



Stakeholder Engagement Policy

We are committed to transparency and stakeholder engagement.

As a health tech company, we are driven by our purpose to improve people's health and well-being through meaningful innovation. We aim to grow Philips responsibly and sustainably and we believe that this is the best way for us to create superior, long-term value for Philips' multiple stakeholders.

We are conscious of our responsibility towards society and of the need to continue to embed sustainability ever deeper in the way we do business. We are engaging and partnering with stakeholders to drive Environmental, Social and Governance (ESG) priorities to help us minimize our environmental impact and maximize the social and economic value we create. We drive impact for people and the environment by integrating ESG in our strategy of focused growth.

One of our key ESG commitments is to be transparent about our programs, actions, targets, results and contributions to society, and to engage with our stakeholders through a variety of platforms.

Purpose

Our stakeholder engagement is closely aligned with the company's purpose and strategy. The purpose of our engagement efforts is to pursue and foster an open, meaningful, effective, and informed dialogue regarding our activities and our internal and external stakeholders' needs, concerns and expectations. This enables us to learn from our stakeholders and to take into account their interests when embedding ESG in our strategy, to drive priorities for global impact and create long-term value for our stakeholders. In organizing ourselves around customers and markets, we explore common ground for addressing societal challenges, building partnerships and jointly developing supporting ecosystems for our innovations around the world. Working in partnerships is crucial to delivering on our purpose and we incorporate feedback on specific areas of our business into our planning, actions, policies and disclosures.

Stakeholders

Philips identifies multiple groups of stakeholders, such as investors, employees, customers, business partners, suppliers, governments, academics, legislators, tax and supervisory authorities, as well as the communities in the countries in which we operate. These stakeholders may vary over time, and the relevance of their interests is context-specific and may depend on their potential to be affected by our activities and decisions which is to be determined on a case-by-case basis.

Dialogue

Philips facilitates dialogues with its stakeholders unless, in the opinion of the Board of Management, this is not in the interests of the company and its businesses. We carefully weigh relevant stakeholder input, always guided by our responsibility for the continuity of the Philips group, focusing on sustainable long-term value creation, and while acknowledging that different stakeholders may have different and sometimes opposing views and interests.

Review and transparency

This policy has been drawn up in accordance with best practice provision 1.1.5 of the Dutch Corporate Governance Code. We review our stakeholder engagement practices on a regular basis. In alignment with our commitment to transparency, we report on our stakeholder engagement activities in our Annual Report.

Contacts

We invite our stakeholders to share any concerns, comments or questions they may have via the relevant contact details below.

Philips Group Sustainability: philips.sustainability@philips.com

Philips Investor Relations: investor.relations@philips.com

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