



GRI content index 2022

Ernst & Young has audited Group financial statements and Company financial statements, as well as sections Environmental performance, Social performance, Governance 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 2022 of Royal Philips. The full report can be downloaded at <https://www.results.philips.com/#/downloads>

Statement of use: Royal Philips has reported the information cited in this GRI content index for the period January 1, 2022 - December 31, 2022 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

In the table below, reference is made to the integrated financial, social and environmental annual report 2022 of Royal Philips. The full report can be downloaded at <https://www.results.philips.com/#/downloads>

GRI 2: General Disclosures 2021

Disclosure Number	Disclosure Name	Cross-Reference
2-1	Organizational details	See section 9 Corporate governance See section 9.11 Corporate information 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
2-2	Entities included in the organization's sustainability reporting	See section 13.1.6 Approach to ESG reporting - Boundaries of ESG reporting The integration of newly acquired activities is scheduled according to a defined integration timetable (in principle, the first full reporting year after the year of acquisition) and subject to the integration agenda. Data for activities that are divested during the reporting year are not included in full-year reporting. Environmental data are reported for manufacturing sites with more than 50 industrial employees.
2-3	Reporting period, frequency and contact point	January - December 2022 Yearly See section 12.6 Investor information
2-4	Restatements of information	See section 13.1 Approach to ESG reporting See section 13.1.7 Approach to ESG reporting - Comparability and completeness
2-5	External assurance	See section 13.6 Assurance report of the independent auditor
2-6	Activities, value chain, and other business relationships	See section 3.2 How we create value See section 3.4.1 Diagnosis & Treatment businesses See section 3.4.2 Connected Care businesses See section 3.4.3 Personal Health businesses See section 3.4.4 Other See section 3.4 Our businesses See section 3.5 Our geographies See section 10.9 Note 3 - Information by segment and main country See section 3.6 Supply chain and procurement See section 13.4.8 Social statements - Supplier indicators Philips supplier sustainability website See section 4.5 Acquisitions and divestments See section 4.4 Restructuring and acquisition-related charges and goodwill impairment charges
2-7	Employees	See section 5.4.6 Employment See section 5.4.4 Inclusion & Diversity See section 5.4.2 Our culture See section 13.4.8 Social statements - Supplier indicators See section 10.9 Note 6 - Income from operations See the tables and graphs at the end of this GRI content index. Data is sourced from Workday, our HR management system. Gender data on contingent workers is not stored by Philips
2-8	Workers who are not employees	See section 13.4.8 Social statements - Supplier indicators The number of workers who are not employees are managed at local level, fluctuate on a daily basis, and are not administered centrally, therefore we cannot provide an FTE number. Philips employees are reported as FTEs, at year-end basis. Most of these workers who are not employees work in our factories and in facility management roles (reception, maintenance, security, catering, cleaning, etc.). We do have some seasonality in our factories, as a result of which more workers who are not employees are hired in the 2nd half of the year. Such seasonality does not apply to facility management roles
2-9	Governance structure and composition	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 ESG reporting - ESG governance
2-10	Nomination and selection of 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
2-11	Chair of the highest governance body	See section 7 Supervisory Board See section 2 Board of Management and Executive Committee
2-12	Role of the highest governance body in overseeing the management of impacts	See section 3.3 Materiality analysis See section 13.1.2 Approach to ESG reporting - Stakeholders See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 5.4.12 Working with stakeholders See section 13.5.2 Social statements - Stakeholder engagement See section 12.6 Investor information 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 ESG reporting - ESG governance
2-13	Delegation of responsibility for managing impacts	See section 6.1 Our approach to risk management See section 8.3 Report of the Audit Committee 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 ESG reporting - ESG governance
2-14	Role of the highest governance body in sustainability reporting	See section 7 Supervisory Board See section 13.1.9 Approach to ESG reporting - ESG governance
2-15	Conflicts of interest	See section 2 Board of Management and Executive Committee
2-16	Communication of 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 See section 13.5.1 Governance indicators - General Business Principles
2-17	Collective knowledge of the highest governance body	See section 7 Supervisory Board See section 2 Board of Management and Executive Committee
2-18	Evaluation of the performance of the highest governance body	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 ESG reporting - ESG governance
2-19	Remuneration policies	See section 8.2.1 Remuneration policy
2-20	Process to determine 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 See section 7 Supervisory Board See section 9.5 General Meeting of Shareholders See section 9.4 Meeting logistics and other information
2-21	Annual total compensation ratio	See section 8.2.3 Remuneration of the board of Management in 2022
2-22	Statement on sustainable development strategy	See section 1 Message from the CEO
2-23	Policy commitments	See section 6.1 Our approach to risk management See section 5.5.3 Quality & Regulatory and Patient Safety

		See section 5.4.2 Our culture See section 5.5.5 General Business Principles See section 6.1 Our approach to risk management Philips GBP website
2-24	Embedding policy commitments	See section 6.1 Our approach to risk management See section 5.5.3 Quality & Regulatory and Patient Safety See section 5.4.2 Our culture See section 5.5.5 General Business Principles See section 6.1 Our approach to risk management Philips GBP website
2-25	Processes to remediate negative impacts	See section 5.5.5 General Business Principles Philips GBP website See section 6.1 Our approach to risk management
2-26	Mechanisms for seeking advice and raising concerns	See section 5.5.5 General Business Principles Philips GBP website See section 6.1 Our approach to risk management
2-27	Compliance with laws and regulations	See section 13.3.3 Sustainable Operations See section 5.5.5 General Business Principles See section 5.4.10 Human Rights
2-28	Membership associations	See section 13 ESG statements See section 13.5.2 Social statements - Stakeholder engagement See section 13.4.8 Social statements - Supplier indicators
2-29	Approach to stakeholder engagement	See section 3.3 Materiality analysis See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.2 Approach to ESG reporting - Stakeholders See section 5.4.12 Working with stakeholders See section 13.1.2 Approach to ESG reporting - Stakeholders
2-30	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 and estimated to be above 90%. Management at local level also decide on the conditions for employees not covered by collective bargaining agreements

GRI 3: Material Topics 2021

Disclosure Number	Disclosure Name	Cross-Reference
3-1	Process to determine material topics	See section 3.3 Materiality analysis See section 5.4.10 Human rights See Philips Human Rights Report 2022 See section 5.3 Environmental performance See section 5.4 Social performance See section 13.1.2 Stakeholders See section 13.5.2 Stakeholder engagement See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.6 Approach to ESG reporting - Boundaries
3-2	List of material topics	See section 3.3 Materiality analysis See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.7 Approach to ESG reporting - Comparability and completeness
3-3	Management of material topics	See section 5.3 Environmental performance See section 5.4 Social performance See section 6.1 Our approach to risk management See section 5.5.3 Quality & Regulatory and Safety See section 2 Board of Management and Executive Committee See section 13.3.2 Environmental statements - Biodiversity See section 13.1.9 Approach to ESG reporting - ESG governance See section 3.3 Materiality analysis See section 13.1.4 Approach to ESG reporting - Material topics and our focus

Specific Standard Disclosures

Employee well-being, health and safety

GRI 403: Occupational Health and Safety

Profile Disclosure	Description	Cross-Reference
403	Management approach disclosures	See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG 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 ESG 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.

Human rights & responsible and resilient supply chains

GRI 308: Supplier Environmental Assessment

Profile Disclosure	Description	Cross-Reference
308	Management approach disclosures	See section 3.6.3 Supplier sustainability See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG reporting - Scope
308-2	Negative environmental impacts in the supply chain and actions taken	See section 3.6.3 Supplier sustainability All suppliers required to sign Supplier Sustainability Declaration, critical suppliers assessed in detail See section 13.1.5 Approach to ESG reporting - Programs and targets
308-2	Negative environmental impacts in the supply chain and actions taken	See section 13.4.8 Social statements - Supplier indicators See section 13.4.8 Social statements - Supplier indicators

GRI 408: Child Labor

408	Management approach disclosures	See section 5.4.10 Human Rights See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG 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 ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG 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 414: Supplier Social Assessment

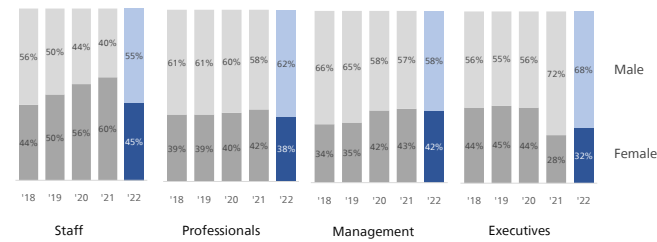
414	Management approach disclosures	See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG reporting - Scope
414-1	New suppliers that were screened using social criteria	See section 3.6.3 Supplier sustainability All suppliers required to sign Supplier Sustainability Declaration, critical suppliers assessed in detail See section 13.1.5 Approach to ESG reporting - Programs and targets See section 13.4.8 Social statements - Supplier indicators See section 13 ESG statements
414-2	Negative social impacts in the supply chain and actions taken	See section 3.6.3 Supplier sustainability See section 13 ESG statements See section 13.4.8 Social statements - Supplier indicators

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 ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG 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 ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG 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
Energy efficiency		
GRI 302: Energy		
Profile Disclosure	Description	Cross-Reference
302	Management approach disclosures	See section 13.1.9 Approach to ESG reporting - ESG governance See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG reporting - Scope
302-1	Energy consumption within the organization	See section 5.3.3 Sustainable Operations See section 13.1.8 Approach to ESG 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 See section 5.3 Environmental performance - Environmental impact and Results 2022 See EP&L Account - methodology 2022
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 ESG reporting - Scope See section 13.3.3 Environmental statements - Sustainable Operations
Employee rights		
GRI 401: Employment		
Profile Disclosure	Description	Cross-Reference
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		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 6: Income from operations See section 10.9 Note 20: Post-employment benefits
Fair and inclusive workplace		
GRI 405: Diversity and equal opportunity		
Profile Disclosure	Description	Cross-Reference
405		See section 5.4 Social performance See section 13.1.9 Approach to ESG reporting - ESG governance
405-1		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
405-2		See section 8.2 Report of the Remuneration Committee 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		
GRI 404: Training and education		
Profile Disclosure	Description	Cross-Reference
404	Management approach disclosures	See section 5.4 Social performance See section 13.1.9 Approach to ESG reporting - ESG governance See section 13.4.2 People development See section 13.4.5 Building employability See section 13.4.3 Talent attraction
404-1		See section 5.4 Social performance See section 13.4.2 People development Average hours of training per year per employee: 24 hours (1,880,416 hours / 77,233 employees) All employees in all categories have equal access to training in the Philips University
404-2		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		Philips has implemented a semi-annual review process for all employees
Climate change		
GRI 305: Emissions		
Profile Disclosure	Description	Cross-Reference
305	Management approach disclosures	See section 13.1.9 Approach to ESG reporting - ESG governance See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG reporting - Scope
305-1	Direct (Scope 1) GHG emissions	See section 5.3.3 Sustainable Operations See section 13.1.8 Approach to ESG 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 ESG 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 ESG 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 ESG 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 ESG reporting - Scope See section 13.3.3 Environmental statements - Sustainable Operations
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	See section 5.3.3 Sustainable Operations See section 13.3.3 Environmental statements - Sustainable Operations (Hazardous substances emissions and VOC emissions)
Material topics which Philips report according to own indicators		
	Management approach disclosures	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 ESG reporting - ESG governance
 See section 13.1.4 Approach to ESG reporting - Material topics and our focus
 See section 13.1.8 Approach to ESG reporting - Scope

Circular economy		
GRI 306: Waste		
Profile Disclosure	Description	Cross-Reference
306	Management approach disclosures	See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG 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
Own Indicator		See section 13.3.3 Environmental statements - Sustainable Operations See section 13.1.7 Approach to ESG reporting - Comparability and completeness 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
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 ESG statements See section 5.3.1 Green/EcoDesigned Innovation
Big data, AI 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 3.4.1 Diagnosis & Treatment businesses See section 3.4.2 Connected Care businesses See section 3.4.3 Personal Health businesses Philips did not receive any substantiated claims concerning breaches of customer privacy Philips' approach to privacy Philips AI principles
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

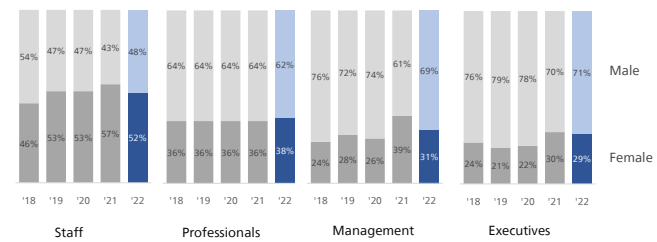
Royal Philips
New hire diversity in %
 2018 - 2022



Royal Philips
Contract type by gender and region in %
 2022

Region	Permanent		Temporary		Total	
	Female	Male	Female	Male	Female	Male
Growth Geographies	40%	60%	79%	21%	45%	55%
North America	40%	60%	67%	33%	40%	60%
Other Mature Geographies	21%	79%	44%	56%	22%	78%
Western Europe	32%	68%	46%	54%	32%	68%
Grand Total	37%	63%	75%	25%	39%	61%

Royal Philips
Exit diversity in %
 2018 - 2022



Royal Philips
Part-time by gender and region in %
 2022

Region	Full-time		Part-time		Total	
	Female	Male	Female	Male	Female	Male
Growth Geographies	44%	56%	89%	11%	45%	55%
North America	40%	60%	72%	28%	40%	60%
Other Mature Geographies	21%	79%	89%	11%	22%	78%
Western Europe	29%	71%	58%	42%	32%	68%
Grand Total	39%	61%	59%	41%	39%	61%