Informatics businesses See section 4.4.1 About HealthTech Other
102-7	Scale of the organization	See section Our 2017 performance at a glance See section 4 Segment performance See section 11.9.2 Information by segment and main country See section 11.9.5 Interests in entities See section 11.9.6 Income from operations See section 11.9.17 Equity See section 11.9.18 Debt
102-8	Information on employees and other workers	See section 3.2.3 Inclusion & Diversity See section 3.2.4 Culture of Performance See section 3.2.6 Employment See section 11.9.6 Income from operations - "Employee benefit expenses" and "Employees" See the graphs at the end of this GRI SRS table.
102-9	Supply chain	See section 3.2.11 Supplier sustainability See section 6.4 Operational risks See section 13.3.9 Supplier indicators Philips supplier sustainability website
102-10	Significant changes to the organization and its supply chain	See section 3.1.2 Results of operations - "Discontinued operations" See section 3.1.5 Restructuring and acquisition-related charges and goodwill impairment charges See section 3.1.6 Acquisitions and divestments See section 3.1.7 Changes in cash and cash equivalents, including cash flows See section 11.7 Consolidated statements of cash flows See section 15.2 Share information See section 11.9.3 Discontinued operations and assets classified as held for sale See section 11.9.4 Acquisitions and divestments See section 13 Sustainability statements See section 13.3.9 Supplier indicators
102-11	Precautionary Principle or approach	See section 3.4 Our commitment to Quality See section 6.1 Our approach to risk management See section 10.1 Board of Management and Executive Committee See section 13.4.2 Biodiversity
102-12	External initiatives	See section 13 Sustainability statements See section 13.3.8 Stakeholder Engagement See section 13.3.9 Supplier indicators
102-13	Membership of associations	See section 13 Sustainability statements See section 13.3.8 Stakeholder Engagement See section 13.3.9 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 4 Segment performance See section 6 Risk management
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	See section 3.2.4 Culture of Performance See section 3.2.8 General Business Principles See section 6.1 Our approach to risk management
102-17	Mechanisms for advice and concerns about ethics	See section 3.2.8 General Business Principles See section 13.3.6 General Business Principles
Governance		
102-18	Governance structure	See section 10 Corporate governance See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board See section 13.1.9 Sustainability governance
102-19	Delegating authority	See section 10 Corporate governance See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board See section 13.1.9 Sustainability governance
102-20	Executive-level responsibility for economic, environmental, and social topics	See section 7 Management See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board See section 13.1.9 Sustainability governance
102-21	Consulting stakeholders on economic, environmental, and social topics	See section 3.2.10 Working with stakeholders See section 10.5 Investor Relations See section 13.1.2 Stakeholders See section 13.1.4 Material topics and our focus See section 13.3.8 Stakeholder Engagement See section 13.5 Assurance report of the independent auditor - "Evaluation of the results of the stakeholders' dialogue" See section 15.6 Investor contact
102-22	Composition of the highest governance body and its committees	See section 7 Management See section 8 Supervisory Board See section 9 Supervisory Board report See section 9.1 Report of the Corporate Governance and Nomination & Selection Committee See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board
102-23	Chair of the highest governance body	See section 10.1 Board of Management and Executive Committee
102-24	Nominating and selecting the highest governance body	See section 9 Supervisory Board report See section 9.1 Report of the Corporate Governance and Nomination & Selection Committee See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board
102-25	Conflicts of interest	See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board
102-26	Role of highest governance body in setting purpose, values, and strategy	See section 9 Supervisory Board report See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board See section 10.3 General Meeting of Shareholders See section 13.1.9 Sustainability governance
102-27	Collective knowledge of highest governance body	See section 9 Supervisory Board report See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board
102-28	Evaluating the highest governance body's performance	See section 6.1 Our approach to risk management See section 9 Supervisory Board report See section 9.1 Report of the Corporate Governance and Nomination & Selection Committee See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board See section 13.1.9 Sustainability governance
102-29	Identifying and managing economic, environmental, and social impacts	See section 6.1 Our approach to risk management See section 9 Supervisory Board report See section 10.1 Board of Management and Executive Committee See section 10.2 Supervisory Board See section 13.1.2 Stakeholders
102-30	Effectiveness of risk management processes	See section 6.1 Our approach to risk management See section 9.3 Report of the Audit Committee See section 10.1 Board of Management and Executive Committee

			See section 13.1.9 Sustainability governance
102-31	Review of economic, environmental, and social topics		See section 6.1 Our approach to risk management See section 9.3 Report of the Audit Committee See section 10.1 Board of Management and Executive Committee See section 13.1.9 Sustainability governance
102-32	Highest governance body's role in sustainability reporting		See section 9 Supervisory Board report See section 13.1.9 Sustainability governance
102-33	Communicating critical concerns		See section 3.2.8 General Business Principles See section 6.1 Our approach to risk management See section 10.1 Board of Management and Executive Committee
102-34	Nature and total number of critical concerns		See section 13.3.6 General Business Principles
102-35	Remuneration policies		See section 9.2.1 Remuneration policy
102-36	Process for determining remuneration		See section 9.2 Report of the Remuneration Committee See section 10.1 Board of Management and Executive Committee- "Amount and composition of the remuneration of the Board of Management" See section 11.9.27 Information on remuneration
102-37	Stakeholders' involvement in remuneration		See section 9.2 Report of the Remuneration Committee See section 10.1 Board of Management and Executive Committee- "Amount and composition of the remuneration of the Board of Management" See section 8 Supervisory Board See section 10.3 General Meeting of Shareholders See section 10.4 Meeting logistics and other information
102-38	Annual total compensation ratio		See section 9.2.4 2017 Internal pay ratios
102-39	Percentage increase in annual total compensation ratio		See section 9.2.4 2017 Internal pay ratios
Stakeholder engagement			
102-40	List of stakeholder groups		See section 13.1.2 Stakeholders
102-41	Collective bargaining agreements		For all Philips businesses, guidance is applicable regarding collective bargaining agreements (see General Business Principles). The actual percentage of employees covered by collective bargaining agreements is managed and monitored at local level. Philips considers this percentage on consolidated level not relevant.
102-42	Identifying and selecting stakeholders		See section 3.2.10 Working with stakeholders See section 13.1.2 Stakeholders
102-43	Approach to stakeholder engagement		See section 13.1.2 Stakeholders See section 13.1.4 Material topics and our focus
102-44	Key topics and concerns raised		See section 3.2.10 Working with stakeholders See section 13.1.2 Stakeholders See section 13.3.8 Stakeholder Engagement
Reporting practice			
102-45	Entities included in the consolidated financial statements		See section 4 Segment performance See section 11.9.2 Information by segment and main country See section 11.9.5 Interests in entities
102-46	Defining report content and topic Boundaries		See section 13.1 Approach to sustainability reporting
102-47	List of material topics		See section 13.1.4 Material topics and our focus
102-48	Restatements of information		See section 3.3.3 Sustainable Operations See section 13.4.3 Sustainable Operations See section 13.1.7 Comparability and completeness
102-49	Changes in reporting		See section 13.1 Approach to sustainability reporting
102-50	Reporting period		January - December 2017
102-51	Date of most recent report		February 2017
102-52	Reporting cycle		Yearly
102-53	Contact point for questions regarding the report		See section 15.6 Investor contact
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 3.3 Environmental performance See section 9.3 Report of the Audit Committee See section 10.4 Meeting logistics and other information - "Internal controls and disclosure policies" and "Auditor information" See section 11.2 [To be updated] Report of the independent auditor See section 11.3 Independent auditors' report on internal control over financial reporting See section 13.1.10 External assurance

See section 13.5 Assurance report of the independent auditor

Specific Standard Disclosures

profile disclosure	description	cross-reference
Employee Health and Safety		
GRI 403: Occupational Health and Safety		
403	Management approach disclosures	See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
403-1	Workers representation in formal joint management–worker health and safety committees	See section 13.3.7 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 3.2.9 Health and Safety See section 13.1.8 Data definitions and scope See section 13.3.7 Health and Safety performance See section 14 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 Health and Safety performance
403-4	Health and safety topics covered in formal agreements with trade unions	See General business principles 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.
Product responsibility and regulation		
GRI 416: Customer Health and Safety		
416	Management approach disclosures	See section 3.4 Our commitment to Quality See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
416-1	Assessment of the health and safety impacts of product and service categories	See section 2 Our strategic focus See section 3.4 Our commitment to Quality 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 See section 3.3.1 Green Innovation. For more information on our sourcing please refer to See section 13.3.9 Supplier indicators.
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	As defined by GRI, no incidents of non-compliance related related to any type of court order took place in 2017. Information on current consumer product recalls can be found on www.recall.philips.com .
GRI 417: Marketing and Labeling		
417	Management approach disclosures	See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
417-1	Requirements for product and service information and labeling	The type of product and service information provided on our products is based on local and/or regional requirements e.g. EU-CE safety marketing and performance markings based on on ErP directive. For all significant products certain kind of labelling is needed based on different regulations.
417-2	Incidents of non-compliance concerning product and service information and labeling	As defined by GRI, no incidents of non-compliance related related to any type of court order took place in 2017.
417-3	Incidents of non-compliance concerning marketing communications	As defined by GRI, no incidents of non-compliance related related to any type of court order took place in 2017.
Responsible supply chains		
GRI 204: Procurement Practices		
204	Management approach disclosures	See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
204-1	Percentage of materials used that are recycled input materials	See section 13.3.9 Supplier indicators - "Circular Procurement" See section 13.4.1 Circular Economy
GRI 308: Supplier Environmental Assessment		
308	Management approach disclosures	See section 3.3 Environmental performance - "Environmental impact"

			See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
308-1	New suppliers that were screened using environmental criteria		See section 3.2.11 Supplier sustainability See section 13.1.5 Programs and targets See section 13.3.9 Supplier indicators
308-2	Negative environmental impacts in the supply chain and actions taken		See section 3.3 Environmental performance - "Environmental impact" and "Results 2017" See section 3.2.11 Supplier sustainability See section 13.3.9 Supplier indicators
GRI 408: Child Labor			
408	Management approach disclosures		See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
408-1	Operations and suppliers at significant risk for incidents of child labor		See section 13.3.9 Supplier indicators
GRI 409: Forced Or Compulsory Labor			
409	Management approach disclosures		See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor		See section 13.3.9 Supplier indicators
GRI 412: Human Rights Assessment			
412	Management approach disclosures		See section 3.2.7 Human Rights See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
412-1	Operations that have been subject to human rights reviews or impact assessments		See section 3.2.7 Human Rights See section 13.3.9 Supplier indicators - "Responsible Sourcing of Minerals" General Business principles The total number and percentage of operations that have been subject to human rights reviews or impact assessments are monitored at local level. Philips considers this data on consolidated level not relevant.
412-2	Employee training on human rights policies or procedures		See section 3.2.8 General Business Principles See section 13.3.6 General Business Principles See section 13.3.9 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 3.2.8 General Business Principles See section 13.3.6 General Business Principles See section 13.3.9 Supplier indicators - "Responsible Sourcing of Minerals"
GRI 414: Supplier Social Assessment			
414	Management approach disclosures		See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
414-1	Total weight of waste by type and disposal method		See section 3.2.11 Supplier sustainability See section 13 Sustainability statements
414-2	Total number and volume of significant spills		See section 3.2.11 Supplier sustainability See section 13 Sustainability statements See section 13.3.9 Supplier indicators
Business ethics and general business principles			
GRI 205: Anti-Corruption			
205	Management approach disclosures		See section 3.2.8 General Business Principles See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and 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 General Business Principles
205-2	Communication and training about anti-corruption policies and procedures		See section 3.2.8 General Business Principles
205-3	Confirmed incidents of corruption and actions taken		See section 13.3.6 General Business Principles
GRI 206: Anti-Competitive Behavior			
206	Management approach disclosures		See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and 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 General Business Principles
GRI 406: Non-Discrimination			
406	Management approach disclosures		See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
406-1	Incidents of discrimination and corrective actions taken		See section 13.3.6 General Business Principles See section 13.3.9 Supplier indicators
GRI 419: Socioeconomic Compliance			
419	Management approach disclosures		See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope

419-1	Non-compliance with laws and regulations in the social and economic area	See section 11.9.24 Contingent assets and liabilities
Energy efficiency		
GRI 302: Energy		
302	Management approach disclosures	See section 13.1.9 Sustainability governance See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
302-1	Energy consumption within the organization	See section 3.3.3 Sustainable Operations See section 13.1.8 Data definitions and scope See section 13.4.3 Sustainable Operations
302-2	Energy consumption outside of the organization	See section 13.3.9 Supplier indicators
302-3	Energy intensity	See section 3.3.3 Sustainable Operations See section 13.4.3 Sustainable Operations
302-4	Reduction of energy consumption	See section 3.3.3 Sustainable Operations See section 13.1.8 Data definitions and scope See section 13.4.3 Sustainable Operations
302-5	Reductions in energy requirements of products and services	See section 3.3.1 Green Innovation See section 3.3.2 Green Revenues See section 13 Sustainability statements

profile disclosure	description	cross-reference
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Climate change

GRI 305: Emissions

305	Management approach disclosures	See section 13.1.9 Sustainability governance See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
305-1	Direct (Scope 1) GHG emissions	See section 3.3.3 Sustainable Operations See section 13.1.8 Data definitions and scope See section 13.4.3 Sustainable Operations
305-2	Energy indirect (Scope 2) GHG emissions	See section 3.3.3 Sustainable Operations See section 13.1.8 Data definitions and scope See section 13.4.3 Sustainable Operations
305-3	Other indirect (Scope 3) GHG emissions	See section 3.3.3 Sustainable Operations See section 13.1.8 Data definitions and scope See section 13.4.3 Sustainable Operations
305-4	GHG emissions intensity	See section 3.3.3 Sustainable Operations See section 13.1.8 Data definitions and scope See section 13.4.3 Sustainable Operations
305-5	Reduction of GHG emissions	See section 3.3.3 Sustainable Operations See section 13.1.8 Data definitions and scope See section 13.4.3 Sustainable Operations
305-6	Emissions of ozone-depleting substances (ODS)	See section 13.4.3 Sustainable Operations
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	See section 3.3.3 Sustainable Operations See section 13.1.8 Data definitions and scope See section 13.4.3 Sustainable Operations

Patient safety

GRI 416: Customer Health and Safety

416	Management approach disclosures	See section 1 Message from the CEO See section 3.4 Our commitment to Quality See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
416-1	Assessment of the health and safety impacts of product and service categories	See section 3.4 Our commitment to Quality See section 4.1.1 About Personal Health businesses See section 4.2.1 About Diagnosis & Treatment businesses See section 4.3.1 About Connected Care & Health Informatics businesses
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	See section 6.1 Our approach to risk management See section 6.5 Compliance risks

Material topics which Philips partially report according to GRI Standards

Metrics beyond financials

GRI 203: Indirect Economic Impacts

203	Management approach disclosures	See section 3.3 Environmental performance - "Environmental impact" See section 13.1.9 Sustainability governance See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
203-1	Infrastructure investments and services supported	See section 13.3.4 Building employability See section 13.3.5 The Philips Foundation The Philips Foundation website See section 13.3.8 Stakeholder Engagement

profile disclosure	description	cross-reference
203-2	Significant indirect economic impacts	See section 3.2.10 Working with stakeholders See section 3.3.2 Green Revenues See section 4.1.2 2017 business highlights See section 4.2.2 2017 business highlights See section 4.3.2 2017 business highlights See section 4.4.2 2017 business highlights See section 13.3.5 The Philips Foundation See section 13.3.8 Stakeholder Engagement See section 13.4.1 Circular Economy
Own indicator		See section 3.2 Social performance See section 3.3 Environmental performance See section 13 Sustainability statements

Circular economy

GRI 306: Effluents and Waste

306	Management approach disclosures	See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
306-1	Water discharge by quality and destination	Philips is not a water-intensive company, so this indicator is not applicable for Philips.
306-2	Waste by type and disposal method	See section 3.3.3 Sustainable Operations See section 13.4.3 Sustainable Operations See section 13.1.7 Comparability and completeness See section 14 Five-year overview
306-3	Significant spills	See section 13.4.3 Sustainable Operations
306-4	Transport of hazardous waste	See section 13.4.3 Sustainable Operations
306-5	Water bodies affected by water discharges and/or runoff	Philips is not a water-intensive company, so this indicator is not applicable for Philips.
Own indicator		See section 1 Message from the CEO See section 3.3.3 Sustainable Operations See section 13.3.9 Supplier indicators

Conflict minerals

GRI 301: Materials

301	Management approach disclosures	See section 13.1.4 Material topics and our focus See section 13.1.8 Data definitions and scope
301-1	Materials used by weight or volume	See section Creating value for our stakeholders See section 3.3.1 Green Innovation See section 3.3.2 Green Revenues See section 13.4.1 Circular Economy See section 14 Five-year overview
301-2	Recycled input materials used	See section 3.3.1 Green Innovation See section 3.3.2 Green Revenues See section 13.4.1 Circular Economy See section 14 Five-year overview
301-3	Reclaimed products and their packaging materials	See section 3.3.1 Green Innovation See section 13.4.1 Circular Economy
Own indicator		See section 13.3.9 Supplier indicators- "Responsible sourcing of minerals" & "Circular procurement"

profile disclosure	description	cross-reference
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Material topics which Philips report according to own indicators

Partnerships and co-creation

Own indicator		See section 4.4.1 About HealthTech Other See section 13 Sustainability statements
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Big data and Privacy

Own indicator		See section 6.4 Operational risks See section 4.1.1 About Personal Health businesses See section 4.2.1 About Diagnosis & Treatment businesses See section 4.3.1 About Connected Care & Health Informatics businesses
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Access to (quality & affordable) care

Own indicator		See section 1 Message from the CEO See section 3.2 Social performance See section 4 Segment performance See section 4.2.1 About Diagnosis & Treatment businesses See section 4.3.1 About Connected Care & Health Informatics businesses
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Healthy living

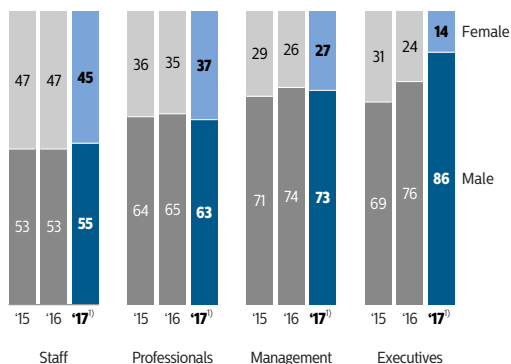
Own indicator		See section 1 Message from the CEO See section 4 Segment performance See section 4.1.1 About Personal Health businesses See section 4.2.1 About Diagnosis & Treatment businesses
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profile disclosure	description	cross-reference
		See section 4.3.1 About Connected Care & Health Informatics businesses
Aging population		
Own indicator		See section 1 Message from the CEO See section 4 Segment performance See section 4.1.1 About Personal Health businesses See section 4.2.1 About Diagnosis & Treatment businesses See section 4.3.1 About Connected Care & Health Informatics businesses
Sustainability development goals		
Own indicator		See section 2 Our strategic focus See section 3.2 Social performance See section 13.3.8 Stakeholder engagement

GRI 103: Management Approach

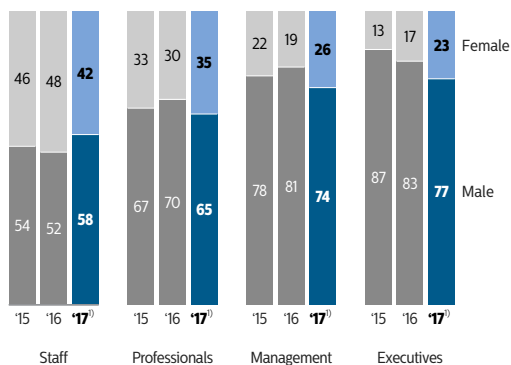
103-1	Explanation of the material topic and its Boundary	See section 13.1.1 Tracking trends See section 13.1.2 Stakeholders See section 13.1.4 Material topics and our focus See section 13.1.6 Boundaries of sustainability reporting
103-2	The management approach and its components	See section 13.1.4 Material topics and our focus See section 13.1.5 Programs and targets See section 13.1.7 Comparability and completeness See section 13.1.8 Data definitions and scope See section 13.1.9 Sustainability governance
103-3	Evaluation of the management approach	See section 13.1.2 Stakeholders See section 13.1.9 Sustainability governance See section 13.1.10 External assurance See section 13.5 Assurance report of the independent auditor

Philips Group
New hire diversity in %
2015 - 2017



¹⁾ Royal Philips HealthTech businesses

Philips Group
Exit diversity in %
2015 - 2017



¹⁾ Royal Philips HealthTech businesses

Royal Philips HealthTech businesses
Contract type by gender in %
2017

	Permanent	Temporary
Female	33.8	1.2
Male	63.6	1.4

Royal Philips HealthTech businesses
Contract type by geography in %
2017

	Permanent	Temporary
Western Europe	30.0	1.3
North America	30.1	0.0
Other mature geographies	4.4	0.3
Growth geographies	33.0	1.0

Royal Philips HealthTech businesses
Part-time by gender in %
2017

	Full-time	Part-time
Female	32.2	2.8
Male	63.5	1.6