

“The Basic Principles of Social Responsibility at Bosch and the ten basic principles of the United Nations’ Global Compact are the foundation for our understanding of sustainability. On this basis, in our Code of Conduct for Business Partners we require that our suppliers comply with the generally applicable labor standards as laid down in the Fundamental Principles of the International Labour Organization (ILO). This includes, among other things, renouncing forced labor and child labor, not permitting any form of discrimination, guaranteeing occupational health and safety, creating fair working conditions, and ensuring freedom of association. With respect to the treatment of workers, we refer to local law. For instance, minimum wages must be paid in accordance with applicable statutory requirements.

In the “Basic principles of social responsibility at Bosch,” which have been made publicly available, the board of management and the employee representatives commit, among other things, to complying with human rights, equal opportunities, fair working conditions, and global standards in occupational health and safety. The 11 principles are based on the core labor standards of the International Labour Organization (ILO). Our executives receive training to help them comply with these principles. Translated into more than 30 languages, the principles are available on the intranet and Internet. Responsibility for their implementation lies with the management of the divisions, regional subsidiaries, and company locations. Our associates are familiar with the basic principles and can report violations. The same applies to violations of the Code of Business Conduct, which is applicable to all our associates worldwide.”

We are devoting all our energies to the welfare of our workforce in Ukraine and their families there. Wherever possible, we are helping our roughly 360 associates in the country. The support given includes logistical help for associates and their families, the early payment of salaries, and the provision of accommodation. We are also offering our associates and their families legal advice and psychological support. In the neighboring countries of Poland, Romania, Slovakia, Hungary, and the Czech Republic, hotlines have been set up for the associates affected. Bosch has also set up an intranet community that makes it possible for associates offering help to get into direct contact with those in need of support. The offer has met with a positive reception. We also want to help the people in the region who are now suffering enormous personal hardship. The company is helping with a substantial donation to the German Red Cross for humanitarian aid, and there are many initiatives on the part of countries and divisions. Privately as well, a lot of associates are helping to provide relief – by offering shelter, by donating, or by helping at the frontier.

In regards to business activities, Bosch is gradually resuming business operations in Ukraine. Our Ukraine headquarters have been moved from Kyiv to Ivano-Frankivsk, in the west of the country. Our subsidiaries in Lviv, Odesa, and Dnipro are continuing their operations. The plant in Krakovets, which is directly on the Polish border, gradually resumed operations from mid-March. Roughly 180 associates are employed there. It was very important to the associates that they start working again. The board of management granted their wish subject to strict security conditions, and the situation is regularly reviewed. Associates can decide for themselves whether to return to work. Regardless of this, we have paid them several months’ salary in advance. We are continuing to devote all our energies to the welfare of our local workforce and their families. In this dynamic situation, we are doing our best, together with the local management team and the crisis team, to gather information about current developments in the region and in the environs of the plant, so that we can adjust our operations if required.

In Russia, Bosch mainly manufactures consumer goods, heating technology, and automotive spare parts, mainly for the local market. The company employs some 3,500 associates in Russia. We operate plants in St. Petersburg, Samara, and Engels. Bosch is examining the

effects of the latest sanctions lists very closely and is fully supporting the sanctions. As a result of the sanctions, our deliveries to Russia have largely come to a halt. Most of our business with Russian customers and in Russia has been interrupted – this also applies to local production. And we expect further significant restrictions. We still have only a vague idea of the long-term political and economic effects. However, it is clear that we can expect even more significant consequences for our operations throughout the region and beyond. The salaries of the local workforce affected by this have so far continued to be paid. We are of course complying and will continue to comply with all legal and statutory requirements, including sanctions. Together with our management, the crisis team, and our partners, we are continuously assessing the current, very volatile, developments and examining the extent to which we need to adjust our business operations in Russia. In doing so, we also have our roughly 3,500 local associates and their families in mind. They are also our responsibility. We have to bear their safety and financial security in mind.

Please feel free to publish this statement as our response towards your survey. However, please make sure to mark today's date clearly as the situation may change rapidly – as already stated in the overall answer.

Stuttgart, April 15th, 2022