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YouGov survey on behalf of Bosch Power Tools **Lawnmower instead of barbecue tong** Gardening is more popular with Germans than BBQs

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- ▶ 73% state that gardening is their favorite activity in the garden
- ▶ Couples experience the garden as a common terrain
- ▶ The lawnmower is the unchallenged favorite among the working equipment
- ▶ Cordless tools make gardening simple

Planting herbs, cutting hedges, trimming the lawn: Germans love working in the garden, as a representative YouGov survey on behalf of Bosch Power Tools shows. The survey asked people with garden access, among other things, how they like to spend their time in the garden. The result is surprising: 73 percent of the respondents named gardening as their favorite activity – even before having a barbecue (65 percent). The survey respondents were aged 18 and over, having access to a garden.

A second living room in the open air

Hardworking, accurate and tidy: German stereotypes that apparently apply to local garden owners. The respondents spend an average of 11 hours a week in the garden during the months from March to October. This includes around six and a half hours of caring for the lawn, the bed, etc. The study reveals a wide variety of reasons for the huge popularity of garden care. For two thirds of the respondents (65 percent), the prospect of good results seems to be the greatest motivator – they say they enjoy having a beautiful garden. 46 percent feel relaxed when working outdoors; 40 percent claim that gardening keeps them fit. The creative, physical work can thus also be a decelerating balance to the desk job and stressful everyday life.

Common gardening: Shared work is half the work

Do it yourself is a current trend – and this also applies to gardening. Around four out of five of the respondents get their hands dirty when relevant tasks arise – regardless of gender. What's more: Gardening is teamwork. More than half of the respondents (53 percent) work in the garden together with their partner. The

result is even clearer with married couples: 71 percent say that they can count on their partner's support. A joint project and "quality time" experienced together could be possible reasons why cooperative garden care is so popular with Germans.

The right helpers is what counts

Of course, the Germans don't want to do without suitable helpers, if they put on hand in the garden themselves. Nearly everyone (98 percent) is using garden tools. For almost every second person, good work equipment even increases the fun of gardening. Which device do the Germans not want to miss? The result is hardly surprising: with 85 percent, the lawnmower is the undisputed champion among the garden tools – for almost all respondents it is indispensable. But no matter whether the tool is a mower, a hedgecutter or a trimmer – in their numerous designs, they make the work easier and much more pleasant. When asked which devices the respondents wanted, cordless tools won the race (43 percent). Ergonomic devices that relieve back strain, for example, are also of interest (36 percent). Lawn mowing, trimming, cleaning, shaping hedges or trees – Bosch Power Tools makes gardening easy and offers the right tool for all tasks around the house, from noise-reduced lawnmowers to power-assisted cordless secateurs.

The data used is based on a representative online survey carried out by YouGov Deutschland GmbH with a total of 1683 respondents over the age of 18 in Germany from 19 to 27 of June 2019; 1009 persons had access to a garden directly at home, a shared garden or a garden plot.

Press photos: #2718786, #2718787, #2718788

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The Robert Bosch Power Tools GmbH, a division of the Bosch Group, is one of the world's leading providers for power tools, power tool accessories and measuring tools. In 2018, its roughly 20,000 associates generated sales of 4.6 billion euros, about 85 percent of which outside of Germany. With brands such as Bosch and Dremel, the division stands for customer focus and great engineering progress. The core success factors are innovative strength and pace of innovation. In 2019, Bosch Power Tools will again launch more than 100 new products onto the German market in its four business segments power tools, accessories, measuring tools and garden tools.

The Bosch Group is a leading global supplier of technology and services. It employs roughly 410,000 associates worldwide (as of December 31, 2018). The company generated sales of 78.5 billion euros in 2018. Its operations are divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, and Energy and Building Technology. As a leading IoT company, Bosch offers innovative solutions for smart homes, smart cities, connected mobility, and connected manufacturing. It uses its expertise in sensor technology, software, and services, as well as its own IoT cloud, to offer its customers connected, cross-domain solutions from a single source. The Bosch Group's strategic objective is to deliver innovations for a connected life. Bosch improves quality of life worldwide with products and services that are innovative and spark enthusiasm. In short, Bosch creates technology that is "Invented for life." The Bosch Group comprises Robert Bosch GmbH and its roughly 460 subsidiary and regional companies in over 60 countries. Including sales and service partners, Bosch's global manufacturing, engineering, and sales network covers nearly every country in the world. The basis for the company's future growth is its innovative strength. At nearly 130 locations across the globe, Bosch employs some 68,700 associates in research and development.

Additional information is available online at www.bosch.com, www.iot.bosch.com, www.bosch-press.com, www.twitter.com/BoschPress.



Retirement benefits scheme at Bosch

Five questions for Dirk Jargstorff, head of pensions and related benefits, Robert Bosch GmbH

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How important are retirement benefits schemes for Bosch?

Jargstorff: People should be able to make provisions for their retirement while they are still actively working. This is why Bosch supports its associates with pension provisions that go beyond an employment relationship. With our retirement benefits scheme, we want to make it easier for associates to balance their working and private lives and to give them peace of mind for the future. This includes protecting them against existential risks such as invalidity and death. There is a long tradition of taking care of associates at Bosch: our company founder Robert Bosch launched the first pension plan for associates in 1929. Assuming responsibility and playing an active part in shaping society have always been corporate principles at Bosch.

How is the retirement benefits scheme set up at Bosch in Germany?

Jargstorff: The Bosch pension scheme brings together all the retirement benefits schemes that enable our associates to build up their retirement savings. As an employer, Bosch contributes a fixed percentage of annual income, as well as a sum toward capital formation. Associates can also make their own payments and take advantage of statutory tax and social-security relief schemes. Up to the contribution assessment ceiling, Bosch adds an extra ten percent to these associate payments. All these contributions flow into the Bosch pension scheme. When they retire, associates can claim the capital they have accrued in the Bosch pension scheme as a lump sum, in instalments, as an annuity, or as a combination of any of these three.

What role does the Bosch pension fund play in provision for old age?

Jargstorff: When it was set up in 2002, the Bosch pension fund was the first pension fund in an industrial company in Germany. The pension fund model has special benefits for Bosch associates. In itself, the fund is not driven by profit motive. Its sole aim is to generate reliable company pensions with a high rate of return for associates. The Bosch pension fund allows us to make more attractive investments while keeping the cost for associates low. Yields are passed on to

associates one-to-one. Our capital benefit plan means associates can decide for themselves which benefits to take advantage of and how much to contribute themselves. For many years now, we have been regularly praised for our pension fund, as well as receiving awards from specialist and industry circles.

How secure are company pensions at Bosch?

Jargstorff: The sum of all of the contributions paid into the Bosch pension scheme is guaranteed. Moreover, associates' pension assets are, of course, protected by statutory insolvency protection and supervised by BaFin, the German financial services regulator. Moreover, the Bosch pension fund is an independent institution that is separate from the company. With around three billion euros of fund assets, the Bosch pension fund requires rigid risk management. That is why each associate's payments are invested speculatively up until the associate's 55th birthday, after which they are converted into more secure bonds. In order to invest the capital as best we can, we work together with specialist consultants. The fund has always been profitable in the past and generates a yield of around six percent every year.

How can other employees benefit from the Bosch model?

Jargstorff: Future-proof models such as the Bosch pension scheme and, above all, the Bosch pension fund are the key to broad-based retirement benefits in Germany. Our main focus is, of course, on what we as a company can offer our own associates. However, there are many ways in which we contribute our more than 80 years of experience to efforts to improve company pension provision, and thus make a contribution to ensuring financial security for the elderly in Germany. In our contacts with business and politics, we pass on our experience, and in this way help strengthen the statutory framework for company pension provision. In the end, we help improve the level of retirement provision for many employees throughout Germany.

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Occupational pensions at Bosch in Germany History and current pension scheme

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History

- ▶ 1929 Robert Bosch creates the “Unterstützungskasse” Bosch-Hilfe e. V.” provident fund to offer pensions to his associates
- ▶ 1999 Bosch merges more than 70 different occupational pension schemes for 80,000 associates to form the “Kapital Vorsorge Plan” (capital benefit plan)
- ▶ 2002 Bosch is the first manufacturing company in Germany to establish a “Pensionsfonds” (pension fund)
- ▶ 2006 Bosch combines the “Bosch Pensionsfonds” and “Kapital Vorsorge Plan” to form the “Bosch Vorsorge Plan” (pension scheme)

Bosch Vorsorge Plan

Through one of the most innovative pension schemes in Germany – the “Bosch Vorsorge Plan” – Bosch provides its associates with attractive retirement benefits as well as death and disability benefits. For each associate, Bosch funds a pension account with employer contributions, bearing all the related costs. Associates can add to their pension account by making voluntary contributions. The account balance increases in line with the investment performance of the “Bosch Pensionsfonds.” On retirement, associates can choose from a number of flexible options for collecting their company pension.

Bosch Pensionsfonds*

- ▶ Active associates with pension account 120,000
- ▶ Retirees 40,000
- ▶ Assets 3.3 billion euros
- ▶ Investment return since inception 6.1% p.a.

*as of December 2016