



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