In the table below, reference is made to the integrated financial, social and environmental annual report 2023 of Royal Philips. The full report can be downloaded at https://www.results.philips.com#!/downloads.

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 GRI content index 2023. Where in the table cross-reference is made to these parts, the information is included in the GRI content index 2023.

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Mechanisms for seeking advice and raising concerns
See section 5.5.4 Philips General Business Principles (GBP)
See section 6.1 Our approach to risk management

Compliance with laws and regulations
See section 6.3 Environmental performance - ESG governance
See section 5.5.3 Quality & Regulatory and Safety
See section 5.5.4 Philips General Business Principles (GBP)
See section 5.11 Human Rights

Membership associations
See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
See section 12.5.2 Governance statements - Supplier sustainability

Approach to stakeholder engagement
See section 12.3.1 Climate Action
See section 12.5.2 Governance statements - Advocacy activities and experts
See section 12.4.9 Social statements - Supplier sustainability

Collective bargaining agreements
See section 12.4.9 Social statements - Employee relationships

2-10 Specific Standard Disclosures

Employee well-being, health and safety

GRI 416: Occupational Health and Safety
416 Management approach disclosures
See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
See section 12.3.1 Climate Action
See section 12.4.9 Social statements - Supplier sustainability

GRI 308-1 New suppliers that were screened using social criteria
See section 12.4.9 Social statements - Supplier sustainability

Three initiatives exist to help decrease the number and severeness of Lost Workday Injury cases. The percentage of lost workday injury cases is reported as a level of reporting, not as a percentage of the total workforce.

Operations and suppliers at significant risk for incidents of child labor
See section 12.1.7 Approach to sustainability reporting - Scope of reporting
See section 12.1.6 Approach to sustainability reporting - Comparability and completeness

See section 5.3.9 Health and Safety
See section 5.3 Social performance
See section 5.2 Environmental performance
See section 5.3.10 Human Rights
See section 5.2.1 ESG statements - Sustainable Operations

The percentage of lost workday injury cases is managed on a country level. The inclusion of Health and Safety Collective bargaining agreements is monitored locally and not considered relevant to be reported on Group level.

On segment level, different initiatives exist to help decrease the number and severeness of Lost Workday Injury cases. The percentage of lost workday injury cases is managed on a segment level and not included in the consolidated level.

On site level, insight exist in gender specific information. Philips considers this data on consolidated level not relevant.

GRI 408-1 New suppliers that were screened using environmental criteria
See section 12.4.9 Social statements - Supplier sustainability

All suppliers are to sign Supplier Sustainability Declaration, critical suppliers assessed in detail See section 5.3.10 Human Rights
See section 5.2.1 ESG statements - Sustainable Operations

See section 5.3 Social performance
See section 5.2.3 Environmental performance - ESG governance

The inclusion of Health and Safety Collective bargaining agreements is not considered relevant to be reported on Group level.

See section 12.4.9 Social statements - Supplier sustainability
See section 12.4.9 Social statements - Supplier sustainability

Operations and suppliers at significant risk for incidents of child labor
See section 12.4.9 Social statements - Supplier sustainability

See section 12.1.7 Approach to sustainability reporting - Scope of reporting
See section 12.1.6 Approach to sustainability reporting - Comparability and completeness

See section 12.3.3 Environmental statements - Sustainable Operations
See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
See section 12.1.7 Approach to sustainability reporting - Scope of reporting
See section 12.4.9 Social statements - Supplier sustainability

See section 5.3.9 Health and Safety
See section 5.3 Social performance
See section 5.2 Environmental performance
See section 5.3.10 Human Rights
See section 5.2.1 ESG statements - Sustainable Operations

The inclusion of Health and Safety Collective bargaining agreements is monitored locally and not considered relevant to be reported on Group level.

See section 12.4.9 Social statements - Supplier sustainability
See section 12.4.9 Social statements - Supplier sustainability

Operations and suppliers at significant risk for incidents of forced or compulsory labor
See section 12.1.7 Approach to sustainability reporting - Scope of reporting
See section 12.1.6 Approach to sustainability reporting - Comparability and completeness

See section 12.3.1 Climate Action
See section 12.4.9 Social statements - Supplier sustainability
See section 12.4.9 Social statements - Supplier sustainability

See section 5.3 Social performance
See section 5.2 Environmental performance
See section 5.3.10 Human Rights
See section 5.2.1 ESG statements - Sustainable Operations

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See section 5.3 Social performance
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