

2025 UK

Gender Pay Reporting

PHILIPS

Introduction

This Report contains Philips Electronics UK Ltd legal disclosure of the gender pay gap for 2025 and additional commentary.

All companies with 250 or more employees are required to publish their gender pay gap under legislation. Employers have to publish the gap in pay between men and women on both a median and a mean basis. In addition, employers are required to disclose the distribution of gender by pay quarters by splitting the workforce into four groups (based on a list of eligible employees from the lowest paid to the highest paid) and showing the proportion of men and women in each group. For the purpose of the reporting, we have named the quarters: Lower Quarter, Lower Middle Quarter, Upper Middle Quarter and Upper Quarter. Employers are also required to disclose percentages of employees receiving bonuses by gender and the gender gap on bonuses.



Gender Pay Gap

The gender pay gap is the difference between the gross hourly rate of pay of male employees and female employees (as set out in the regulations), expressed as a percentage of the gross hourly pay rate of the male employees.

The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

Mean vs. Median

The Gender Pay Gap reporting regulations specifically require both the median and mean to be reported. These metrics are complementary and illustrate different aspects of the distribution of pay across an organisation. The median is a statistic commonly used in analysing both internal pay tendency and external market norms, because it looks at the central tendency of the market or sample, showing the middle-most salary of a sample. Calculating the median involves taking all salaries in a sample, lining them up in order from lowest to highest, and picking the middle-most salary. The mean is the overall average of the whole sample and thus can be subject to the influences of salaries at the top or bottom of the sample. In other words, the mean is much more subject to skewing by a small number of outliers.





Our Business

Royal Philips of the Netherlands, founded in 1891 in Eindhoven, is a leading health technology Company focused on improving people's health and wellbeing through meaningful innovation. Philips' patient- and people-centric innovation leverages advanced technology and deep clinical and consumer insights to deliver personal health solutions for consumers and professional health solutions for healthcare providers and their patients in the hospital and the home. Headquartered in the Netherlands, the Company is a leader in diagnostic imaging, ultrasound, image-guided therapy, monitoring and enterprise informatics, as well as in personal health. We aim to improve 2.5 billion lives per year by 2030.

We have a multinational workforce of approximately 67,000 employees and are globally present with sales and services in more than 100 countries worldwide. Our culture is what makes us uniquely Philips. It guides how we work with each other to deliver impact with care – for patients, people and the planet. We can't truly have impact without care. And the way we care drives our impact.

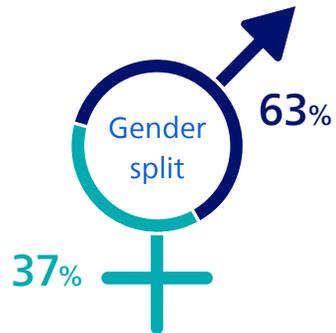
Philips UK

Philips UK headquarters are in Farnborough, Hampshire. This is home to our Commercial Health Systems, Sleep & Respiratory Care, Personal Health and Digital Plus business groups, along with UK corporate functions. Our goal is to become the UK and Ireland's leading health brand for hospitals, retailers, and consumers. In addition, we aim to be the preferred partner for NHS and strategic customers, offering long-term solutions. We employ a large field base of Medical Service Engineers, Account Managers and Project Managers for our commercial organisations.

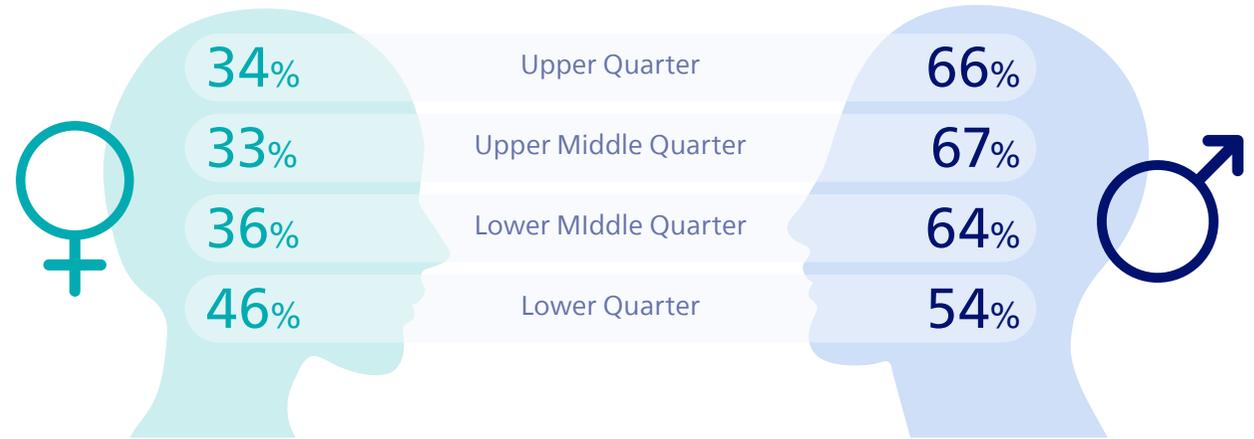
Our Data

The total number of 'relevant' employees for the Gender Pay reporting in April 2025 was

833



Pay reporting



Overall our pay differentials are:

Mean Gender Pay Gap

7.5%

Median Gender Pay Gap

5.8%

Proportion of male and female employees receiving a bonus:



Women's **mean** bonus pay is **2.4%** lower than men's

Women's **median** bonus pay is **15.7%** higher than men's

Gender Pay Gap Summary

Philips operates across a number of industries. We have employees in medical devices and associated engineering which are historically, and currently, still male dominated industries and our workforce reflects this. In our consumer goods sector, we employ a greater number of females than males. Our percentage of male and female employees has not changed since last year and we continue the aim for further gender parity, recognising that this is a long-term ambition.



Our Statement

Despite the slight increase since last year, we are continuing the good practices we have established in the last 9 years, referenced in our previous reports and summarised below. We continue to keep Gender diversity as an active focus for our Leaders and the organisation as a whole.

Leadership Commitment

We remain dedicated to reducing our Gender pay gap and continue to discuss and review this topic. We frequently assess the programmes and support we have in place to support and promote females in the organisation.

Females represent 44% of our UK Leadership Team and 50% of our Global Executive Team. This demonstrates our commitment to ongoing gender diversity, ensuring that we have strong representation at the highest levels.

As a key initiative, we have an ongoing positive presence of our Philips 'Women Lead' (PWL) with an established chapter in the UK. PWL UK hosted numerous events in the last year focusing on topics such as women's wellbeing, and senior female leaders sharing their personal leadership journeys.



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This year's results show that while our gender pay gap has risen slightly, our commitment to long term, meaningful progress continues. At Philips, we strive to shape a workplace where every colleague feels supported, respected, and able to contribute their best. Inclusivity and equity remain central to how we operate and to the impact we make for people, patients, and the planet. We will keep building on this momentum to ensure fairness and opportunity in the workplace for all.



Mark Leftwich,
Managing Director
Philips UK&I

Workforce of the Future and Enabling Diverse Talent Acquisition

- We actively track our intake and outflow of employees by gender and continue to attract and hire female talent across all levels in the organisation. In 2025, 50% of our senior positions were filled by females.
- In line with our focus on diversity, we have improved our standard job description template, designed to simplify requirements and use gender neutral wording.
- Working closely with the business, we continue to provide young people with opportunities for insight into the Health Technology industry by involvement in our structured Work Experience programmes. In 2025, over 20 students spent time at Philips on a Work Experience placement. We continue to ensure that we have a diverse early careers talent pipeline. In 2025 we achieved a 62% female representation from across our Early Career programmes.



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We know colleagues' wellbeing needs are changing, and we're striving to shape support that genuinely reflects their lived experience. By strengthening early help and removing health related barriers, we aim to create fairer conditions that support women's progression and improve gender equity over time."

Jules Parkinson-Thake
Health & Wellbeing Manager



Policy & Practices

- We have a key focus on women's health with the aim to provide support and remove any barriers. We delivered dedicated menstrual health workshops and menopause masterclasses across the organisation, helping to normalise important health conversations and ensure colleagues feel supported at every stage of their wellbeing journey.
- A new UK&I Fertility Policy is due to be launched, offering clear and compassionate guidance for those navigating fertility treatment or family building challenges.
- We are continuing to broaden our health support offerings to ensure inclusivity across our office-based and remote workforce, reinforcing our commitment to early intervention and equitable access to preventative care.
- We have strengthened our focus on mental health continues including new leader awareness training and growing our network of Wellbeing Champions and Mental Health First Aiders.
- We have reviewed our holiday provisions for increased flexibility supporting people at different life stages.
- We continue to support the role of men in family life by reviewing our policies and enhancing them versus the statutory requirements e.g. paternity leave.



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The annual release of our Gender Pay Gap Report serves as a valuable tool for assessing ongoing efforts toward pay equity and inclusivity. At Philips, we remain committed to fostering a diverse and inclusive organisation.

Our latest Gender Pay Gap Report outlines the advancements that we continue to make, especially through inclusive recruitment and leadership development initiatives. The data reminds us to continue our focus on access to opportunities, mentorship, and recognition.

We recognise that eliminating the gender pay gap cannot be accomplished overnight. It requires sustained action, transparency, and accountability. We continue to invest in the following areas:

- *Inclusive Recruitment: Ensuring unbiased hiring practices and attracting diverse talent across all levels.*
- *Promotion and Leadership: Encouraging women's progression into senior leadership roles with development programs tailored to their needs.*
- *Mentoring and Sponsorship: Providing mentorship opportunities and sponsorship programs to empower women at every stage of their career.”*



Natalie Szymonowicz
Image Guided Therapy
Business Leader at Philips

