



Responsible Minerals Sourcing Policy

April 2026

Purpose

Philips is committed to responsible sourcing of minerals from conflict-affected and high-risk areas (CAHRAs) and conducts risk-based due diligence to help prevent contributing to serious human rights abuses, unlawful practices or other significant adverse impacts.

Philips' Responsible Minerals Sourcing Policy ("Policy") extends our Human Rights Policy, Philips General Business Principles, Procurement Code of Ethics, and Supplier Sustainability Declaration into our upstream supply chain. This Policy is informed by the OECD Due Diligence Guidance for Responsible Supply Chains of Minerals from Conflict-Affected and High-Risk Areas ("OECD Guidance") and supports compliance with relevant laws and regulations such as the U.S. Dodd-Frank Act Section 1502¹.

Scope

Minerals in scope

This Policy applies to tin, tantalum, tungsten and gold ("3TG") and cobalt ("Minerals") in products and materials supplied to Philips. Philips may update the minerals scope to reflect evolving regulatory requirements and material risk profiles.

Organizational scope

This Policy applies globally to Philips businesses, regions, and functions, and to all relevant suppliers whose products may contain in-scope minerals.

Local laws and regulations may set stricter or more specific requirements, in which case these stricter or more specific local requirements will apply and take precedence over this Policy to the extent they cannot be applied in parallel.

Policy Commitments

Philips seeks to avoid contributing to significant adverse impacts associated with extraction, transport or trade of Minerals. Consistent with the OECD Guidance (Annex II), these risks are:

- serious human rights abuses, including any forms of torture, cruel, or inhuman and degrading treatment; any forms of forced or compulsory labor; the worst forms of child labor²; other gross human rights violations and abuses such as widespread sexual violence; war crimes or other serious violations of international humanitarian law, crimes against humanity or genocide;
- direct or indirect support to non-state armed groups;
- direct or indirect support to public or private security forces who illegally control mine sites, transportation routes and upstream actors in the supply chain;
- bribery and fraudulent misrepresentation of the origin of minerals;

¹ Section 1502 of the US Dodd-Frank Wall Street Reform and Consumer Protection Act

² See ILO Convention No. 182 on the Worst Forms of Child Labour (1999).

- money laundering; and
- non-payment of taxes, fees and royalties to governments.

Philips does not encourage a de facto embargo on conflict-affected and high-risk areas (CAHRAs). Where responsible sourcing of Minerals is possible, we aim to support legitimate, responsible supply chains while preventing and addressing risks.

Due Diligence Framework

1. Management systems

- Maintain a company-wide due-diligence program integrated into procurement, contracting, and supplier oversight.
- Operate accessible grievance channels for internal and external affected stakeholders.

2. Identify and assess risks

- Collect smelter/refiner and country-of-origin information through industry-standard tools.
- Assess risks linked to CAHRAs and prioritize suppliers based on exposure.

3. Respond to risks

- Engage suppliers to implement measurable and time-bound risk-mitigation actions.
- Where risks cannot be addressed, Philips will determine appropriate next steps in line with internal governance and risk-management procedures.

4. Smelter/refiner assurance

- Rely on recognized industry schemes (e.g., Responsible Minerals Assurance Process) to validate smelter/refiner due-diligence practices.
- Encourage suppliers to source from conformant smelters/refiners.

5. Report annually

- Meet applicable external reporting requirements for responsible minerals due diligence (including SEC conflict minerals disclosures for 3TG).
- Provide transparent communication on our program approach and progress, as appropriate.

Supplier Requirements

Relevant suppliers must:

- Conduct their operations in a socially and environmentally responsible manner.
- Cascade these expectations to their own suppliers.
- Exercise due diligence to identify and disclose the source and smelter/refiner information of Minerals in scope, based on nationally or internationally recognized standards or guidance (such as the OECD Guidance). These measures include completing the applicable industry templates (e.g., CMRT, EMRT) and supporting recognized industry assurance mechanisms, such as the Responsible Minerals Assurance Process (RMAP).

Non-compliance by suppliers will result in corrective actions.

Monitoring and continuous improvement

We report on responsible sourcing of Minerals in our Annual Report in accordance with applicable reporting rules and standards, and also submit an annual Conflict Minerals report with the U.S. SEC under the U.S. Dodd-Frank Act Section 1502. Following regulatory developments, global trends, stakeholder input and company strategy, we continue to develop our ESG strategy, commitments, programs, and value propositions. As an outcome of that process, this policy will be periodically reviewed and may be updated. The policy is available to all external and internal stakeholders via the Philips website.



Policy Owner: Chief Operations Officer
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