

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

	<u>Disclosure Name</u>	<u>Cross-Reference</u>
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 5
		industrial employees.
2-3	Reporting period, frequency and contact point	January - December 2022
	4	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
2.7	Emplement	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 5.4.4 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. Gendi
		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 thes
		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 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
2.10	nonmation and selection of the ingress governance body	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
		See section 6.1 Our approach to risk management
		See section 8.3 Report of the Audit Committee
2-13	Delegation of responsibility for managing impacts	See section 9 Corporate governance
		See section 2 Board of Management and Executive Committee
		See section 7 Supervisory Board
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2-14	Role of the highest governance body in sustainability reporting	See section 13.1.9 Approach to ESG reporting - ESG governance See section 7 Supervisory Board
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2-15 2-16 2-17 2-18 2-19 2-20	Conflicts of interest Communication of critical concerns Collective knowledge of the highest governance body Evaluation of the performance of the highest governance body Remuneration policies Process to determine remuneration	See section 13.19 Approach to ESG reporting - ESG governance See section 7 Supervisory Board See section 7 Supervisory Board See section 13.19 Approach to ESG reporting - ESG governance See section 28 and of Management and Executive Committee See section 5.5 General Business Principles See section 6.1 Our approach to risk management See section 18 Board of Management and Executive Committee See section 13.5 Governance indicators - General Business Principles See section 13.5 Governance indicators - General Business Principles See section 12 Board of Management and Executive Committee See section 2 Board of Management and Executive Committee See section 5.0 Four approach to risk management See section 7 Supervisory Board See section 7.5 Supervisory Board See section 8.1 Report of the Corporate Governance and Nomination 8 Selection Committee See section 13.19 Approach to ESG reporting - ESG governance See section 13.19 Approach to ESG reporting - ESG governance See section 8.2 Remuneration policy See section 8.2 Report of the Remuneration Committee See section 10.9 - Note 27 Information on remuneration See section 19.5 General Meeting of Shareholders See section 9.5 General Meeting of Shareholders See section 9.4 Meeting logistics and other information

		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 5.1.5 General Business Principles
		Philips GBP website
2-27	Compliance with laws and regulations	See section 6.1 Our approach to risk management See section 13.3.3 Sustainable Operations
2-21	Compilance with laws and regulations	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 3-1	<u>Disclosure Name</u> Process to determine material topics	<u>Cross-Reference</u> 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 Disclesur	••	
Specific Standard Disclosur Employee well-being, health and		
GRI 403: Occupational Health and Safet		
		<u>Cross-Reference</u>
Profile Direlegure		
	<u>Description</u> Management approach disclosures	See section 13.1.4 Approach to ESG reporting - Material topics and our focus
403		See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG reporting - Scope See section 13.4.6 Social statements - Health and Safety performance
403	Management approach disclosures	See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.18. Approach to ESG reporting - Scope 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
403	Management approach disclosures	See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.18. Approach to ESG reporting - Scope 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
403 403-1	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 See section 13.4.6 Social statements - Health and Safety performance On segment level, different intitatives 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 consolidat level not relevant.
403 403-1	Management approach disclosures Workers representation in formal joint management-worker health and safety committees	See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.6 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 consolidat level not relevant. of See section 5.4.9 Health and Safety See section 13.1.8 Approach to ESG reporting - Scope
403 403-1	Management approach disclosures Workers representation in formal joint management-worker health and safety committees Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number	See section 13.14 Approach to ESG reporting - Scope See section 13.18 Approach to ESG reporting - Scope See section 13.46 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 consolidat level not relevant. or of See section 5.4.9 Health and Safety See section 13.4.6 Social statements - Health and Safety performance
403 403-1	Management approach disclosures Workers representation in formal joint management-worker health and safety committees Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number	See section 13.1.4 Approach to ESG reporting - Scope See section 13.1.6 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 consolidat level not relevant. of See section 5.4.9 Health and Safety See section 13.1.8 Approach to ESG reporting - Scope
403-1 403-2	Management approach disclosures Workers representation in formal joint management-worker health and safety committees Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number work-related fatalities	See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG reporting - Scope 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 consolidat level not relevant. or of See section 5.4.9 Health and Safety See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope On site level, insight exist in gender specific information. Philips considers this data on consolidated level not relevant.
403-1 403-2 403-3	Management approach disclosures Workers representation in formal joint management-worker health and safety committees Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and numbe work-related fatalities Workers with high incidence or high risk of diseases related to their occupation	See section 13.14 Approach to ESG reporting - Material topics and our focus See section 13.46 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. Phillips considers this data on consolidat level not relevant. or of See section 5.4.9 Health and Safety 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. See section 13.4.6 Social statements - Health and Safety performance
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403-1 403-2 403-3 403-4	Management approach disclosures Workers representation in formal joint management-worker health and safety committees Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and numbe work-related fatalities Workers with high incidence or high risk of diseases related to their occupation Health and safety topics covered in formal agreements with trade unions	See section 13.1.4 Approach to ESG reporting - Scope See section 13.1.6 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 consolidat level not relevant. of See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See section 13.1.8 Approach to ESG reporting - Scope See Section 13.1.8 Approach to ESG reporting - Scope See See Section 13.1.8 Approach to ESG reporting - Scope See Section 13.1.8 Approach to ESG reporting - Scope See Section 13.1.8 Social statements - Health and Safety performance See See Section 13.1.8 Social statements - Health and Safety performance See See Section 13.1.8 Social statements - Health and Safety performance
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103-1 103-2 103-3 103-3 103-4 Human rights & responsible and GRI 308: Supplier Environmental Assess Perofile Disclosure 108-1	Management approach disclosures Workers representation in formal joint management-worker health and safety committees Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number work-related fatalities Workers with high incidence or high risk of diseases related to their occupation Health and safety topics covered in formal agreements with trade unions resilient supply chains ment Description Management approach disclosures Negative environmental impacts in the supply chain and actions taken Menagement approach disclosures Operations and suppliers at significant risk for incidents of child labor Management approach disclosures Operations and suppliers at significant risk for incidents of forced or compulsory labor Management approach disclosures New suppliers that were screened using social criteria	See section 13.1.4 Approach to ESG reporting - Scope See section 13.1.5 Sopial 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 workfore represented is managed and monitored at local levels. Philips considers this data on consolidat level not relevant. or See section 5.4.9 Health and Safety See section 13.4.6 Social statements - Health and Safety performance On site level, hisgisht exist in gender specific information, Philips considers this data on consolidated level not relevant. See section 13.4.6 Social statements - Health and Safety performance On site level, hisgisht exist in gender specific information, Philips considers this data on consolidated level not relevant. See section 13.4.6 Social statements - Health and Safety performance See www.philips.com/gbp. The content of formal agreements with trade unions varies per country. The inclusion of Health as Safety topics in these agreements is monitored locally and not considered relevant to be reported on Group level. Cross-Reference See section 3.6.3 Supplier sustainability See section 3.1.4 Approach to ESG reporting - Material topics and our focus See section 3.1.4 Approach to ESG reporting - Scope See section 3.1.5 Approach to ESG reporting - Programs and targets See section 3.1.4 Social statements - Supplier indicators See section 3.1.4 Social statements - Supplier indicators See section 3.1.4 Approach to ESG reporting - Material topics and our focus See section 3.1.4 Approach to ESG reporting - Material topics and our focus See section 3.1.4 Approach to ESG reporting - Scope See section 3.1.4 Approach to ESG reporting - Material topics and our focus See section 3.1.4 Approach to ESG reporting - Material topics and our focus See section 3.1.4 Approach to ESG reporting - Scope See section 3.1.4 Approach to ESG reporting - Material topics and our focus See section 3.1.4 Approach to ESG reporting - Forger man and ta

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
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See section 13.1.8 Approach to ESG reporting - Scope See section 6.5 Compliance risks
GRI 406: Non-Discrimination		See section 13.5.1 Governance indicators - General Business Principles
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	Postation	C
Profile Disclosure 302	<u>Description</u> Management approach disclosures	Cross-Reference 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 EPBAL 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 13.18 Approach to ESG reporting - Scope
		See section 13.3.3 Environmental statements - Sustainable Operations
Employee rights		
GRI 401: Employment Profile Disclosure	<u>Description</u>	<u>Cross-Reference</u>
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	<u>Description</u>	Cross-Reference
405		See section 5.4 Social performance See section 13.1.9 Approach to ESG reporting - ESG governance
405-1		See section 5.4.1 inclusion & Diversity See last section of this report For all Phillips businesses, guidance is applicable regarding diversity and equal opportunity as part of the GBP. Therefore, Philips
405-2		does not disclose data on 405-1.a.ii, 405-1b.ii 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 port of the GBP. We do disclose information on equal pay and equal opportunity in section 5.4. Equal opportunites 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 13.4.9 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
404-2		Average hours of training per year per employee: 24 hours (1,880,416 hours / 17,233 employees) All employees in all categories have equal access to training in the Philips University See section 5.4 Social performance
		See section 13.4.2 People development See section 13.4.5 Building employability See section 13.4.7 Jalent attraction
404-3		Philips has implemented a semi-annual review process for all employees
Climate change		
GRI 305: Emissions <u>Profile Disclosure</u>	<u>Description</u>	<u>Cross-Reference</u>
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 13.18 Approach to ESG reporting - Scope See section 13.23 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 13.23 Environmental statements - Sustainable Operations
305-4	GHG emissions intensity	See section 5.3.3 Sustainable Operations See section 13.18 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 13.3.2 Environmental statements - Sustainable Operations (Hazardous substances emissions and VOC emissions)
Managalanai, 111 pt	dia to sure tellester	September Spectrons (nations as substances emissions and YOU emissions)
Material topics which Philips report accord	ding 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

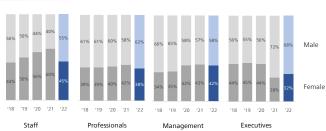
See section 13.1.4 Approach to ESG reporting - Material topics and our focus See section 13.1.8 Approach to ESG reporting - Scope

Circular economy					
GRI 306: Waste	_				
Profile Disclosure	<u>Description</u>	<u>Cross-Reference</u>			
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' aproach 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			

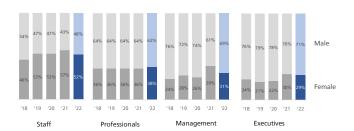
Royal Philips New hire diversity in %

Sustainable Value Creation
Own Indicator

2018 - 2022



Royal Philips Exit diversity in % 2018 - 2022



Royal Philips

Contract type by gender and region in %

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

	Permanent		Temp	Temporary		Total	
Region	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

Part-time by gender and region in %

	Full-time		Part-	Part-time		Total	
Region	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%	