

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>.

Statement of use	Royal Philips has reported the information cited in this GRI content index for the period January 1, 2023 - December 31, 2023 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 9 Corporate governance See section 9.11 Corporate information See section 3.4 Our business structure See section 3.5 Our geographic structure See section 5.6 ESG by key country See section 10.6 Note 2 - Information by segment and main country See section 10.6 Note 5 - Interests in entities
2-2	Entities included in the organization's sustainability reporting	See section 12.1.5 Approach to sustainability reporting - Boundaries of ESG reporting The integration of newly acquired activities is scheduled according to a defined integration timetable (in principle, the first full reporting year after the year of acquisition) and subject to the integration agenda. Data for activities that are divested during the reporting year are not included in full-year reporting. Environmental data are reported for manufacturing sites with more than 50 industrial employees.
2-3	Reporting period, frequency and contact point	January - December 2023 Yearly See section 13.8 Investor information
2-4	Restatements of information	See section 12.1 Approach to sustainability reporting See section 12.1.6 Approach to sustainability reporting - Comparability and completeness
2-5	External assurance	See section 12.1.9 Assurance report of the independent auditor
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 See section 3.4.1 Diagnosis & Treatment segment See section 3.4.2 Connected Care segment See section 3.4.3 Personal Health segment See section 3.4.4 Segment Other See section 3.4 Our business structure See section 3.5 Our geographic structure See section 10.6 Note 2 - Information by segment and main country See section 3.6 Supply chain and procurement See section 12.4.9 Social statements - Supplier sustainability Philips supplier sustainability website See section 4.5 Acquisitions and divestments See section 4.4 Restructuring and acquisition-related charges
2-7	Employees	See section 5.3.6 Employment See section 5.3.4 Diversity, Inclusion and Well-Being See section 5.3.2 Our organization, people and culture See section 12.4.9 Social statements - Supplier sustainability See section 10.6 Note 6 - Income from operations See the tables and graphs at the end of this GRI content index
2-8	Workers who are not employees	See section 12.4.9 Social statements - Supplier sustainability The number of workers who are not employees are managed at local level, and not administered centrally. Most of these work in our factories and in facility management roles (recognition, maintenance, security, catering, cleaning, etc.). We do have some seasonality in our factories, as a result of which more workers who are not employees are hired in the 2nd half of the year. Such seasonality does not apply to facility management roles
2-9	Governance structure and composition	See section 9 Corporate governance See section 2 Board of Management and Executive Committee See section 7 Supervisory Board See section 12.1.8 Approach to sustainability reporting - ESG governance
2-10	Nomination and selection of the highest governance body	See section 7 Supervisory Board See section 8.1 Report of the Corporate Governance and Nomination & Selection Committee See section 2 Board of Management and Executive Committee
2-11	Chair of the highest governance body	See section 7 Supervisory Board See section 2 Board of Management and Executive Committee
2-12	Role of the highest governance body in overseeing the management of impacts	See section 3.3 Double Materiality Assessment See section 5.3.14 Working with stakeholders and advocacy See section 12.1.3 Approach to sustainability reporting - Material topics and our focus See section 12.5.2 Governance statements - Advocacy activities and expenses See section 13.8 Investor information See section 7 Supervisory Board See section 2 Board of Management and Executive Committee See section 9.5 General Meeting of Shareholders See section 12.1.8 Approach to sustainability reporting - ESG governance See section 6.1 Our approach to risk management See section 8.3 Report of the Audit Committee
2-13	Delegation of responsibility for managing impacts	See section 9 Corporate governance See section 2 Board of Management and Executive Committee See section 7 Supervisory Board See section 12.1.8 Approach to sustainability reporting - ESG governance
2-14	Role of the highest governance body in sustainability reporting	See section 7 Supervisory Board See section 12.1.8 Approach to sustainability reporting - ESG governance
2-15	Conflicts of interest	See section 2 Board of Management and Executive Committee See section 7 Supervisory Board
2-16	Communication of critical concerns	See section 5.5.4 Philips General Business Principles (GBP) See section 6.1 Our approach to risk management See section 2 Board of Management and Executive Committee See section 12.5.1 Governance statements - Philips SpeakUp (Ethics Line)
2-17	Collective knowledge of the highest governance body	See section 7 Supervisory Board See section 2 Board of Management and Executive Committee
2-18	Evaluation of the performance of the highest governance body	See section 6.1 Our approach to risk management See section 7 Supervisory Board See section 8.1 Report of the Corporate Governance and Nomination & Selection Committee See section 2 Board of Management and Executive Committee See section 12.1.8 Approach to sustainability reporting - ESG governance
2-19	Remuneration policies	See section 8.2.1 Remuneration policy
2-20	Process to determine remuneration	See section 8.2 Report of the Remuneration Committee See section 2 Board of Management and Executive Committee See section 10.6 - Note 27 Information on remuneration See section 7 Supervisory Board See section 9.5 General Meeting of Shareholders See section 9.4 Meeting logistics and other information
2-21	Annual total compensation ratio	See section 8.2.3 Remuneration of the board of Management in 2022
2-22	Statement on sustainable development strategy	See section 1 Message from the CEO
2-23	Policy commitments	See section 6.1 Our approach to risk management See section 5.4.6 Quality & Regulatory and Patient Safety See section 5.3.2 Our organization, people and culture See section 5.5.4 Philips General Business Principles (GBP) See section 6.1 Our approach to risk management Philips GBP website
2-24	Embedding policy commitments	See section 6.1 Our approach to risk management See section 5.4.6 Quality & Regulatory and Patient Safety See section 5.3.2 Our organization, people and culture See section 5.5.4 Philips General Business Principles (GBP) See section 6.1 Our approach to risk management Philips GBP website
2-25	Processes to remediate negative impacts	See section 5.5.4 Philips General Business Principles (GBP) Philips GBP website See section 6.1 Our approach to risk management

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
2-27	Compliance with laws and regulations	See section 12.3.3 Environmental statements - Sustainable Operations 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 Governance 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	Cross-Reference
3-1	Process to determine material topics	See section 3.3 Double Materiality Assessment See section 5.3.10 Human Rights See Philips Human Rights Report 2023 See section 5.2 Environmental performance See section 5.3 Social performance See section 5.3.14 Working with stakeholders and advocacy See section 12.5.2 Governance statements - Advocacy activities and expenses See section 12.1.3 Approach to sustainability reporting - Material topics and our focus See section 12.1.5 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 5.5.3 Quality & Regulatory and Safety See section 2 Board of Management and Executive Committee See section 5.2.3 Biodiversity and Ecosystem Services See section 12.1.8 Approach to sustainability reporting - ESG governance See section 3.3 Double Materiality Assessment See section 12.1.3 Approach to sustainability reporting - Material topics and our focus

Specific Standard Disclosures

Employee well-being, health and safety

Profile Disclosure	Description	Cross-Reference
GRI 403: Occupational Health and Safety		
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 severity 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 work-	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
403-3	Workers with high incidence or high risk of diseases related to their occupation	On site level, insight exist in gender specific information. Philips considers this data on consolidated level not relevant.
403-4	Health and safety topics covered in formal agreements with trade unions	See section 12.4.7 Social statements - Health and Safety performance 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	Incidents of non-compliance concerning the health and safety impacts of products and services	See section 6.1 Our approach to risk management See section 6.6 Compliance risks

Human rights & responsible and resilient supply chains

Profile Disclosure	Description	Cross-Reference
GRI 308: Supplier Environmental Assessment		
308	Management approach disclosures	See section 5.3.11 Supplier sustainability 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
308-1	New suppliers that were screened using environmental criteria	See section 5.3.11 Supplier sustainability 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 12.4.9 Social statements - Supplier sustainability
308-2	Negative environmental impacts in the supply chain and actions taken	See section 5.3.11 Supplier sustainability 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
308-2	Negative environmental impacts in the supply chain and actions taken	See section 12.4.9 Social statements - Supplier sustainability See section 12.4.9 Social statements - Supplier sustainability
GRI 408: Child Labor		
408	Management approach disclosures	See section 5.3.10 Human Rights 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 12.4.9 Social statements - Supplier sustainability
GRI 409: Forced Or Compulsory Labor		
409	Management approach disclosures	See section 5.3.10 Human Rights 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
409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	See section 12.4.9 Social statements - Supplier sustainability
GRI 414: Supplier Social Assessment		
414	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
414-1	New suppliers that were screened using social criteria	See section 5.3.11 Supplier sustainability 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 12.4.9 Social statements - Supplier sustainability
414-2	Negative social impacts in the supply chain and actions taken	See section 12 ESG statements See section 5.3.11 Supplier sustainability See section 12.4.9 Social statements - Supplier sustainability
GRI 206: Anti-Competitive Behavior		
206	Management approach disclosures	See section 6.1 Our approach to risk management 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
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	See section 6.6 Compliance risks See section 12.5.1 Governance statements - Philips SpeakUp (Ethics Line)
GRI 406: Non-Discrimination		
406	Management approach disclosures	Philips GBP website 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 12.5.1 Governance statements - Philips SpeakUp (Ethics Line) See section 12.4.9 Social statements - Supplier sustainability

Energy efficiency

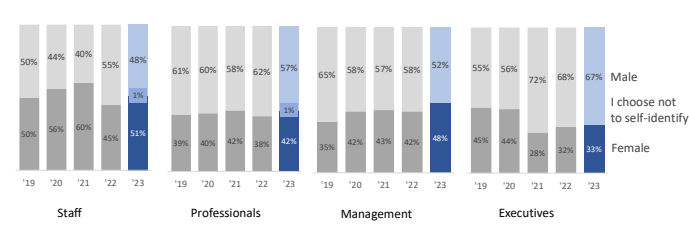
Profile Disclosure	Description	Cross-Reference
GRI 302: Energy		
302	Management approach disclosures	See section 12.1.8 Approach to sustainability reporting - ESG governance See section 12.1.3 Approach to sustainability reporting - Material topics and our focus See section 12.1.7 Approach to sustainability 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 12.3.3 Environmental statements - Sustainable Operations
302-2	Energy consumption outside of the organization	See section 12.3.1 Climate Action See section 12.4.9 Social statements - Supplier sustainability

		See section 5.2 Environmental performance - Measuring our environmental impact and Results 2023 See EP&L Account - methodology 2023
302-3	Energy intensity	See section 12.3.1 Climate Action See section 12.3.3 Environmental statements - Sustainable Operations
302-4	Reduction of energy consumption	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
Employee rights		
Profile Disclosure		
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 12.4.6 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 association and collective bargaining		
407	Management approach disclosures	See section 12.1.8 Approach to ESG reporting - ESG governance See section 5.5.4 Philips General Business Principles (GBP) 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 workplace		
Profile Disclosure		
GRI 405: Diversity and equal opportunity		
405	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.i, 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 opportunities and equal pay
Talent & development		
Profile Disclosure		
GRI 404: Training and education		
404	Management approach disclosures	See section 5.3 Social performance See section 12.1.8 Approach to ESG reporting - ESG governance
404-1		See section 12.4.2 People development See section 12.4.6 Building employability See section 12.4.3 Talent attraction See section 5.3 Social performance See section 12.4.2 People 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 attraction
404-3		Philips has implemented a semi-annual review process for all employees
Climate change		
Profile Disclosure		
GRI 305: Emissions		
305	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
305-1	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
305-2	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
305-3	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
305-4	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
305-5	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
305-7	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 Management and Executive Committee See section 7 Supervisory Board 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
Circular economy		
Profile Disclosure		
GRI 306: Waste		
306	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
306-1	Water discharge by quality and destination	Philips is not a water-intensive company, so this indicator is not applicable for Philips.
306-2	Waste by type and disposal method	See section 5.3.3 Sustainable Operations
Own 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
Innovation & 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, AI 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 segment See section 3.4.3 Personal Health segment Philips did not receive any substantiated claims concerning breaches of customer privacy Philips' approach to privacy Philips AI 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

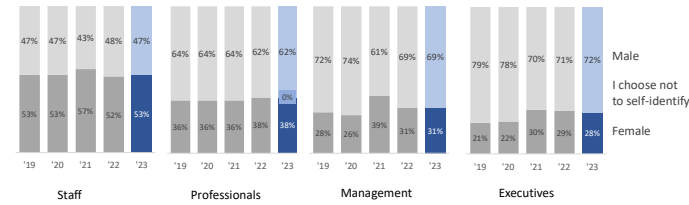
Sustainable Value Creation
Own Indicator

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

Royal Philips
New hire diversity in %
2019 - 2023



Royal Philips
Exit diversity in %
2019 - 2023



Royal Philips
Contract type by gender and region in %
2023

Region	Permanent			Temporary			Total		
	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%

Royal Philips
Part-time by gender and region in %
2023

Region	Full-time			Part-time			Total		
	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	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%