



Services contract between the Company and Mr. A. Tempelman

The following contract is the services contract of A. Tempelman, containing terms and conditions for the provision of services and other arrangements that apply with effect from September 1, 2025 (the "Commencement Date") as member of the Board of Management of Signify N.V. (hereinafter also referred to as the "Company")

1. Commencement of Engagement

- a. Subject to the terms and conditions of this contract for the provision of services (the "**Contract**") the Company hereby engages the Director as independent contractor starting on the Commencement Date to fulfill the role of member of the Board of Management of the Company. In his capacity as member of the Board of Management of the Company the Director will have and observe all rights and obligations pursuant to the articles of association of the Company, the Rules of Procedure of the Board of Management and statutory provisions. By signing this Contract, the Director declares that he has received a copy of the Company's articles of association and abovementioned Rules of Procedure and that he is familiar with their content.
- b. This Contract is a contract for the provision of services, as defined in Section 7:400 and further of the Dutch Civil Code ("**DCC**"). The Director acknowledges and agrees that, pursuant to Section 2:132(3) DCC, his relationship with the Company and/or this Contract cannot be regarded an employment agreement as defined in Section 7:610 DCC and further.

2. Duration of the Engagement and termination

- a. The Contract shall be entered into for a fixed period of time. The Contract shall start on the Commencement Date and shall terminate by operation of law, without any prior notice being required, at the closing of the Annual General Meeting of Shareholders of the Company to be held in 2029 (the "**Contract End Date**").
- b. No later than six months before the Contract End Date the Parties will discuss a possible extension of the Contract.
- c. Both Parties shall have the right to terminate this Contract before the Contract End Date or (if renewed) before any later Contract expiration date against the end of a calendar month by giving written notice of termination, taking into account a notice period of six (6) months.

If notice of termination is given by a Party for urgent cause (*dringende reden*), no notice period applies for the Party giving notice. Any reference in this Contract to "urgent cause" (*dringende reden*) will have the meaning as set forth in Section 7:678 DCC and further.

- d. If the Contract is terminated or not renewed at the initiative of the Company the Director shall be entitled to a one-off compensation (Severance Payment). The Severance Payment shall consist of one-time the Annual Base Salary as defined in clause 4 hereof.



The Director shall not be entitled to any severance payment if the Contract is terminated:

- i. by or at the initiative of the Director; or
 - ii. as a result of gross negligence, willful misconduct or an urgent cause.
- e. In case of termination of the Contract, the Director will resign, with effect from a date to be determined by the Company but ultimately per the effective date of such termination, as member of the Board of Management and, in direct relation thereto, as member of any board or supervisory board of any and all companies affiliated to the Company.
- f. The compensation as referred to in paragraph 2d above, shall be deemed to include any amounts that may be payable to the Director in connection with the enforcement of the non-competition clause as set forth in this Contract that are, mutatis mutandis, applicable to the Director.

Any other compensation/severance/damages payable to the Director by the Company in relation to the termination of this Contract in addition to the one-off compensation mentioned in this clause shall be deducted from/set off against the one-off compensation mentioned in this clause.

3. Remuneration

The remuneration of the Director is determined by the Supervisory Board based on the remuneration policy adopted by the General Meeting of Shareholders. This Contract reflects the remuneration policy, adopted by the General Meeting of Shareholders in 2024. If the remuneration policy changes, the Supervisory Board can adjust the remuneration of the Director based thereon.

4. Annual Base Salary

The annual base salary amounts to EUR 1,045,223 gross (one million and forty-five thousand and two-hundred and twenty-three euro gross), which amount includes holiday allowances, to be paid in twelve equal monthly installments after deduction of the statutory tax and social security premiums to be withheld by the Company. Annual review and subsequent upwards adjustment, if any, of the annual compensation, will be determined at the discretion of the Supervisory Board of the Company.

Only base salary increases determined and approved by the Supervisory Board will replace the base salary amount mentioned above. The Director will be informed in writing by means of a compensation statement. The annual base salary as may be amended on the basis of this clause from time to time shall be referred to as the **Annual Base Salary**.

5. Annual Incentive

In addition to the Annual Base Salary, the Director shall be eligible each year for an annual incentive, subject to certain targets being met, as decided by the Supervisory Board. This incentive shall be determined annually by the Supervisory Board. The Director shall be notified in writing of these annual incentive targets.



The on-target (= 100% score) annual incentive amount to be realized by the Director for a full year of service is currently set at 80% of the Annual Base Salary (and pro-rata for partial years). For the years after, the above on-target percentage shall be determined by the applicable corporate bodies of the Company.

The Supervisory Board shall determine in its sole reasonable discretion to what extent the annual incentive targets have been met.

The Director is entitled to a pro-rata annual incentive over the year 2025 for the period as of the Commencement Date. The payout will be guaranteed at 100% of the targets set for the year to offset the losses of incentive payouts with the Director's former company. Should the actual outcome of the plan achievement versus targets be greater than 100%, the Director is ineligible for any additional payment.

6. Long-term Incentive Plan

The Director is eligible for a long-term incentive under Signify's Long-term Incentive (LTI) Plan as applicable from time to time to the members of the Board of Management of the Company.

The on-target grant value is currently set at 100% of the Annual Base Salary.

All LTI grants are subject to the terms and conditions of the applicable LTI Plan and will be subject to approval of the applicable corporate bodies of the Company. The design, establishment and continuation of an LTI Plan, including guideline grant levels, are reviewed from time to time and are subject to change.

Under the Company share ownership guidelines, the Director must hold a certain value in shares in the company. Currently, the value of Signify shares to be held by the Director is 300% of the Annual Base Salary. The guidelines require that all after-tax shares be retained until the required level is met. For further details, the Director is referred to the Signify Share Ownership Guidelines in the Information Package. The Signify Share Ownership Guidelines are reviewed from time to time and are subject to change.

In addition, the Director will comply with the holding requirements under the Dutch corporate governance code. Currently, this means that the Director must hold after-tax shares obtained under the LTI Plan or other share-based plan, such as the Restricted Share Rights Plan, for a period of at least five years after the grant date.

In October 2025, the Director will receive the 2025 LTI award consisting of performance shares with a euro value of EUR 1,045,223. The number of performance shares to be granted to the Director will be calculated in accordance with the Signify LTI Plan; the actual value at grant date may therefore vary accordingly. The performance conditions will be as per the Signify LTI Plan.

In October 2025, the Director will receive a one-off equity-based award consisting of restricted share rights with a euro value of EUR 500,000, to offset the losses of incentive payouts with the Director's former company. The number of restricted share rights to be granted to the



Director will be calculated in accordance with the Signify Restricted Share Rights Plan; the actual value at grant date may therefore vary accordingly. This equity-based award will have a 3-year cliff vesting and will vest on the annual vesting date under the Signify Restricted Share Plan in spring 2028. This equity-based award will vest on the scheduled vesting date of this award, unless prior to that date the Contract is terminated either (a) by or at the initiative of the Director, or (b) as a result of gross negligence, willful misconduct or an urgent cause.

7. Claw back

The Supervisory Board may in its sole discretion but acting in good faith, resolve to recoup some or all of the incentive compensation -including any benefits derived therefrom- in all appropriate cases (taking into account all relevant factors, including whether the assertion of a recoupment claim may in its opinion prejudice the interests of the Company and its group companies in any related proceeding or investigation), granted to the Director as an Annual Incentive, as LTI or other share-based grants, as shares acquired by the Director under such grants, as other equity related incentive or otherwise (hereinafter referred to as '**Incentive Compensation**'), if:

- a. The Incentive Compensation has been paid, granted, vested and/or delivered on the basis of incorrect financial or other data; or
- b. In assessing the extent to which the relevant performance conditions and/or targets in relation to the payment, grant, vesting and/or delivery of the Incentive Compensation was satisfied, such assessment was based on an error, inaccurate or misleading information or assumptions and that such error, information or assumptions would have resulted or did in fact result either directly or indirectly in that payment, grant, vesting and/or delivery (or being capable thereof) to a greater degree than would have been the case had that error not been made; or
- c. There are circumstances which would allow the Company to terminate this Contract for urgent cause, where such circumstances arose in, or related to, a period relevant to the date of payment, grant, vesting and/or delivery; or
- d. The Director was involved in, or directly or indirectly responsible for a serious violation of the Signify Integrity Code or applicable law; or
- e. The Company or the business unit in which the Director works/worked, or for which the Director was responsible, suffered a material failure of risk management, or
- f. Something which occurred in the period relevant to the payment, grant, vesting and/or delivery has a sufficiently significant impact on the reputation of the Company or its group members to justify the operation of a recoupment claim.

By accepting a payment, grant, vesting and/or delivery of the Incentive Compensation, the Director agrees to fully co-operate with the Company in order to give effect to this clause.

Furthermore, by accepting any payment, grant, vesting and/or delivery of the Incentive Compensation the Director provides an irrevocable power of attorney to the Company to transfer any shares held by the Director in the account administered by the Company's global plan administrator and to perform any other acts necessary or desirable to give effect to this clause. This power of attorney is governed by Dutch law exclusively.



8. Pension Rights

As from the Commencement Date, the Director shall be included in the Pension Regulations of “Stichting Philips Pensioenfond” applicable to executives, in respect of the pensionable salary up to the current statutory limit of EUR 137,800 (reference date January 1, 2025) which may change from time to time (“**Statutory Pensionable Salary**”) if and as soon as he meets the requirements set out in those pension regulations.

In respect of the pensionable salary exceeding the Statutory Pensionable Salary, the Director shall be entitled to the pension allowance in accordance with the rules and conditions governing this pension allowance. The level of the pension allowance is and remains at the discretion of the Company. Currently, the pension allowance for the part of the Annual Base Salary exceeding the Statutory Pensionable Salary is set at 25% of the Annual Base Salary exceeding the Statutory Pensionable Salary.

As per January 1, 2027 the pension plan will change as a result of the amendment to the Dutch Pension Act (“Wet Toekomst Pensioenen”). The final changes will be communicated once finalized and approved by the DNB (De Nederlandsche Bank).

9. Car/Mobility Allowance

The Director is entitled to a monthly Car/Mobility Allowance amounting to 3,080. The Car/Mobility allowance can be used for a leased company car or to be paid out in monthly (gross) installments.

10. Allowance

- **Business Entertainment Expenses Allowance**

With respect to the position within the Company, the Director is eligible for a fixed allowance for business entertainment expenses. Currently the tax-free allowance in this case is 23,920 per annum. This sum is meant to enable the Director amongst others to cover the expenses he incurs in entertaining guests on behalf of the Company.

- **Representation Allowance**

To cover for the use of his home for representative purposes the Director is eligible for a fixed allowance of EUR 6,800 tax-free per annum.

The above-mentioned allowances will be paid in four equal installments at the end of each quarter.

Parties agree that changes in fiscal legislation could make it necessary or desirable for the Company to change the above arrangement.

11. Ambassador Program

The Director is invited to participate in the Signify N.V. Ambassador Program for Board of Management members to use Signify products that will be made available to him at his home. The Director is not entitled to any compensation in case the program is discontinued or his participation in this program is terminated.

12. Fiscal Support

The Director will be provided with external support to file the annual income tax returns by the Company's preferred tax provider (currently Deloitte). The tax service includes:

- A single point of contact within Deloitte to manage the Director's tax matters (in countries for which Deloitte is authorized)
- Annual tax filing support during the engagement with Signify in the Netherlands including an annual personal (preferably face to face) meeting with Deloitte discussing the tax return and filing process. As far as needed annual tax filing support will, for the first year, also be offered for the departure country tax filings.
- The possibility to engage Deloitte for any personal (non-Signify income related) tax advice. Deloitte is authorized to provide this support within an annual set budget of EUR 3,000 (budget to be spent between 1 January and 31 December each year).
- Deloitte has been instructed to pre-inform the Director of the costs involved for personal tax advice (which depends on the topic / scope of advice, possible involvement of foreign Deloitte offices, etc.).

13. Insurances

- **Accident Insurance**
The Director will be covered by a 24-hours accident insurance policy. The maximum sum insured is three times the gross Annual Base Salary.
- **Directors and Officers Liability Insurance**
The Director will be an Insured Person under the Directors and Officers liability insurance taken out by the Company. Subject to its terms and conditions, the Directors and Officers liability insurance policy protects the Director's personal assets against liabilities and reimburses defense costs that arise based on the Director's acts or omissions in his capacity as member of the Board of Management. A copy of the Directors and Officers liability insurance policy (or a summary thereof) will be made available upon the Director's request.

14. Incapacity for work

In the event of incapacity for work, the payment schedule outlined in the Company's disability policy for employees in the Netherlands that do not fall under the collective labor agreement (attached as an annex to this Contract) shall apply. This policy may be amended from time to time at the Company's discretion. No compensation will be provided if the new policy is less favorable than the current policy.

Under the current disability policy, the payment schedule is as follows:

- First 6 months: Up to 100% of the base salary shall be paid.
- After 6 months until 104 weeks: 90% of the base salary shall be paid, unless an exception as described in the policy applies.
- If a Work and Income Act (WIA) allowance (WIA-uitkering) is granted after 104 weeks: The Director will receive a lump sum payment that supplements the WIA allowance and any Philips Pension Fund allowance up to 90% of the base salary.



The Company shall not be obligated to make the above payments if the Director has a claim against third parties in respect of their disablement. If the Director surrenders such a claim to the Company, insofar as it relates to the loss of Annual Base Salary, an amount equal to the above balance shall be paid by the Company in advance, but not for longer than the period stated in the foregoing paragraph.

In case of any discrepancy between this summary and the Company's disability policy as amended from time to time, the policy shall prevail.

After 104 weeks of incapacity for work no other payments than the above-mentioned lump sum payment shall be made.

All other terms and conditions of employment, including but not limited to Incentive Compensation and the car/mobility allowance during incapacity for work, will be determined at the discretion of the Supervisory Board.

15. Holidays

The holiday entitlement for members of the Board of Management is 25 working days per calendar year.

16. Additional functions

The Director shall notify the Chair of the Supervisory Board in writing if he intends to conduct any business activities, either personally or through third parties, or do work or perform services for third parties. If the Supervisory Board objects to his activities, he shall refrain from conducting or performing those activities.

Without prior written consent of the Company, the Director is prohibited during his engagement with the Company, either directly or indirectly, in the Netherlands or elsewhere, to work in, assist, be connected with, do research for, give advice to, or render services to any enterprise or institution which manufactures, trades in, exploits, or gives advice concerning any products or services similar or related to those which are manufactured, traded, offered or exploited by the Company or by any enterprise associated with the Company.

17. Non-competition

For a period of one year after the termination of this Contract the Director will not, without the Company's prior consent, directly or indirectly:

- carry on similar activities as those carried out for the Company for any other person or company that can be considered as competitor or potential competitor of the Company or any enterprise associated with the Company, as an employee or otherwise;
- have any direct or indirect interest in activities related to the Company's business; and/or;
- be involved with any customers and business relations of the Company, in any form whatsoever and whether on the Director's own behalf or that of third parties.



If and for as long as the Director is bound by the non-competition undertaking in this clause, and he is thereby severely restricted in finding employment other than in the service of the Company, the Company shall compensate the Director for the loss of income caused by the enforcement of the non-competition undertaking. The compensation is not due if the termination is a consequence of an urgent cause or of a seriously culpable act or omission.

If the Director is in breach of this clause, he will owe to the Company without any demand or other prior notice from the Company a non-recurrent penalty equal to his last earned annual base salary, to be increased by a penalty of EUR 1,000 for each day, including a portion of a day, that the breach continues. The Company will be entitled to the penalty without prejudice to any claim for performance of the obligations set out in this clause. The Company will be entitled to claim damages in addition to this penalty.

18. Non-solicitation

Both during the term and for a period of one year after the termination of this Contract, the Director shall not, directly nor indirectly, on his own behalf or in the service or on behalf of others, solicit or attempt to solicit, divert or hire away any person employed by the Company or any customer of the Company.

19. Personal advantage

The Director is forbidden, in connection with his work in the service of the Company, to accept or claim from third parties, directly or indirectly, any benefit of whatever form or description for his personal advantage.

20. Confidentiality

The Director undertakes to observe confidentiality both during and after his engagement concerning information relating to machinery, patents, drawings, contracts, the Company's organization, suppliers, customers and further all Company matters of confidential nature of which the Director may be deemed to have knowledge.

He shall obtain prior written approval of the Company for any of his publications, whether verbal or written, which may affect the Company's interests. Such approval shall only be withheld, however, for serious reasons deriving from the said interests.

He shall not use the Company's property, including documents and other data carriers as well as copies thereof, which come into his possession in connection with the performance of his duties, in any other way than for the use intended and shall not keep this property any longer than is necessary to perform his duties. The Director shall in any event hand over or return such property immediately to the Company at the Company's request or, at his own initiative, if this Contract has ended.

If information as referred to in this clause has been stored in a computer system or has otherwise been stored in a form which does not have to be handed over or returned by the Director pursuant to this clause, he shall not keep that information for any period longer than is necessary to perform his duties, and in any event destroy the information immediately at the Company's request or, at his own initiative, if this Contract has ended.

21. Intellectual Property

The Director undertakes to inform the Company of all results of work done by him during his engagement, or within one year from the termination thereof, that could give rise, in the Netherlands or elsewhere, to the creation of industrial property rights. For the purpose of this Contract, such results shall in any case include inventions, results in the field of industrial design, computer programs (software), teaching and learning systems, and the like. The inventions and other results referred to above belong to the Company.

In the case envisioned in the next paragraph, the appertaining rights, both in the Netherlands and elsewhere, shall be assigned by the Director to the Company or to a third party designated by the Company, in so far at least as such rights do not already accrue to the Company by law or under some other title.

In so far as the rights referred to in the above paragraph do not, in the judgment of the Company, bear any relation to the Company's activities or those of an associated enterprise, the Company shall inform the Director accordingly in writing not later than six months after having received written notification of the relevant results; thereafter the Director shall be at liberty to dispose of the rights as he chooses.

The Director shall be bound, both during his engagement and after the termination thereof, to provide any assistance the Company may require from him with regard to the establishment, use and enforcement of the rights accruing to or assigned to the Company under the first paragraph. All costs arising out of such assistance shall be borne by the Company.

The Company shall not be bound to apply for legal protection of the rights accruing or assigned to it under the first paragraph of this clause. In the event of an application for a patent, the Company shall where possible endeavor to have the Director named as the inventor in the patent specification.

22. Penalty clause

If the Director is in breach of clauses 16, 18, 19, 20 or 21 the Director will owe to the Company without any demand or other prior notice from the Company a non-recurrent penalty equal to his last earned Annual base Salary from the Company, to be increased by a penalty of EUR 1,000 for each day, including a portion of a day, that the breach continues. The Company will be entitled to the penalty without prejudice to any claim for performance of the obligations set out in clauses 16, 18, 19, 20 or 21.

23. Signify rules about corporate governance and corporate citizenship

Underpinning the Company's commitment to responsible corporate citizenship, integrity and transparency, the following terms and principles have been set:

- Integrity Code;
- Integrity Reporting Policy;
- Rules of Conduct with respect to Trading in Signify Securities;
- Rules governing Internal and External Directorships;
- Conflict of Interest Policy.



These terms and principles apply equally to corporate actions and to the behavior of members of the Board of Management in conducting the Company's business. By signing this Contract, the Director declares that he is bound by, and that he shall adhere to and act according to, the terms and principles mentioned above. The current version of those terms and principles, except for the underlying policies referred to above, are attached as annex to this Contract. The Company may alter the terms and principles unilaterally at its discretion and may establish further principles at its discretion. The latest version of the rules and principles, including the underlying policies referred to above, will be available on the Company's Intranet website (currently published via the Legal @ Signify community in Sharepoint / Microsoft Teams).

With respect to Inside Information the Director is designated as "Qualified Insider".

24. Privacy and Data Protection

The Director acknowledges that the Company may process the Director's personal data. The processing of such personal data is described in the Signify Master Privacy Notice which is attached to this Contract. The latest version will be available to on the Company's intranet site (currently published via the Legal @ Signify community in Sharepoint / Microsoft Teams).

By signing this Contract, the Director acknowledges to have read and agreed with the processing of the Director's personal data as described in the Signify Master Privacy Notice.

During the engagement, the Director may also have access to personal data of others. The Director agrees to comply with all Company privacy-related policies, procedures, rules and regulations (including the Signify Privacy Rules), both written and oral, as are announced by the Company from time to time or made available by the Company. Specifically, the Director may only access personal data that is necessary for the performance of the Director's work duties. At all times, the Director must maintain the confidentiality of the personal data that the Director has access to and cannot share, disclose or otherwise transfer any personal information to any unauthorized third parties.

25. Applicable Law and jurisdiction

- a. This Contract is governed by the laws of the Netherlands.
- b. All disputes arising from this Contract, including disputes concerning the existence and validity thereof, shall be resolved in accordance with the Arbitration Rules of the Netherlands Arbitration Institute.