



How Philips Supports Our People

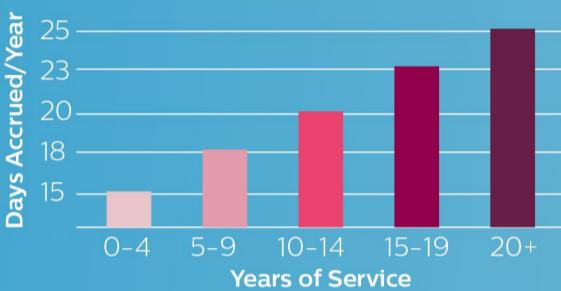
In order for our company to perform at its best, our people must be at their best. We provide our people with strong benefits and many innovative health & wellness inspired programs that help fuel their winning contributions.



Emotional health

Paid Time Off

Three weeks vacation with additional time added based on years of service and up to 11 holidays each year.



*based on a 40 hour work week

Flexible Work Arrangements

Telecommuting, flex work schedules and compressed workweeks may be available, depending on business needs and the employee's position.

Child & Elder Care Services

Access to free resources to help find services for dependents' needs.

Philips Cares

Paid time off for employee volunteer activities.



Career health



Education Reimbursement

Up to \$10,000 a year for job-related undergraduate, graduate and certification programs.



Philips University

Unlimited access to a wide range of education and learning topics, such as management skills.



College Preparation

Employees' children can attend free webinars to help them prepare for college.

Physical health



Medical Plan

Choice of two national medical plans and, in some locations, a local option.



Dental Plan

Choice of two national dental plans with full coverage of in-network preventative care.



Vision Plan

Coverage for exams and glasses with discounts on other vision care services.

Financial health

Philips 401(k) Plan

When an eligible employee contributes 6% of eligible pay, Philips contributes an additional 7% for a total of 13%.

Health Savings Account (HSA)

When an eligible employee is enrolled in a Philips national medical plan, we make an annual contribution of up to \$1,200 to the employee's HSA.

Employee Stock Purchase Plan

Philips stock can be purchased with a 15% discount.

Deals & Discounts

Access to a wide variety of products and services at discounted prices, ranging from home and auto insurance to electronics and Philips products.

Employee Assistance Plan

Receive free financial planning and legal services for issues such as purchasing a home, debt management, adoption and divorce.



This document contains only highlights of the Philips benefit plans and programs. Receipt of this document does not guarantee eligibility for any Philips sponsored plan or program of benefits. Eligibility for and entitlement to a benefit is governed by the terms of the official plan document or summary. In the event of a discrepancy between the official plan document or summary and this brochure, the official plan document or summary will control. Philips reserves the right to modify, or terminate completely, any benefit plan or program, at any time and without notice. This document does not constitute an express or implied contract of employment.