

Declaration pursuant to Section 289f (4) of the German Commercial Code (HGB)

Due to statutory provisions, a company which is subject to co-determination shall set and publish targets regarding the proportion of women in management positions and deadlines for achieving the targets. Bosch.IO GmbH therefore publishes its declaration pursuant to section 289f (4) HGB as follows:

In 2018, the shareholders' meeting of Bosch.IO GmbH had resolved targets for the proportion of women of 33.3 % for the supervisory board and 0 % for the board of management of Bosch.IO GmbH with a deadline for achieving the targets by December 31, 2021. As of December 31, 2021, there is one woman represented on the supervisory board of Bosch.IO GmbH, which, with three supervisory board members, corresponds to a female share of 33.33 %. As of December 31, 2021, there is also one woman represented on the board of management of Bosch.IO GmbH, which corresponds, with three management board members, to a female share of 33.33 %.

The targets set for the supervisory board and the board of management in 2018 were thus achieved.

In December 2021, the shareholders' meeting of Bosch.IO GmbH again set targets for the proportion of women on the supervisory board and the board of management of Bosch.IO GmbH. The targets adopted by the shareholders' meeting are 33.33% for the supervisory board and 33.33% for the board of management of Bosch.IO GmbH. The deadline for achieving both targets was set for December 31, 2025.

In December 2021, the board of management of Bosch.IO GmbH also adopted targets for the proportion of women in the two management levels below the board of management. These are 40 % for the proportion of women in the first management level and 30 % in the second management level. The deadline for achieving both targets was set for December 31, 2025.

Worldwide, the proportion of female executives across all management levels in the Bosch Group is 18.4 % (as of Dec. 31, 2021). Bosch aims to continuously increase this proportion - irrespective of individual group companies.