

INVESTMENT
ENERGY DEMAND
UN GLOBAL COMPACT
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CORPORATE GOALS

GIRLS' CAMPUS
EDUCATION
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ENVIRONMENT
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SYSTEMS
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CONSERVING
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Climate Protection

DIVERSITY
TRAINING
19,000 NEW JOBS
6,600 APPRENTICES
ASSOCIATES
EQUAL OPPORTUNITIES
FLEXIBLE WORKING HOURS
SENIOR EXPERTS
NETWORKS

SUPER EFFICIENCY PORTFOLIO
CLEAN DIESEL HYBRID
4.2 BN ON
RESEARCH &
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RENEWABLE ENERGY
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38,500 ASSOCIATES IN RESEARCH & DEVELOPMENT
REMANUFACTURING
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4.126 patents 4.126 patents

CODE OF BUSINESS CONDUCT
COMPLIANCE VALUES
LOCATIONS IN
60 COUNTRIES
COMPANY
STAKEHOLDER DIALOG
STRATEGY MEGATRENDS
HOUSE OF ORIENTATION
CULTURE
Principles of social responsibility

Since 1886 ~ Innovative strength ~ Invited for Life
Responsibility
Diversity

MILE STONES

in our sustainable

ACTIONS

1906

EIGHT-HOUR WORKING DAY

→ Robert Bosch is one of the first entrepreneurs in Germany to introduce the eight-hour working day.

1910

COMMITTED PHILANTHROPIST

→ A donation of one million German marks to Stuttgart Polytechnic signals the start of the civic and social initiatives established by Robert Bosch. A responsible citizen and philanthropist, the company founder contributes to the well-being of the community many more times in the years to come.

1929

BOSCH HILFE

→ Robert Bosch establishes the Bosch-Hilfe e.V. benevolent fund, thus laying the foundation for company pension benefits.

1937

ROBERT BOSCH GMBH

→ To ensure that the company remained in family ownership, Robert Bosch changed its form from an AG, or stock corporation, into a GmbH, or close corporation.

1961

SUPPORT FOR GIFTED YOUNG PEOPLE

→ On the occasion of its 75th anniversary, Bosch donates one million German marks to support gifted young people.

1973

ENVIRONMENTAL GUIDELINE

→ By implementing a binding guideline, management makes environmental protection a firm part of the Group's corporate principles.

1985

JUGEND FORSCHT

→ Bosch becomes a sponsor of the "Jugend forscht" competition in Baden-Württemberg. Since then, the company has organized and financed the regional final for the 15 to 21-year-old age group.

1993

RECYCLING CENTER

→ Under the management of Bosch, leading manufacturers of power tools set up a joint recycling center in Willershausen.

1995

ENVIRONMENTAL MANAGEMENT SYSTEM

→ Robert Bosch GmbH decides to introduce an environmental management system at all production locations.

1997

COMMON RAIL

→ The introduction of the Bosch common-rail high-pressure diesel injection system marks the birth of the modern diesel engine. This

new technology helps to cut fuel consumption and lower harmful emissions.

1999

SENIOR EXPERTS

→ Bosch sets up Bosch Management Support GmbH (BMS) to make use of the expert knowledge of former associates between the ages of 60 and 70. Since then, these retirees have provided expert support for global projects.

2004

GLOBAL COMPACT

→ The company underlines its commitment to eco-friendly and socially compatible globalization by signing up to the United Nations' Global Compact Initiative.

2007

CHARTER OF DIVERSITY

→ Bosch joins the "Charter of Diversity" set up by a number of German companies.

2010

LITHIUM-ION BATTERIES

→ The first hybrid vehicles with Bosch drive technology are launched. In the same year, series production of lithium-ion batteries begins at SB LiMotive, a joint venture with Samsung.

2011

BOSCH INTERCAMPUS PROGRAM

→ As part of the "Bosch Inter-Campus Program," the company will spend around 50 million euros to support universities and research projects around the world over the next ten years.



Dr. Volkmar Denner,
Chairman of the
Board of Management
of Robert Bosch GmbH

Ladies and gentlemen,

Responsibility is more than just a management concept. It is a mindset. Our company founder Robert Bosch wanted a company that benefits society, a company that generates social capital beyond its products and services. At Bosch, working to ensure a bright future has been company policy for 126 years. Our definition of sustainability has grown organically over generations of associates, and is not merely the product of decisions made in the boardroom. This is something we are extremely proud of.

I am one of more than 300,000 associates who represent the Bosch Group's strategic imperative "Invented for life." Cutting-edge technology provides solutions for the sustainability challenges of our times, whether they relate to climate and environmental protection, resource conservation, or the mobility of the future. We are pooling our innovative strength in these areas, with 38,500 researchers and engineers, more than 4,100 patents filed in 2011, and a development budget for sustainable products of more

“The major challenges we face require a shared mindset and approach – and they always need a leader, either in the form of countries, companies, or people.”

Dr. Volkmar Denner

than two billion euros. Solutions developed with the aim of conserving resources and protecting the environment already account for 40 percent of Bosch Group sales. These technologies not only create value – they maintain it, too. This will help Bosch secure its lasting success.

Individuals alone cannot tackle the major challenges we face. They require a culture of shared responsibility, a shared mindset and approach – and they always need a leader, either in the form of countries, companies, or people. Bosch is leading by example through its commitment and expertise. One of my predecessors, Hans Lutz Merkle, coined the phrase: “Leading also means serving.” We believe that substance is more important than appearance, and this trait has perhaps helped our company develop from its roots in the German state of Baden-Württemberg into a global player. Results are what count for us.

This compact report highlights some of our main commitments to a sustainable future. It also documents recent measures and the progress we have made as part of the UN Global Compact, the ten principles of which we agreed to when we signed up to this initiative in 2004.

I hope you enjoy reading our report and would encourage you to read more on our sustainability website csr.bosch.com. After all, responsibility is multifaceted.

Best regards,



DR. VOLKMAR DENNER

CHAIRMAN OF THE BOARD OF MANAGEMENT OF ROBERT BOSCH GMBH



Thinking – and acting – responsibly

“In the long term, an honest and fair approach to doing business will always be the most profitable. And the business world holds such an approach in much higher esteem than is generally imagined.” Robert Bosch made this statement in 1921. To this day, the words of our company founder guide the company in matters of responsible corporate management.

Think globally – act locally. Bosch engages in dialog around the world with people inside and outside the company. Our corporate management is guided by the principle that we need to understand each other in order to learn from one another. This is regardless of whether we are talking about the future of mobility, responsible use of raw materials, or how we wish to live and work together in future.

Bosch devotes considerable attention to the complex change processes that are informed by megatrends such as the globalization of markets and lifestyles, climate change, and finite natural resources. These megatrends span decades and shape the long-term development of our markets. The current boom in smartphones and eBikes, or the discussion surrounding the transition to new forms of energy are prime examples of the change occurring. The global network known as the internet of things and services is contributing to the speed and scope of this change. And all of this is happening in the context of a rapidly growing world population, which has a strong impact on all of the challenges mentioned herein.



A global approach to managing global challenges: Scholarship holders of the Fellowship Program for promising young leaders from the United States in front of Robert Bosch House, the company founder's former home.

Demographic change is also affecting companies' working practices and HR policies. Bosch promotes the education and training of young people worldwide. Moreover, the company is globally committed to equal opportunities for all, and offers new employment models such as part-time work and jobsharing. Requirements vary greatly from one region to another - and this is something we endeavor to reflect in our policies.

Bosch employs more than 300,000 associates worldwide to develop and manufacture products that improve the quality of life. More than 6,600 young people are currently training with us.

Our Code of Business Conduct, which sets out the principles of integrity and rules of behavior that are geared to our corporate goals, applies to all associates in equal measure. It defines all the relevant legal and internal regulations, including the "Basic principles of social responsibility at Bosch," which were approved in 2004. In conjunction with the Bosch Values, which describe the company's ethos in its dealings with business partners, investors, associates, and society, the Code of Business Conduct lays the foundation for the trust placed in Bosch and the company's global success.

Today, Robert Bosch Stiftung GmbH holds 92 percent of Bosch shares. The Stiftung carries on the civic and social endeavors of our company's founder in contemporary form. It sees itself as a foundation that pursues its objectives with programs and institutions of its own. The Stiftung also supports the projects and initiatives of other organizations that address the challenges society faces. Robert Bosch Stiftung mainly promotes international understanding, welfare, education, and health. //

More information on our company can be found [here](#) and more information on the Robert Bosch Stiftung can be found [here](#)

ACTION FOR THE ENVIRONMENT:

The resource **cycle**

Mitigating climate change, protecting the environment, and conserving natural resources are three of the major challenges we face in the 21st century, especially in these times of global trade and business. Bosch offers innovative, forward-looking technologies which show that a commitment to the environment makes sound economic sense.

As a leading technology and service company, Bosch has been fulfilling its responsibility to protect the environment and the climate for over 30 years. The environmental management systems at our production plants are a good example of how we do this. We have methodically expanded these systems so that more than half of Bosch's 259 sites are now certified in line with the international environmental standard ISO 14001. By 2020, we also want to slash carbon dioxide (CO₂) emissions by 20 percent and improve energy efficiency by 20 percent. On top of this, we are promoting the sustainable use of natural resources throughout the company by offering solutions which help people conserve resources both at home and at work. These efforts are not only the result of our company's awareness of environmental issues - they are also based on economic considerations. As a consequence of globalization, the resources needed by industry are growing increasingly scarce. To counteract the resulting price and supply risks, Bosch pays close attention to reducing the materials it uses. The company also seeks alternatives to rare materials and makes consistent attempts to integrate them back into the material cycle.

Bosch eXchange program

Our remanufacturing activities in the automotive sector via our Bosch eXchange program is one example of how we do this. It is based on an intelligent return system for old components which no longer work. By taking back and remanufacturing used parts, the company reduces its resource footprint and its materials expenses - enabling it to pass these advantages on to its customers. This makes Bosch's remanufactured spare parts for vehicle repairs up to 30 to 40 percent less expensive than their new equivalents. Demand for our eXchange components has soared around the world in recent years. The market segment is continuously expanding in Europe, recording considerably higher growth rates than the traditional parts business. We expect the

Necessity is the mother of invention: scarce resources are making remanufacturing more and more important.



KEY FIGURES FOR 2011

| | |
|---------------------------------------|------------------------------|
| Total waste generated | → 0.5 million metric tons |
| Reduction since 2007 | 5.4% |
| Total water used | → 15.4 million cubic meters |
| Reduction since 2007 | 11.6% |
| Total wastewater | → 11.9 million cubic meters |
| Reduction since 2007 | 14.2% |
| Total energy demand | → 6.1 million megawatt hours |
| Reduction since 2007 | 9.8% |
| Total CO₂ emissions | → 2.4 million metric tons |
| Reduction since 2007 | 6.6% |



A new lease of life: remanufacturing vehicle parts conserves resources and reduces energy demand.

European remanufacturing market to grow to 30 million components a year by 2015. In line with this trend, Bosch now offers remanufacturing for some 9,000 vehicle parts from 27 different product groups. This makes us the leading supplier of industrially remanufactured automotive parts - including starters, generators, air-conditioning compressors, brake callipers, distributors and high-pressure direct-injection systems.

Reducing the need for resources and energy without compromising on quality

From an environmental perspective, the main argument in favor of remanufacturing vehicle parts is that the majority of the original product is retained. This means that it uses fewer resources and emits less CO₂ than producing a new component. Bosch remanufactures some 2.5 million parts every year, which generates 23,000 tonnes

less CO₂ emissions than manufacturing new ones. The eXchange program also cuts the amount of energy used at our Göttingen plant alone by approximately 105,000 megawatt-hours a year. That is an 88 per cent reduction compared to manufacturing new parts. The total volume of reused materials at this plant in Lower Saxony includes 240 tonnes of copper, 440 tonnes of aluminium, and 2,200 tonnes of steel. Remanufacturing does not result in a lower-grade product: all components meet the same quality, performance and durability standards as new parts. For this reason, Bosch is able to offer a two-year guarantee on remanufactured parts, too. //

For more information about our commitment to the environment, please [click here](#)

ACTION FOR THE ENVIRONMENT:

Project portfolio



GREEN HEADQUARTERS

Bosch's regional headquarters in Singapore opened in 2010 and are a textbook example of consistent energy efficiency. The development won a Platinum award – the highest commendation – as part of the government's Green Mark scheme. By presenting this award, the national Building and Construction Authority confirmed that the energy requirements of our new regional headquarters are at least 30 percent below Singapore's legally stipulated limit.

For more information, please click [here](#)

HYDROELECTRIC POWER

Water is at the heart of the new energy concept at our Blaichach site in Germany, where a hydroelectric power plant generates approximately 15,600 megawatt-hours of renewable electricity every year. That is equivalent to around 80 percent of the total energy needed. By using green electricity, Bosch cuts its annual CO₂ emissions by some 6,600 tonnes. In spite of the global economic crisis, the management team and staff in Blaichach remained absolutely committed to making their plant's energy supply environmentally friendly.

For more information, please click [here](#)



MACHINE TOOLS

Cooling lubricant is used to regulate the temperature of machine tools in industrial production processes. In many cases, it is impossible to adjust the lubricant supply system to feed in exactly the right quantity because the necessary pumps run at a constant speed. This is why we have developed variable-speed pumps for machine tools, which enable operators to use just as much lubricant as they really need. This conserves resources and saves energy.

For more information, please click [here](#)

ACTION FOR PRODUCTS:

Mobility 2.0 for a cleaner future



Some one billion cars, trucks, and buses are on the world's roads – an increase of approximately 35 percent in one decade. Mass motorization will continue to rise, especially in Asia, eastern Europe, and Latin America. This increased traffic volume is not only a burden on the environment. It is also a drain on oil reserves. This raises two core questions for Bosch, one of the world's leading automotive suppliers. How can the carbon footprint of the internal-combustion engine be further reduced? And which new powertrain concepts provide convincing solutions for the post-fossil fuel era?

When it comes to developing sustainable mobility solutions, Bosch engineers are on a mission to find a low-emissions vehicle that is not dependent on fossil fuels. The electric car that approximately 1,100 Bosch associates are working on around the world is one example. The goal is to provide the automobile industry with an electric drivetrain concept from a single source. This also involves engineering high-performance batteries – one of the greatest chal-

lenges to building an electric car for series production. Battery prices are still too high to make fitting them as standard equipment economically viable. In addition, the current prototypes can run a maximum of 150 kilometers before having to be re-charged from a socket. For everyday use, electric vehicles need to achieve a range of at least 250 kilometers. Only then will electric driving become a real alternative for 90 percent of all transport operations.



Halving fuel consumption

In the long run, the electric motor will gain significance. In the meantime, four out of five cars worldwide will run on gasoline or diesel. At the same time as working on powertrain electrification, Bosch is therefore continuing to work on improving the energy efficiency of internal-combustion engines and reducing their carbon dioxide emissions. The first milestone will be reached in 2015. A mid-range car fitted with a Bosch gasoline engine should have an average fuel consumption of 5.5 liters per 100 kilometers - approximately 30 percent less than a current standard engine. And there is still a lot of potential to be exploited. We believe that efficient internal-combustion engines, aerodynamic bodywork, and lightweight materials will contribute to halving fuel consumption in the next few years compared with the average in 2009.

Alternatives to gasoline and diesel

The use of alternative fuels such as ethanol, biogas, and synthetic biodiesel provides another possibility to cut exhaust emissions. Made of plant-based material, these mixtures reduce CO₂ emissions by up to 90 percent. To increase the market share of alternative fuels, Bosch is devel-

oping suitable engine systems and flexible injection components for the automotive industry. This shows our commitment to drive concepts that are based on renewable energies and use the existing infrastructure and technology. //

More information on our sustainable mobility solutions can be found [here](#)

KEY DATA 2011

| | |
|--|---------------------|
| Associates working in research and development | → 38,500 associates |
| Patent applications worldwide | → 4,126 patents |
| Share of sales accounted for by sustainable products | → 40% |
| Reduction of fuel consumption in mid-range cars by 2015 | → 30% |
| CO₂ emissions with clean diesel | → 97 g/km |

ACTION FOR PRODUCTS:

Project portfolio



CLEVER COMBINATION

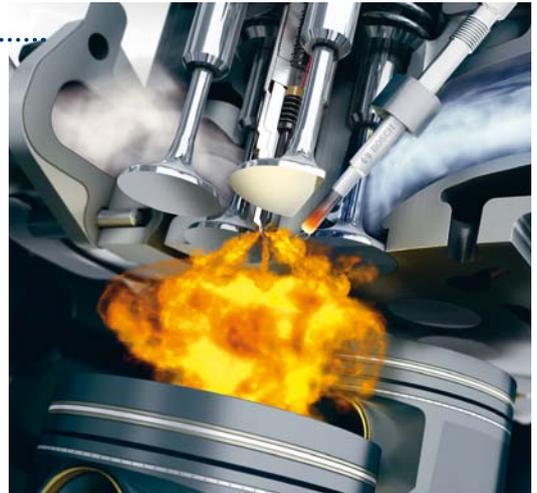
The hybrid drive represents a stage of evolution from gasoline and diesel vehicles to the electric car. It combines the internal-combustion engine with an electric motor that activates, for example, at ignition and on accelerating. This “boost” function can help reduce CO₂ emissions by as much as 30 percent. The market-ready Bosch technology is used in the manufacture of the VW Touareg, for example.

For more information, please click [here](#)

MAKING A CLEAN START

Bosch engineers have optimized the traditional combustion process to make passenger vehicles with diesel engines meet the Euro 6 exhaust gas standards. They have done this by increasing exhaust gas recirculation rates and the charge-air and injection pressures. Exhaust gas treatment also contributes to improving the efficiency of the diesel. Another feature of the clean diesel concept is the smaller, 1.2-liter engine with a performance of 83 kilowatts per liter of engine displacement. Together, these measures reduce CO₂ emissions to 97 grams per kilometer.

For more information, please click [here](#)



ECONOMICAL NAVIGATION

Developed by Bosch engineers, the ECO2 navigation system has an option for calculating the route with the lowest fuel consumption. It does this by factoring in the route profile, the road classification, and the number of junctions on the route. The engine and driving style also come into the equation. The route planner, which is ready for series production, cuts fuel consumption by an average of nine percent.

For more information, please click [here](#)



ACTION FOR OUR ASSOCIATES:

Diversity as advantage

Demographic developments are posing enormous challenges for business and society. Competition for specialists and executives is on the rise. At the same time, the proportion of older associates is growing as the requirements of younger people change. With the shift in personal value systems and the desire to have a work-family balance, there is a growing need for flexible working models. Bosch aims to meet these challenges by promoting a culture of diversity and equal opportunities. This is the basis for a forward-looking human resources policy that will boost the company's innovative strength.

We were quick to recognize that diversity is a crucial element in the success of our business. Our associates contribute to the innovative strength of the company with their qualifications, skills, and experience, and this provides us with a competitive edge around the world. That is why we have firmly established diversity as one of our strategic values, and we actively promote it. At present, our efforts focus especially on the areas of gender, nationality, working culture and generation.

Targeted use of potential

Bosch sees equal opportunities for women as elementary for three reasons. First, around 80 percent of the associates we employ have a technical or scientific qualification. The proportion of women in these courses has traditionally been very low. Bearing in mind the growing shortage of specialists and executives and our need for innovative strength and quality, we will need many more qualified female engineers in the future. Second, studies have



Bosch wants to increase the proportion of women in technical professions and actively encourages talented women to pursue this course.

KEY DATA 2011

| | |
|---------------------------------|-----------------|
| New recruits worldwide | → 19,000 |
| Apprentices worldwide | → 6,600 |
| Spending on training | → 200 million € |
| Absences (since 2007) | → -31 % |
| Associate satisfaction | → 84 % |

shown that mixed teams work more efficiently and achieve better results, because gender-specific skills complement each other. That is why we encourage male and female associates to work together and, in doing so, optimize results. And third, the proportion of women in management positions may have increased in the last decade - by about nine percent in Germany, for example - but women are still under-represented in executive positions. This is also true at Bosch. We therefore intend to continue increasing the number of female executives worldwide, and are already on the right path. Our aim is to increase this figure to 20 percent by 2020.

Commitment to equal opportunities

The aim of recruiting and promoting female specialists and executives has been on the agenda at Bosch since 1994. The issue was included in the worldwide Change Roadmap in 2010, becoming one of our strategic priorities. The corporate office “Associate Development, Diversity and Equal Opportunities” pools all of the projects and measures in the company and has assumed responsibility for driving the topic forward in the long term. The activities are spread over three key areas - recruiting more women to Bosch, promoting female associates at all levels of the hierarchy, and implementing measures to strike a balance between work and family

life, for instance with regard to childcare and the care of dependants.

Inspire, recruit, promote

We have developed a variety of measures in all operating units. These include, for example, the annual Girls' Day and Girls' Campus, which we use to inspire schoolgirls and female students to take up technical and scientific careers. One way we promote female associates is the women's network women@bosch, through which we have done pioneering work all over Germany. Another example is our Business Women's Program for trainee specialists and executives in areas such as clever negotiating, leadership skills, and self-marketing.

For us, acting responsibly also means enabling our associates to have a balanced lifestyle. We are therefore committed to the compatibility of work and private life. Our commitment to childcare and our varied range of flexible working models - from shorter working hours to job-sharing - is aimed at both men and women. And so the topic of diversity has come full circle at Bosch - it's not just about women. //

Further information on our commitment to our associates can be found [here](#)

ACTION FOR OUR ASSOCIATES:

Project portfolio



INSPIRING INTEREST IN TECHNOLOGY

Bosch is committed to attracting more young women to technical professions. Measures include Girls Campus, a one-year seminar program for female high school students in Stuttgart and the surrounding area. The focus of the lectures and practical exercises is on topics such as robotics research, mechatronics, and acoustics research.

For more information, please click [here](#)

SUCCESSFUL NETWORKING

The women's network women@bosch is a central component of equal opportunities for women. The aim is to offer female associates a platform for sharing experiences, opening up career opportunities, and inspiring training. The local networks are organized by associates. They plan lectures, initiate working groups, and support each other in the implementation of ideas in the workplace.

For more information, please click [here](#)



FLEXIBLE WORK MODELS

To raise awareness on the issue of combining work and private life among executives and to recruit them as role models for family-friendly work practices, Bosch launched the "MORE" project in 2011. Some 160 executives tried out various working models, which included working from home or working part-time, for 125 days. Following the positive response to this, Bosch is continuing the project this year.

For more information, please click [here](#)

ACTION FOR THE SOCIETY:

Building the future together



Local presence on a global scale – with more than 300,000 associates at 300 locations in 60 countries, Bosch is not only a major employer and business partner, but also a committed corporate citizen. We want to play an active role in shaping the social environment that surrounds us. After all, that is where our associates and their families, relatives, and friends live – as do countless other people who experience Bosch as a contributor to economic development. We have taken our responsibility to this community seriously since 1886.

KEY DATA 2011

| | |
|---|--------------------|
| Wissensfabrik (Knowledge Factory, Germany) | → 100 partnerships |
| Projects authorized by Robert Bosch Stiftung | → 800 projects |
| Total amount donated by Robert Bosch Stiftung | → 70 million € |
| Spending for InterCampus Program | → 50 million € |
| Donation-total of associates' initiative Primavera | → 0,6 million € |

Our commitment is linked to entrepreneurial interests. For example, attractive living conditions and a stable community make Bosch an even more attractive employer for skilled specialists and top executives. Such an environment can also enable people to gain access to good quality education and training. We strongly believe that education is the key to ensuring society has a bright future. This is why strategies and projects that promote education are among the central focal points of our corporate social responsibility.

Employer and trainer

In 2011, we took on a total of 19,000 new associates worldwide – 15,000 of whom had university degrees. We are also training 6,600 young adults, mostly in technical disciplines. All in all, some 80 percent of our associates have a background in technology or engineering. Bosch files 16 patents each working day. As a driving force of technological innovation in a broad range of areas that show promise for the future, it is essential that we can rely on the best young talent and on

specialists and executives who are at the top of their game.

Different starting points around the world

When it comes to promoting education, the basic starting point differs considerably from region to region. Industrialized nations such as Germany have a high standard of education. In these countries, the focus is on encouraging interest in technical and scientific disciplines. In other words, we focus on cultivating tomorrow's specialists and leaders. When it comes to safeguarding locations in economies with limited raw materials, well-trained individuals are important social capital. The situation is somewhat different in dynamic emerging markets such as China, where Bosch represents hope for a promising future. In these countries, our training opportunities shape the foundation that will allow young people to take charge of their lives – perhaps as associates at our company.

Supporting universities around the world

The Bosch InterCampus Program represents a strategic commitment to education for the next decade. We will spend a total of 50 million euros to support and bring together universities and research projects in Germany, China, India, and the United States – from Aachen and Bangalore to Beijing, Stanford, and Stuttgart. We want to significantly improve research conditions and speed up development in core areas that show great promise for the future – electromobility, power generation, energy efficiency, and emissions reduction.

Young people doing research for tomorrow today

People who experience the wonder of science and technology at an early age often go on to pursue a career in these fields. This is reason enough for Bosch to provide long-term support to the German youth science competition “Jugend forscht.” We have organized the regional competition in Baden-Wuerttemberg since 1985.

As a founding member of the “Wissensfabrik” (Knowledge Factory) initiative, we have been promoting the education of children and young people in science and technology disciplines since 2005. Since then, more than 100 companies have joined in the initiative.

Making education possible

China is one of our strategic core markets. Bosch has been operating there for more than 100 years and currently employs a workforce of some 30,000 in the country. However, the dynamism that marks the economy has yet to take root in society at large. Established in 2011, our China Charity Center pools the various aspects of our commitment in China. Each year, some three million euros are spent on the poorer rural areas with the aim of ensuring children there have access to education. //

More information on our social responsibility can be found [here](#)



ACTION FOR THE SOCIETY:

Project portfolio



ASSOCIATE COMMITMENT

Some 84 percent of our associates are proud to work for Bosch. That means they are willing to give something back – also to society. One example is the Primavera initiative, which was set up by associates in Brazil in 1990 to support disadvantaged children. This charity is now active in other countries including China, India, and the Philippines.

For more information, please click [here](#)

BOSCH INDIA FOUNDATION

Founded in 2008, the foundation is dedicated entirely to helping children who are growing up in poverty. Its main areas of activity include delivering basic medical aid, financing essential operations and treatments, and providing training opportunities in forward-looking areas such as production, assembly technology, and agriculture.

For more information, please click [here](#)



“WISSENSFABRIK“ (KNOWLEDGE FACTORY)

Bosch is a founding member of the initiative Wissensfabrik – Unternehmen für Deutschland (Knowledge Factory – Companies for Germany). Through 100 partnerships with schools and kindergartens across Germany, we provide children and young people with an insight into the complex worlds of technology and business. The Knowledge Factory also stages the WECONOMY new business owner competition for students and young entrepreneurs.

For more information, please click [here](#)

KEY DATA 2011

KEY DATA ON THE GROUP

51,494 IN SALES *million €*

+9 % SALES GROWTH *over 2010*

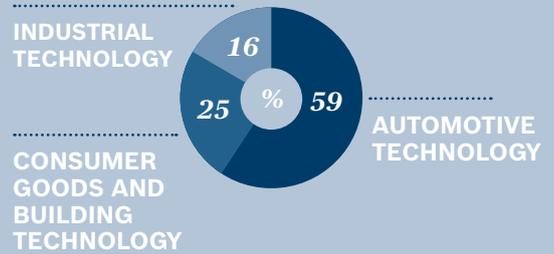
77 % SALES REVENUE *generated outside Germany*

4,126 PATENT APPLICATIONS

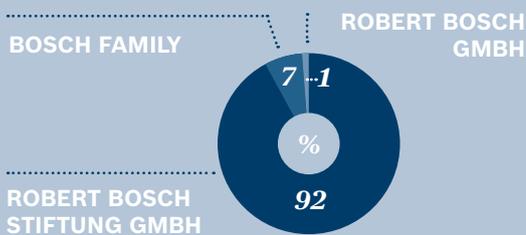
4,190 million €

RESEARCH AND DEVELOPMENT EXPENDITURE

SALES BY BUSINESS SECTOR



SHAREHOLDER STRUCTURE



SOME OF OUR CORE AIMS

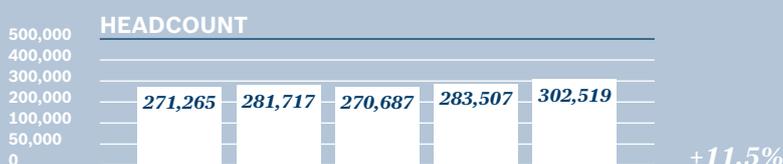
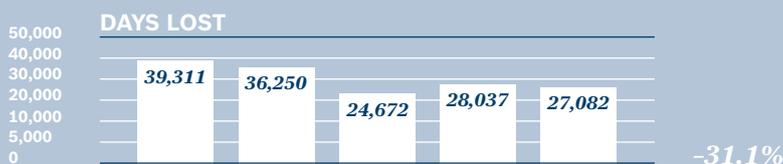
20% REDUCTION IN CO₂ EMISSIONS *by 2020 compared to 2007 levels*

20% PROPORTION OF FEMALE EXECUTIVES *by 2020*

HEADCOUNT



OCCUPATIONAL HEALTH AND SAFETY



ENVIRONMENT

2007 2011

-9.8% ENERGY DEMAND *6.1 million megawatt hours*

-5.4% TOTAL WASTE GENERATED *0.5 million metric tons*

-11.6% WATER CONSUMPTION *15.4 million cubic meters*

-14.2% WASTEWATER *11.9 million cubic meters*

-6.6% TOTAL CO₂-EMISSIONS *2.4 million metric tons*

+138% ENVIRONMENTALLY FRIENDLY INVESTMENT *50 million euros*

Further information about our sustainability figures can be found [here](#)



COMMUNICATION ON PROGRESS

Activities in brief

Robert Bosch GmbH has been a member of the United Nations Global Compact since 2004 and has pledged to uphold the initiative's ten universal principles for responsible business management. The table below presents an overview of the progress made with regard to these ten principles in 2011.

| Principle | Framework/objectives | Activities | Results |
|--|--|--|--|
| 1. Support and respect human rights | Code of Business Conduct Principles of social responsibility at Bosch | Organizing the ResQ project to boost resource efficiency among Chinese suppliers/business partners Continuing with the supplier audit: social and environmental audits of 240 suppliers (by 2014) | Analysis agreement with participating suppliers over a three-year period Presentation of the Bosch Supplier Award to the best suppliers; imposition of sanctions on suppliers who are unable to comply |
| 2. No complicity in human rights abuses | Purchasing guidelines | | |
| 3. Uphold freedom of association | Company target: 20 percent of managerial positions filled by women by 2020 | See principle 1, conducting supplier audits to check that they comply with defined ecological/social labor standards (social standards based on the ILO guidelines) | See principle 1, presentation of the Bosch Supplier Award to the best suppliers; imposition of sanctions on suppliers who are unable to comply |
| 4. Elimination of all forms of forced and compulsory labor | Incorporating the issue of diversity/female quota into the Bosch Group's strategic roadmap | | |
| 5. Abolition of child labor | | | |
| 6. Elimination of discrimination | Bosch Human Resources System (BHS) | <p>Launching a company-wide campaign to boost diversity with a focus on increasing the percentage of women in managerial roles</p> <p>Offering over 100 different working time models</p> <p>Participating in the initiative 'Changing Corporate Cultures – Preventing Career Breaks' ('Unternehmenskulturen verändern – Karrierebrüche vermeiden') launched by the German Federal Ministry of Family Affairs, Senior Citizens, Women and Youth to increase the percentage of women in managerial positions</p> <p>Company-wide staff survey every two years</p> <p>Expanding Bosch Management Support (BMS): actively involving retired employees as experienced advisors</p> | <p>Named 'Most Family-Friendly Company' by the German Federal Ministry of Family Affairs, Senior Citizens, Women and Youth</p> <p>Bosch's 'Turkish Forum' won an award in the business category of the German Prize for Civic Engagement ('Deutscher Engagementpreis')</p> <p>84 percent of employees are proud to work for Bosch; 82 percent would recommend Bosch as an employer</p> <p>910 consultations by 1,400 senior experts around the world</p> |

| Principle | Framework/objectives | Activities | Results |
|---|--|---|---|
| 7. Precautionary environmental protection | Company target: 20 percent reduction of CO ₂ by 2020 | Achieving ISO 14001 environmental management systems at sites around the world | 7.2 percent reduction in CO ₂ emissions from combustion processes to 337,000 t |
| | Basic principles for environmental protection and occupational health and safety | Commissioning a hydroelectric power plant to supply the energy needed at the Blaichach site (Germany) | Energy generated per annum: 15,600 MWh, CO ₂ reduction: 6,600 t |
| | Bosch Product Engineering System (BES) | Increasing company-wide investments in environmental protection by 25 percent to EUR 50 million | 8 percent reduction in total energy demand in comparison to sales to 6,100 GWh |
| 8. Initiatives to promote greater environmental responsibility | Bosch Production System (BPS) | Advising on energy efficiency to reduce electricity demand at factories | Imposition of sanctions on suppliers with insufficient environmental standards through to terminating business relations |
| | Design for Environment (DfE) | Obtaining a commitment from the Bosch Group's preferred suppliers to a proprietary, certified environmental management system | Presenting top environmentally friendly technologies at the 'Week of the Environment' ('Woche der Umwelt') under the patronage of Germany's President Joachim Gauck |
| | | Attendance at and organization of sustainability events | Touring China with a mobile exhibition – the 'Clean Diesel Tour' – with stops in 20 cities to inform people about ways of reducing traffic emissions |
| 9. Development and diffusion of environmentally friendly technologies | | Green building project: EcoPlusHome in Canada: demonstrating that there are viable models for comfortable, eco-friendly homes with a year-long test run by Bosch | In the test, a family of six uses 14,000 kWh of electricity – at the same time, the EcoPlusHome generates 15,000 kWh of green energy. Winner of the Scotiabank EcoLiving Award 2011 |
| | | Maintaining a consistently high level of investment in developing sustainable products: 50 percent of the entire R&D budget totalling EUR 4.19 billion | Sustainable, environmentally friendly products account for 40 percent of the company's total sales |
| | | Investing EUR 400 million in developing electric vehicles | |
| | | Further developing small electric engines for the automotive sector: increasing efficiency and reducing weight | Reduction in emissions thanks to the units produced for electromechanical (instead of hydraulic) steering systems: 1.9 million tonnes of CO ₂ |
| | | Development partnership with Dürr Systems, the world's market-leading supplier of automotive paint systems | 30 percent reduction in the energy needed |
| | | Setting up a study center dedicated to power electronics (for electric vehicles, energy flows and photovoltaics) in Reutlingen and Stuttgart (Germany) | Capital expenditure of EUR 30 million |
| | | Further developing and marketing ultra-efficient fridge-freezers which use 70 percent less energy than comparable appliances did 15 years ago | Expansion of the ultra-efficient portfolio of class A+++ appliances to 20 models by autumn 2011 |
| | Participating in the European Commission's four-year 'Green eMotion' initiative to promote electric vehicles | The idea is to gather practical experience in model regions throughout Europe for the purpose of further developing the relevant technology. Bosch is contributing a networked recharging infrastructure for a total of 10,000 electrical power charging points | |

| Principle | Framework/objectives | Activities | Results |
|-----------------------------|--|--|--|
| 10. Work against corruption | Code of Business Code of Business Conduct Principles of social responsibility at Bosch Purchasing guidelines Membership of Transparency | Managing compliance by means of a central compliance committee and regional compliance managers Setting up an independent compliance hotline and reporting system for internal and external stakeholders Initiating double-checking, job rotation in sensitive areas, a strict distinction between sourcing and supervisory systems, Group-wide staff training | Staff regularly take part in compulsory training sessions focusing on compliance, money laundering, legality and fraud |

Other key aspects of the Bosch Group framework for sustainable business:

'House of Orientation': vision, guiding principles, values, key competencies, and the Bosch Business System

Newly created bodies are responsible for efficiently implementing all sustainability activities in the Group:
Sustainability office, expert committee and steering committee

SCOPE OF THE REPORT

All information is contextualized in connection with each text, key figure, or target. This report is a summary of current activities from the Bosch Group's full range of sustainability measures. It therefore serves as a communication on progress in conjunction with the company's membership of the UN Global Compact.

REPORTING PERIOD

The cut-off date for key figures is December 31, 2011. The reporting period is the 2011 calendar year. Information available until the time of going to print – October 25, 2012 – has also been included for the sake of providing up-to-date details.

MEMBERSHIPS (EXCERPT)

United Nations Global Compact (2004)
Transparency International (1995)
econsense (2000, founding member)
Global Reporting Initiative (Organizational Stakeholder)

LOOKING BACK AT 11/12

2011

SEPTEMBER

EXPANSION OF THE SUPER EFFICIENCY PORTFOLIO

→ To coincide with IFA, the world's leading trade fair for consumer electronics, BSH Bosch and Siemens Hausgeräte GmbH present their Super Efficiency Portfolio. In the refrigerators segment alone, consumers can choose from 20 models in the A+++ energy-efficiency class, which are 30 percent more energy efficient than class A refrigerators.

TARGETED EQUAL OPPORTUNITIES FOR WOMEN



→ Bosch supports a joint initiative by the German Federal government and business for more female executives. In cooperation with nine other companies, Bosch is participating in the "Changing company cultures – avoiding career breaks" project until the end of 2012.

NOVEMBER

STRONG SENSE OF IDENTIFICATION AMONG ASSOCIATES

→ For the fourth time since 2005, the Group-wide associate survey

takes place. Some 84 percent of all associates take part. Associates evaluate the strategy and reputation of Bosch, working conditions, and collaboration. The results are positive – 84 percent of associates are proud to work for Bosch, three percent more than in 2009.

DECEMBER

GRANTS FOR CHINESE STUDENTS

→ The Bosch China Charity Center (BCCC) initiates a new grant program that pays the first-year tuition fees of students from poor backgrounds. The Bosch University Bursary Program will run for at least three years and support 900 new students at universities throughout China during this time.

2012

APRIL

SUPPLIER MANAGEMENT FOR THE ENVIRONMENT

→ Bosch China and four other companies are launching the ResQ pilot project to provide suppliers in China with training in CSR, environmental protection, and energy and material efficiency. The aim is to work with selected suppliers and use resource efficiency analyses to identify activities and complete a training program.

MAY

EXEMPLARY PERSONNEL POLICY

→ The Bosch Group is awarded the title of most family-friendly large company in Germany as part of the competition "Erfolgsfaktor Familie" (Family as a success factor). The award is presented by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ). The central aim

of the competition is to highlight success stories and show that employees and companies can both benefit from flexible models that strike a balance between family and work.



JUNE

ENVIRONMENT WEEK

→ Bosch joined 200 other exhibitors at Environment Week in Berlin. The company presented innovations that reduce society's dependency on fossil-based raw materials. Taking center stage was the interplay of photovoltaics, electromobility, and cutting-edge storage technologies as used in the zero-energy house and the e-bike.

JULY

ENERGY FROM WATER POWER

→ Bosch starts up a new hydroelectric power station at the Blaichach location. In the future, this power plant will generate some 15,600 megawatt-hours of electricity each year. As a result, Bosch will be covering some 80 percent of its power consumption with an ecofriendly solution and save some 6,600 metric tons of CO₂ each year.

PUBLISHING DETAILS

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**Additional information about the company and
sustainability at Bosch is available here:**

[Annual Report 2011](#)

[Bosch today](#)



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