



Philips Modern Slavery and Child Labour Statement 2025

Pursuant to:

- Section 3 of the California Transparency in Supply Chains Act of 2010
- the United Kingdom (UK) Modern Slavery Act 2015, Chapter 30, Part 6, Provision 54
- Australian Modern Slavery Act 2018 (Commonwealth)
- the Norwegian Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (Norwegian Transparency Act), and
- Section 11 of the Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act,

Philips is committed to respecting human rights and managing the risks of modern slavery, which includes human trafficking and forced labour, and child labour within its operations and product supply chain. This statement is in relation to the financial year ending 31 December 2025 and is made by the following covered reporting entities:

1. Philips Holding USA Inc.;
2. Philips Electronics UK Limited;
3. Philips Electronics Australia Limited;
4. Philips Saeco Australia Pty Limited;
5. Philips Norge AS;
6. Philips Electronics Limited.

(hereafter jointly referred to as "Philips", "our", or the **"Reporting Entities"**)

Philips Holding USA Inc. is required to disclose its efforts to eradicate slavery and human trafficking from its direct supply chain for materials incorporated into product offered for sale in accordance with the California Transparency in Supply Chains Act of 2010 (referred to in this statement as the "USA Reporting Entity").

Philips Electronics UK Limited is required to publish an annual modern slavery statement in accordance with Section 54 (Transparency in Supply Chains) of the UK Modern Slavery Act 2015 (referred to in this statement as the "UK Reporting Entity").

Philips Electronics Australia Limited and Philips Saeco Australia Pty Limited are reporting entities under the Australian Modern Slavery Act 2018 (Cth) (referred to in this statement as the "Australian Reporting Entities").

Philips Norge AS is a reporting entity under the Norwegian Act relating to enterprises' transparency and work on fundamental human rights and decent working conditions (the Norwegian Transparency Act) (referred to in this statement as the Norwegian Reporting Entity).

Philips Electronics Limited is a reporting entity under Canada's Fighting Against Forced Labour and Child Labour in Supply Chains Act (referred to in this statement as the Canadian Reporting Entity).

Philips runs an integrated supply chain tailored to customer needs, which encompasses supplier selection and management through procurement, manufacturing across all the industrial sites, logistics and warehousing operations, and customer installation, as well as demand/supply orchestration. Philips global organization and its subsidiaries use many of the same policies and processes and have many shared suppliers. Therefore, the Reporting Entities opt for submitting a joint Statement, after internal consultation and revision by representatives from covered organizations and individuals with relevant global roles. Via this process, Philips ensured that each of the Reporting

Entities were consulted in the preparation of this statement.

For more information on the company's organizational structure, the approach to sustainability, and human rights, please refer to the [Philips group Annual Report 2025](#).

For the purposes of this statement, the term "modern slavery" includes forced labour, bonded labour, human trafficking and the worst forms of child labour.

1. Structure, operations and supply chains

As a health technology company, Philips (NYSE: PHG, AEX: PHIA) is committed to driving progressive value creation through a strategy of focused growth, scalable patient- and people-centric innovation, and focus on reliable execution supported by our culture of impact with care. Headquartered in the Netherlands, Philips is a leading health technology company primarily involved in diagnostic imaging, image-guided therapy, patient-monitoring and health informatics, as well as in consumer health and home care.

In relation to the UK Reporting Entity:

- Philips Electronics UK Limited is a private limited company registered in England (Company number: 446897 with its registered office in the United Kingdom at Ascent 1, Aerospace Boulevard, Farnborough GU14 6XW, and employs approximately 873 people

In relation to the Australian Reporting Entities:

- Philips Electronics Australia is an Australian public limited company (ABN (24 008 445 743); and
- Philips Saeco Australia Pty Limited is an Australian proprietary limited company (ABN 87 124 670 917),

both of which are incorporated in Australia, with headquarters in North Ryde, NSW. The Australian Reporting Entities do not own or control other entities.

In Australia:

- Philips Electronics Australia employs approximately 513 people across 7 locations; and
- Philips Saeco Australia Pty Ltd employs approximately 25 people across 2 locations.

Our operations in Australia primarily involve sales, supply, installation, and servicing of medical capital equipment.

In Norway:

- Philips Norge AS is a Norwegian private limited liability entity within the Philips group and employs 36 employees in Norway, operating in accordance with the group's global governance structure. The company's activities in Norway primarily relate to the provision of healthcare technology solutions, including medical devices, services, and related support functions to both public and private healthcare providers. Philips Norge AS operates as part of the wider Philips organization, with certain functions and processes integrated at regional and global levels.

In Canada:

- Philips Electronics Limited ("Philips Canada") maintains a head office in Mississauga, Ontario and employs just over 500 employees across Canada.

The Philips group leverages advanced technology, and deep clinical and consumer insights to deliver integrated solutions. The Philips group employs approximately 65,300 employees worldwide with sales and services in more than 100 countries. The Philips group sources products, components and services globally. The Philips group has direct business relationship with approximately 4,100 product and component suppliers and 14,200 service suppliers. The Philips group's supply chains are global in nature and include suppliers operating across multiple jurisdictions. These suppliers include, among others, manufacturers and suppliers of electronic products and components, as well as providers of logistics and other services.

Our strategy requires us to collaborate and apply a common way of working, to deliver with speed, excellence, quality and relevance to local market/customer needs, while leveraging global scale and synergies across the company. In 2025, Philips' reportable segments comprise the operating segments Diagnosis & Treatment, Connected Care, and Personal Health. Besides these reportable segments, segment Other comprises Philip's central Innovation & Design, IP royalty activities, corporate central costs, and other minor items not allocated to the operating segments.

Risks of modern slavery and child labour

Electronic products have been recognized in the Global Slavery Index as a high-risk industry. If Philips suppliers or manufacturers who provide electronics or electronics parts are based in high-risk countries, we include the suppliers in our Beyond Auditing program, through which there is a process for risk assessments and remediation, where applicable (the "**Risk Response**"). Refer to section 4 of this statement for more details on our Risk Response. Many of these suppliers will also have minerals within their supply chains, which are known to be exposed to modern slavery and child labour risk (see our discussion of how we manage this risk in section 4 below).

We consider that the risk of modern slavery and child labour in our own workforce is low, given the policies and procedures that we have adopted (see section 2 below) and the laws in place in the jurisdictions in which we operate.

Process of consultation

Philips takes a global, company-wide approach to our modern slavery compliance. The policies and procedures mentioned in this Statement, including the Supplier Sustainability Declaration, Fair Employment Policy, Human Rights Policy and General Business Principles (GBP) apply to all Philips entities, including those listed in this report. The Reporting Entities in this Statement consulted with relevant internal (Philips) stakeholders from Procurement, Group Sustainability, People and Legal teams to identify the risk of modern slavery and to assist with assigning any relevant actions to the relevant team.

2. Organizational policies in relation to modern slavery and child labour

Philips' respect for human rights is expressed in our [Human Rights Policy](#) supported by our GBP, and several other domain-specific policies. Since 2018, Philips has been running the program to identify potential and actual human rights impacts throughout our operations and supply chain. As part of this program, we identify our human rights areas of severe impact, based on our understanding of emerging issues, risks that are common in our sector, and experience from other industries. Furthermore, we have engaged our relevant functions and obtained relevant input from external stakeholders. Freedom from child-, forced-, and bonded labour were identified as focus areas, while recognizing it might take different forms in different contexts, geographies, and sections of our supply chain. Therefore, Philips policies and due diligence efforts are tailored accordingly and will be detailed below.

In accordance with conventions of the International Labour Organization (ILO), and as one of the core elements of our [Fair Employment Policy](#), we do not knowingly make use of forced, bonded or child labour. While pursuing our business objectives, we aim to be a responsible partner in society, acting with integrity towards our employees,

customers, business partners and shareholders, as well as the wider community in which we operate. Everyone at Philips is expected to always act with integrity, and in compliance with its GBP throughout the company. Our integrated approach to doing business responsibly and sustainably links our Environmental, Social and Governance (ESG) performance to business strategy, and financial and operational performance, reflecting our commitment to the United Nations' Sustainable Development Goals (SDGs), especially SDGs 3, 12, 13 and 17.

Our Fair Employment Policy explicitly acknowledges that all work must be voluntary. Employees receive a written document that outlines the terms and conditions of employment. This document is provided in a language accessible to employees prior to their employment at Philips. Unless required by local law (for example, for visa or immigration purposes), Philips employees are not expected to deposit original government-issued identification, passports or work permits as a condition of employment. Likewise, (prospective) employees will not bear any fees or other unreasonable related costs for their recruitment or employment. If any such fees are found to have been paid by an employee, such fees shall be reimbursed to the employee.

The GBP set the standard for acting with integrity at Philips. They govern all our decisions and actions throughout the world and apply equally to our group actions and to our conduct as individuals. The principles of fair employment practices in GBP are defined in paragraph 1.1 (Fair employment practices). The GBP are an integral part of Philips' labour contracts, which are available in 30 languages in virtually all countries where Philips operates. The full text of the Philips GBP can be found [here](#).

Philips engages in verification activities to identify, assess and manage the risks of modern slavery and human trafficking in its product supply chain to focus our efforts where we expect to have the highest impact. Philips is a member of the Responsible Business Alliance (RBA), an industry coalition dedicated to responsible business conduct in global supply chains. Philips adopted the RBA Code of Conduct and included the requirements of the code, together with additional Philips-specific requirements, into its supplier contracts through the Philips Supplier Sustainability Declaration. Philips suppliers must adhere to the Supplier Sustainability Declaration and deploy it to their suppliers. The full version of the Supplier Sustainability Declaration is available [here](#). Philips monitors compliance with the Supplier Sustainability Declaration through its Beyond Auditing program.

2.1 Governance and internal accountability

In 2026, the Philips group announced its 2030 Impact Ambition as an integral part of Philips' strategy. These ambitions underpin the company's global strategy and purpose to improve people's health and well-being through meaningful innovation while acting responsibly towards society and planet. Through our 2030 Impact Ambitions, we aim to improve health and well-being of people, including employees, underserved communities, and supply chain workers. You can read more about our 2030 Impact Ambitions [here](#). The Philips' group board of management defines Philips' ESG strategy, ambitions, programs, action plans and policies. The board also monitors progress and has a process for taking corrective action where needed. For human rights, there is a cross-functional project team, with a human rights manager and professionals from several functions, which is driving initiatives with oversight from the human rights steering committee, consisting of senior leaders from integrated supply chain, legal, people and group sustainability.

3. Due diligence

Philips' commitment to do all that is reasonable and practicable to proactively identify and mitigate (potential) adverse human rights impacts in our operations and supply chain is supported by different due diligence mechanisms.

3.1 GBP Monitoring & Reporting Program

The GBP Monitoring and Reporting Program validates the implementation of the GBP and related policies worldwide. This program includes several human rights areas of severe impact, including business integrity, working hours and

remuneration.

3.2 Human Rights Impact Assessment (HRIA)

Philips has a country risk assessment in place to identify locations which may have a higher risk of human rights violations. This assessment is updated periodically and considers open-source country analysis as well as global benchmarking reports, for example by the International Trade Union Confederation, to determine at-risk sites. These elements are supplemented with internal parameters, for instance, the number of full-time equivalent employees at manufacturing sites and the number of reported GBP complaints.

To further align our approach with the United Nations Guiding Principles (UNGP) and OECD Guidelines for Multinational Enterprises on Responsible Business Conduct (OECD Guidance), Philips initiated its first country-specific Human Rights Impact Assessment (HRIA) in 2018 in its manufacturing site in Batam, Indonesia. The goal was to gain insights into the views of potentially affected stakeholders, engage in constructive dialog with them, and determine appropriate actions and management processes to effectively mitigate and address human rights risks. Additionally, the company wanted to validate the benefits of a Human Rights Impact Assessment within its own operations, next to its current GBP and human resource management approaches.

In 2020, Philips rolled out the approach to five manufacturing sites in China, and in 2023, assessments were done at sites in India and Brazil. In 2025, we continued to develop our due diligence strategy by conducting Human Rights Impact Assessments (HRIAs). Philips' site in Indonesia has been assessed as part of the commitment to conduct, at least every three years, HRIAs at 100% of its at-risk sites. Philips monitors the progress and findings from at-risk sites and works together with these sites on continuous improvements on human rights topics.

Although the HRIA of selected sites is primarily focused on Philips' own operations, a derived deep-dive approach for certain suppliers has been established since 2022. These suppliers are invited to a focused assessment on human rights; in 2025 nine suppliers participated. More information on supplier assessments can be found in *Note XI Supplier sustainability & Workers in the value chain* of the [Philips group Annual Report 2025](#).

The Philips group's [Human Rights Report 2025](#) outlines our approach to human rights and management of salient human rights impacts, including nondiscrimination, respectful treatment, freedom from forced and child labour, living wage, and fair treatment, remuneration, working hours and rest; right to organize and collective bargaining, workplace health and safety, privacy and data protection, product safety, business integrity, and environmental impacts. Going forward, Philips will no longer publish a standalone Human Rights Report and will continue to provide updates on its [website](#), in addition to the human rights disclosures in its sustainability statements in the Philips group Annual Report.

4. Supplier assessments

Managing our large and complex supply chain in a socially and environmentally responsible way requires a structured and innovative approach, while being transparent and engaging with a wide variety of stakeholders. Suppliers are expected to implement internal controls to ensure they comply with the requirements of the Supplier Sustainability Declaration. Philips performs assessments to evaluate compliance of selected suppliers with Philips' requirements concerning modern slavery and child labour. Supplier selection is primarily based on geographical and industry risk. Selection criteria for suppliers in high-risk countries includes:

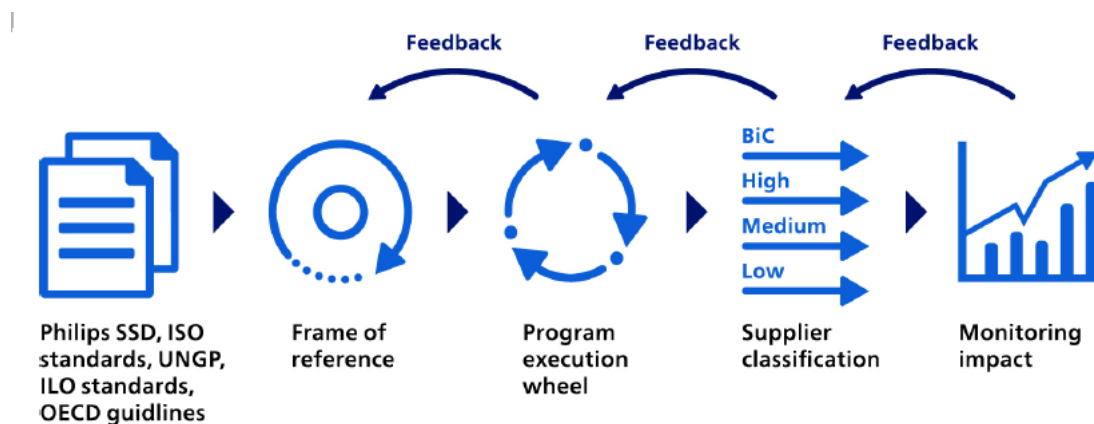
- Whether Philips has a significant supply base in the country
- The industry of the suppliers is determined to be high or medium risk
- The business relationship has a continuous nature
- The size of the business with the supplier is significant

Suppliers in extreme risk countries are assessed using the above selection criteria, except for the size of the business.

4.1 Beyond Auditing program

The Beyond Auditing program was introduced in 2016. The program serves a dual purpose. Next to monitoring suppliers' adherence to SSD, it aims to structurally improve suppliers' performance on environmental and social topics through collaboration and continuous improvement. The Beyond Auditing program (see accompanying figure) focuses on:

- Preventing adverse impacts via improved ESG maturity
- Mitigating and remediating adverse impacts via collaboration, increased transparency, clear commitments and agreed targets
- Encouraging suppliers, industry peers and cross-industry peers to adopt our approach



The assessments are planned together with the supplier and Philips publishes the end-of-year results in the Philips group Annual Report.

First, a set of references, international standards, and Philips requirements are used to develop the frame of reference, which covers (a) labour, including forced and child labour, (b) health and safety, (c) environment, and (d) business ethics. For each, the maturity level of suppliers is identified in the program execution wheel, which assesses suppliers against the Plan-Do-Check-Act (PDCA) style. The outcome of the assessment is a score ranging from 0 to 10. Based on the score, suppliers are classified into four different categories: best in class (BIC), high, medium and low maturity. The supplier classification determines the frequency on which suppliers are reassessed, as well as whether the assessment is performed onsite or remotely. Suppliers with low maturity scores are typically assessed yearly, suppliers with BIC and high maturity scores are typically assessed every three years. Suppliers receive individual improvement plans from Philips to strengthen their performance and management systems, as well as support for implementation. The Beyond Auditing process is monitored and adjusted through continuous feedback loops. The assessments are planned together with the supplier and Philips publishes the end-of-year results in the Philips group Annual Report. More information about the Beyond Auditing program can be found [here](#).

In 2025, eight zero tolerances were identified across the following categories: health and safety, remuneration, labour, and environment. Four cases were successfully closed during the year; four cases are being addressed in ongoing corrective actions. In addition, four zero tolerances dating from 2024 were also successfully closed during the year. Philips has not identified any instances of loss of income related to remediation steps taken to address the risk of modern slavery. Accordingly, no measures were required to remediate any loss of income.

As part of our commitment to improve the lives of 1 million workers in the supply chain by 2025, Philips measures

the impact of the Beyond Auditing program through the number of lives improved in the supply chain. This is derived from the improvements that suppliers make in their performance. The number of workers impacted at suppliers participating in the Beyond Auditing program was approximately 1.072 million in 2025. Building on this progress, Philips launched its Impact Ambitions 2030 in February 2025, which includes an ambition to improve working conditions for 1.5 million supply chain workers by 2030.

4.2 Responsible sourcing of minerals

The supply chains for minerals are long and complex. Philips does not source minerals directly from mines as there are many tiers between end-user companies like Philips and the mines where the minerals are extracted. The extraction of minerals can take place in conflict-affected and high-risk regions, where mining is often informal and unregulated, and carried out at artisanal small-scale mines (ASM). These ASMs are vulnerable to exploitation by armed groups and local traders. Within this context, there is an increased risk of severe human rights violations (forced labour, child labour or widespread sexual violence), unsafe working conditions or environmental concerns.

Philips addresses the complexities of minerals supply chains through a continuous due diligence process, combined with active participation in multi-stakeholder initiatives to promote the responsible sourcing of minerals.

Each year, Philips investigates its supply chain to identify smelters of tin, tantalum, tungsten, and gold (3TG) in its supply chain and we have committed to not purchasing raw materials, sub-assemblies, or supplies found to contain conflict minerals.

Supplier selection for conflict minerals program is primarily based on industry and materials (component) risk. Philips uses a system to classify suppliers in commodity groups, for example, plastics, packaging, and metals. The top 80% of suppliers (based on procurement spend) that are in relevant commodities for conflict minerals are selected. Philips does not select suppliers for this program if they are in commodity groups for which it is unlikely that one or more of the 3TGs are contained in the products. For example, software and packaging suppliers. In addition, suppliers that provide a high quantity of 3TG materials are also selected, even if these suppliers are not part of the top 80%.

Philips applies collective cross-industry leverage through active engagement via the Responsible Minerals Initiative (RMI). RMI, via its Responsible Minerals Assurance Process (RMAP), identifies smelters that can demonstrate through an independent third-party audit, that the minerals they procure are sourced responsibly.

Each year, we work with our suppliers on the quality of their due diligence by setting minimum criteria for the Conflict Minerals Reporting Template (CMRT). These minimum criteria are annually reviewed and strengthened where relevant. The percentage of CMRTs that satisfies minimum acceptance criteria was 76%. Philips tracks effectiveness and impact of its program via the response rate of suppliers, as well as CMRTs that satisfies the minimum acceptance criteria.

Philips uses cobalt predominantly in lithium-ion batteries and has performed due diligence on cobalt since 2019. As part of this initiative, we engaged suppliers that provide materials containing cobalt. In 2025, we again reached 100% response rate (2024: 100%).

4.3 Certification

Philips suppliers are expected to certify conformance to the RBA requirements embedded within the Philips Supplier Sustainability Declaration ("SSD"), which is part of the Philips supplier contracts. The provisions of the SSD were prepared using references that include but are not limited to UN Guiding Principles on Business and Human Rights, UN Convention on the Rights of the Child, OECD Guidelines for Multinational Enterprises, ILO Fundamental Conventions and UN Universal Declaration of Human Rights. The SSD covers topics such as forced labour, child labour,

human trafficking, health and safety, environment, business ethics, and management systems. As a Regular member of the RBA, Philips is expected to commit publicly to the RBA Code of Conduct and actively pursue conformance to the Code and its standards, which must be regarded as a total supply chain initiative. It also outlines the necessary measures and management system requirements to ensure workers' rights are protected. Forced labour and human trafficking are covered in Section A1 – Prohibition of Forced Labour. Child Labour is covered in section A2 – Young Workers.

Non-compliance by suppliers with the SSD on modern slavery and child labour is taken very seriously. It is considered one of the most severe types of supplier non-conformances, with a process outlining immediate corrective action plans to remediate identified non-conformance. Philips works with suppliers until the non-compliance is resolved, which is confirmed by a follow-up assessment. If after multiple attempts the supplier fails to resolve the non-compliance, the supplier enters a phase-out process.

5. Training

To promote constant awareness throughout the company of the need to act with integrity, a worldwide communication and training program, including mandatory sign-off on the GBP, is in place. On an annual basis, global internal communications programs are rolled out with the participation of the Executive Committee and the respective businesses, functions and market management.

As part of our continuous effort to raise GBP awareness and foster dialogue throughout the organization, each year a global GBP communications and training plan is deployed, including structured dialogues led by managers where patient safety, quality, integrity and speaking up are discussed. This year's Blue Heart Series aimed at reinforcing a culture of dialogue using ethical dilemma case studies that are relevant to our workforce. Almost 97% of our assigned employees completed their yearly GBP e-learning. All functions at risk (including those with customer-facing roles, such as sales and marketing, clinical and technical consultants and employees that provide customer-facing training) also receive, via tailored case studies, annual training. The training includes content on anti-bribery and anti-corruption practices and healthcare compliance.

As part of our Beyond Auditing program and based on identified needs of a particular supplier, Philips implements a variety of capability-building initiatives, from training to sharing of best practices. These engagements aim to help our suppliers comply with overall Philips expectations as needed, including modern slavery and human trafficking.

6. Materiality Analysis

We identify the environmental, social, and governance topics which we believe have the greatest impact on our business and the greatest level of concern to stakeholders along our value chain. Assessing these topics enables us to prioritize and focus upon the most material topics and effectively address these in our policies, programs, targets and actions.

Similar to 2024, we used an evidence-based approach to our materiality assessment, powered by a third-party AI-based application. This application was updated in 2025 and included data from our supply chain partners and industry peers, as well as customers. We included, for example, data from 22 key suppliers, 56 customers of our Businesses and 31 peer companies. The application allows automated shifting and analysis of millions of data points from publicly available sources, including corporate reports, mandatory regulations and voluntary initiatives, as well as news. With this data-driven approach to materiality assessment we have incorporated a wider range of data and stakeholders than was ever possible before and managed to get an evidence-based perspective on regulatory, strategic and reputational risks and opportunities. Topics were prioritized through a survey sent to a large and diverse set of internal and external stakeholders, combined with input from the application. Please refer to *Double Materiality Assessment* in the [Philips group Annual Report](#) 2025 for more information.

7. Grievance mechanisms

Grievance mechanisms are an important pillar of the United Nations Guiding Principles on Business and Human Rights (UNGP). The Philips Speak Up Policy and underlying Speak Up mechanism enable Philips' stakeholders (including third parties) to inform Philips about any concerns (including human rights) they may have. This enables the company to take appropriate corrective action in accordance with principles 29 and 31 of the UNGP.

Third parties can file a complaint in Philips' Speak Up (Ethics line) 1) by telephone or 2) through a web intake form. Philips' Speak Up (Ethics line) is available 24 hours a day, 7 days a week, and 365 days a year. The telephone number is available in most of the main local languages of the countries in which Philips operates. In most instances, if not legally prohibited, concerns can be raised anonymously. In any event, the report will be treated as strictly confidential and will only be shared with those responsible for handling the concern. For more information, refer to the [Philips SpeakUp Policy](#).

In addition, stakeholders can use the email address supplier.sustainability@philips.com or existing industry mechanisms, such as RMI, to file complaints related to 3TG.

8. Continuous improvements

For reporting year 2026, Philips is committed to continuously improve our efforts in identifying, assessing and managing the risks of modern slavery and human trafficking within our operations and product supply chain. Accordingly, Philips plans to:

- Continue to conduct Human Rights Impact Assessments of its at-risk sites, based on a 3-year risk analysis. Additionally, Philips intends to identify best practices on human rights topics from these assessments to facilitate learning across other sites.
- Continue to strengthen its risk assessment and compliance framework by leveraging advanced monitoring techniques and data analytics that enable broader, scalable coverage across high-risk geographies, suppliers, and product lines.
- Continue to enhance training and capacity building on human rights for employees across various businesses, functions, and markets, as well as suppliers.
- Continue to foster strong relationships with stakeholders, including employees, communities, regulators, and NGOs.
- Continue engagement with existing industry programs and groups, such as responsible sourcing and upstream impact programs under the Responsible Minerals Initiative (RMI), to encourage further adoption, improvement, and reliability in relevant programs, tools and standards.
- Continue to reach out to smelters to encourage their participation in relevant responsible sourcing initiatives.
- Continue to work with priority suppliers to help them understand and satisfy Philips' responsible sourcing expectations.
- Monitor upcoming global regulatory developments and assess their potential implications for Philips' human rights program.
- Explore and leverage digital workflow capabilities to scale the scope of impact to manage modern slavery risks.

9. Approvals

This Statement has been approved by the USA Reporting Entity, with respect to the financial year ending on 31 December 2025.



Robert Spadafora, Vice President

This Statement has been approved by the UK Reporting Entity, with respect to the financial year ending on 31 December 2025.



Mark Leftwich, Director

This Modern Slavery Statement was approved by the Board of Directors of Philips Electronics Australia Limited on behalf of the Australian Reporting Entities, as the higher entity, on 16 April 2026 with respect to the financial year ending of 31 December 2025.

Signed: 

Shehaan Fernando, Chair of the Board (and Director) Philips Electronics Australia Limited as an authorised responsible member for the purposes of the Modern Slavery Act 2018 (Cth)

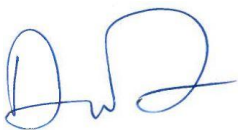
Date: 17 April 2026

This Statement has been approved by the Norwegian Reporting Entity, with respect to the financial year ending on 31 December 2025.



Lise Ludvigsen, CEO

This Statement has been approved by the Canadian Reporting Entity, with respect to the financial year ending on 31 December 2025.



Darran Fischer, Vice President & Managing Director

