

GRI content index 2023

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 2023 of Royal Philips. The full report can be downloaded at https://www.results.philips.com#//downloads.

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Part of a strategy of any stra			See section 10.6 Note 5 - Interests in entities					
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Image: Control of the starting of the startin	2.4	Restatements of information						
44 Attimute of a work work work work work work work work								
4 Additu and a data data definition and and and and and and and and and an	2-5	External assurance						
42 Description of a Spring Pring	2-6	Activities, value chain, and other business relationships	See section 3.2 How we create value with sustainable impact with sustainable impact with sustainable impact					
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Image: Second			See section 3.4 Our business structure See section 3.5 Our degaraphic structure					
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Image: Section of the section of t			See section 3.6 Supply chain and procurement See section 12.4 9 Social statements – Supplier sustainability					
Section 13 Register of advances Section 13 Register of advances 37 Construction of advances Section 13 Register of advances 38 Construction of advances Section 13 Register of advances 39 Construction of advances Section 13 Register of advances 34 Construction of advances Section 13 Register of advances of advances 34 Construction of advances Section 13 Register of advances of advances 34 Construction of advances Section 13 Register of advances of advances 34 Construction of advances Section 13 Register of advances of advances 34 Construction of advances Section 13 Register of advances of advances 34 Construction of advances Section 13 Register of advances 34 Construction of advances Section 13 Register of advances 34 Construction of advances Section 13 Register of advances 34 Construction of advances Section 13 Register of advances 34 Construction of advances Section 13 Register of advances 34 Construction of advances Section 13 Register of advances 34 Sectio			Philips supplier sustainability website					
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243 Noticide and whether of the highest governance holy Set with a Toport of Commune and Memory Land 241 Clust of the highest governance holy Set with a Toport of Commune of Commune 241 Clust of the highest governance holy Set with a Toport of Commune of Commune 241 Clust of the highest governance holy Set with a Toport of Memory and Commune 241 Clust of the highest governance holy in overseen be mangement of inputs Set with a Toport of Memory and Commune 242 Set with a Toport of Memory and Commune Set with a Toport of Memory and Commune 243 Oblegation of memory and the highest governance holy in overseen be mangement of inputs Set with a Toport of Memory and Commune 244 Point prime high state governance holy in satisfield in prime high state governance Set with a Toport of Mangement and Ease for the prime high state governance 244 Point prime high state governance holy in satisfield in prime high state governance Set with a Toport of Mangement and Ease for the prime high state governance 244 Context of the highest governance holy in satisfield in prime high state governance holy Set with a Toport of Mangement and Ease for the prime high state governance 244 Context of the highest governance holy Set with Toport his stating field governance			See section / Supervisory Board See section 12.1.8 Approach to sustainability reporting - ESG governance					
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211 Olde of the highed governance holy in consenting the management of impachs Bese society 7 Single society for the society of the management of impachs 272 Rele of the highed governance holy in consenting the management of impachs Single society 7 Single society for the society of	2-10	Normation and selection of the highest governance body	See section 8.1 Report of the Corporate Governance and Nomination & Selection Committee					
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2-12 Rels of the tighest governances lody in sourcesting the management of impacts See section 3.3 Model Materially, Assessment See section 3.3 Model Materially, Material See section 3.3 Model Material Material Material See section 3.3 Model Material Material Material See section 3.3 Model Material See section 3.3 Model Material Material Material See section 3.3 Model Material Materia	2-11	Chair of the highest governance body						
LandBesiden 3.14 Working with stakeholds and above Besiden 13.1.5 Always with stakeholds and above 	2.12	Role of the highest onversance body in overseeing the management of impacts						
243 Delegation of responsibility for managing impacts See sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in a denseme 3 province 3 see sector 7 200 memory attained in 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 province 3 see sector 7 200 memory attained 3 see sector 7 200	2-12	Note of the highest governance body in overseeing the management of impacts	See section 5.3.14 Working with stakeholders and advocacy					
424 Description of responsibility for menaging impacts See section 3.2 Network Mediation (Committee See section 3			See section 12.1.3 Approach to sustainability reporting - Material topics and our focus					
243 Delegation of negoenability for managing inpacts See section 3 (<i>Search Maring Section Search Maring Section Se</i>								
243 Delegation of responsibility for managing impacts See section 3.2 Grantal Managinet in SEG govemance 244 Rel of the highest governance double is sustainability regorting See section 3.2 Report of the Judicity of sustainability regorting 243 Conflicts of integet See section 3.2 Report of the Judicity of sustainability regorting 244 Conflicts of integet See section 3.2 Report of the Judicity of sustainability regorting 244 Conflicts of integet See section 3.2 Report of the Judicity of sustainability regorting 244 Conflicts of integet See section 3.2 Report of the Judicity of sustainability regorting 244 Conflicts of integet See section 3.2 Report of the Judicity of sustainability regorting 247 Conflicts of integet See section 3.2 Report of the Judicity of sustainability regorting 248 Conflicts of integet See section 3.2 Report of the Judicity of See Section 3.2 Report of See Section 3.2 Report of the Judicity of See Section 3.2 Report of See Section 3.2 Rep								
243 Delegation of responsibility for managing impacts See section 12 if a Approach to sustainability reporting - ESG governance 244 See section 32 Support of the Number of Numer of Number of Numer of Number of Number of Number of Nume								
2-13 Delegation of responsibility for managing impacts See section 9 Doronants and Exactly Committee 2-14 Roto of the highent governance body in autainability reporting See section 9 Doronants and Exactly Committee 2-14 Roto of the highent governance body in autainability reporting See section 9 Doronants and Exactly Committee 2-14 Conflicts of hields See section 7 Segretary Dead See section 7 Segretary Dead 2-14 Conflicts of hields See section 7 Segretary Dead See section 7 Segretary Dead 2-14 Conflicts of hields See section 7 Segretary Dead See section 7 Segretary Dead 2-14 Conflicts of hields See section 7 Segretary Dead See section 7 Segretary Dead 2-14 Conflicts of hields See section 7 Segretary Dead See section 7 Segretary Dead 2-14 Conflicts of hield governance body See section 7 Segretary Dead See section 7 Segretary Dead 2-14 Conflicts of hield governance body See section 7 Segretary Dead See section 7 Segretary Dead 2-14 Conflicts or hield governance body See section 7 Segretary Dead See section 7 Segretary Dead 2-14 Conflicts or hield governance body See section 7 Segretary Dead See section 7 Segretary Dead 2-14 Resources Dead Hield governance body See section 8 - Doregretary Dead See section 8			See section 2.1.8 Approach to sustainability reporting - ESG governance					
2.13 Delegation of responsibility for managing impacts See section 9 Corporate governance See section 12.1 Overnance section See section 9 Corporate governance See section 12.1 Overnance section See section 9 Corporate governance See section 12.1 Overnance section See section 12.1 Section Governance See section 12.1 Section Governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability reporting - ESG governance See section 12.1 Approach to sustainability re			See section 6.1 Our approach to risk management					
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See sector 2 Board / Management and Executive Committee See sector 7 Signeringry Board Conflicts of Interest Conflicts	2-13	Delegation of responsibility for managing impacts	See section 9 Corporate governance					
See action 12.18 Approach to sustainability reporting CSG governance 244 Rele of the highest governance body in sustainability reporting See action 7.5 governance 2416 Conflicts of Interest See action 7.5 governance 2416 Conflicts of Interest See action 7.5 governance 2416 Conflicts of Interest See action 7.5 governance 2416 Control concerns See action 7.5 governance 2416 Control concerns See action 7.5 governance 2417 Collective knowledge of the highest governance body See action 7.5 governance 2418 Evaluation of the peter governance body See action 7.5 governance active Concerns 2419 Revenenance of the highest governance body See action 7.5 governance active Concerns 2420 Revenenance of the highest governance body See action 7.5 governance active Concerns 2430 Revenenance of the highest governance body See action 7.5 governance active Concerns 2440 Revenenance of the highest governance body See action 7.5 governance active Concerns 2430 Revenenance of the highest governance body See action 7.5 governance active Concerns 2440 Revenenance of the highest governance body See action 7.5 governance active Concerns 2440 Revenenance of the highest governance body See action 7.5 governance active Concerns </td <td></td> <td>5 1 5 55 1</td> <td>See section 2 Board of Management and Executive Committee</td>		5 1 5 55 1	See section 2 Board of Management and Executive Committee					
2-14 Role of the highest governance body in sustainability reporting See section 7 Supervisery Board 2-15 Conflicts of interest See section 2 Exact of Management and Executive Committee 2-16 Communication of critical concerns See section 5 5.4 Philips General Business Principies (GBP) 2-17 Collective knowledge of the highest governance body See section 7 Supervisery Board 2-18 Collective knowledge of the highest governance body See section 7 Supervisery Board 2-17 Collective knowledge of the highest governance body See section 7 Supervisery Board 2-18 Evaluation of the performance of the highest governance body See section 8 Core of Management and Executive Committee 2-18 Evaluation of the performance of the highest governance body See section 8 Core of Management and Executive Committee 2-19 Remuneration policies See section 8 Core of the Representation of the performance of the highest governance body See section 8 Core of the Representation 8 Section Committee 2-20 Remuneration policies See section 8 Core of the Representation section 8 Core of the Representation section 8 Core of the Representation 8 Section Committee 2-21 Annual total compensation ratio See section 8 Core of the Representation Section Committee 2-22 Statement on sublicits See section 8 Core of the Representation Section Committee 2-23 Retrementation ratio			See section 7 Supervisory Board					
2-14 See section 12.16. Approach to sustainability reporting - ESG goverance 2-16 Conflicts of interest See section 7 Supervisery Board 2-16 Communication of critical concerns See section 7 Supervisery Board 2-17 Collective knowledge of the highest goverance body See section 7 Supervisery Board 2-18 Collective knowledge of the highest goverance body See section 7 Supervisery Board 2-19 Collective knowledge of the highest goverance body See section 7 Supervisery Board 2-19 Evaluation of the performance of the highest goverance body See section 7 Supervisery Board 2-19 Renumeration policies See section 7 Supervisery Board 2-210 Renumeration policies See section 7 Supervisery Board 2-22 Supervisery Board See section 7 Supervisery Board 2-23 Renumeration policies See section 8.2.1 Renumeration policy 2-24 Renumeration policies See section 8.2.1 Renumeration policy 2-24 Annual total compensation ratio See section 6.2.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.0.	244	Date of the highest generance hads is sustained its reporting						
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241 Collective knowledge of the highest governance body See section 2.5 of overnance statements - Philips SpeakUP (Efficies Line) 2-17 Collective knowledge of the highest governance body See section 7.5 Upervisery Board 2-18 Evaluation of the performance of the highest governance body See section 6.10 Augground the Statements - Philips SpeakUP (Efficies Line) 2-19 Remuneration policios See section 7.10 Expervisory Board 2-20 Remuneration policios See section 7.10 Expervisory Board 2-20 Process to determine remuneration See section 7.10 Expervisory Board 2-20 Annueration policios See section 7.10 Expervisory Board 2-20 See section 7.10 Expervisory Board See section 7.10 Expervisory Board 2-20 Annueration policios See section 7.10 Hometaneation policy 2-20 Annue total compensation ratio See section 8.2 Pepcri of the Remuneration Committee See section 9.3 One and Wanagement and Exacutive Committee See section 9.3 One and Wanagement and Exacutive Committee See section 9.3 One and Wanagement and Exacutive Committee See section 9.3 One and Wanagement and Exacutive Committee See section 9.3 One and See section 9.3 One and Wanagement and Exacutive Committee See section 9.3 One and Wanagement and Exacutive Committee See section 9.3 One and See section 9.			See section 7 Supervisory Board					
241 Collective knowledge of the highest governance body See section 2.6 and 4 Maragement and Excutive Committee 2-17 Collective knowledge of the highest governance body See section 7.5 Upervisory Board 2-18 Evaluation of the performance of the highest governance body See section 8.1 Flagor of the for Governance and Nomination & Selection Committee 2-19 Remuneration policies See section 8.1 Flagor of the for Governance and Nomination & Selection Committee 2-20 Remuneration policies See section 8.2 Flagor of the Remuneration policy 2-21 Annual total compensation ratio See section 1.2 flagor of the Remuneration policy 2-21 Annual total compensation ratio See section 1.3 flagor of the Management and Exacutive Committee 2-22 Statement on sustainability endowers See section 2.8 and of Management and Exacutive Committee 2-23 Statement on sustainability endowers See section 3.4 Management and Exacutive Committee 2-24 Annual total compensation ratio See section 1.0 and protein of Management in 2022 2-24 Statement on sustainability endowers See section 5.4 Management in 2022 2-24 Statement on sustainability endowers See section 6.1 Management in 2022 2-24 Statement on sustainability exot in statesepert of Management in cul	2-16	Communication of critical concerns						
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2.17 Collective knowledge of the highest governance body See section 7. Supervisory Baard 2.18 Evaluation of the performance of the highest governance body See section 7. Supervisory Baard 2.19 Renumeration policies See section 8.21 Renumeration policies 2.20 Process to determine renumeration See section 8.21 Renumeration policie 2.21 Annual total compensation ratio See section 8.21 Renumeration policies 2.22 Statement on sustainability reporting - teSG governance 2.24 Annual total compensation ratio See section 8.21 Renumeration of the Darmonted on Research 8.21 Renumeration 2.22 Statement on sustainability reporting - teSG governance See section 8.21 Renumeration of the Dard of Management and Executive Committee 2.24 Annual total compensation ratio See section 8.21 Renumeration of the Dard of Management in 2022 2.24 Statement on sustainabile development strategy See section 1.2.2.3 Renumeration of the Dard of Management 1.22.2 2.24 Statement on sustainabile development strategy See section 1.2.2.3 Renumeration of the Dard of Management 1.22.2 2.24 Statement on sustainabile development strategy See section 5.4 Our approach to risk management 1.22.2 2.24 Statement on sustainabile development strategy See section								
218 See section 3 Curry sproach for its management 2-18 Evaluation of the performance of the highest governance body See section 6 1 Curry sproach for its management 2-18 Evaluation of the performance of the highest governance body See section 6 1 Curry sproach for its management 2-19 Remuneration policies See section 6 1.1 Remuneration policy 2-20 Remuneration policies See section 6 2.1 Remuneration policy 2-20 Process to determine remuneration See section 6 2.1 Remuneration committee 2-20 Statement on sustainable development atrategy See section 6 2.1 Remuneration on remuneration 2-21 Annual total compensation ratio See section 1.1 Respective Committee 2-22 Statement on sustainable development atrategy See section 1.1 Respective Committee 2-23 Statement on sustainable development atrategy See section 1.1 Respective Committee 2-24 Statement on sustainable development atrategy See section 1.1 Respective Committee 2-24 Statement on sustainable development atrategy See section 1.1 Curry sproach or its its management 2-24 Statement on sustainable development atrategy See section 5.1 Curry sproach or its its management 2-24 Statement on sustainable development atrategy	2-17	Collective knowledge of the highest governance body						
249 Remumeration policies See section 7. Supervisiony Board 2-19 Remumeration policies See section 8.1 Remumeration policy 2-20 Process to determine remuneration See section 8.2.1 Remumeration policy 2-20 Process to determine remuneration See section 8.2.1 Remumeration policy 2-20 Process to determine remuneration See section 8.2.1 Remuneration committee See section 8.2.1 Remuneration committee See section 8.2.1 Remuneration commutee 2-20 Annual total compensation ratio See section 8.2.1 Remuneration for merumeration 2-21 Statement on sustainable development strategy See section 9.4.1 Mediatry total board of Management in 2022 2-22 Statement on sustainable development strategy See section 1.0.4 See section 1.0.4 See section 1.0.2 Center 1.0 See section 1.0.2 See section 3.0.2 See section								
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2-20 Process to determine remuneration See section 8.2 Report of the Remuneration Committee See section 10.4 Management and Exocutive Committee See section 10.4 Management and Exocutive Committee See section 10.4 Management and Exocutive Committee See section 5.0 General Meeting of Shareholders See section 5.0 General Meeting big distict and other information 2-21 Annual total compensation ratio See section 1.0 Meeting big distict and other information 2-22 Statement on sustainable development strategy See section 5.0 General Meeting big distict and ther information 2-23 Policy commitments See section 5.1 Our approach to risk management See section 5.1 Our approach to risk management Philips General Business Principles (GEP) 2-24 Embedding policy commitments See section 5.1 Our approach to risk management See section 5.1 Our approach to risk management<	2-19	Remuneration policies						
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2-25 Processes to remediate negative impacts See section 5.5.4 Philips General Business Principles (GBP)			See securit 6.1 Our approach to risk management Philips GBP website					
	0.05	Dressesse la remediate negative impeste						
	4-40	Processes to remediate negative impacts	see section 5.5.4 Philips General Business Principles (GBP)					

2-26	Mechanisms for seeking advice and raising concerns	See section 5.5.4 Philips General Business Principles (GBP) Philips GBP website See section 6.1 Our approach to risk management See section 12.3.3 Environmental statements - Sustainable Coerations
		See section 5.5.4 Philips General Business Principles (GBP) See section 5.3.10 Human Rights
2-28	Membership associations	See section 12 ESG statements See section 12 5.2 Governmente statements - Advocacy activities and expenses See section 12.4.9 Social statements - Supplier sustainability
2-29	Approach to stakeholder engagement	See section 3.3 Double Materiality Assessment See section 12.1 3 Approach to sustainability reporting - Material topics and our focus See section 5.3.14 Working with stakeholders and advocacy See section 12.5.2 Governance statements - Advocacy activities and expenses
2-30	Collective bargaining agreements	See section 12.4.4 Social statements - Workforce details
GRI 3: Material Topics 2021		
Disclosure Number	Disclosure Name Process to determine material topics	Cross-Reference See section 3.3 Double Materiality Assessment
3.1		See section 5.3.10 Human Rights See Patient Human Rights Report 2023 See section 5.2 Environmental performance See section 5.3 Korold performance See section 5.3.14 Working with stakeholders and advocacy See section 5.3.14 Vorking with stakeholders and advocacy See section 12.5.2 Covernance statements - Advocacy activities and expenses See section 12.5.3 Approach to sustainability reporting - Material topics and our focus See section 12.1.3 Approach to sustainability reporting - Boundaries of ESG reporting
3-2	List of material topics	See section 3.3 Double Materiality Assessment See section 12.1.3 Approach to sustainability reporting - Material topics and our focus See section 12.1.6 Approach to sustainability reporting - Comparability and completeness
3.3	Management of material topics	See section 5.2 Environmental performance See section 5.3 Social performance See section 6.1 Our approach to risk management See section 5.3 Ourly 8 Aegulatory and Safety See section 2 Board of Management and Executive Committee See section 5.2.3 Biodiversity and Ecosystem Services See section 5.2.3 Bodyensity and Ecosystem Services See section 3.3 Ouclive Meterially Assessment See section 12.1.8 Approach to sustainability reporting - ESG governance See section 12.1.3 Approach to sustainability reporting - Material topics and our focus

Employee well-being, health and sa	ifety	
Profile Disclosure	Description	Cross-Reference
GRI 403: Occupational Health and Safetv		
403	Management approach disclosures	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
403-1	Workers representation in formal joint management-worker health and safety committees	See section 12.4.7 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 wor	k- See section 5.3.9 Health and Safety
		See section 12.1.7 Approach to sustainability reporting - Scope of reporting
		See section 12.4.7 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 12.4.7 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		
Profile Disclosure	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 and Safety
		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
416-2		See section 6.1 Our approach to risk management
	incidents of non-compliance concerning the realth and safety impacts of products and services	See section 6.6 Compliance risks

		See Section 0.0 Compliance risks
Human rights & responsible	e and resilient supply chains	
	Description	Cross-Reference
Profile Disclosure GRI 308: Supplier Environmental		<u>Uross-Relefence</u>
308 Subbier Environmental	Assessment Management approach disclosures	See section 5.3.11 Supplier sustainability
306	Management approach disclosures	See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
		See section 12.1.3 Approach to sustainability reporting - Material topics and our locus See section 12.1.7 Approach to sustainability reporting - Scope of reporting
308-1	New suppliers that were screened using environmental criteria	See section 12.1.7 Approach to sustainability reporting - Scope on reporting See section 5.3.11 Supplier sustainability
300-1	New suppliers that were screened using environmental citeria	All suppliers required to sign Supplier Sustainability Declaration, critical suppliers assessed in detail
		See section 12.1.4 Approach to sustainability reporting - Programs and targets
		See section 12.1.4 Approach to sustainability reporting - Programs and targets See section 12.4.9 Social statements - Supplier sustainability
308-2	Negative environmental impacts in the supply chain and actions taken	See section 12.45 Occar statements - outprier sustainability See section 5.11 Supplier sustainability
308-2	Negacive environmental impacts in the supply chain and actions taken	All suppliers required to sign Supplier Sustainability Declaration, critical suppliers assessed in detail
		See section 12.1.4 Approach to sublinability propring - Programs and targets
308-2	Negative environmental impacts in the supply chain and actions taken	See section 12.4.9 Social statements - Supplier sustainability
000 2	regaine environmental impacts in the suppry chain and actions taken	See section 12.4.9 Social statements - Supplier sustainability
		Dee sector 12.4.9 doctar statements - oupprier sustainability
GRI 408: Child Labor		
408	Management approach disclosures	See section 5.3.10 Human Rights
400	wanagement approach disclosures	See section 3.5.10 Human Rughts 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
408-1	Operations and suppliers at significant risk for incidents of child labor	See section 12.1.7 Approach to sustainability reporting - Scope or reporting See section 12.4.9 Social statements - Supplier sustainability
400-1	Operations and suppliers at significant risk for incidents of child labor	See sector 12.4.9 Social statements - Supplier sustainability
GRI 409: Forced Or Compulsory	l shor	
409	Management approach disclosures	See section 5.3.10 Human Rights
405	management approach diaciosures	See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
		See section 12.1.3 Approach to sustainability reporting - Material topics and our locus See section 12.1.7 Approach to sustainability reporting - Scope of reporting
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See section 12.4.9 Social statements - Supplier sustainability
403-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See sector 12.4.9 Social statements - Supplier sustainability
GRI 414: Supplier Social Assessm	nent	
414	Management approach disclosures	See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
414	Management approach disclosures	See section 12.1.3 Approach to sustainability reporting - Material topics and our locus See section 12.1.7 Approach to sustainability reporting - Scope of reporting
414-1	New suppliers that were screened using social criteria	See section 12:11 Application to doctamability
14-1	New suppliers that were screened using social criteria	All suppliers required to sign Supplier Sustainability Declaration, critical suppliers assessed in detail
		See section 12.1.4 Approach to sustainability reporting - Programs and targets
		See section 12.1.4 Approach to sustainability reporting - Programs and targets See section 12.4.9 Social statements - Supplier sustainability
		See section 12.4.9 Social statements - Supplier sustainability
414-2	Negative social impacts in the supply chain and actions taken	See section 12 ESG statements
414-2	Negacive social impacts in the supply chain and actions taken	See section 12.5.1 Supplier sustainability
		See section 12.4.9 Social statements - Supplier sustainability
		See section 12.4.9 Social statements - Supplier sustainability
GRI 206: Anti-Competitive Behavi	lor .	
206	Management approach disclosures	See section 6.1 Our approach to risk management
200	management approach diaciosures	See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
		See section 12.1.3 Approach to sustainability reporting - Material topics and our locus See section 12.1.7 Approach to sustainability reporting - Scope of reporting
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See section 12.1.7 Approach to sustainability reporting - Scope on reporting See section 6.6 Compliance risks
200-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See section 12.5.1 Governance statements - Philips SpeakUp (Ethics Line)
		dee seuron 12.0.1 Governance statements - Primps opeakop (Eurics Line)
GRI 406: Non-Discrimination		
406	Management approach disclosures	Philips GBP website
400	манауеттен: арроаст часкоечее	See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
		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
406-1	Incidents of discrimination and corrective actions taken	See section 12.1.7 Approach to sustainability reporting - Scope of reporting See section 12.5.1 Governance statements - Philips SpeakUp (Ethics Line)
400-1	incluents or discrimination and corrective actions taken	See section 12.5.1 Governance statements - Philips SpeakUp (Ethics Line) See section 12.4.9 Social statements - Supplier sustainability
		dee section 12.4.9 docar statements - duppier sustamatinity
F		
Energy efficiency		
Profile Disclosure	Description	Cross-Reference
GRI 302: Energy		
302	Management approach disclosures	See section 12.1.8 Approach to sustainability reporting - ESG governance
		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
302-1	Energy consumption within the organization	See section 5.2.1 Climate Action
		See section 12.1.7 Approach to sustainability reporting - Scope of reporting

See section 5.2.1 Climate Action See section 12.1.7 Approach to sustainability reporting - Scope of reporting See section 12.3.3 Environmental statements - Sustainable Operations See section 12.3.1 Climate Action See section 12.4.9 Social statements - Supplier sustainability

302-2

Energy consumption outside of the organization

		See section 5.2 Environmental performance - Measuring our environmental impact and Results 2023
302-3	Energy intensity	See EP&L Account - methodology 2023 See section 12.3.1 Climate Action
302-3	Energy Intensity	See section 12.3.1 Clinical Action See section 12.3.3 Environmental statements - Sustainable Operations
302-4	Reduction of energy consumption	See section 12.3.1 Climate Action
002.4	reductor or energy consumption	See section 12.1.7 Approach to sustainability reporting - Scope of reporting
		See section 12.1.7 approximate advantaging for the printing of the section s
Employee rights		
Profile Disclosure	Description	Cross-Reference
GRI 401: Employment		
401	Management approach disclosures	See section 5.3 Social performance
		See section 12.4.2 People development
		See section 12.4.3 Talent attraction
		See section 12.4.5 Employee volunteering
		See section 12.4.6 Building employability
		See section 12.4.8 Philips Foundation
401-1		See section 5.3 Social performance
		See section 12.4.2 People development
		See section 12.4.3 Talent attraction
		See section 12.4.5 Employee volunteering
		See section 1.2.4.6 Building employability
		See section 12.4.8 Philips Foundation
		See section 10.9 Note 6: Income from operations
		See section 10.6 Note 20: Post-employment benefits
GRI 407: Freedom of associati	ion and collective bargaining	
407		See section 12.1.8 Approach to ESG reporting - ESG governance
		See section 5.5.4 Philips General Business Principles (GBP)
	Management approach disclosures	General Business Principles
407-1		See section 5.5.4 Philips General Business Principles (GBP)
		General Business Principles
		See section 5.3.11 Supplier sustainability
Fair and inclusive workpl		
Profile Disclosure	Description	Cross-Reference
GRI 405: Diversity and equal o		<u>Closs-Releficida</u>
405	Management approach disclosures	
	Management approach disclosures	See section 5.3 Social performance See section 12.1.8 Approach to ESG reporting - ESG governance
405-1		See section 5.3.4 Diversity, Inclusion and Well-Being
		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 opportunites and equal pay
T 1 1 0 1		
Talent & development		
Profile Disclosure	Description	Cross-Reference
GRI 404: Training and education		

GRI 404: Training and educ		
404	Management approach disclosures	See section 5.3 Social performance See section 12.4.8 Approach to ESG reporting - ESG governance See section 12.4.2 People development See section 12.4.6 Building employability See section 12.4.3 Talent attaction
404-1		See section 5.3 Social performance See section 12.4.2 Poople development All employees in all categories have equal access to training in the Philips University
404-2		See section 5.3 Social performance See section 12.4.2 People development See section 12.4.6 Building employability See section 12.4.3 Talent attaction
404-3		Philips has implemented a semi-annual review process for all employees

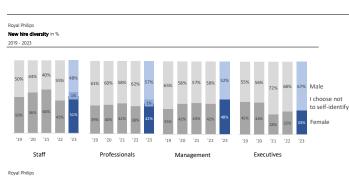
ofile Disclosure	Description	Cross-Reference
RI 305: Emissions		
5	Management approach disclosures	See section 12.1.8 Approach to sustainability reporting - ESG governance
		See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
		See section 12.1.7 Approach to sustainability reporting - Scope of reporting
5-1	Direct (Scope 1) GHG emissions	See section 12.3.1 Climate Action
		See section 12.1.7 Approach to sustainability reporting - Scope of reporting
		See section 12.3.3 Environmental statements - Sustainable Operations
15-2	Energy indirect (Scope 2) GHG emissions	See section 12.3.1 Climate Action
		See section 12.1.7 Approach to sustainability reporting - Scope of reporting
		See section 12.3.3 Environmental statements - Sustainable Operations
05-3	Other indirect (Scope 3) GHG emissions	See section 12.3.1 Climate Action
		See section 12.1.7 Approach to sustainability reporting - Scope of reporting
		See section 12.3.3 Environmental statements - Sustainable Operations
05-4	GHG emissions intensity	See section 12.3.1 Climate Action
		See section 12.1.7 Approach to sustainability reporting - Scope of reporting
		See section 12.3.3 Environmental statements - Sustainable Operations
05-5	Reduction of GHG emissions	See section 12.3.1 Climate Action
		See section 12.1.7 Approach to sustainability reporting - Scope of reporting
		See section 12.3.3 Environmental statements - Sustainable Operations
05-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	See section 12.3.1 Climate Action
		See section 12.3.3 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 Managament and Executive Committee See section 7 Supervisory Board See section 12.18 Approach to sustainability reporting - ESG governance See section 12.13 Approach to sustainability reporting - Material topics and cur focus See section 12.1.7 Approach to sustainability reporting - Scope of reporting

Circular economy		
Profile Disclosure	Description	Cross-Reference
GRI 306: Waste	Description	CIUSS-Reliance
306	Management approach disclosures	See section 12.1.3 Approach to sustainability reporting - Material topics and our focus
500	Management approach disclosules	See section 12.1.3 Approach to sustainability reporting - Society of reporting
306-1	Water discharge by guality and destination	Philips is not a water-intensive company, so this indicator is not applicable for Philips.
306-2	Water discharge by quality and destination Waste by type and disposal method	Finips is for a water-intensive company, so this indicator is not appricable or Finips. See section 5.3.3 Sustainable Operations
Own Indicator	waste by type and disposal method	See section 5.2.2 Circular Economy
Jwn Indicator		See section 5.2.2 Circular Economy See section 12.3.2 Environmental statements - Circular Economy
		See section 5.2.6 Sustainable Operations
		See section 12.1.6 Approach to sustainability reporting - Comparability and completeness
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 12.4.9 Social statements - Supplier sustainability
nnovation & research		
Own Indicator		See section 1 Message from the CEO
		See section 4.3 Results of operations - Research and development expenses
		See section 3.4.4 Segment Other
		See section 12 ESG statements
		See section 5.2.4 Green/EcoDesigned Innovation
Big data, Al and Cybersecurity		
Own Indicator		See section 1 Message from the CEO
		See section 3 Strategy and Businesses
		See section 5.7 Cybersecurity
		See section 6.4 Operational risks
		See section 3.4.1 Diagnosis & Treatment segment
		See section 3.4.2 Connected Care seament
		See section 3.4.2 Personal Health segment
		Philips did not receive any substantiated claims concerning breaches of customer privacy
		Philips' aproach to privacy
		Philips Al principles
Public health risks		
Own Indicator		See section 1 Message from the CEO
		See section 5.4.10 Health & Safety
		See section 12.4.7 Social statements - Health and Safety performance



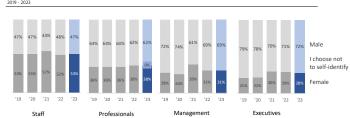


See section 1 Message from the CEO
See section 3 Strategy and Businesses
See section 5.3 Social performance

Royal Philips Contract type by gender and region $\mbox{ in }\%$

		Permanent			Temporary			Total		
Region	Female	I choose not to self-identify	Male	Female	I choose not to self-identify	Male	Female	I choose not to self-identify	Male	
Growth Geographies	40%	0%	60%	78%	0%	22%	45%	0%	55%	
North America	40%	0%	60%	37%	21%	42%	40%	0%	60%	
Other Mature Geographies	31%	0%	69%	50%	0%	50%	31%	0%	69%	
Western Europe	30%	0%	70%	44%	0%	56%	31%	0%	69%	
Grand Total	37%	0%	63%	75%	0%	25%	39%	0%	61%	

Exit diversity in % 2019 - 2023



Royal Philips Part-time by gender and region in %

Region	Full-time			Part-time			Total		
	Female	l choose not to self-identify	Male	Female	I choose not to self-identify	Male	Female	Ichoose not to self-identify	Male
Growth Geographies	45%	0%	55%	96%	0%	4%	45%	0%	55%
North America	40%	0%	60%	65%	0%	35%	40%	0%	60%
Other Mature Geographies	31%	0%	69%	89%	0%	11%	31%	0%	69%
Western Europe	28%	0%	72%	55%	0%	45%	31%	0%	69%
Grand Total	39%	0%	61%	57%	0%	43%	39%	0%	61%