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 2020 of Royal Philips. The full report can be downloaded at https://www.results.philips.com/#/downloads.

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See section 13.5.1 Social statements - General Business Principles
### Reporting practice

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### Product responsibility and safety

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### Human rights & responsible supply chains

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<td>Requirements for product and service information and labeling</td>
<td>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 directives. For all significant products certain kind of labelling is needed based on different regulations.</td>
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<td>Incidents of non-compliance concerning product and service information and labeling</td>
<td>As defined by GRI, no incidents of non-compliance related to any type of court order took place in 2020. Information on current consumer product recalls can be found on <a href="http://www.recall.philips.com">www.recall.philips.com</a>.</td>
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<td>417-3</td>
<td>Incidents of non-compliance concerning marketing communications</td>
<td>As defined by GRI, no incidents of non-compliance related to any type of court order took place in 2020.</td>
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### GRI 403: Occupational Health and Safety

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### GRI 417: Marketing and Labeling

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<td>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 directives. For all significant products certain kind of labelling is needed based on different regulations.</td>
</tr>
<tr>
<td>417-2</td>
<td>Incidents of non-compliance concerning product and service information and labeling</td>
<td>As defined by GRI, no incidents of non-compliance related to any type of court order took place in 2020. Information on current consumer product recalls can be found on <a href="http://www.recall.philips.com">www.recall.philips.com</a>.</td>
</tr>
<tr>
<td>417-3</td>
<td>Incidents of non-compliance concerning marketing communications</td>
<td>As defined by GRI, no incidents of non-compliance related to any type of court order took place in 2020.</td>
</tr>
<tr>
<td>GRI Code</td>
<td>Description</td>
<td>See Section</td>
</tr>
<tr>
<td>----------</td>
<td>-----------------------------------------------------------------------------</td>
<td>----------------------------------------------------------------------------</td>
</tr>
<tr>
<td>204-1</td>
<td>Percentage of materials used that are recycled input materials</td>
<td>13.1.8 Approach to sustainability reporting - Material topics and our focus</td>
</tr>
<tr>
<td>308-1</td>
<td>New suppliers that were screened using environmental criteria</td>
<td>13.1.8 Approach to sustainability reporting - Scope</td>
</tr>
<tr>
<td>308-2</td>
<td>Negative environmental impacts in the supply chain and actions taken</td>
<td>5.3 Environmental performance - Environmental impact and Results 2020</td>
</tr>
<tr>
<td>408-1</td>
<td>Operations and suppliers at significant risk for incidents of child labor</td>
<td>13.4.7 Social statements - Supplier indicators</td>
</tr>
<tr>
<td>409-1</td>
<td>Operations and suppliers at significant risk for incidents of forced or compulsory labor</td>
<td>13.4.7 Social statements - Supplier indicators</td>
</tr>
<tr>
<td>412-1</td>
<td>Operations that have been subject to human rights reviews or impact assessments</td>
<td>13.1.8 Approach to sustainability reporting - Scope</td>
</tr>
<tr>
<td>412-2</td>
<td>Employee training on human rights policies or procedures</td>
<td>5.5.5 General Business Principles</td>
</tr>
<tr>
<td>412-3</td>
<td>Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening</td>
<td>5.5.5 General Business Principles</td>
</tr>
<tr>
<td>414-1</td>
<td>Total weight of waste by type and disposal method</td>
<td>13.1.8 Approach to sustainability reporting - Scope</td>
</tr>
<tr>
<td>414-2</td>
<td>Total number and volume of significant spills</td>
<td>13.1.8 Approach to sustainability reporting - Scope</td>
</tr>
<tr>
<td>205-1</td>
<td>Operations assessed for risks related to corruption</td>
<td>6.1 Our approach to risk management</td>
</tr>
<tr>
<td>205-2</td>
<td>Communication and training about anti-corruption policies and procedures</td>
<td>6.5 Compliance risks</td>
</tr>
<tr>
<td>205-3</td>
<td>Confirmed incidents of corruption and actions taken</td>
<td>13.1.5 Social statements - General Business Principles</td>
</tr>
<tr>
<td>406-1</td>
<td>Incidents of discrimination and corrective actions taken</td>
<td>13.1.5 Social statements - General Business Principles</td>
</tr>
</tbody>
</table>

**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
<table>
<thead>
<tr>
<th>Energy efficiency</th>
<th>Description</th>
<th>Cross-Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GRI 302: Energy</strong></td>
<td>Management approach disclosures</td>
<td>See section 13.1.9 Approach to sustainability reporting - Sustainability governance</td>
</tr>
<tr>
<td><strong>302-1</strong></td>
<td>Energy consumption within the organization</td>
<td>See section 5.3.3 Sustainable Operations</td>
</tr>
<tr>
<td><strong>302-2</strong></td>
<td>Energy consumption outside of the organization</td>
<td>See section 13.4.7 Social statements - Supplier indicators</td>
</tr>
<tr>
<td><strong>302-3</strong></td>
<td>Energy intensity</td>
<td>See section 5.3.3 Sustainable Operations</td>
</tr>
<tr>
<td><strong>302-4</strong></td>
<td>Reduction of energy consumption</td>
<td>See section 13.3.3 Environmental statements - Sustainable Operations</td>
</tr>
<tr>
<td><strong>302-5</strong></td>
<td>Reductions in energy requirements of products and services</td>
<td>See section 5.3.1 Green Innovation</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Employee rights</th>
<th>Description</th>
<th>Cross-Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GRI 401: Employment</strong></td>
<td>Management approach disclosures</td>
<td>See section 13.1.9 Approach to sustainability reporting - Sustainability governance</td>
</tr>
<tr>
<td><strong>401-1</strong></td>
<td>New employee hires and employee turnover</td>
<td>See section 13.4.4 Building employability</td>
</tr>
<tr>
<td><strong>401-2</strong></td>
<td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td>
<td>See section 10.9 Note 7: Income from operations</td>
</tr>
<tr>
<td><strong>401-3</strong></td>
<td>Parental leave</td>
<td>This data is collected locally and not consolidated at Group level</td>
</tr>
</tbody>
</table>

| GRI 407: Freedom of association and collective bargaining | 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 |

<table>
<thead>
<tr>
<th>Fair and inclusive workplace</th>
<th>Description</th>
<th>Cross-Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GRI 405: Diversity and equal opportunity</strong></td>
<td>Management approach disclosures</td>
<td>See section 13.1.9 Sustainability governance</td>
</tr>
<tr>
<td><strong>405-1</strong></td>
<td>Diversity of governance bodies and employees</td>
<td>See section 5.4.3 Inclusion &amp; Diversity</td>
</tr>
<tr>
<td><strong>405-2</strong></td>
<td>Ratio of basic salary and remuneration of women to men</td>
<td>See section 8.2 Report of the Remuneration Committee</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Talent &amp; development</th>
<th>Description</th>
<th>Cross-Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>GRI 404: Training and education</strong></td>
<td>Management approach disclosures</td>
<td>See section 13.1.9 Sustainability governance</td>
</tr>
<tr>
<td><strong>404-1</strong></td>
<td>Average hours of training per year per employee</td>
<td>See section 13.4.1 People development</td>
</tr>
<tr>
<td><strong>404-2</strong></td>
<td>Programs for upgrading employee skills and transition assistance programs</td>
<td>See section 13.4.4 Building employability</td>
</tr>
<tr>
<td><strong>404-3</strong></td>
<td>Percentage of employees receiving regular performance and career development reviews</td>
<td>Philips has implemented a semi-annual review process for all employees</td>
</tr>
</tbody>
</table>
### Climate change

<table>
<thead>
<tr>
<th>GRI 305: Emissions</th>
<th>Description</th>
<th>Cross-Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>305</td>
<td>Management approach disclosures</td>
<td>See section 13.1.9 Approach to sustainability reporting - Sustainability governance&lt;br&gt;See section 13.1.4 Approach to sustainability reporting - Material topics and our focus&lt;br&gt;See section 13.1.8 Approach to sustainability reporting - Scope</td>
</tr>
<tr>
<td>305-1</td>
<td>Direct (Scope 1) GHG emissions</td>
<td>See section 5.3.3 Sustainable Operations&lt;br&gt;See section 13.1.8 Approach to sustainability reporting - Scope&lt;br&gt;See section 13.3.3 Environmental statements - Sustainable Operations</td>
</tr>
<tr>
<td>305-2</td>
<td>Energy indirect (Scope 2) GHG emissions</td>
<td>See section 5.3.3 Sustainable Operations&lt;br&gt;See section 13.1.8 Approach to sustainability reporting - Scope&lt;br&gt;See section 13.3.3 Environmental statements - Sustainable Operations</td>
</tr>
<tr>
<td>305-3</td>
<td>Other indirect (Scope 3) GHG emissions</td>
<td>See section 5.3.3 Sustainable Operations&lt;br&gt;See section 13.1.8 Approach to sustainability reporting - Scope&lt;br&gt;See section 13.3.3 Environmental statements - Sustainable Operations</td>
</tr>
<tr>
<td>305-4</td>
<td>GHG emissions intensity</td>
<td>See section 5.3.3 Sustainable Operations&lt;br&gt;See section 13.1.8 Approach to sustainability reporting - Scope&lt;br&gt;See section 13.3.3 Environmental statements - Sustainable Operations</td>
</tr>
<tr>
<td>305-5</td>
<td>Reduction of GHG emissions</td>
<td>See section 13.1.8 Approach to sustainability reporting - Scope&lt;br&gt;See section 13.3.3 Environmental statements - Sustainable Operations</td>
</tr>
<tr>
<td>305-6</td>
<td>Emissions of ozone-depleting substances (ODS)</td>
<td>See section 13.3.3 Environmental statements - Sustainable Operations (Other greenhouse gases)</td>
</tr>
<tr>
<td>305-7</td>
<td>Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions</td>
<td>See section 5.3.3 Sustainable Operations&lt;br&gt;See section 13.3.3 Environmental statements - Sustainable Operations (Hazardous substances emissions and VOC emissions)</td>
</tr>
</tbody>
</table>

### Patient Safety

<table>
<thead>
<tr>
<th>GRI 416: Customer Health and Safety</th>
<th>Description</th>
<th>Cross-Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>416</td>
<td>Management approach disclosures</td>
<td>See section 1 Message from the CEO&lt;br&gt;See section 5.5.3 Quality &amp; Regulatory Compliance&lt;br&gt;See section 13.1.4 Approach to sustainability reporting - Material topics and our focus&lt;br&gt;See section 13.1.8 Approach to sustainability reporting - Scope</td>
</tr>
<tr>
<td>416-1</td>
<td>Assessment of the health and safety impacts of product and service</td>
<td>See section 5.5.3 Quality &amp; Regulatory Compliance&lt;br&gt;See section 3.3.3 Personal Health businesses&lt;br&gt;See section 3.3.1 Diagnosis &amp; Treatment businesses&lt;br&gt;See section 3.3.2 Connected Care &amp; Health Informatics businesses</td>
</tr>
<tr>
<td>416-2</td>
<td>Incidents of non-compliance concerning the health and safety impacts of products and services</td>
<td>See section 6.1 Our approach to risk management&lt;br&gt;See section 6.5 Compliance risks</td>
</tr>
</tbody>
</table>

### Material topics which Philips report according to own indicators

<table>
<thead>
<tr>
<th>Description</th>
<th>Cross-Reference</th>
</tr>
</thead>
<tbody>
<tr>
<td>Circular economy</td>
<td>See section 13.1.4 Approach to sustainability reporting - Material topics and our focus&lt;br&gt;See section 13.1.8 Approach to sustainability reporting - Scope&lt;br&gt;See section 5.3.3 Sustainable Operations&lt;br&gt;See section 13.3.3 Environmental statements - Sustainable Operations&lt;br&gt;See section 13.1.7 Approach to sustainability reporting - Comparability and completeness&lt;br&gt;See section 13.3.1 Environmental statements - Circular Economy&lt;br&gt;See section 13.3.3 Environmental statements - Sustainable Operations</td>
</tr>
</tbody>
</table>
| Conflict minerals | See section 13.1.4 Approach to sustainability reporting - Material topics and our focus<br>See section 13.1.8 Approach to sustainability reporting - Scope<br>See section How we create value<br>See section 5.3.1 Green Innovation<br>See section 5.3.2 Green Revenues<br>See section 13.4.7 Social statements - Supplier indicators<br>See section 5.3.1 Green Innovation<br>See section 5.3.2 Green Revenues<br>See section 13.4.7 Social statements - Supplier indicators<br>See section 5.3.1 Green Innovation<br>See section 5.3.2 Green Revenues<br>See section 13.4.7 Social statements - Supplier indicators |"
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

Philips did not receive any substantiated claims concerning breaches of customer privacy.

**Philips AI principles**

Investor relations & public affairs

**Own Indicator**

See section 12.7 Investor information
Philips’ investor relations website

Public health risks

**Own Indicator**

See section 1 Message from the CEO
See section 5.4.10 Health & Safety
See section 13.4.5 Health and Safety performance

Sustainable Value Creation

**Own Indicator**

See section 1 Message from the CEO
See section 3 Strategy and Businesses
See section 5.4 Social performance

### Permanent vs. Temporary Employment by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Permanent</th>
<th>Temporary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>34.3%</td>
<td>5%</td>
</tr>
<tr>
<td>Male</td>
<td>59.1%</td>
<td>1.6%</td>
</tr>
<tr>
<td>Total</td>
<td>93.4%</td>
<td>6.6%</td>
</tr>
</tbody>
</table>

### Permanent vs. Temporary Employment by Geography

<table>
<thead>
<tr>
<th>Geography</th>
<th>Permanent</th>
<th>Temporary</th>
</tr>
</thead>
<tbody>
<tr>
<td>Western Europe</td>
<td>28.3%</td>
<td>11.1%</td>
</tr>
<tr>
<td>North America</td>
<td>28.0%</td>
<td>0.2%</td>
</tr>
<tr>
<td>Other mature geographies</td>
<td>3.0%</td>
<td>2.2%</td>
</tr>
<tr>
<td>Growth geographies</td>
<td>40.7%</td>
<td>86.5%</td>
</tr>
<tr>
<td>Total</td>
<td>100.0%</td>
<td>100.0%</td>
</tr>
</tbody>
</table>

### Full-time vs. Part-time Employment by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>Full-time</th>
<th>Part-time</th>
</tr>
</thead>
<tbody>
<tr>
<td>Female</td>
<td>36.9%</td>
<td>2.4%</td>
</tr>
<tr>
<td>Male</td>
<td>59.2%</td>
<td>1.5%</td>
</tr>
<tr>
<td>Total</td>
<td>96.1%</td>
<td>3.9%</td>
</tr>
</tbody>
</table>