



GRI content index 2021

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 2021 of Royal Philips. The full report can be downloaded at: <https://www.results.philips.com/>

Organizational profile	Description	Cross-Reference
GRI 102: General Disclosures		
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 3.4.3 Personal Health businesses See section 3.4.1 Diagnosis & Treatment businesses See section 3.4.2 Connected Care businesses See section 3.4.4 Other Philips did not sell any banned or disputed products in 2021
102-3	Location of headquarters	See section 9.11 Corporate information
102-4	Location of operations	See section 3.4 Our businesses See section 3.5 Our geographies See section 5.7 ESG by key country See section 10.9 Note 3 - Information by segment and main country See section 10.9 Note 6 - Interests in entities
102-5	Ownership and legal form	See section 9 Corporate governance
102-6	Markets served	See section 3.4 Our businesses See section 3.5 Our geographies See section 5.4.1 Improving people's lives - "Lives improved per market"
102-7	Scale of the organization	See section 3.4 Our businesses See section 10.9 Note 3 - Information by segment and main country See section 10.9 Note 6 - Interests in entities See section 10.9 Note 7 - Income from operations
102-8	Information on employees and other workers	See section 5.4.4 Inclusion & Diversity See section 5.4.2 Our culture See section 5.4.6 Employment See section 10.9 Note 7 - Income from operations
102-9	Supply chain	See the graphs at the end of this GRI SRS table See section 3.6 Supply chain and procurement See section 6.4 Operational risks See section 13.4.8 Social statements - Supplier indicators Philips supplier sustainability website
102-10	Significant changes to the organization and its supply chain	See section 4.4 Acquisitions and divestments See section 4.3 Restructuring and acquisition-related charges and goodwill impairment charges See section 3.6 Supply chain and procurement See section 13.4.8 Social statements - Supplier indicators
102-11	Precautionary Principle or approach	See section 5.5.3 Quality & Regulatory Compliance See section 6.1 Our approach to risk management See section 2 Board of Management and Executive Committee See section 13.3.2 Environmental statements - Biodiversity
102-12	External initiatives	See section 13 Sustainability statements See section 13.5.2 Social statements - Stakeholder engagement See section 13.4.8 Social statements - Supplier indicators
102-13	Membership of associations	See section 13 Sustainability statements See section 13.5.2 Social statements - Stakeholder engagement See section 13.4.8 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 3.4 Our businesses See section 6 Risk management
Ethics and integrity		
102-16	Values, principles, standards, and norms of behavior	See section 5.4.2 Our culture See section 5.4.8 Living wage See section 5.4.10 Human Rights See section 5.5.5 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 5.5.5 General Business Principles See section 13.5.1 Governance indicators - General Business Principles
Governance		
102-18	Governance structure	See section 9 Corporate governance See section 2 Board of Management and Executive Committee See section 7 Supervisory Board See section 13.1.9 Approach to sustainability reporting - ESG governance
102-19	Delegating authority	See section 9 Corporate governance See section 2 Board of Management and Executive Committee See section 7 Supervisory Board See section 13.1.9 Approach to sustainability reporting - ESG governance
102-20	Executive-level responsibility for economic, environmental, and social topics	See section 2 Board of Management and Executive Committee

102-21	Consulting stakeholders on economic, environmental, and social topics	See section 7 Supervisory Board See section 13.1.9 Approach to sustainability reporting – ESG governance See section 5.4.12 Working with stakeholders See section 12.6 Investor information See section 13.1.2 Approach to sustainability reporting – Stakeholders See section 3.3 Materiality analysis See section 13.1.4 Approach to sustainability reporting – Material topics and our focus See section 13.5.2 Social statements – Stakeholder engagement See section 13.6 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 7 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 7 Supervisory Board See section 8.1 Report of the Corporate Governance and Nomination & Selection Committee See section 2 Board of Management and Executive Committee
102-25	Conflicts of interest	See section 2 Board of Management and Executive Committee See section 7 Supervisory Board
102-26	Role of highest governance body in setting purpose, values, and strategy	See section 7 Supervisory Board See section 2 Board of Management and Executive Committee See section 9.5 General Meeting of Shareholders See section 13.1.9 Approach to sustainability reporting – ESG governance
102-27	Collective knowledge of highest governance body	See section 7 Supervisory Board
102-28	Evaluating the highest governance body's performance	See section 2 Board of Management and Executive Committee See section 6.1 Our approach to risk management See section 7 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 – ESG governance
102-29	Identifying and managing economic, environmental, and social impacts	See section 6.1 Our approach to risk management See section 7 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 – ESG 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 – ESG governance
102-32	Highest governance body's role in sustainability reporting	See section 7 Supervisory Board See section 13.1.9 Approach to sustainability reporting – ESG governance
102-33	Communicating critical concerns	See section 5.5.5 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 13.5.1 Governance indicators – 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 28 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 7 Supervisory Board See section 9.5 General Meeting of Shareholders See section 9.4 Meeting logistics and other information
102-38	Annual total compensation ratio	See section 8.2.3 Remuneration of the board of Management in 2021
102-39	Percentage increase in annual total compensation ratio	See section 8.2.3 Remuneration of the board of Management in 2021
Stakeholder engagement	Description	Cross-Reference
102-40	List of stakeholder groups	See section 13.1.2 Approach to sustainability reporting – Stakeholders
102-41	Collective bargaining agreements	For all Philips businesses, guidance is applicable regarding 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 5.4.12 Working with stakeholders See section 13.1.2 Approach to sustainability reporting – Stakeholders
102-43	Approach to stakeholder engagement	See section 13.1.2 Approach to sustainability reporting – Stakeholders See section 3.3 Materiality analysis See section 13.1.4 Approach to sustainability reporting – Material topics and our focus
102-44	Key topics and concerns raised	See section 5.4.12 Working with stakeholders See section 13.1.2 Approach to sustainability reporting – Stakeholders See section 13.5.2 Social statements – Stakeholder engagement
Reporting practice	Description	Cross-Reference
102-45	Entities included in the consolidated financial statements	See section 3.4 Our businesses See section 10.9 Note 3 – Information by segment and main country See section 10.9 Note 6 – 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 3.3 Materiality analysis 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 2021
102-51	Date of most recent report	February 2021
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 13.6 Assurance report of the independent auditor

Specific Standard Disclosures

Employee well-being, health and safety	Description	Cross-Reference
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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 13.4.6 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 5.4.9 Health and Safety See section 13.1.8 Approach to sustainability reporting - Scope See section 13.4.6 Social statements - Health and Safety performance 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 13.4.6 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.

Product responsibility and safety	Description	Cross-Reference
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GRI 416: Customer Health and Safety

416	Management approach disclosures	See section 5.5.3 Quality & Regulatory Compliance See section 13.1.4 Approach to sustainability reporting - Material topics and our focus
416-1	Assessment of the health and safety impacts of product and service categories	See section 13.1.8 Approach to sustainability reporting - Scope See section 3 Strategy and Businesses See section 5.5.3 Quality & Regulatory Compliance 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 5.3.1 Green/EcoDesigned Innovation. For more information on our sourcing please refer to section 13.4.8 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 2021. 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 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - 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 2021
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 2021

Human rights & responsible supply chains	Description	Cross-Reference
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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 13.4.8 Social statements - Supplier indicators

GRI 308: Supplier Environmental Assessment

308	Management approach disclosures	See section 3.6.3 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 3.6.3 Supplier sustainability See section 13.1.5 Approach to sustainability reporting - Programs and targets See section 13.4.8 Social statements - Supplier indicators
308-2	Negative environmental impacts in the supply chain and actions taken	See section 5.3 Environmental performance - Environmental impact and Results 2021

GRI 408: Child Labor

408	Management approach disclosures	See section 5.4.10 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 13.4.8 Social statements - Supplier indicators

GRI 409: Forced Or Compulsory Labor		
409	Management approach disclosures	See section 5.4.10 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 13.4.8 Social statements – Supplier indicators
GRI 412: Human Rights Assessment		
412	Management approach disclosures	See section 5.4.10 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 5.4.10 Human Rights See section 13.4.8 Social statements – Supplier indicators – “Responsible Sourcing of Minerals” General Business Principles
412-2	Employee training on human rights policies or procedures	See section 5.5.5 General Business Principles See section 13.5.1 Governance indicators – General Business Principles See section 13.4.8 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 5.5.5 General Business Principles See section 13.5.1 Governance indicators – General Business Principles See section 13.4.8 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 See section 13.1.8 Approach to sustainability reporting – Scope
414-1	Total weight of waste by type and disposal method	See section 3.6.3 Supplier sustainability See section 13 Sustainability statements
414-2	Total number and volume of significant spills	See section 3.6.3 Supplier sustainability See section 13 Sustainability statements See section 13.4.8 Social statements – Supplier indicators
GRI 205: Anti-Corruption		
205	Management approach disclosures Management approach disclosures	See section 6.1 Our approach to risk management See section 5.5.5 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 13.5.1 Governance indicators – General Business Principles
205-2	Communication and training about anti-corruption policies and procedures	See section 5.5.5 General Business Principles
205-3	Confirmed incidents of corruption and actions taken	See section 13.5.1 Governance indicators – 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 13.5.1 Governance indicators – 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 13.5.1 Governance indicators – General Business Principles See section 13.4.8 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 25 Contingent assets and liabilities
Energy efficiency		
Energy efficiency	Description	Cross-Reference
GRI 302: Energy		
302	Management approach disclosures	See section 13.1.9 Approach to sustainability reporting – ESG 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 5.3.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting – Scope See section 13.3.3 Environmental statements – Sustainable Operations
302-2	Energy consumption outside of the organization	See section 13.4.8 Social statements – Supplier indicators
302-3	Energy intensity	See section 5.3.3 Sustainable Operations See section 13.3.3 Environmental statements – Sustainable Operations
302-4	Reduction of energy consumption	See section 5.3.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting – Scope See section 13.3.3 Environmental statements – Sustainable Operations
302-5	Reductions in energy requirements of products and services	See section 5.3.1 Green/EcoDesigned Innovation See section 5.3.2 Green/EcoDesigned Revenues See section 13 Sustainability statements See section 5.5.5 General Business Principles
Employee rights		
Employee rights	Description	Cross-Reference

GRI 401: Employment

401	Management approach disclosures	See section 5.4 Social performance See section 13.4.2 People development See section 13.4.3 Talent attraction See section 13.4.4 Employee volunteering See section 13.4.5 Building employability See section 13.4.7 Philips Foundation
401-1	New employee hires and employee turnover	See section 5.4 Social performance See section 13.4.2 People development See section 13.4.3 Talent attraction See section 13.4.4 Employee volunteering See section 13.4.5 Building employability See section 13.4.7 Philips Foundation See section 10.9 Note 7: Income from operations See section 10.9 Note 21: Post-employment benefits
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See section 5.4 Social performance See section 13.4.2 People development See section 13.4.3 Talent attraction See section 13.4.4 Employee volunteering See section 13.4.5 Building employability See section 13.4.7 Philips Foundation See section 10.9 Note 7: Income from operations See section 10.9 Note 21: Post-employment benefits
401-3	Parental leave	This data is collected locally and not consolidated at Group level

GRI 407: Freedom of association and collective bargaining

407		See section 13.1.9 Sustainability governance See section 5.5.5 General Business Principles General Business Principles
407-1		See section 5.5.5 General Business Principles General Business Principles See section 3.5.3 Supplier sustainability

Fair and inclusive workplace	Description	Cross-Reference
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GRI 405: Diversity and equal opportunity

405	Management approach disclosures	See section 5.4 Social performance See section 13.1.9 Sustainability governance
405-1	Diversity of governance bodies and employees	See section 5.4.4 Inclusion & Diversity See last section of this report For all Philips businesses, guidance is applicable regarding diversity and equal opportunity as part of the GBP. Therefore, Philips does not disclose data on 405-1.a.ii, 405-1b.ii See section 8.2 Report of the Remuneration Committee
405-2	Ratio of basic salary and remuneration of women to men	Philips does not disclose data on 405-2. For all Philips businesses, guidance is applicable regarding diversity, equal opportunity and equal pay as part of the GBP. We do disclose information on equal pay and equal opportunity in section 5.4. Equal opportunities and equal pay

Talent & development	Description	Cross-Reference
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GRI 404: Training and education

404	Management approach disclosures	See section 5.4 Social performance See section 13.1.9 Sustainability governance See section 13.4.2 People development See section 13.4.5 Building employability See section 13.4.3 Talent attraction
404-1	Average hours of training per year per employee	See section 5.4 Social performance See section 13.4.2 People development
404-2	Programs for upgrading employee skills and transition assistance programs	See section 5.4 Social performance See section 13.4.2 People development See section 13.4.5 Building employability See section 13.4.3 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	Description	Cross-Reference
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GRI 305: Emissions

305	Management approach disclosures	See section 13.1.9 Approach to sustainability reporting - ESG 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 5.3.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.3.3 Environmental statements - Sustainable Operations
305-2	Energy indirect (Scope 2) GHG emissions	See section 5.3.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.3.3 Environmental statements - Sustainable Operations
305-3	Other indirect (Scope 3) GHG emissions	See section 5.3.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.3.3 Environmental statements - Sustainable Operations
305-4	GHG emissions intensity	See section 5.3.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.3.3 Environmental statements - Sustainable Operations
305-5	Reduction of GHG emissions	See section 5.3.3 Sustainable Operations See section 13.1.8 Approach to sustainability reporting - Scope See section 13.3.3 Environmental statements - Sustainable Operations
305-6 305-7	Emissions of ozone-depleting substances (ODS), Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	See section 13.3.3 Environmental statements - Sustainable Operations See section 13.3.3 Environmental statements - Sustainable Operations (Other greenhouse gases) See section 5.3.3 Sustainable Operations

See section 13.3.3 Environmental statements - Sustainable Operations (Hazardous substances emissions and VOC emissions)

Patient Safety		
	Description	Cross-Reference
GRI 416: Customer Health and Safety		
416	Management approach disclosures	See section 1 Message from the CEO See section 5.5.3 Quality & Regulatory Compliance See section 13.1.4 Approach to sustainability reporting - Material topics and our focus See section 13.1.8 Approach to sustainability reporting - Scope
416-1	Assessment of the health and safety impacts of product and service categories	See section 5.5.3 Quality & Regulatory Compliance See section 3.4.3 Personal Health businesses See section 3.4.1 Diagnosis & Treatment businesses See section 3.4.2 Connected Care 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 report according to own indicators		
	Description	Cross-Reference

Circular economy		
306	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
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 5.3.3 Sustainable Operations See section 13.3.3 Environmental statements - Sustainable Operations See section 13.1.7 Approach to sustainability reporting - Comparability and completeness
Own Indicator		See section 13.3.1 Environmental statements - Circular Economy
306-5	Water bodies affected by water discharges	Philips is not a water-intensive company, so this indicator is not applicable for Philips. See section 1 Message from the CEO See section 5.3.3 Sustainable Operations See section 13.4.8 Social statements - Supplier indicators

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 5.3.1 Green/EcoDesigned Innovation See section 5.3.2 Green/EcoDesigned Revenues See section 13.4.8 Social statements - Supplier indicators See section 5.3.1 Green/EcoDesigned Innovation See section 5.3.2 Green/EcoDesigned Revenues See section 13.4.8 Social statements - Supplier indicators See section 5.3.1 Green/EcoDesigned Innovation See section 13.4.8 Social statements - Supplier indicators- "Responsible sourcing of minerals"

Innovation & research		
Own Indicator		See section 1 Message from the CEO See section 4.2 Results of operations - Research and development expenses See section 3.4.4 Other See section 13 Sustainability statements See section 5.3.1 Green/EcoDesigned Innovation

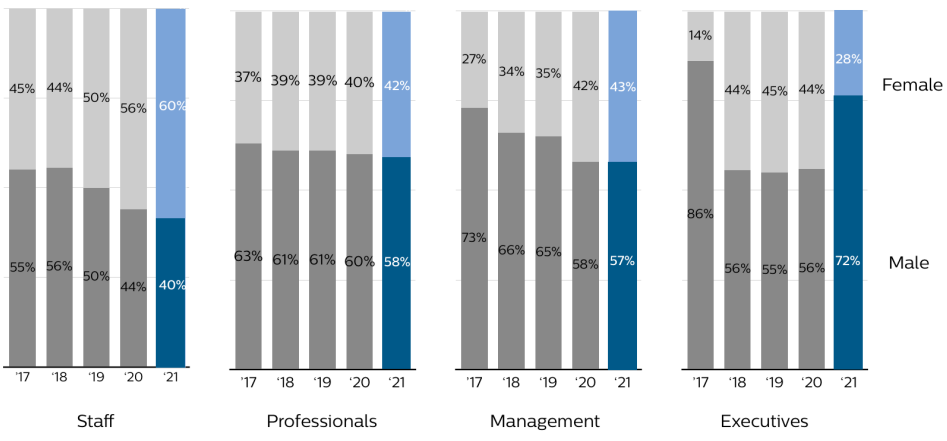
Big data and privacy		
Own Indicator		See section 1 Message from the CEO See section 3 Strategy and Businesses See section 6.4 Operational risks See section 3.4.3 Personal Health businesses See section 3.4.1 Diagnosis & Treatment businesses See section 3.4.2 Connected Care businesses Philips did not receive any substantiated claims concerning breaches of customer privacy Philips' approach to privacy Philips AI principles

Investor relations & public affairs		
Own Indicator		See section 12.6 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 13.4.6 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

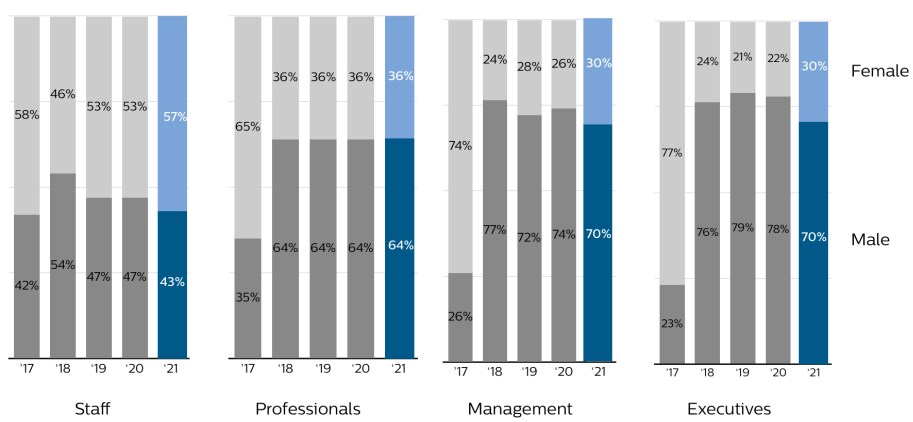
Royal Philips
New hire diversity in %
2017 - 2021



Royal Philips
Contract type by gender in %
2021

	Permanent	Temporary
Female	34.4%	5.5%
Male	58.4%	1.7%
Total	92.8%	7.2%

Royal Philips
Exit diversity in %
2017 - 2021



Royal Philips
Contract type by geography in %
2021

	Permanent	Temporary
Western Europe	27.7%	11.3%
North America	29.9%	0.2%
Other mature geographies	3.1%	1.9%
Growth geographies	39.3%	86.6%
Total	100.0%	100.0%

Royal Philips
Part-time by gender in %
2021

	Full-time	Part-time
Female	37.6%	2.3%
Male	58.6%	1.5%
Total	96.2%	3.8%