

2024

GRI content index

PHILIPS  
SUSTAINABLE

# GRI content index 2024

EY Accountants B.V. (EY) has issued an assurance report on the information included in our sustainability statement. Refer to [Independent auditor's assurance report on the ESG information and the EU Taxonomy information](#). Also refer to [ESRS cross-reference table](#) where we specify level of assurance provided by EY. All datapoints in the [ESRS cross-reference table](#) are subject to limited assurance. In addition, the sustainability information on which EY provided reasonable assurance in prior year has been included in the FY2024 reasonable assurance scope. In 2023, the sustainability information was prepared by Philips using the GRI Sustainability Reporting Standards supplemented by Philips' own criteria. Comparative figures of the prior year have the same definitions and scopes, which are applied in the current year unless otherwise stated.

Where the measurement of a metric has been validated by an external organization other than EY, this is clearly indicated in the relevant section.

Statement of use	Royal Philips has reported the information cited in this GRI content index for the period January 1, 2024 - December 31, 2024 with reference to the GRI Standards.
GRI 1 used	GRI 1: Foundation 2021

## GRI 2: General Disclosures 2021

Disclosure Number	Disclosure Name	Cross-Reference
2-1	Organizational details	See section 2.2.1 Our business structure See section 2.2.2 Our geographic structure See section 4 Environmental, Social and Governance - ESG governance See section 4.3.1 Corporate governance See section 6.6 Note 2 - Information by segment and main country See section 6.6 Note 5 - Interests in entities See section 9.4 Corporate governance
2-2	Entities included in the organization's sustainability reporting	See section 8.2 General basis for preparation - Consolidation The sustainability statement has been prepared on a consolidated basis, with the same scope of consolidation as applied in our group financial statements, which is based on the financial control approach. Therefore it includes ESG information of Royal Philips and its subsidiaries.
2-3	Reporting period, frequency and contact point	January - December 2024 Yearly Annual Report published 02/21/2025 See section 9.12 Investor information
2-4	Restatements of information	See section 4 Environmental, Social and Governance See section 8.2 General basis for preparation - Sources of estimation and outcome uncertainty See section 8.2 General basis for preparation - Reporting errors in prior periods
2-5	External assurance	See section 8.2.3 External assurance
2-6	Activities, value chain, and other business relationships	See section 2.2.1 Our business structure See section 2.2.1 Our business structure - Diagnosis & Treatment segment See section 2.2.1 Our business structure - Connected Care segment See section 2.2.1 Our business structure - Personal Health segment See section 2.2.1 Our business structure - Segment Other See section 2.2.2 Our geographic structure See section 2.2.3 Supply chain and procurement See section 3.3.1 Acquisitions and divestments See section 6.6 Note 2 - Information by segment and main country See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain See section 9.7 How we create value Philips supplier sustainability website

2-7	Employees	See section 4.2.2 Our organization, people and culture See section 6.6 Note 6 - Income from operations See section 8.5.1 Own workforce - Workforce details See section 8.5.1 Own workforce - Diversity, Inclusion and Well-Being See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain
2-8	Workers who are not employees	See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain
2-9	Governance structure and composition	See section 1.2 Members of the Board of Management and Executive Committee See section 4 Environmental, Social and Governance - ESG governance See section 4.3.1 Corporate governance See section 4.3.8 Working with stakeholders and advocacy See section 5 Supervisory Board See section 9.4 Corporate governance
2-10	Nomination and selection of the highest governance body	See section 1.2 Members of the Board of Management and Executive Committee See section 5 Supervisory Board See section 5.3.1 Report of the Corporate Governance and Nomination & Selection Committee
2-11	Chair of the highest governance body	See section 1.2 Members of the Board of Management and Executive Committee See section 5 Supervisory Board
2-12	Role of the highest governance body in overseeing the management of impacts	See section 1.2 Members of the Board of Management and Executive Committee See section 4 Environmental, Social and Governance - ESG governance See section 4.3.8 Working with stakeholders and advocacy See section 4.3.9 Risk management and internal control See section 5 Supervisory Board See section 5.3.3 Report of the Audit Committee See section 8.3 Double Materiality Assessment See section 8.3 Double Materiality Assessment - Material topics See section 8.6 Governance information - Advocacy activities and expenses See section 9.4.5 General Meeting of Shareholders See section 9.12 Investor information
2-13	Delegation of responsibility for managing impacts	See section 1.2 Members of the Board of Management and Executive Committee See section 4 Environmental, Social and Governance - ESG governance See section 5 Supervisory Board See section 9.4 Corporate governance
2-14	Role of the highest governance body in sustainability reporting	See section 4 Environmental, Social and Governance - ESG governance See section 5 Supervisory Board
2-15	Conflicts of interest	See section 1.2 Members of the Board of Management and Executive Committee See section 5 Supervisory Board
2-16	Communication of critical concerns	See section 1.2 Members of the Board of Management and Executive Committee See section 4.3.4 Philips General Business Principles (GBP) See section 4.3.9 Risk management and internal control See section 8.6 Governance information - Philips SpeakUp (Ethics Line)
2-17	Collective knowledge of the highest governance body	See section 1.2 Members of the Board of Management and Executive Committee See section 5 Supervisory Board
2-18	Evaluation of the performance of the highest governance body	See section 1.2 Members of the Board of Management and Executive Committee See section 4 Environmental, Social and Governance - ESG governance See section 4.3.9 Risk management and internal control See section 5 Supervisory Board See section 5.3.1 Report of the Corporate Governance and Nomination & Selection Committee
2-19	Remuneration policies	See section 4.3.6 Remuneration framework See section 5.3.2 Supervisory Board report - Report of the Remuneration Committee See section 5.4 Remuneration report 2024 See section 6.6 - Note 27 Information on remuneration

2-20	Process to determine remuneration	See section 1.2 Members of the Board of Management and Executive Committee See section 5 Supervisory Board See section 5.3.2 Supervisory Board report- Report of the Remuneration Committee See section 6.6 - Note 27 Information on remuneration See section 9.4.4 Other Board-related matters See section 9.4.5 General Meeting of Shareholders
2-21	Annual total compensation ratio	See section 5.4 Remuneration report 2024
2-22	Statement on sustainable development strategy	See section 1.1 Message from the CEO
2-23	Policy commitments	See section 4.2.2 Our organization, people and culture See section 4.2.3 Human Rights See section 4.3.3 Patient safety, quality and regulatory See section 4.3.4 Philips General Business Principles (GBP) See section 4.3.9 Risk management and internal control See section 8.1 Tracking our 2025 ESG program See section 8.2.2 ESG governance, strategy and policies See section 8.3 Double Materiality Assessment - Policy overview See section 8.5.2 Human Rights Philips GBP website
2-24	Embedding policy commitments	See section 4.2.2 Our organization, people and culture See section 4.3.3 Patient safety, quality and regulatory See section 4.3.4 Philips General Business Principles (GBP) See section 4.3.9 Risk management and internal control See section 8.1 Tracking our 2025 ESG program See section 8.2.2 ESG governance, strategy and policies See section 8.3 Double Materiality Assessment - Policy overview Philips GBP website
2-25	Processes to remediate negative impacts	See section 4.3.4 Philips General Business Principles (GBP) See section 4.3.9 Risk management and internal control See section 8.6 Governance information - Philips SpeakUp (Ethics Line) Philips GBP website
2-26	Mechanisms for seeking advice and raising concerns	See section 4.3.4 Philips General Business Principles (GBP) See section 4.3.9 Risk management and internal control See section 8.6 Governance information - Philips SpeakUp (Ethics Line) Philips GBP website
2-27	Compliance with laws and regulations	See section 4.2.3 Human Rights See section 4.3.4 Philips General Business Principles (GBP) See section 8.4 Environmental information - Other environmental information - Sustainable Operations See section 8.5.2 Human Rights
2-28	Membership associations	See section 4.3.8 Working with stakeholders and advocacy See section 8.2.1 Tracking trends See section 8.3 Double Materiality Assessment - Stakeholder engagement overview See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain See section 8.6 Governance information - Advocacy activities and expenses
2-29	Approach to stakeholder engagement	See section 4.3.8 Working with stakeholders and advocacy See section 8.3 Double Materiality Assessment See section 8.3 Double Materiality Assessment - Material topics See section 8.3 Double Materiality Assessment - Stakeholder engagement overview See section 8.6 Governance information - Advocacy activities and expenses
2-30	Collective bargaining agreements	See section 8.5.1 Social information - Workforce details - Collective bargaining coverage and social dialogue

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**GRI 3: Material Topics 2021**

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<b>Disclosure Number</b>	<b>Disclosure Name</b>	<b>Cross-Reference</b>
3-1	Process to determine material topics	See section 4.1.1 Measuring our environmental impact See section 4.2.3 Human Rights See section 4.3.8 Working with stakeholders and advocacy See section 8.2 General basis for preparation See section 8.3 Double Materiality Assessment See section 8.3 Double Materiality Assessment - Material topics See section 8.5.2 Human Rights See section 8.6 Governance information - Advocacy activities and expenses See Philips Human Rights Report 2024
3-2	List of material topics	See section 8.2 General basis for preparation See section 8.3 Double Materiality Assessment See section 8.3 Double Materiality Assessment - Material topics
3-3	Management of material topics	See section 4 Environmental, Social and Governance - ESG governance See section 4.1.1 Measuring our environmental impact See section 4.3.3 Patient safety, quality and regulatory See section 4.3.8 Working with stakeholders and advocacy See section 4.3.9 Risk management and internal control See section 8.1 Tracking our 2025 ESG program See section 8.2.2 ESG governance, strategy and policies See section 8.3 Double Materiality Assessment See section 8.3 Double Materiality Assessment - Material topics

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## Specific Standard Disclosures

### Employee well-being, health and safety

Profile Disclosure	Description	Cross-Reference
<b>GRI 403: Occupational Health and Safety</b>		
403	Management approach disclosures	See section 8.1 Tracking our 2020-2025 ESG plan See section 8.3 Double Materiality Assessment
403-1	Occupational health and safety management system	See section 8.5.1 Own workforce - Health and Safety
403-2	Hazard identification, risk assessment, and incident investigation	See section 4.3.9 Risk management and internal control See section 8.1 Tracking our 2020-2025 ESG plan See section 8.2.2 ESG governance, strategy and policies See section 8.3 Double Materiality Assessment - Policy overview See section 8.5.1 Own workforce - Health and Safety See section 8.6 Governance information - Philips SpeakUp (Ethics Line)
403-3	Occupational health services	See section 8.5.1 Own workforce - Health and Safety
403-4	Worker participation, consultation and communication on occupational health and safety	See section 4.3.4 Philips General Business Principles (GBP) See section 4.3.8 Working with stakeholders and advocacy See section 8.3 Double Materiality Assessment - Stakeholder engagement overview See <a href="http://www.philips.com/gbp">www.philips.com/gbp</a> . 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.
403-5	Worker training on occupational health and safety	See section 8.5.1 Own workforce - Health and Safety - Health and Safety programs
403-6	Promotion on worker health	See section 8.5.1 Own workforce - Health and Safety
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See section 4.2.3 Human Rights See section 4.3.4 Philips General Business Principles (GBP) See section 8.1 Tracking our 2020-2025 ESG plan See section 8.5.1 Own workforce - Health and Safety - Health and Safety programs See section 8.5.2 Human Rights
403-8	Workers covered by an occupational health and safety management system	See section 8.5.1 Own workforce - Health and Safety See section 8.5.1 Own workforce - Workforce details
403-9	Work-related injuries	See section 8.5.1 Own workforce - Health and Safety 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.
403-10	Work-related ill health	See section 8.5.1 Own workforce - Health and Safety

## Product responsibility and safety

Profile Disclosure	Description	Cross-Reference
<b>GRI 416: Customer Health and Safety</b>		
416	Management approach disclosures	See section 1.1 Message from the CEO See section 4.3.3 Patient safety, quality and regulatory See section 8.1 Tracking our 2020-2025 ESG plan See section 8.3 Double Materiality Assessment
416-1	Assessment of the health and safety impacts of product and service categories	See section 4.3.3 Patient safety, quality and regulatory See section 8.5.3 Consumers and end users - Product responsibility and safety
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	See section 4.3.9 Risk management and internal control See section 9.5.4 Compliance risks

## Human rights & responsible and resilient supply chains

Profile Disclosure	Description	Cross-Reference
<b>GRI 308: Supplier Environmental Assessment</b>		
308	Management approach disclosures	See section 8.1 Tracking our 2020-2025 ESG plan See section 8.3 Double Materiality Assessment See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain
308-1	New suppliers that were screened using environmental criteria	See section 8.1 Tracking our 2020-2025 ESG plan See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain All suppliers required to sign Supplier Sustainability Declaration, critical suppliers assessed in detail
308-2	Negative environmental impacts in the supply chain and actions taken	See section 8.1 Tracking our 2020-2025 ESG plan See section 8.3 Double Materiality Assessment See section 8.5.1 Climate Change - Physical Risk Assessment See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain All suppliers required to sign Supplier Sustainability Declaration, critical suppliers assessed in detail
<b>GRI 408: Child Labor</b>		
408	Management approach disclosures	See section 4.2.3 Human Rights See section 4.3.4 Philips General Business Principles (GBP) See section 8.1 Tracking our 2020-2025 ESG plan See section 8.3 Double Materiality Assessment See section 8.5.2 Human Rights
408-1	Operations and suppliers at significant risk for incidents of child labor	See section 4.2.3 Human Rights See section 4.3.4 Philips General Business Principles (GBP) See section 8.5.2 Human Rights See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain
<b>GRI 409: Forced Or Compulsory Labor</b>		
409	Management approach disclosures	See section 4.2.3 Human Rights See section 4.3.4 Philips General Business Principles (GBP) See section 8.1 Tracking our 2020-2025 ESG plan See section 8.3 Double Materiality Assessment See section 8.5.2 Human Rights
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See section 4.2.3 Human Rights See section 4.3.4 Philips General Business Principles (GBP) See section 8.5.2 Human Rights See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain

## Human rights & responsible and resilient supply chains

Profile Disclosure	Description	Cross-Reference
<b>GRI 414: Supplier Social Assessment</b>		
414	Management approach disclosures	See section 8.1 Tracking our 2020-2025 ESG plan See section 8.3 Double Materiality Assessment
414-1	New suppliers that were screened using social criteria	See section 8.1 Tracking our 2020-2025 ESG plan See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain All suppliers required to sign Supplier Sustainability Declaration, critical suppliers assessed in detail
414-2	Negative social impacts in the supply chain and actions taken	See section 8.1 Tracking our 2020-2025 ESG plan See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain
<b>GRI 206: Anti-Competitive Behavior</b>		
206	Management approach disclosures	See section 4.3.9 Risk management and internal control See section 8.1 Tracking our 2020-2025 ESG See section 8.3 Double Materiality Assessment
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See section 8.6 Governance information - Philips SpeakUp (Ethics Line) See section 9.5.4 Compliance risks
<b>GRI 406: Non-Discrimination</b>		
406	Management approach disclosures	See section 8.1 Tracking our 2020-2025 ESG See section 8.3 Double Materiality Assessment Philips GBP website
406-1	Incidents of discrimination and corrective actions taken	See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain See section 8.6 Governance information - Philips SpeakUp (Ethics Line)



## Energy efficiency

Profile Disclosure	Description	Cross-Reference
<b>GRI 302: Energy</b>		
302	Management approach disclosures	See section 4 Environmental, Social and Governance - ESG governance See section 8.1 Tracking our 2020-2025 ESG See section 8.3 Double Materiality Assessment
302-1	Energy consumption within the organization	See section 4.1.2 Environmental- Climate Change See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations
302-2	Energy consumption outside of the organization	See section 4.1.1 Measuring our environmental impact See section 4.1.2 Environmental - Climate Change See section 8.4 Environmental information - Climate Change See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain See EP&L Account - methodology 2024
302-3	Energy intensity	See section 4.1.2 Environmental - Climate Change See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations
302-4	Reduction of energy consumption	See section 4.1.2 Environmental - Climate change See section 8.1 Tracking our 2020-2025 ESG See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations
302-5	Reductions in energy requirements of products and services	See section 4.1.2 Environmental - Climate change See section 8.1 Tracking our 2020-2025 ESG See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations

## Employee rights

Profile Disclosure	Description	Cross-Reference
<b>GRI 401: Employment</b>		
401	Management approach disclosures	See section 4.2 Social See section 8.1 Tracking our 2020-2025 ESG See section 8.3 Double Materiality Assessment
401-1	New employee hires and employee turnover	See section 4.2.2 Our organization, people and culture See section 8.5.1 Social information - Own workforce - Workforce details See section 8.5.1 Social information - Own workforce - Building employability
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	See section 4.2 Social See section 4.2.5 Philips Foundation See section 6.6 Note 20: Post-employment benefits See section 8.5.1 Social information - Own workforce - Workforce of the future See section 8.5.1 Social information - Own workforce - Diversity, Inclusion and Well-Being See section 8.5.1 Social information - Own workforce - Equal opportunities and equal pay See section 8.5.1 Social information - Own workforce - Living Wage and Adequate Wage See section 8.5.1 Social information - Own workforce - Employee volunteering See section 8.5.1 Social information - Own workforce - Building employability
401-3	Parental leave	See section 8.5.1 Social information - Own workforce - Diversity, Inclusion and Well-Being See section 8.5.1 Social information - Own workforce - Workforce details
<b>GRI 407: Freedom of association and collective bargaining</b>		
407	Management approach disclosures	See section 4 Environmental, Social and Governance - ESG governance See section 4.3.4 Philips General Business Principles (GBP) See section 8.1 Tracking our 2020-2025 ESG See section 8.3 Double Materiality Assessment General Business Principles
407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	See section 4.3.4 Philips General Business Principles (GBP) See section 8.5.1 Social information - Own workforce - Workforce details See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain General Business Principles

## Fair and inclusive workplace

Profile Disclosure	Description	Cross-Reference
<b>GRI 405: Diversity and equal opportunity</b>		
405	Management approach disclosures	See section 4 Environmental, Social and Governance - ESG governance See section 4.2 Social See section 8.1 Tracking our 2020-2025 ESG See section 8.3 Double Materiality Assessment
405-1	Diversity of governance bodies and employees	See section 8.5.1 Social information - Own workforce - Diversity, Inclusion and Well-Being 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	Ratio of basic salary and remuneration of women to men	See section 5.3.2 Supervisory Board report - 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 8.5.1. Equal opportunities and equal pay

## Talent & development

Profile Disclosure	Description	Cross-Reference
<b>GRI 404: Training and education</b>		
404	Management approach disclosures	See section 4.2 Social See section 4 Environmental, Social and Governance - ESG governance See section 8.1 Tracking our 2020-2025 ESG See section 8.3 Double Materiality Assessment
404-1	Average hours of training per year per employee	See section 4.2 Social See section 8.5.1 Social information - Own workforce - Workforce of the future - Learning All employees in all categories have equal access to training in the Philips University
404-2	Programs for upgrading employee skills and transition assistance programs	See section 4.2 Social See section 8.5.1 Social information - Own workforce - Workforce of the future See section 8.5.1 Social information - Own workforce - Building employability See section 8.5.1 Social information - Own workforce - Diversity, Inclusion and Well-Being
404-3	Percentage of employees receiving regular performance and career development reviews	See section 8.5.1 Social information - Own workforce - Workforce of the future

## Climate change

Profile Disclosure	Description	Cross-Reference
<b>GRI 305: Emissions</b>		
305	Management approach disclosures	See section 4 Environmental, Social and Governance - ESG governance See section 8.1 Tracking our 2020-2025 ESG See section 8.3 Double Materiality Assessment
305-1	Direct (Scope 1) GHG emissions	See section 4.1.2 Environmental- Climate change See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations
305-2	Energy indirect (Scope 2) GHG emissions	See section 4.1.2 Environmental- Climate change See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations
305-3	Other indirect (Scope 3) GHG emissions	See section 4.1.2 Environmental- Climate change See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations
305-4	GHG emissions intensity	See section 4.1.2 Environmental- Climate change See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations
305-5	Reduction of GHG emissions	See section 4.1.2 Environmental- Climate change See section 8.1 Tracking our 2020-2025 ESG See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations
305-7	Nitrogen oxides (NOX), sulfur oxides (SOX), and other significant air emissions	See section 4.1.2 Environmental- Climate change See section 8.4 Environmental information - Climate Change See section 8.4 Environmental information - Other environmental information - Sustainable Operations

## Circular economy

Profile Disclosure	Description	Cross-Reference
<b>GRI 306: Waste</b>		
306	Management approach disclosures	See section 8.1 Tracking our 2020-2025 ESG See section 8.3 Double Materiality Assessment
306-1	Waste generation and significant waste-related impacts	See section 8.4 Environmental information - Resource Use and Circular Economy See section 8.4 Environmental information - Other environmental information - Sustainable Operations
306-2	Management of significant waste-related impacts	See section 8.4 Environmental information - Resource Use and Circular Economy See section 8.4 Environmental information - Other environmental information - Sustainable Operations
306-3	Waste generated	See section 8.4 Environmental information - Resource Use and Circular Economy See section 8.4 Environmental information - Other environmental information - Sustainable Operations
306-4	Waste diverted from disposal	See section 8.4 Environmental information - Resource Use and Circular Economy See section 8.4 Environmental information - Other environmental information - Sustainable Operations
306-5	Waste directed to disposal	See section 8.4 Environmental information - Resource Use and Circular Economy See section 8.4 Environmental information - Other environmental information - Sustainable Operations
Own Indicator		See section 4.1.3 Resource use and circular economy See section 8.2 General basis for preparation - Sources of estimation and outcome uncertainty See section 8.4 Environmental information - Resource Use and Circular Economy See section 8.4 Environmental information - Other environmental information - Sustainable Operations See section 8.5.2 Social information - Supplier sustainability & Workers in the value chain

## Material topics which Philips report according to own indicators

Profile Disclosure	Description	Cross-Reference
<b>Management approach disclosures</b>		
Own Indicator		<p>See section 1.2 Members of the Board of Management and Executive Committee</p> <p>See section 4 Environmental, Social and Governance - ESG governance</p> <p>See section 5 Supervisory Board</p> <p>See section 8.1 Tracking our 2020-2025 ESG</p> <p>See section 8.3 Double Materiality Assessment</p> <p>See section 9.4 Corporate governance</p>
<b>Innovation &amp; research</b>		
Own Indicator		<p>See section 1.1 Message from the CEO</p> <p>See section 2.2.1 Our business structure - Segment Other</p> <p>See section 3.2 Results of operations - Research and development expenses</p> <p>See section 4.1.3 Environmental - Resource Use and Circular Economy - EcoDesign</p> <p>See section 8.4 Environmental information - Resource Use and Circular Economy - EcoDesign</p> <p>See section 8.4 Environmental information - Resource Use and Circular Economy - Philips methodologies for 2025 circularity targets</p>
<b>Big data, AI and Cybersecurity</b>		
Own Indicator		<p>See section 1.1 Message from the CEO</p> <p>See section 2 Strategy</p> <p>See section 2.2.1 Our business structure - Diagnosis &amp; Treatment segment</p> <p>See section 2.2.1 Our business structure - Connected Care segment</p> <p>See section 2.2.1 Our business structure - Personal Health segment</p> <p>See section 4.3.5 Cybersecurity</p> <p>See section 8.5.2 Human rights - Consumers and end users</p> <p>See section 9.5.2 Operational risks</p> <p>Philips did not receive any substantiated claims concerning breaches of customer privacy</p> <p>Philips' approach to privacy</p> <p>Philips AI principles</p>
<b>Sustainable Value Creation</b>		
Own Indicator		<p>See section 1.1 Message from the CEO</p> <p>See section 2 Strategy</p> <p>See section 4.2.1 Improving people's lives</p> <p>See section 9.7 How we create value</p>
<b>Geopolitical events</b>		
Own Indicator		<p>See section 1.1 Message from the CEO</p> <p>See section 3.1.1 Performance summary - Factors impacting performance - Geopolitical environment</p> <p>See section 4.3.7 Tax contribution</p> <p>See section 4.3.8 Working with stakeholders and advocacy</p> <p>See section 9.5 Risk factors and responses</p>

