

## The Bosch company retirement scheme in Germany

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### History & today's retirement scheme

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- **1929** Robert Bosch founds the Bosch-Hilfe e.V. to protect his associates and their families against existential risks such as disability and premature death against the background of low general life expectancy
- **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.

- 10.2 billion euros of assets in the Bosch Vorsorge Plan
- 143,000 active associates with retirement assets in the Bosch Vorsorge Plan
- 38,000 former associates with vested entitlements (including commitments before introducing Bosch Vorsorge Plan)
- 61,000 beneficiaries, including 16,000 surviving dependents (including commitments before introducing Bosch Vorsorge Plan)
- 3,500 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