

[01] Background information: Bosch company retirement scheme in Germany

[02] The Bosch company retirement scheme in Germany

[03] Bosch Pensionsfonds celebrates triple victory at IPE Awards

[04] Bosch Pensionsfonds wins awards

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Background information:

Bosch company retirement scheme in Germany

A valuable contribution to financial protection in retirement

April 30, 2025
PI 11908 BPF Lorz

- ▶ Flexible for every life situation
- ▶ Transparent and personalized
- ▶ Multiple awards

Bosch has a long tradition of occupational pensions. At the end of the 1920s, company founder Robert Bosch was one of the first entrepreneurs to introduce a pension scheme for his associates. In addition to providing for retirement, he found it important to safeguard against existential risks such as disability and premature death, given the low general life expectancy at the time.

With increasing life expectancy, the financial situation in retirement has increasingly become the focus of pension benefits. Bosch offers its associates a company retirement scheme as an important supplement to state pension and uses considerable financial resources for this purpose. Furthermore, associates can increase their retirement benefits through additional contributions of their own. In doing so, Bosch is making use of the possibilities created by the legislature for the tax-exempt use of gross remuneration for company retirement schemes ("deferred compensation"). In addition, Bosch also provides benefits for associates and their families in the event of disability or death.

After around 100 years of commitment to company retirement schemes, Bosch is still regarded as an innovative pioneer in industry circles. The company contributes in many ways to the further development of company retirement schemes and thus makes a social contribution to old-age provision in Germany.

The Bosch Vorsorge Plan

The Bosch Vorsorge Plan, Bosch's retirement scheme in Germany, builds up individual assets for associates during their period of employment. Bosch pays company contributions, which result from a percentage of the earnings. In addition, there are further contributions in the tariff area (AVWL) and for other entitled persons. Within the scope of the statutory limits, Bosch is supporting contributions from associates who pay deferred compensation with a surcharge of 15 percent.

Flexible for every life situation

When retiring, the Bosch Vorsorge Plan offers several models for the payment of the accumulated assets. The money can be paid out in the form of a monthly pension until the end of life with survivor's pension entitlement, as a one-time payment or partially in installments, and as a combination of these options. Bosch associates can thus shape their own payments according to their life situation when they retire.

Transparent and personalized

Transparent information on the Bosch pension plan is provided by a separate web portal that is accessible from the Bosch network and available on the Internet with password protection. It provides a wide range of general and individual information on the Bosch Vorsorge Plan and gives insight into the individual retirement assets. A benefits calculator supports the associates to adapt the contributions to personal needs at any time.

Multiple awards

The Bosch Pensionsfonds, in which contributions from the company and associates are paid, is at the heart of financing the Bosch Vorsorge Plan. It is the first company-owned pension fund in the German industry.

The performance of the capital investment only benefits associates. The Bosch Pensionsfonds has no intention of making a profit and therefore provides low administrative costs. The strategy is long-term oriented with a broad mix and diversification of the capital investment. Until age 55 of the associate, the company and associate contributions are invested in an opportunity-oriented way. Thereafter the funds are transferred to a value-stabilizing investment in five annual steps. The investment risk is being reduced by a broadly diversified and long-term investment strategy as well as by the guarantee of the contributions paid by the company. So far, this concept has achieved an average return of around six percent in the investment segment up to age 55 and a return of almost four percent in the investment segment over age 55. With the Fondsrente, beneficiaries also participate in the ongoing performance of the Bosch Pensionsfonds.

Since its foundation in 2001, the Bosch Pensionsfonds has received 30 professional and industry awards at European level, mainly due to its innovative strength and its successful investment strategy.

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The Bosch Group is a leading global supplier of technology and services. It employs roughly 429,000 associates worldwide (as of December 31, 2023). The company generated sales of 91.6 billion euros in 2023. Its operations are divided into four business sectors: Mobility, Industrial Technology, Consumer Goods, and Energy and Building Technology. With its business activities, the company aims to use technology to help shape universal trends such as automation, electrification, digitalization, connectivity, and an orientation to sustainability. In this context, Bosch's broad diversification across regions and industries strengthens its innovativeness and robustness. Bosch uses its proven expertise in sensor technology, software, and services to offer customers cross-domain solutions from a single source. It also applies its expertise in connectivity and artificial intelligence in order to develop and manufacture user-friendly, sustainable products. With technology that is "Invented for life," Bosch wants to help improve quality of life and conserve natural resources. The Bosch Group comprises Robert Bosch GmbH and its roughly 470 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. Bosch's innovative strength is key to the company's further development. At 136 locations across the globe, Bosch employs some 90,000 associates in research and development, of which nearly 48,000 are software engineers.

The company was set up in Stuttgart in 1886 by Robert Bosch (1861–1942) as "Workshop for Precision Mechanics and Electrical Engineering." The special ownership structure of Robert Bosch GmbH guarantees the entrepreneurial freedom of the Bosch Group, making it possible for the company to plan over the long term and to undertake significant upfront investments in the safeguarding of its future. Ninety-four percent of the share capital of Robert Bosch GmbH is held by Robert Bosch Stiftung GmbH, a charitable foundation. The remaining shares are held by Robert Bosch GmbH and by a corporation owned by the Bosch family. The majority of voting rights are held by Robert Bosch Industrietreuhand KG. It is entrusted with the task of safeguarding the company's long-term existence and in particular its financial independence – in line with the mission handed down in the will of the company's founder, Robert Bosch.

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

The Bosch company retirement scheme in Germany

History & today's retirement scheme

April 30, 2024

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- **1929** With Bosch-Hilfe e.V., Robert Bosch establishes for all associates support for retirement and for the surviving dependants.
- **1999** Bosch merges more than 70 company pension plans into the Kapital Vorsorge Plan.
- **2002** Bosch is the first German industrial company to set up its own pension fund and initially uses it to convert associates' salaries.
- **2006** Bosch and the workers' council agree to transfer the Kapital Vorsorge Plans into the Bosch Vorsorge Plan with the Bosch Pensionsfonds as the central financing instrument.
- **2016** Bosch introduces the Fondsrente, with which associates continue to participate in the performance of the Bosch Pensionsfonds during the retirement payout phase.

Bosch Vorsorge Plan

With the Bosch Vorsorge Plan, Bosch offers its associates an attractive retirement benefit based on one of the most modern retirement schemes in Germany. In addition, associates and their families are already covered during their working life in the event of disability or death.

Bosch builds up assets with company contributions for the associates and bears the costs for this. Associates can further increase this pension assets through their own contributions. All contributions are based on the investment result of the Bosch Pensionsfonds. The contributions themselves are guaranteed by the company as a minimum benefit. In retirement, the credit is available as an additional income with flexible payout options.

- 11.4 billion euros of assets in the Bosch Vorsorge Plan
- 138,000 active associates with retirement assets in the Bosch Vorsorge Plan
- 39,000 former associates with vested entitlements (including commitments before introducing Bosch Vorsorge Plan)
- 65,000 beneficiaries, including 15,000 surviving dependents (including commitments before introducing Bosch Vorsorge Plan)
- 3,300 recipients of disability payments
- Average annual return since foundation:
 - around 6% in the investment segment up to age 55
 - just under 4% in the investment segment over age 55

Status: 31.12.2024

Bosch Pensionsfonds celebrates triple victory at IPE Awards

December 05, 2025
PI 12039 BPF Loriz

33 European awards since its foundation

- ▶ Best Pension Fund Germany
- ▶ Best Corporate Pension Fund Europe
- ▶ Best Portfolio Construction & Diversification Fund Europe

The Bosch Pensionsfonds received three top-tier European awards yesterday evening at the “Investment and Pensions Europe” (IPE) conference in Seville. It convinced the jury as the best German pension fund, the best corporate pension fund in Europe, and in the “Portfolio Construction & Diversification” category.

Dirk Jargstorff, CEO of Bosch Pensionsfonds AG, stated: “This recognition from Investment & Pensions Europe fills us with great pride and is a testament to the innovative work and dedication of our entire team. In particular, the seventh award as “Best Corporate Pension Fund Europe” underscores that our pension fund sets standards not only in Germany but across Europe. This motivates us to continue ensuring the best possible pension provision for our associates and to continuously develop our system.”

The Bosch Pensionsfonds was honored for the sixth consecutive time and for the 13th time overall in the “Best Pension Fund Germany” category, confirming its leading role in the German market. Furthermore, its expertise in strategic capital investment was recognized: For the second time, the pension fund convinced in the Europe-wide “Portfolio Construction & Diversification” category, highlighting its advanced and robust investment approaches.

Since its foundation in 2001, the Bosch Pensionsfonds has written a remarkable success story thanks to its innovative strength and successful investment strategy, having received 33 European awards to date.

The Bosch Vorsorgeplan

With the Bosch Vorsorgeplan, Bosch offers its employees an attractive pension plan based on one of the most modern pension systems in Germany. In addition, employees and their families are already covered during their working life in the event of disability or death.

Bosch builds up a pension fund with company contributions for the employees and bears the costs for this. The employees have the opportunity to further increase this pension credit through their own contributions. All contributions are based on the investment result of the Bosch Pensionsfonds. The contributions are guaranteed by the company as a minimum benefit in old age. In retirement, the balance is available as an additional income with flexible payout options.

The Bosch Pensionsfonds

The Bosch Pensionsfonds, in which contributions from the company and employees are paid, is at the heart of the financing of the Bosch Vorsorgeplan. It is the first company-owned pension fund in German industry and the largest in Germany.

The investment strategy is long-term oriented and is characterized by a broad mix and diversification of the capital investment. What is special about this is that the performance of the capital investment benefits exclusively employees at low administrative costs, as the Bosch Pensionsfonds has no intention of making a profit.

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The Bosch Group is a leading global supplier of technology and services. It employs roughly 418,000 associates worldwide (as of December 31, 2024). The company generated sales of 90.3 billion euros in 2024. Its operations are divided into four business sectors: Mobility, Industrial Technology, Consumer Goods, and Energy and Building Technology. With its business activities, the company aims to use technology to help shape universal trends such as automation, electrification, digitalization, connectivity, and an orientation to sustainability. In this context, Bosch's broad diversification across regions and industries strengthens its innovativeness and robustness. Bosch uses its proven expertise in sensor technology, software, and services to offer customers cross-domain solutions from a single source. It also applies its expertise in connectivity and artificial intelligence in order to develop and manufacture user-friendly, sustainable products. With technology that is "Invented for life," Bosch wants to help improve quality of life and conserve natural resources. The Bosch Group comprises Robert Bosch GmbH and its roughly 490 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. Bosch's innovative strength is key to the company's further development. At 136 locations across the globe, Bosch employs some 87,000 associates in research and development.

The company was set up in Stuttgart in 1886 by Robert Bosch (1861–1942) as "Workshop for Precision Mechanics and Electrical Engineering." The special ownership structure of Robert Bosch GmbH guarantees the entrepreneurial freedom of the Bosch Group, making it possible for the company to plan over the long term and to undertake significant upfront investments in the safeguarding of its future. Ninety-four percent of the share capital of Robert Bosch GmbH is held by Robert Bosch Stiftung GmbH, a limited liability company with a charitable purpose. The remaining shares are held by Robert Bosch GmbH and by a company owned by the Bosch family. The majority of voting rights are held by Robert Bosch Industrietreuhand KG. It is entrusted with the task of safeguarding the company's long-term existence and in particular its financial independence – in line with the mission handed down in the will of the company's founder, Robert Bosch.

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Bosch Pensionsfonds wins awards

Three prizes at European level

December 04, 2024

PI 11912 BPF Loriz

- ▶ Best Pension Fund Germany
- ▶ Best DC & Hybrid Strategies Europe
- ▶ Best Corporate Pension Fund Europe

The Bosch Pensionsfonds was awarded three times at the conference of the European press service "Investment and Pensions Europe" (IPE) on Tuesday evening. He convinced as the best German pension fund, with the best defined contribution and hybrid pension strategy in Europe and as the best pension fund of a European company.

Dirk Jargstorff, CEO of Bosch Pensionsfonds AG, accepted the awards in Prague: "We are proud that our pension fund has been awarded again, in particular as the best corporate pension fund in Europe. This underlines our valuable contribution to the financial security of our employees in Germany in retirement."

Since its foundation in 2001, the Bosch Pensionsfonds has received 30 professional and industry awards at European level, mainly due to its innovative strength and its successful investment strategy. The Bosch Pensionsfonds became Best Corporate Pension Fund Europe for the sixth time. Bosch won the Best Pension Fund Germany award for the twelfth time in total and was awarded Best DC & Hybrid Strategies Europe for the fifth time.

The Bosch Vorsorge Plan

With the Bosch Vorsorge Plan, Bosch offers its employees an attractive pension plan based on one of the most modern pension systems in Germany. In addition, employees and their families are already covered during their working life in the event of disability or death. Bosch builds up a pension fund with company contributions for the employees and bears the costs for this. The employees have the opportunity to further increase this pension credit through their own

contributions. All contributions are based on the investment result of the Bosch Pensionsfonds. The contributions are guaranteed by the company as a minimum benefit in old age. In retirement, the balance is available as an additional income with flexible payout options.

The Bosch Pensionsfonds

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