



**BOSCH**

Bosch Limited  
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Karnataka, India  
Tel +91 80 67523878  
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L85110KA1951PLC00761  
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The Manager (Listing)  
National Stock Exchange of India Limited  
“Exchange Plaza”, 5<sup>th</sup> Floor,  
Plot No.C/1, G Block  
Bandra – Kurla Complex,  
Bandra (E)  
MUMBAI – 400 051  
Scrip code: BOSCHLTD

The Manager (Listing)  
Corporate Services Department  
BSE Limited,  
Regd.Office: Floor 25,  
Phiroze Jeejeebhoy Towers  
Dalal Street  
Mumbai – 400 001  
Scrip code:500530

07.07.2023

Dear Sirs,

**Sub: Submission of Business Responsibility and Sustainability Report for FY 2022-23**

Pursuant to Regulation 34(2)(f) of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are enclosing herewith the Business Responsibility and Sustainability Report for FY 2022-23, which also forms part of the Annual Report for FY 2022-23.

Kindly take the same on record.

Thanking you,

Yours faithfully,  
for Bosch Limited,

V.Srinivasan  
Company Secretary & Compliance Officer

## Annexure 'A' to the Report of the Directors

### BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

#### SECTION A: GENERAL DISCLOSURES

##### I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L85110KA1951PLC000761
2. Name of the Listed Entity: Bosch Limited
3. Year of incorporation: November 12, 1951
4. Registered office address: Hosur Road, Adugodi, Bangalore, Karnataka, 560030, India
5. Corporate address: Hosur Road, Adugodi, Bangalore, Karnataka, 560030, India
6. E-mail: [secretarial.corp@in.bosch.com](mailto:secretarial.corp@in.bosch.com)
7. Telephone: 080-67524938
8. Website: [www.bosch.in](http://www.bosch.in)
9. Financial year for which reporting is being done: FY 2022-23
10. Name of the Stock Exchange(s) where shares are listed: National Stock Exchange of India Limited and BSE Limited
11. Paid-up Capital: ₹ 294,936,400
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Mr. Rishit Kumar Samrani, Sustainability Officer, +91(80)6752-1195, RishitKumar.Samrani@in.bosch.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together). Standalone basis

##### II. Products/services

14. Details of business activities (accounting for 90% of the turnover):

S. No.	Description of Main Activity	Description of Business Activity	% of Turnover of the entity
1.	Manufacturing	Electrical equipment, General Purpose and Special purpose Machinery & equipment, Transport equipment	0.40
2.	Manufacturing	Other manufacturing including jewellery, musical instruments, medical instruments, sports goods, etc. activities	46.30
3.	Trade	Wholesale Trading	31.60
4.	Trade	Retail Trading	18.80
5.	Professional, Scientific and Technical	Scientific research and development	1.70
6.	Professional, Scientific and Technical	Other professional, scientific and technical activities	1.20

15. Products/Services sold by the entity (accounting for 90% of the entity's Turnover):

S. No.	Product/Service	NIC Code	% of total Turnover contributed
1.	Sale of Automotive Products	4530	87.04
2.	Sale of Consumer Goods (Power Tools)	2818	9.50

##### III. Operations

16. Number of locations where plants and/or operations/offices of the entity are situated:

Location	Number of plants	Number of offices	Total
National	7	36	43
International	-	1	1

## 17. Markets served by the entity:

## a. Number of locations

Locations	Number
National (No. of States)	35
International (No. of Countries)	35

## b. What is the contribution of exports as a percentage of the total turnover of the entity?

8.70%

## c. A brief on types of customers

**Mobility divisions:**

We have a complete range of automotive components and solutions and serve all major Automotive OEMs (Original Equipment Manufacturers) in the Passenger Car, Commercial Car, Tractors and also Two-Wheeler segments. Our Aftermarket business also supplies automotive components to distributors and retailers all across India. Through our Bosch Car Service (BCS) locations, we are also serving the direct end-users.

**Consumer goods:**

We are the market leader with a complete range of power tools fulfilling the needs of professional users. The division has a full range of cordless tools and supports its various products with a comprehensive range of accessories. We serve the end users directly as well as through distributors and retails in both offline and online channels. Additionally, we also serve companies in the construction, woodworking and metalworking industry, etc

**Building Technology:**

We are a leading supplier of security, safety and communications products and systems. We offer state of the art solutions to serve numerous customers cutting across verticals – Metro Rail, Airports, City surveillance & traffic management, Refineries, Manufacturing and Industrial complexes, sensitive high-profile buildings, educational institutes, Hospitality and Healthcare projects, Stadia and top Corporate houses. We execute supply of our Products and Solutions via our authorized Channel Network comprising of System Integrators and Distributors.

**Building and Energy Solutions business:**

We provide customized energy efficiency solutions for commercial and industrial establishments

## IV. Employees

## 18. Details as at the end of Financial Year:

## a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>EMPLOYEES</b>						
1.	Permanent (D)	3,041	2,742	90%	299	10%
2.	Other than Permanent (E)	83	67	81%	16	19%
3.	Total employees (D + E)	3,124	2,809	90%	315	10%
<b>WORKERS</b>						
4.	Permanent (F)	2,483	2,401	97%	82	3%
5.	Other than Permanent (G)	1,533	1,280	83%	253	17%
6.	Total workers (F + G)	4,016	3,681	92%	335	8%

## b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B / A)	No. (C)	% (C / A)
<b>DIFFERENTLY ABLED EMPLOYEES</b>						
1.	Permanent (D)	2	1	50%	1	50%
2.	Other than Permanent (E)	-	-	-	-	-
3.	Total differently abled employees (D + E)	2	1	50%	1	50%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	3	2	67%	1	33%
5.	Other than permanent (G)	-	-	-	-	-
6.	Total differently abled workers (F + G)	3	2	67%	1	33%

## 19. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	12	3	25.00%
Key Management Personnel	6	1	16.67%

## 20. Turnover rate for permanent employees and workers

	FY 2022-23 (Turnover rate in current FY)			FY 2021-22 (Turnover rate in previous FY)			FY 2020-21 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7%	12%	8%	7%	15%	8%	8%	16%	9%
Permanent Workers	2%	4%	2%	8%	19%	8%	53%	35%	53%

Note: Includes all types of separation including EVR.

## V. Holding, Subsidiary and Associate Companies (including joint ventures)

## 21. (a) Names of holding / subsidiary / associate companies / joint ventures

S. No.	Name of the holding/ subsidiary/ associate companies/ joint ventures (A)	Indicate whether holding/ Subsidiary/ Associate/ Joint Venture	% of shares held by listed entity	Does the entity indicated at column A, participate in the Business Responsibility initiatives of the listed entity? (Yes/No)
1.	Robert Bosch GmbH	Holding	0.00	No
2.	Robert Bosch Internationale Beteiligungen AG	Holding	67.76	No
3.	Robert Bosch India Manufacturing and Technology Private Limited	Subsidiary	100.00	No
4.	Mico Trading Private Limited	Subsidiary	100.00	No
5.	Newtech Filter India Private Limited	Associate	25.00	No
6.	Prebo Automotive Private Limited	Joint Venture	40.00	No
7.	Autozilla Solutions Private Limited	Associate	26.00	No

## VI. CSR Details

## 22. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes

(ii) Turnover (in ₹)- 146,117,718,525

(iii) Net worth (in ₹)- 110,122,012,902

## VII. Transparency and Disclosures Compliances

## 23. Complaints/Grievances on any of the principles (Principles 1 to 9) under the National Guidelines on Responsible Business Conduct:

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No) (If Yes, then provide web-link for grievance redress policy)	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Shareholders	Yes, <a href="https://www.bosch.in/media/our_company/shareholder_information/2022/grievance-redressal_and_other_details/grievance-redressal_and_contact_information_details2023.pdf">https://www.bosch.in/media/our_company/shareholder_information/2022/grievance-redressal_and_other_details/grievance-redressal_and_contact_information_details2023.pdf</a> In addition, to the above, shareholders may also post their grievances with the stock exchanges on www.scores.gov.in	9	-	-	17	-	-
Employees and workers	Yes, we have a well-defined redressal mechanism and internal policy in place for employees and workers concerns including concerns relating to sexual harassment. Employees and workers can separately access the compliance hotline at <a href="https://www.bosch.in/our-company/our-responsibility/#compliance">https://www.bosch.in/our-company/our-responsibility/#compliance</a> .	26	3	-	23	1	-

Stakeholder group from whom complaint is received	Grievance Redressal Mechanism in Place (Yes/No)  (If Yes, then provide web-link for grievance redress policy)	FY 22-23 Current Financial Year			FY 21-22 Previous Financial Year		
		Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks	Number of complaints filed during the year	Number of complaints pending resolution at close of the year	Remarks
Customers	Yes, through toll free number and email. Details can be accessed at <a href="https://www.bosch.in/contact/">https://www.bosch.in/contact/</a>	-	-	-	-	-	-
Value Chain Partners		-	-	-	-	-	-
Communities		-	-	-	-	-	-
Investors (Other than Shareholders)		-	-	-	-	-	-

**24. Overview of the entity's material responsible business conduct issues**

Please indicate material responsible business conduct and sustainability issues pertaining to environmental and social matters that present a risk or an opportunity to your business, rationale for identifying the same, approach to adapt or mitigate the risk along-with its financial implications, as per the following format

S. No.	Material Issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
1.	Reducing carbon emission across the value chain, particularly with regard to the Bosch Group's carbon neutrality and Scope 3 target	Opportunity	Bosch is already Scope 1 and 2 neutral from 2020. We have a clear plan for lowering absolute Scope 3 CO2 emission by 15% by 2030 (baseline year 2018)	Bosch is already Scope 1 and 2 neutral from 2020. We have a clear plan for lowering absolute Scope 3 CO2 emission by 15% by 2030 (baseline year 2018)	Positive: Brand value Negative: Reputational risk if Bosch limited is unable to meet this target
2.	Reducing water withdrawal in regions with water scarcity	Opportunity	Some Bosch Limited sites in India fall under severe/ severest water scarcity sites as per the Water Risk Filter provided by Worldwide Fund for Nature (WWF)	We are on track to reach our target of reducing absolute water withdrawal at all our sites in regions of scarcity by 25% by 2025 compared with our 2017 baseline via our 3C (collect, conserve and continual water management) approach	Positive: Brand value Negative: Reputational risk if Bosch limited is unable to meet this target
3.	Closing products and material loops using secondary materials and raw materials	Opportunity	Bosch has a broad and highly diverse product portfolio. Our products ensure safe and sustainable mobility. As varied as our products are in detail, they share a common ethos: "Invented for life." We want to spark people's enthusiasm, to improve their quality of life, and to help protect the environment	With our circular economy strategy, we want to enhance the sustainability of our products throughout their entire life cycle – from procurement and production to use, return, and remanufacturing, and right through to recycling and reuse of materials. To this end, we endeavor to either create loops directly within Bosch or close them outside the company using established recycling processes. This way, we reduce the amount of materials used and our products' carbon footprint and contribute toward achieving our scope 3 target. At the same time, we also avoid potential risks relating to compliance with environmental and social standards. Building a closed-loop system for materials has the particular advantage of eliminating parts of the value chain that are subject to risks.	Positive: Brand value Negative: Reputational risk if Bosch limited is unable to meet this target

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Environment and social standards in supply chains, particularly for high-risk raw materials	Opportunity	Detailed analysis of raw materials identified 15 high risk materials that Bosch uses. Procedure to reduce risk: 1. Identify affected suppliers 2. Obtain supplier acceptance of Code of Conduct for Business Partners 3. Create Transparency on risks in supply chain 4. Identify main risks 5. Introduce measures	We apply risk-based approach in our regular assessment of our supplier's sustainability performance. There are four methods that we use depending on the prevailing conditions and the specific risk situation. Self-declaration by suppliers and third-party audits are used to complement the quick scans and drill deep assessments that Bosch performs itself	Positive: Brand value Negative: Reputational risk if Bosch limited is unable to meet this target
5.	Health including occupational health and safety and substances of concern	Opportunity	Reducing the accident rate to 1.45 accidents per 1 million hours worked or less by 2025. Bosch handles substances of concern responsibly. To efficiently manage prohibitions and restrictions of materials, we are continuously upgrading our IT based Material Data Management for Compliance and Sustainability (MaCS) system	We are on track to achieve the 2025 target. We have built a central IT system – MaCS (Material Data Management for Compliance and Sustainability) – to efficiently manage materials prohibitions and restrictions, in particular for products. The Sustainability and EHS corporate department is responsible for the technical coordination and continuous development of the IT system and processes. An external specialist service provider also supports the permanent process of updating and managing the data in MaCS. All substances of concern are rendered in the MaCS system using distinct identifiers such as Chemical Abstracts Service (CAS) numbers. This approach takes into account the intended use and the respective sales market as well as information on materials restrictions or defined limits.	Positive: Brand value Negative: Reputational risk if Bosch limited is unable to meet this target
6.	Diversity, equity and inclusion	Opportunity	Bosch regards diverse team as an important competitive advantage as they strengthen our innovative power and tap significant potential of our company through their diverse perspectives and strategies for developing solutions	In order to do justice to the different dimensions of diversity we have established a variety of measures across Gender, Generations, Internationality, People with restricted abilities and LGBTQ*IQ	Positive: Brand value Negative: Reputational risk if Bosch limited is unable to meet this target

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
7.	Implications of the mobility transformation	Opportunity	Bosch Limited has been at the forefront of mobility transformation in India across several decades. Most recently we supported our OEM customers to migrate from BSIV to BSVI. We are also watching the changes across vehicle categories towards electrification and hydrogen and are well poised to leverage this transition	As systems supplier for highly efficient drive systems, it plays a key role in advancing the development of electric drives with products such as the eAxle or improved thermal management for hybrid systems and electric power trains. At the same time, Bosch is investing in fuel cell technology and continuously developing digitalization solutions to enable further efficiency gains. Our business success in these fields will also increase the contribution we make to conserving resources and climate action – while we move a step closer to our ambitious CO <sub>2</sub> targets. Last but not least, through innovative vehicle technology Bosch can help vehicle manufacturers to contribute to improving air quality. Bosch's latest diesel and gasoline technology makes it possible to significantly lower nitrogen oxide emissions and particulate emissions. The aim is to design internal combustion engines with emissions that no longer impact our cities' air quality in any notable way.	Positive: Brand value Negative: Reputational risk if Bosch limited is unable to meet this target
8.	Responsible corporate governance	Opportunity	Strong, independent and diverse Board of company is committed to defining and practicing the highest level of Corporate Governance	Bosch Limited has been declared the Winner of 'Golden Peacock Award for Excellence in Corporate Governance' for the year 2022 under the 'Automobile Ancillary' sector.	Positive: Brand value Negative: Reputational risk if Bosch limited is unable to meet this target

**SECTION B: MANAGEMENT AND PROCESS DISCLOSURES**

This section is aimed at helping businesses demonstrate the structures, policies and processes put in place towards adopting the NGRBC Principles and Core Elements.

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>Policy and management processes</b>									
1. a. Whether your entity's policy/policies cover each principle and its core elements of the NGRBCs. (Yes/No)*	Y	Y	Y	Y	Y	Y	Y	Y	Y
b. Has the policy been approved by the Board? (Yes/No)	Y	Y	Y	Y	Y	Y	Y	Y	Y
c. Web Link of the Policies, if available	<a href="https://www.bosch.in/our-company/shareholder-information/">https://www.bosch.in/our-company/shareholder-information/</a>								
2. Whether the entity has translated the policy into procedures. (Yes / No)	Yes, we have translated the policies as applicable and imbibed the same into procedures and practices in all spheres of activities that we undertake.								
3. Do the enlisted policies extend to your value chain partners? (Yes/ No)	Yes, in our Code of Conduct for Business Partners we require that our suppliers comply with the generally applicable labour 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, as well as guaranteeing occupations health and safety, creating fair working conditions and ensuring freedom of association. We also require our suppliers to protect the environment and conserve resources and expect them to pass our requirements on to their own suppliers.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, TruStea) standards (e.g. SA 8000, OHSAS, ISO, BIS) adopted by your entity and mapped to each principle.	-	-	Y (ISO45001)	-	-	Y (ISO14001)	-	-	-
5. Specific commitments, goals and targets set by the entity with defined timelines, if any.	Our ambition: "By acting in an economically, environmentally, and socially responsible manner, we want to improve people's quality of life and safeguard the livelihoods of present and future generations" is captured in the New Dimensions Sustainability 2025. This can be accessed in the Sustainability Report forming part of this annual report.								
6. Performance of the entity against the specific commitments, goals and targets along with reasons in case the same are not met.	Yes. The details of performance on our ESG goals are available in the Sustainability Report forming part of this annual report.								
<b>Governance, leadership and oversight</b>									
7. Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements	At Bosch, we pursued sustainability long before it made to the top of social agenda. As a result, in 2020 we became the first global industrial enterprise to make our own operations carbon neutral. Last year as part of the annual report, we summarized the focus areas of our sustainability management in a vision that describes six dimensions. Each of these is specified and continuously elaborated further by reference to two focus activities with clearly defined medium term targets. Our sustainability activities consider entire value chain from material and goods purchasing to manufacturing operations at our sites to the use phase of products sold and right through to their end of life. Sustainalytics (global ratings agency) rates us at "negligible risk" as no. 1 out of 236 auto components companies, and at 95 out of 15,346 companies in their global universe as on Apr 20, 2023. At Bosch we are convinced that sustainability must be a non-negotiable part of doing business.								
8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).	The Managing Director is responsible for implementation and oversight of the Business Responsibility policy (ies). Please refer 'Message from the Managing Director' in the Sustainability Report forming part of this annual report.								
9. Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.	The Board of Directors has the overall responsibility of Company's governance and decision making on Sustainability practices. The Board plays a pivotal role in identifying and managing ESG and sustainability related issues. It monitors various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis. The Company's business responsibility and sustainability performance is reviewed by the Board of Directors on an annual basis.								

**\*Principle-wise policies:**

The Company's position on the principles is unequivocally defined in the central policies laid for the Bosch Group as a whole. The Company has also adopted a few standalone policies based on the legal requirement in India.

Principle	Name of Policy
Principle 1 Ethics, Transparency and Accountability	Code of Business Conduct, Code of Conduct for Business Partners
Principle 2 Product Life Cycle Sustainability	Code of Business Conduct, Bosch Group Policy for Conflict Raw Material, Design for Environment Norm
Principle 3 Employees' Wellbeing	Basic principles of social responsibility at Bosch, Employee Relations Policy, EHS Policy (Guidelines of Work Safety and Environmental Protection)
Principle 4 Stakeholder Engagement	Basic Principles of Social Responsibility at Bosch, Corporate Social Responsibility Policy
Principle 5 Human Rights	Basic Principles of Social Responsibility at Bosch, Code of Business Conduct, Code of Conduct for Business Partners
Principle 6 Environment	Code of Business Conduct, EHS Policy (Guidelines of Work Safety and Environmental Protection), Basic principles of social responsibility at Bosch, Code of Conduct for Business Partners
Principle 7 Policy Advocacy	Code of Business Conduct
Principle 8 Inclusive Growth	Corporate Social Responsibility Policy
Principle 9 Customer Value	Basic Principles of Social Responsibility at Bosch, Code of Business Conduct

10. Details of Review of NGRBCs by the Company:

Subject for Review	Indicate whether review was undertaken by Director / Committee of the Board/ Any other Committee									Frequency (Annually/ Half yearly/ Quarterly/ Any other – please specify)								
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P1	P2	P3	P4	P5	P6	P7	P8	P9
Performance against above policies and follow up action	Yes, by the Board of Directors									Annually								
Compliance with statutory requirements of relevance to the principles and rectification of any non-compliances	Yes, by the Board of Directors									Quarterly								

11. Has the entity carried out independent assessment/ evaluation of the working of its policies by an external agency? (Yes/No). <sup>1</sup> If yes, provide name of the agency. <sup>2</sup>	P1	P2	P3	P4	P5	P6	P7	P8	P9
	-	-	Yes, both internal and external agency <sup>2</sup> (ISO 45001)	-	-	Yes, both internal and external agency <sup>2</sup> (ISO 14001)	-	-	-

<sup>1</sup> Internal reviews and assessments are carried out periodically and stringently for assessing/ evaluating the working of policies for all Principles.  
<sup>2</sup> Name of External Agency: Bureau Veritas (India) Pvt. Ltd

12. If answer to question (1) above is “No” i.e. not all Principles are covered by a policy, reasons to be stated:

Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
The entity does not consider the Principles material to its business (Yes/No)									
The entity is not at a stage where it is in a position to formulate and implement the policies on specified principles (Yes/No)									
The entity does not have the financial or/human and technical resources available for the task (Yes/No)	Not Applicable								
It is planned to be done in the next financial year (Yes/No)									
Any other reason (please specify)									

**SECTION C: PRINCIPLE WISE PERFORMANCE DISCLOSURE**  
**PRINCIPLE 1 BUSINESSES SHOULD CONDUCT AND GOVERN THEMSELVES WITH INTEGRITY, AND IN A MANNER THAT IS ETHICAL, TRANSPARENT AND ACCOUNTABLE.**

**Essential Indicators**

1. Percentage coverage by training and awareness programmes on any of the Principles during the financial year:

Segment	Total number of training and awareness programmes held	Topics / principles covered under the training and its impact	%age of persons in respective category covered by the awareness programmes
Board of Directors	01	Bosch Code of Business Conduct	100%
Key Managerial Personnel	01	Bosch Code of Business Conduct, Data Privacy, Cybersecurity, Anti-corruption and Anti-trust, Prevention of Sexual Harassment Committee	100%
Employees other than BoD and KMPs	04	Bosch Code of Business Conduct, Data Privacy, Cybersecurity, Anti-corruption and Anti-trust, Prevention of Sexual Harassment Committee	100%
Workers	01	Bosch Code of Business Conduct	100%

2. Details of fines / penalties /punishment/ award/ compounding fees/ settlement amount paid in proceedings (by the entity or by directors / KMPs) with regulators/ law enforcement agencies/ judicial institutions, in the financial year, in the following format (Note: the entity shall make disclosures on the basis of materiality as specified in Regulation 30 of SEBI (Listing Obligations and Disclosure Obligations) Regulations, 2015 and as disclosed on the entity’s website):

Monetary					
	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
Penalty/ Fine	-	-	-	-	-
Settlement	-	-	-	-	-
Compounding fee	-	-	-	-	-

**Non-Monetary**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Brief of the Case	Has an appeal been preferred? (Yes/No)
Imprisonment	-	-	-	-
Punishment	-	-	-	-

3. Of the instances disclosed in Question 2 above, details of the Appeal/ Revision preferred in cases where monetary or non-monetary action has been appealed.

Case Details	Name of the regulatory/ enforcement agencies/ judicial institutions
-	-

4. Does the entity have an anti-corruption or anti-bribery policy? If yes, provide details in brief and if available, provide a web-link to the policy.

All business activities of the Bosch-Group and the acts of its employees must be in compliance with laws, the Code of Business Conduct and with further internal corporate guidelines and central directives. We adhere to the principle of legality in all dealings, actions, contracts, and other activities in all countries in which we operate.

As per Bosch Code of Business Conduct, Bosch does not tolerate corruption in any form. Corrupt behavior of associates or business partners is liable to prosecution as it distorts competition, results in financial loss, and harms the company’s reputation. The Code of Business Conduct can be accessed at [https://assets.bosch.com/media/en/global/sustainability/strategy/vision\\_and\\_goals/bosch-code-of-business-conduct.pdf](https://assets.bosch.com/media/en/global/sustainability/strategy/vision_and_goals/bosch-code-of-business-conduct.pdf)

The central directive “Gratuities in dealings with third parties” regulates how to deal with gratuities in the course of Bosch’s business activities. It defines minimum core requirements for giving and receiving gratuities. When it comes to giving gratuities to public officials or people in similar positions, we apply extreme restrictions. We wish to avoid even the appearance of an attempt to gain influence. We ourselves do not accept gratuities from public officials. We neither offer nor grant public officials benefits for carrying out or expediting official acts. We abide by this regardless of whether we are legally entitled to the official act, or the public official behaves in a manner that violates their official duties.

The Bosch Group has a Code of Conduct for Business Partners that defines a clear commitment to legality, Bosch values, social and environmental standards. Its business partners are regularly subject to a standardized and risk-based compliance check. The Code of Conduct for Business Partners can be accessed at [https://assets.bosch.com/media/en/global/sustainability/strategy/values\\_and\\_responsibility/code-of-conduct-for-business-partners.pdf](https://assets.bosch.com/media/en/global/sustainability/strategy/values_and_responsibility/code-of-conduct-for-business-partners.pdf)

The aspect of ‘whistleblower protection’ is comprehensively dealt within the Bosch globally binding Directive “Bosch Group Compliance Management System”, the Whistle Blower Policy and the Code of Business Conduct of Bosch Limited. These binding regulations clearly mandate that all employees should report possible violations of the law, internal regulations or breaches of the Code of Business Conduct in Confidence and the reports made in good faith must not result in any disadvantage for the reporting employee. Every report of possible violations as well as the measures subsequently taken are documented by the Compliance Officer.

The compliance training program is available to our associates as Web-based training (WBT) and offered as classroom training or webinars. Participation is mandatory for certain groups of associates selected using a risk-based approach, including associates without collectively bargained contracts due to their special responsibility as specialists or managers, but also numerous associates in selected areas or in special functions. Our minimum compliance training courses cover five areas: business ethics, product compliance, anti-corruption, antitrust, and export control. Our training courses are regularly refined and updated to accommodate new content and developments.

5. Number of Directors/KMPs/employees/workers against whom disciplinary action was taken by any law enforcement agency for the charges of bribery/ corruption:

	FY 2022-23	FY 2021-22
Directors	-	-
KMPs	-	-
Employees	1	-
Workers	-	-

6. Details of complaints with regard to conflict of interest:

	FY 2022-23		FY 2021-22	
	Number	Remarks	Number	Remarks
Number of complaints received in relation to issues of Conflict of Interest of the Directors	-	-	-	-
Number of complaints received in relation to issues of Conflict of Interest of the KMPs	-	-	-	-

**7. Provide details of any corrective action taken or underway on issues related to fines / penalties / action taken by regulators/ law enforcement agencies/ judicial institutions, on cases of corruption and conflicts of interest.**

Not Applicable

**Leadership Indicators**

**1. Awareness programmes conducted for value chain partners on any of the Principles during the financial year:**

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Principle 1,2: Businesses should conduct in a manner its ethical and accountable, Businesses should provide goods & services that are sustainable: Conducted 2 training sessions on Code of Business conduct.: Formal Connect to Value chain partners on Sustainability, Corporate Social Responsibility (CSR) etc.	P1, P2 covering topics of: Bosch Code of Conduct with General expectations on Value chain partners about respecting CSR Values. Additional requirements added viz., Anti Corruption, Data Privacy, Export control. - Access link provided to these Value Chain partners via external home page under chapter Sustainability. - Bosch Purchasing Management Communication letter shared in May'22 for more details on adherence to Employee Health, Safety, Anti corruption and Compliance, which predominantly cover the topics of governing businesses in ethical and transparent manner.	80%
Principle 2,3,4: Businesses should promote well being of all employees, should respect the interest of Stake holders: Conducted 3 sessions on Health, Environment and Safety, 3 sessions on IMDS (International Material Data System).	P2, P3, P4 covering topics of: UN Global compact 1999 – Definition of CSR by UN to support human rights, Labour standards, Environmental Protection, Legal Compliance. -Leading successful business with Social responsibility and liability to Socio- ecological factors and stake holders interest protection. -Comply to Political and Legal regulations of the Geographical regions in the world. - Bosch IMDS system of Declaration of Material and Chemicals used in the company transparently with all required details and technical specifications with usage, applicability and shelf life.	80%
Principle 4,5,6,7: Emphasizes respect interest of Stakeholders, promote human rights, protect Environment, Engagement on regulatory policies: Conducted 3 sessions on ESG and CSR awareness sessions with Bosch benchmark practices about best EHS practices with Bidadi plant Line walks and demonstration to Value Chain partner CEOs.	P4, P5, P6, P7: covering topics of → ESG (Environment-Social-Governance) Importance w.r.t future Sustainability at Bosch. Initiatives from Govt of India w.r.t ESG like various reforms in the policies concerning Air, Water pollution controls, Use of Renewable Energy Resources, Old Vehicle Scrappage Policy, Carbon Neutrality, People Health and Safety, Women Empowerment, and Initiatives to conserve Water and Energy with live examples explained to the Supplier CEOs during Plant tour. -Importance of CSR as a way of sustainable Businesses for future Investment and Growth, how the BRSR reports signify the Company's ethical and transparent way of managing ESG as a way forward. -Class room sessions covering ESG topics as essential way of future sustainability in India as world's top Economy and the session was followed with Benchmark visits within company premises of Bosch Manufacturing location at Bidadi plant Bengaluru explaining about Employee health & safety, Fire Safety, Digitalization initiatives in Safety practices and reporting systems. - Special attention regarding Material Heat Treatment, Surface treatment plants with Zero water discharge using ETP & STP and how Government bodies like KSPCB (Karnataka State Pollution Control Board) support to comply to the regulations with periodic assessments and Certifications were explained by team of mentors from Bosch.	15%

Total number of awareness programmes held	Topics / principles covered under the training	%age of value chain partners covered (by value of business done with such partners) under the awareness programmes
Principle 4,6,9-Businesses should respect interest of stake holders, restore environment, provide value to their customers: Conducted 2 sessions for RM (Raw Material) Manufacturing and HT (Heat Treatment) and ST (Surface Treatment)	Principle 4,6,9:: Covering topics Various Processes and controls in Ferrous and Non ferrous Raw material manufacturing & Heat Treatment processes in the Automotive Business applications. -Various steps & initiatives and progress done so far in Energy conservation, Air and water pollution controls in Steel Mills and Iron foundries were explained. -Control mechanisms to avoid Heat losses there by avoid Quality rejections, Scaling problems on metals and there by avoid Energy losses, Green Energy initiatives to encourage and use Renewable Energy resources were explained. -Importance of PCB consents, Renewal and adherence to recommendations by the company and responsibility towards Society in regards to steps involving Air and Water pollution controls, its consequences and Measures towards avoidance were explained. -Details of processes and Quality checks involved during Steel and Nonferrous materials manufacturing, Material handling procedure from Start till End of Production were explained in the program.	40%

**2. Does the entity have processes in place to avoid/ manage conflict of interests involving members of the Board? (Yes/No) If Yes, provide details of the same.**

Yes, as per the Company's Code of Conduct, the Directors are required to disclose to the Board of Directors, any personal interest that they may have in material, financial and commercial transactions resulting in a potential conflict with the interest of the Company at large.

Annual affirmation that the Directors do not have personal interest in any body/organization/person having financial/commercial transactions with the Company that may have potential conflict with the interest of the Company at large above-mentioned declarations.

**PRINCIPLE 2 BUSINESSES SHOULD PROVIDE GOODS AND SERVICES IN A MANNER THAT IS SUSTAINABLE AND SAFE**

**Essential Indicators**

**1. Percentage of R&D and capital expenditure (capex) investments in specific technologies to improve the environmental and social impacts of product and processes to total R&D and capex investments made by the entity, respectively.**

	FY 2022-23	FY 2021-22	Details of improvements in environmental and social impacts
R&D	100%	100%	R&D expenses are primarily incurred for reducing environmental impact by improving air quality /reducing carbon neutrality through R&D projects to support adoption of new BS VI (TREM 5/CEV) emission norms.
Capex	100%	100%	R&D related capital expenditure is primarily incurred for reducing environmental impact by improving air quality /reducing carbon neutrality through investments in assets for R&D projects mentioned above.

**2. a. Does the entity have procedures in place for sustainable sourcing? (Yes/No)**

Yes. Bosch Group implemented a clear sustainability strategy that also applies to the company. Our responsibility for environment and society stretches across entire supply chain. Our established products like fuel injection pumps, diesel rails, nozzles, injectors and other running products (both conventional and new types) which have their bought out components are sourced majorly from MSME (Micro Small and Medium Enterprises). In addition, we also have few of components sourced from companies who have employed specially-abled workers (physically challenged working group).

**b. If yes, what percentage of inputs were sourced sustainably?**

Inputs directly sourced from MSMEs/ small producers constitute more than 80% of domestic purchase volume.

**3. Describe the processes in place to safely reclaim your products for reusing, recycling and disposing at the end of life, for (a) Plastics (including packaging) (b) E-waste (c) Hazardous waste and (d) other waste.**

*Plastics (including packaging):*

Plastics are part of extended producer responsibility (EPR) under Plastic Waste management Rules, 2016 (amended from time to time). EPR certificate obtained, the stipulated process is being followed.

*E-waste:*

E-waste are part of extended producer responsibility (EPR) under E-Waste Management Rules, 2016 (amended from time to time). EPR certificate obtained, the stipulated process is being followed.

**4. Whether Extended Producer Responsibility (EPR) is applicable to the entity’s activities (Yes / No). If yes, whether the waste collection plan is in line with the Extended Producer Responsibility (EPR) plan submitted to Pollution Control Boards? If not, provide steps taken to address the same.**

Yes, the waste collection plan is in line with the extended producer responsibility plan issued under plastic and e-waste management rules.

**Leadership Indicators**

**1. Has the entity conducted Life Cycle Perspective / Assessments (LCA) for any of its products (for manufacturing industry) or for its services (for service industry)? If yes, provide details in the following format?**

NIC Code	Name of Product/Service	% of total Turnover contributed	Boundary for which the Life Cycle Perspective / Assessment was conducted	Whether conducted by independent external agency (Yes/No)	Results communicated in public domain (Yes/No) If yes, provide the web-link.
4530	APM (Accelerator Pedal Module)	0.4%	Cradle-to-Grave (Life Cycle Perspective)	No	No
4530	KS (Knock-Sensor) TF (Temperature Sensor)	1.5%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	FDB (Fuel Distributor Block) and PF – CR (Common Rail)	2.1%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	NHA	3.6%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	CP1; CP1H (High Pressure Pump)	4.7%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	IP; VE; VP; PF-Conv Pumps	1.6%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	FCU1 (Fuel Control Unit)	2.7%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No

**2. If there are any significant social or environmental concerns and/or risks arising from production or disposal of your products / services, as identified in the Life Cycle Perspective / Assessments (LCA) or through any other means, briefly describe the same along-with action taken to mitigate the same.**

Name of Product / Service	Description of the risk / concern	Action Taken
All products	Based on the idea of a closed-loop or circular economy, we have been systematically conducting life cycle assessments (LCAs) for major product groups since 2017. This entails an evaluation of product-specific environmental aspects in each phase of the life cycle – from purchasing to production and use right through to disposal. Among the evaluated aspects are, for example, the use of materials, the consumption of energy and resources in the manufacturing and use phase, recycling and the use of recycled materials, and remanufacturing at the end of the product’s life cycle.	In principle, an LCA is performed only if it serves a particular purpose. Bosch has defined clearly delimited use cases in this respect. For example, we differentiate between LCAs that are to deliver key insights for product development and those intended to reveal optimization potential for series products. Depending on the use case, we distinguish between two assessment methods: the full-scale LCA, performed in compliance with ISO 14040 and 14044, and the streamlined LCA, allowing faster assessment of specific issues and drawing on standard database values.
eBikes (as an example)	In using the LCAs, our attention still focuses on the product’s carbon footprint.  We want to find out which phase of the product life cycle and which materials create the biggest carbon footprint so that we can take dedicated action to reduce it in the product development process or in further development of series products.  A look at the carbon footprint of each phase of the product life cycle reveals where the biggest savings potential lies. Around 75 percent of CO <sub>2</sub> emissions are attributable to materials and production, about 15 percent to the product’s use phase, and the remaining roughly 10 percent arise from transport, packaging, and recycling.  Overall, a pedelec has a carbon footprint of 300 kg CO <sub>2</sub> on average, of which the eBike system, consisting of motor, battery, and display, accounts for around 120 kg CO <sub>2</sub> . Considering the eBike components separately from the rest of the bike, some 60 percent of emissions are attributable to the battery. Building on this LCA, Bosch eBike Systems identified various possibilities for reducing CO <sub>2</sub> emissions within the product life cycle of the motor and the battery.	In an effort to continuously identify further potential to save carbon emissions when developing new products, Bosch eBike Systems this year started using a proprietary LCA processing tool. This permits an even faster, more detailed, and flexible comparison of the carbon emissions of various product components, thereby supporting efficient decision-making in the product development process.

**PRINCIPLE 3 BUSINESSES SHOULD RESPECT AND PROMOTE THE WELL-BEING OF ALL EMPLOYEES, INCLUDING THOSE IN THEIR VALUE CHAINS**

**Essential Indicators**

**1. a. Details of measures for the well-being of employees:**

Category	% of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
<b>Permanent employees</b>											
Male	2,742	2,742	100%	2,742	100%	Not Applicable	-	2,742	100%	-	-
Female	299	299	100%	299	100%	299	100%	Not Applicable	-	299	100%
<b>Total</b>	<b>3,041</b>	<b>3,041</b>	<b>100%</b>	<b>3,041</b>	<b>100%</b>	<b>299</b>	<b>10%</b>	<b>2,742</b>	<b>90%</b>	<b>299</b>	<b>100%</b>
<b>Other than Permanent employees</b>											
Male	67	67	100%	67	100%	Not Applicable	-	Not Applicable	-	-	-
Female	16	16	100%	16	100%	16	100%	Not Applicable	-	16	100%
<b>Total</b>	<b>83</b>	<b>83</b>	<b>100%</b>	<b>83</b>	<b>100%</b>	<b>16</b>	<b>19%</b>	<b>-</b>	<b>-</b>	<b>16</b>	<b>19%</b>

**b. Details of measures for the well-being of workers:**

Category	% of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
	Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)	
<b>Permanent workers</b>											
Male	2,401	2,401	100%	2,401	100%	Not Applicable	-	-	-	-	-
Female	82	82	100%	82	100%	82	100%	Not Applicable	-	82	100%
<b>Total</b>	<b>2,483</b>	<b>2,483</b>	<b>100%</b>	<b>2,483</b>	<b>100%</b>	<b>82</b>	<b>3%</b>	<b>-</b>	<b>-</b>	<b>82</b>	<b>3%</b>
<b>Other than Permanent workers</b>											
Male	1,280	1,280	100%	1,280	100%	Not Applicable	-	-	-	-	-
Female	253	253	100%	253	100%	253	100%	-	-	253	100%
<b>Total</b>	<b>1,533</b>	<b>1,533</b>	<b>100%</b>	<b>1,533</b>	<b>100%</b>	<b>253</b>	<b>17%</b>	<b>-</b>	<b>-</b>	<b>253</b>	<b>17%</b>

**2. Details of retirement benefits, for Current FY and Previous Financial Year:**

	Current Financial Year			Previous Financial Year		
	No. of employees covered as a % of	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority (Y/N/N.A.)
PF	100% of the applicable employees, as per the Act	100% of the applicable workers, as per the Act	Yes	100% of the applicable employees, as per the Act	100% of the applicable workers, as per the Act	Y
Gratuity	100% of the applicable employees, as per the Act	100% of the applicable workers, as per the Act	Not Applicable	100% of the applicable employees, as per the Act	100% of the applicable workers, as per the Act	Not Applicable
ESI	-	100% of the applicable workers, as per the Act	Yes	-	100% of the applicable workers, as per the Act	Y



### 3. Accessibility of workplaces

Are the premises / offices of the entity accessible to differently abled employees and workers, as per the requirements of the Rights of Persons with Disabilities Act, 2016? If not, whether any steps are being taken by the entity in this regard:

More than 50% of our work locations are compliant with accessibility for differently abled employee. We are in the process of auditing our locations of our sales office and some of the plants to make it accessible.

### 4. Does the entity have an equal opportunity policy as per the Rights of Persons with Disabilities Act, 2016? If so, provide a web-link to the policy:

Bosch Group is committed to provide equal opportunities in employment through creating an inclusive workplace in which all segment of employees are treated with respect, fairness and dignity. As a part of our social responsibility, we believe in integration of Persons with Disabilities. Refer [weblink https://www.bosch.in/media/our\\_company/shareholder\\_information/2022/principle\\_1\\_4\\_5\\_and\\_9-basic-principles-of-social-responsibilities.pdf](https://www.bosch.in/media/our_company/shareholder_information/2022/principle_1_4_5_and_9-basic-principles-of-social-responsibilities.pdf) for our policy on 'Basic Principles of Social Responsibility at Bosch'.

We are formulating a policy with the objective of the "Equal Opportunity Policy for Persons with Disabilities" to ensure that the persons with disabilities enjoy the right to equality, life with dignity and respect equally with others. It also provides the necessary safeguards to the PWDs in the form of amenities & facilities at the workplace, defines roles and tasks specifically designated for PWDs, provision for assistive devices and Grievance Redressal Mechanism.

### 5. Return to work and Retention rates of permanent employees and workers that took parental leave:

Gender	Permanent employees		Permanent workers	
	Return to work rate	Retention rate	Return to work rate	Retention rate
Male	100%	100%	Not Applicable	Not Applicable
Female	100%	100%	100%	100%
<b>Total</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>	<b>100%</b>

### 6. Is there a mechanism available to receive and redress grievances for the following categories of employees and worker? If yes, give details of the mechanism in brief:

	Yes/No (If Yes, then give details of the mechanism in brief)
Permanent Workers	The Company has a grievance redressal mechanism in line with the statutory framework under Industrial Dispute Act, 1947 for grievance redressal mechanism for the permanent workers where workers or their representatives can raise their grievances in areas like wages, discrimination, child labour, human rights related issues etc. This is in line with the grievance redressal policy of the organization.
Other than Permanent Workers	
Permanent Employees	Employees can raise their concern on dedicated email ID. We also have a defined escalation matrix.
Other than Permanent Employees -	We also have a Employee Relations Policy applicable for all employees and workers.

### 7. Membership of employees and worker in association(s) or Unions recognised by the listed entity:

Category	FY 2022-23			FY 2021-22		
	Total employees / workers in respective category (A)	No. of employees / workers in respective category, who are part of association(s) or Union (B)	% (B / A)	Total employees / workers in respective category (C)	No. of employees / workers in respective category, who are part of association(s) or Union (D)	% (D / C)
<b>Total Permanent Employees</b>	<b>3,041</b>	-	-	<b>3,162</b>	-	-
- Male	2,742	Not Applicable	-	2,821	Not Applicable	-
- Female	299	Not Applicable	-	341	Not Applicable	-
<b>Total Permanent Workers</b>	<b>2,483</b>	<b>2,384</b>	<b>96%</b>	<b>2,517</b>	<b>2,422</b>	<b>97%</b>
- Male	2,401	2,373	99%	2,434	2,411	99%
- Female	82	11	13%	83	11	13%

### 8. Details of training given to employees and workers:

Category	FY 2022-23					FY 2021-22				
	Total (A)	On Health and safety measures		On Skill upgradation		Total (D)	On Health and safety measures		On Skill upgradation	
		No. (B)	% (B / A)	No. (C)	% (C / A)		No. (E)	% (E / D)	No. (F)	% (F / D)
<b>Employees</b>										
Male	2,742	987	36.00%	629	22.94%	2,821	1,081	38.32%	636	22.55%
Female	299	134	44.82%	29	10%	341	110	32.26%	25	7.33%
<b>Total</b>	<b>3,041</b>	<b>1,121</b>	<b>36.86%</b>	<b>658</b>	<b>21.64%</b>	<b>3,162</b>	<b>1,191</b>	<b>37.67%</b>	<b>661</b>	<b>20.90%</b>
<b>Workers</b>										
Male	2,401	929	38.69%	1,058	44.06%	2,434	946	38.87%	958	39.36%
Female	82	37	45.12%	9	10.98%	83	26	31.33%	8	9.64%
<b>Total</b>	<b>2,483</b>	<b>966</b>	<b>38.90%</b>	<b>1,067</b>	<b>42.97%</b>	<b>2,517</b>	<b>972</b>	<b>38.62%</b>	<b>966</b>	<b>38.38%</b>

### 9. Details of performance and career development reviews of employees and worker:

Category	FY 2022-23			FY 2021-22		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
<b>Employees</b>						
Male	2,742	2,626	95.77%	2,821	2,514	89.12%
Female	299	286	95.65%	341	280	82.11%
<b>Total</b>	<b>3,041</b>	<b>2,912</b>	<b>95.76%</b>	<b>3,162</b>	<b>2,794</b>	<b>88.36%</b>
<b>Workers</b>						
Male	2,401	0	0.00%	2,434	0	0.00%
Female	82	0	0.00%	83	0	0.00%
<b>Total</b>	<b>2,483</b>	<b>0</b>	<b>0.00%</b>	<b>2,517</b>	<b>0</b>	<b>0.00%</b>

Note:

- The performance and career development review for workers are as per Long Term Settlement (LTS).
- Number of employees mentioned at No. (B) and No. (C), excluding trainees, as at December 31, 2022 and as at December 31, 2021, were subject to performance and career development.

### 10. Health and safety management system:

#### a. Whether an occupational health and safety management system has been implemented by the entity? (Yes/ No). If yes, the coverage such system?

Yes. Our associates' health comes first. Measures to protect and promote our associates' health and provide a safe working environment at all times have top priority. The Sustainability and EHS corporate department manages occupational health and safety at Bosch using a group-wide process. Management of the operating units and locations are responsible for compliance with the centrally set requirements and goals.

A guideline applicable group-wide defines the principles, organization, and responsibilities for occupational safety in the Bosch Group. Occupational safety and environmental protection policy is framed in the Guidelines of Work Safety and Environmental Protection. The principles and requirements of the group guideline are specified for individual target groups in a central directive that is applicable worldwide. As early as 2007, Bosch introduced an occupational health and safety management system based on the globally recognized standard, which has since been developed further and today confirms the ISO 45001 standard. The coverage is 100% and includes all employees and workers.

#### b. What are the processes used to identify work-related hazards and assess risks on a routine and non-routine basis by the entity?

All Bosch plants have established the process for Hazard Identification and Risk Assessment (HIRA) for both routine and nonroutine activities which are carried out by employees

As in the past few years, in 2022 we again focused on the early detection of dangerous situations and hazards (hazard recognition). To this end, we continue to raise awareness among executives and associates through special training and in annual occupational health and safety campaigns to empower them to take a proactive approach to preventing accidents in their area. As relevant to the operations at our locations, workplace or activity-related hazard assessments are carried out regularly. These are used as a basis for determining any preventive and protective measures needed, and our associates are instructed accordingly.

The other process adopted to identify the work-related hazards are; periodical review of HIRA study, hazard assessment of chemicals, hazard assessment of activities carried out by contractor before the start of work and fire risk assessment.

**c. Whether you have processes for workers to report the work-related hazards and to remove themselves from such risks. (Y/N)**

Yes, plants have established system for reporting work-related hazards including near misses by means of manual system as well as digital system.. It is further channelized to the departments responsible for initiating the actions and eliminating the associated risks.

**d. Do the employees/ worker of the entity have access to non-occupational medical and healthcare services? (Yes/ No)**

Yes, Employees and workers of Bosch Ltd. have access to non-occupational medical and healthcare services

Onsite Health and wellness centers provide timely emergency care, primary care and chronic disease management through inhouse medical team. Health awareness programs include digital broadcast platforms, namely 'The Wellness Channel' which facilitates awareness on holistic health through inhouse and external medical experts. Health screening provisions include executive health checks and biometric health screenings which are aimed at early diagnosis and early intervention for employees optimal health. Emotional health support through AI enabled app partner that provides access to self-help tools, AI powered chatbot and Virtual counselling. We also have onsite Psychologist who supports virtual and in person counselling for employees.

**11. Details of safety related incidents:**

Safety Incident/Number	Category	FY 2022-2023*	FY 2021-2022*
Lost Time Injury Frequency Rate (LTIFR)** (per one million-person hours worked)	Employees	0.12	0.19
	Workers	0	0
Total recordable work-related injuries	Employees	2	3
	Workers	0	0
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note:

\* Data given above pertains for Calendar Year (CY) 2021 and CY 2022, respectively. Reasonable assurance has been performed at corporate level by E&Y for the 2022 data.

\*\* LTIFR/Accident Rate is the number of accidents per million worked hours. Any accident is reported, in case the injured employee doesn't report for work within 48 hours of occurrence of the incident.

**12. Describe the measures taken by the entity to ensure a safe and healthy workplace:**

- Hazard identification, Risk Assessment (HIRA) is done in accordance with Occupational Health & safety management system inline the ISO 45001 requirements
- Hierarchy of controls is followed to prioritize and deploy risk control measures before execution of job.
- Safety Committees are in place at various levels for employee engagement to review the adequacy of resources and to provide support for safety management system deployment.
- Deployment of Health & Safety system of work is assured through periodic safety audits and inspections across plants by various levels from plant management to Front line managers

**13. Number of Complaints on the following made by employees and workers:**

	FY 2022-2023			FY 2021-2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Working Conditions	Nil	Nil	-	Nil	Nil	-
Health & Safety	Nil	Nil	-	Nil	Nil	-

**14. Assessments for the year:**

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Health and safety practices	100
Working Conditions	100

**15. Provide details of any corrective action taken or underway to address safety-related incidents (if any) and on significant risks / concerns arising from assessments of health & safety practices and working conditions:**

- All the workplace related accidents/incidents are being investigated and lessons learnt from investigation are shared across organizations for deployment of corrective actions to stop recurrence of such incidents. Effectiveness of Corrective actions deployment being checked during safety audits.
- Unacceptable risks/ concerns arising from assessment of Health and Safety Practices are addressed through where possible by use of Engineering controls/Technology/ Digitization, Monitoring and supervision, etc.

**Leadership Indicators**

**1. Does the entity extend any life insurance or any compensatory package in the event of death of (A) Employees (Y/N) (B) Workers (Y/N).**

Yes, as per internal Company guidelines.

**2. Provide the measures undertaken by the entity to ensure that statutory dues have been deducted and deposited by the value chain partners.**

Promoting proper Health, Hygiene, Safety of all employees is primary objective of the Bosch as a company and at the same time, compliance towards Environmental protection, Legal compliance and Protection of Stakeholders interest is equal priority and mandatory for all Businesses. Hence, Sustainability has always been a fundamental part of Bosch's mission statement and brand positioning, and it is also one of the focus topics of our time.

-By acting in an economically, environmentally, and socially responsible manner, Bosch wants to improve people's quality of life and safeguard the livelihoods of present and future Generations by proactively working on 6 key strategies of Sustainability as a base for Success namely: Climate action, Water, Circular economy, Diversity, Human rights and Health. Bosch has evolved a holistic process as per global Corporate Directive - CD80015 called CSR (Corporate Social Responsibility) Assessments or methodology of value chain partners. This enables in evaluating our value chain partners across parameters like occupational health and safety, human rights, working conditions, environment conservation and protection, legality and governance.

CSR Assessments are categorized into two namely CSR Quick scan Assessments and CSR Deep dive Assessments.

CSR Quick scan is a type of Assessment conducted mainly by Purchasing organization which consists of mainly following chapters – Employee Workplace Health & Safety, working conditions and environment. These assessments can be done at respective manufacturing locations of value chain partner companies.

CSR Deep dive Assessments are conducted by Bosch Purchase Quality organization which are more detailed assessments at our value chain partners which are nominated on the basis of Supplier strategy definition from Purchase organization. It comprises of Six chapters; 1. CSR Management, 2. Labor Standards, 3. Environment, 4. Employee Health & Safety, 5. Human rights and 6. Governance. These CSR deep dive Assessments are done extensively by involving plant management, human Resource dept and also participation from personnel of Employee Health and Safety departments.

Assessment survey result of Automotive Value Chain partners: 85% of Value chain partners have been covered under CSR Quick scan and CSR Deep dive assessment. Topics from the subject chapters that were covered: Employee Health & Safety, Environment, Labor Standards, Human rights, CSR Management, Anti-corruption, Governance and Environmental protection. Audit observations recorded, communicated to respective Value chain partners and actions for improvement are being tracked with agreeable due dates until successful implementation of improvement actions.

**3. Provide the number of employees / workers having suffered high consequence work-related injury / ill-health / fatalities (as reported in Q11 of Essential Indicators above), who have been are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment:**

	Total no. of affected employees/workers		No. of employees/workers that are rehabilitated and placed in suitable employment or whose family members have been placed in suitable employment	
	FY 2022-2023	FY 2021-2022	FY 2022-2023	FY 2021-2022
Employees	Nil	Nil	Nil	Nil
Workers	Nil	Nil	Nil	Nil

**4. Does the entity provide transition assistance programs to facilitate continued employability and the management of career endings resulting from retirement or termination of employment? (Yes/ No)**

Yes, the company provided career transition services through an external specialized agency for managing career endings due to early retirements.

M&SS who have retired from the organization have an opportunity to enlist themselves under Bosch Management Services, India (BMSI). Depending on the needs of Business Units / Departments, the retired associates are engaged on contract for a defined period for a specific task / project. Their knowledge and expertise is thus gainfully utilized. They can support the organization via BMSI until the age of 70 yrs.

5. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	85%
Working Conditions	85%

6. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from assessments of health and safety practices and working conditions of value chain partners.

-No significant risks identified. However, there are critical observations during CSR audits have been documented and corrective actions identified and tracked systematically until closure. Few examples of Corrective actions are:

**Under Environment category:** STP not implemented and not working as per the consent to operate (CTO) issued by state pollution control board. Secondary containers not implemented in Chemical Stores.

Actions undertaken is, reinstation of STP and ensuring systematic working conditions for continuous working of STP

**Under Safety category:** Poor adherence to fire safety like No fire extinguishers, fire safety mock drills not performed, no awareness on evacuation during fire accidents.

Actions undertaken are optimal numbers of Fire extinguishers, ensure Mock drills at regular frequency and record the incidences with demo exercises and Q&A included.

**Under Governance category:** Internal complaint committee not formed for Grievance redressal, Rest room and Canteen facility not provided to blue collar employees inside the company.

Actions undertaken are installing of Grievance redressal system comprehending the HR Suggestion scheme open for all blue collar associates, provision of Canteen and Rest room facility with modification in necessary infrastructure over a planned due date.

**PRINCIPLE 4: BUSINESSES SHOULD RESPECT THE INTERESTS OF AND BE RESPONSIVE TO ALL ITS STAKEHOLDERS**

**Essential Indicators**

1. Describe the processes for identifying key stakeholder groups of the entity.

In order to fulfill its social responsibility, the company carefully identifies its stakeholders after a through need assessment or baseline survey on ground and also identifies internal stakeholders including employees who could support such programs/initiatives by contributing their time, knowledge and skills.

2. List stakeholder groups identified as key for your entity and the frequency of engagement with each stakeholder group.

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of communication (Email, SMS, Newspaper, Pamphlets, Advertisement, Community, Meetings, Notice Board, Website), Other	Frequency of engagement (Annually/Half yearly/Quarterly /Others please specify	Purpose and scope Of engagement Including key Topics and Concerns during engagement
1. Unemployed youth	Yes	1. In person program Implementation	Daily, Monthly, Quarterly, Half Yearly / Annual engagement, depending on the type of project/ program	1. Assess needs and design programs in consultation with the stakeholders
2. Women		2. Community meetings		2. Deliver and monitor the progress
3. Elderly		3. Curriculum for awareness and education	3. Mitigate risks and challenges on ground	
4. Government school students		4. Collaterals	4. Assess impact post intervention	
5. Anganwadi Workers		5. Training programs in partnership with identified training centers		
6. Primary Healthcare Workers				
7. Community members				

**Leadership Indicators**

1. Provide the processes for consultation between stakeholders and the Board on economic, environmental, and social topics or if consultation is delegated, how is feedback from such consultations provided to the Board.

For social investment via CSR, the Board as an important stakeholder is provided update on the stakeholders identified, interventions planned, and impact expected. Every quarter, the Board CSR Committee, are provided and update on the progress of interventions and stakeholder concerns (if any) and their feedback is used to improve project design and outcomes.

2. Provide details of instances of engagement with, and actions taken to, address the concerns of vulnerable/marginalized stakeholder groups.

The Board CSR Committee is entrusted to guide and support in selection of CSR projects or programmes, and utilization related to them year on year while monitoring and assessing impact regularly. They oversee adherence to compliance and follow adoption of best practices, standards and ensure transparency in reporting and communication with stakeholders on CSR projects and initiatives.

There are several programs that have been designed after regular engagement with the community members and the Board. One of the company's flagship CSR programs "BRIDGE", which is a short-term training initiative offering skill development opportunities to less-educated youth on industry-relevant courses to support their induction into entry-level employment. This program helps lesser-privileged, unemployed youth get suitable employment. The programs also include caregiver, rural micro-entrepreneurship, skill entrepreneurship as well, reaching out to more than 50,000 youth in the last 10 years.

Under Health and Hygiene, the company focuses on children mid-day meal program that serve up to 30,000 nutritious meals every school day across multiple locations. Bosch also supports several Anganwadi's through infra and training support. The company has set up additional RO water plants to provide access to safe drinking water to communities in need. 25 PHCs were upgraded during and after COVID-19 second wave.

To improve delivery and quality of education especially for government school children the company has multiple initiatives across 7 locations that are implemented directly or via program partners. It also supports holistic development including in sports, science, computers, English, infrastructure etc. the company has also supported need-based infrastructure in several government schools across multiple locations.

For broader community engagement in environmental concerns that impact all, from taking up large afforestation project, rejuvenation, and maintenance of lakes, ensuring natural habitat for several species of flora and fauna, setting up of percolation tanks, building check dams, Bosch has been contributing towards environment sustainability and also benefiting the villages and communities around these locations.

Besides attention on individual focus areas, the company also invests in integrated community development, Bosch set up a Community Resource Centers to provide support to villagers/community members in accessing services and benefits of programs and schemes of multiple government departments. The center has been useful in providing services to farmers, SHG members, Anganwadi workers, teachers of primary & secondary school teachers, women, and youth.

**PRINCIPLE 5 BUSINESSES SHOULD RESPECT AND PROMOTE HUMAN RIGHTS**

**Essential Indicators**

1. Employees and workers who have been provided training on human rights issues and policy(ies) of the entity, in the following format:

Category	FY 2022-2023			FY 2021-2022		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	3,041	666	21.90%	2,931	508	17.33%
Other than permanent	83	62	74.70%	65	0	0%
<b>Total Employees</b>	<b>3,124</b>	<b>728</b>	<b>23.30%</b>	<b>2,996</b>	<b>508</b>	<b>16.96%</b>
<b>Workers</b>						
Permanent	2,483	2,483	100.00%	2,517	2,517	100.00%
Other than permanent	1,533	1,533	100.00%	2,030	2,030	100.00%
<b>Total Workers</b>	<b>4,016</b>	<b>4,016</b>	<b>100.00%</b>	<b>4,547</b>	<b>4,547</b>	<b>100.00%</b>

The number/percentages of training mentioned above pertain to People Policies through various initiatives and connect session at respective locations. This is excluding the mandatory training on Prevention of Sexual Harassment that is imparted as a web-based training.

2. Details of minimum wages paid to employees and workers, in the following format:

Category	FY 2022-2023					FY 2021-2022				
	Total (A)	Equal Minimum Wage	to	More than Minimum Wage		Total (D)	Equal Minimum Wage	to	More than Minimum Wage	
				No. (B)	% (C/A)				No. (E)	% (F/D)
<b>Employees</b>										
<b>Permanent</b>	3,041	-	-	3,041	100%	2,931	-	-	2,931	100%
Male	2,742	-	-	2,742	100%	2,638	-	-	2,638	100%
Female	299	-	-	299	100%	293	-	-	293	100%
<b>Other than Permanent</b>	83	-	-	83	100%	65	-	-	65	100%
Male	67	-	-	67	100%	49	-	-	49	100%
Female	16	-	-	16	100%	16	-	-	16	100%
<b>Workers</b>										
<b>Permanent</b>	2,483	-	-	2,483	100%	2,517	-	-	2,517	100%
Male	2,401	-	-	2,401	100%	2,434	-	-	2,434	100%
Female	82	-	-	82	100%	83	-	-	83	100%
<b>Other than Permanent</b>	1,533	-	-	1,533	100%	2,030	-	-	2,030	100%
Male	1,280	-	-	1,280	100%	1,683	-	-	1,683	100%
Female	253	-	-	253	100%	347	-	-	347	100%

3. Details of remuneration/salary/wages, in the following format:

	Male		Female	
	Number	Median remuneration/salary/wages of respective category (Amount in ₹)	Number	Median remuneration/salary/wages of respective category (Amount in ₹)
Board of Directors (BoD)	09	45,50,000	03	35,00,822
Key Managerial Personnel	01	56,15,808	02	2,08,57,662
Employees other than BoD and KMP	2,737	20,01,908	298	16,02,946
Workers	2,401	11,82,282	82	11,57,207

Based on the actual remuneration earned by the office bearers during their tenure in the role during financial year (FY) 2022-23.

4. Do you have a focal point (Individual/ Committee) responsible for addressing human rights impacts or issues caused or contributed to by the business? (Yes/No)

No.

5. Describe the internal mechanisms in place to redress grievances related to human rights issues.

When working with others in the company and with business partners, we believe our success depends on fairness. We reject any violation of human rights (for instance, forced or child labor), also on the part of our business partners. We respect and support compliance with internationally recognized human rights, in particular, our employees and business partners. We respect and defend the personal dignity of each individual. We do not tolerate any discrimination or harassment of our employees, and encourage diversity.

The Company has a well-established and robust grievance resolution mechanism in line with the principles of natural justice, confidentiality, sensitivity, non-retaliation and fairness while addressing concerns.

The concerns are handled with utmost sensitivity, while delivering timely action and closure. A detailed investigation process ensures fairness for all involved, with an opportunity to present facts and any material evidence.

6. Number of Complaints on the following made by employees and workers:

	FY 2022-2023			FY 2021-2022		
	Filed during the year	Pending resolution at the end of year	Remarks	Filed during the year	Pending resolution at the end of year	Remarks
Sexual Harassment (Workers)	0	0	-	1	0	Complaint forwarded to ICC and disciplinary action taken as per POSH guidelines
Sexual Harassment (Employees)	3	0	Complaint forwarded to ICC and action taken as per POSH guidelines. Includes contract employees as well	2	0	Complaint forwarded to ICC and disciplinary action taken as per POSH guidelines
Discrimination at workplace	-	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

7. Mechanisms to prevent adverse consequences to the complainant in discrimination and harassment cases.

For cases related to Sexual Harassment, there is an Internal Committee for redressal of the same. The Committee takes concrete actions to ensure that every Complainant is protected. It maintains confidentiality of all complaints. During the pendency of the Inquiry, the Complainant is granted leave or it is ensured that the Complainant and Respondent do not work together or the Complainant is reassigned or relocated if both Complainant and Respondent are in same team or same location.

8. Do human rights requirements form part of your business agreements and contracts?

Yes, Company's Supplier Code of Conduct requires suppliers to uphold human rights in their businesses, prioritising the absence of child and forced labour and upholding the laws of the land relating to human rights related aspects.

9. Assessments for the year:

	% of your plants and offices that were assessed (by entity or statutory authorities or third parties)
Child Labour	100%
Forced Labour/Involuntary Labour	100%
Sexual Harassment	100%
Discrimination at workplace	100%
Wages	100%

10. Provide details of any corrective actions taken or underway to address significant risks / concerns arising from the assessments at Question 9 above:

Nil

Leadership Indicators

1. Is the premise/office of the entity accessible to differently abled visitors, as per the requirements of the Rights of Persons with Disabilities Act, 2016?

More than 50% of our work locations are compliant with accessibility for differently abled employee. We are in the process of auditing our locations of our sales office and some of the plants to make it accessible.

2. Details on assessment of value chain partners:

	% of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	85%
Discrimination at workplace	85%
Child Labour	85%
Forced Labour/Involuntary Labour	85%
Wages	85%

## PRINCIPLE 6: BUSINESSES SHOULD RESPECT AND MAKE EFFORTS TO PROTECT AND RESTORE THE ENVIRONMENT

### Essential Indicators

#### 1. Details of total energy consumption (in Joules or multiples) and energy intensity, in the following format:

Parameter	FY 2022-2023*	FY 2021-2022*
Total electricity consumption (A)	561720312000000	543749256000000
Total fuel consumption (B)	85344408000000	81704700000000
Energy consumption through other sources (C)	0	0
<b>Total energy consumption (A+B+C)</b>	<b>647064720000000</b>	<b>625453956000000</b>
Energy intensity per rupee of turnover (Total energy consumption/ turnover in rupees)	5492.1633733958	6436.03576867668
Energy intensity (MWh/mio INR)	1.52560093705439	1.7877877135213

Note:

\*Data given above pertains for Calendar Year (CY) 2021 and CY 2022, respectively. Reasonable assurance has been performed at corporate level by E&Y for the 2022 data

#### 2. Does the entity have any sites / facilities identified as designated consumers (DCs) under the Performance, Achieve and Trade (PAT) Scheme of the Government of India? (Y/N) If yes, disclose whether targets set under the PAT scheme have been achieved. In case targets have not been achieved, provide the remedial action taken, if any.

No.

#### 3. Provide details of the following disclosures related to water, in the following format:

Parameter	FY 2022-2023*	FY 2021-2022*
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	43,832	65,158.01
(iii) Third party water	485,688.14	436,105.21
(iv) Seawater / desalinated water	0	0
(v) Others	32,873.69	44,753.45
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	<b>562,393.83</b>	<b>546,016.67</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>583,147.33**</b>	<b>564,710.67**</b>
<b>Water intensity per rupee of turnover (Water consumed)</b>	<b>4.949,644,615***</b>	<b>5.810,976,23***</b>
<b>Water intensity</b>	<b>4,949.644,615,332,38</b>	<b>5,810.976,229,676,89</b>

Note:

\*Data given above pertains for Calendar Year (CY) 2021 and CY 2022, respectively.

\*\* Water consumption inclusive of harvested rainwater

\*\*\* Water intensity per mio INR

#### 4. Has the entity implemented a mechanism for Zero Liquid Discharge? If yes, provide details of its coverage and implementation.

Yes, across Bosch plants, the mechanism for "zero liquid discharge" has been implemented. The wastewater generated undergoes treatment through Sewage treatment plant, Effluent treatment plant and depending upon the process in selected plant, the Multi Effective Evaporator has been established to treat the wastewater. The treated water has been utilized for secondary purposes like gardening and toilet flushing and in certain cases with the tertiary treatment the treated water is being used in the manufacturing process.

#### 5. Please provide details of air emissions (other than GHG emissions) by the entity, in the following format:

Parameter	Unit	FY 2022-23 (Current Financial Year)	FY 2021-22 (Previous Financial Year)
NOx	mg/Nm3	335.71	63.01
SOx	mg/Nm3	19.26	17.8675
Particulate matter (PM)	mg/Nm3	278.42	270.33
Persistent organic pollutants (POP)		0.00	0.00
Volatile organic compounds (VOC)	mg/Nm3	0.08	0.07
Hazardous air pollutants (HAP)		0.00	0.00
Others-Acid mist	mg/Nm3	3.24	4.41
Carbon Monoxide (as CO) mg/Nm3	mg/Nm3	198.12	143.85
Non-Methane Hydrocarbons	mg/Nm3	79.80	69.27

Note: Data excludes Gangaikondan plant and Chennai sales office

#### 6. Provide details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:

Parameter	Unit	FY 2022 -2023*	FY 2021 - 2022*
<b>Total Scope 1 emissions</b>	Metric tonnes of CO2 equivalent	7,798.95	6,740.89
<b>Total Scope 2 emissions***</b>	Metric tonnes of CO2 equivalent	844.45	0.00
<b>Total Scope 1 and Scope 2 emissions per rupee of Turnover</b>		0.0733635499422829**	0.0693649927968718**
<b>Total Scope 1 and Scope 2 emission intensity</b>	(tCO2e/MWh)	0.256	0.222

Note:

\* Data given above pertains for Calendar Year (CY) 2021 and CY 2022, respectively. Reasonable assurance has been performed at corporate level by E&Y for the 2022 data

\*\* Total scope 1 and scope 2 emissions per mio ₹

\*\*\*Includes only emissions from grey electricity which is not compensated with I-RECs. Bosch and its more than 400 locations worldwide have already been carbon neutral (scopes 1 and 2) since 2020. We now aim to optimize the mix of measures and thus further reduce climate impact

#### 7. Does the entity have any project related to reducing Green House Gas emission? If Yes, then provide details.

Our climate action strategy comprises four levers: increasing energy efficiency, generating energy ourselves from renewable sources (new clean power), purchasing electricity from renewable sources (green electricity), and – as the last resort – using carbon credits to offset remaining CO<sub>2</sub> emissions. In 2022, we improved the mix of levers further, thereby once more raising the quality of our carbon neutrality. This is reflected in the further reduction of CO<sub>2</sub> emissions to be offset. The progress made with each lever in 2022 is described below.

##### Lever 1: Increasing energy efficiency

By 2030, we want to substantially increase our energy efficiency and operationalize measures at our company locations with savings potential totaling 1.7 terawatt hours (TWh). An annual budget of 100 million euros is available for this purpose until 2030. Around 47 percent of this target has already been achieved: since 2019, we have initiated more than 4,000 projects worldwide, capturing savings potential of 805 GWh. In 2022 alone, some 1,000 new projects with savings potential of 246 GWh were introduced.

By increasing energy efficiency through innovative technologies, the Company aims to reduce energy consumption and, in turn, GHG emissions. The emphasis is on finding innovative ways to save energy, such as upgrading air compressors, chillers, air handlers, and filtration systems using new technologies. Across Bosch Limited, its 8 locations will benefit from improved energy efficiency projects. The target is to realize a 3 percent reduction year on year.

Bosch Limited has adopted a systematic 4E (Energy Audit, Energy re-tuning, Energy Lifecycle and Energy Culture) approach.

- Energy Audits identifies opportunities for energy savings on short term and long-term basis.
- Energy retuning emphasizes on optimizing energy consumption through energy analytics.
- Energy lifecycle assessment focuses on managing the assets through an approach of upgradation versus replacement.
- The development of energy culture focuses on creating awareness about the need for energy conservation

##### Lever 2: Expanding new clean power

Under the banner of new clean power, Bosch aims to drive renewable energy generation through in-house generation at our locations and through long-term supply contracts that will ultimately enable the external construction of new photovoltaic plants and wind farms. Through this, the Company wants to increase the share of renewable energy in the overall system and effectively contribute to the energy transition. By 2030, Bosch Group intends to generate 400 GWh of the annual energy requirements in-house at its company locations from renewable sources. In total, we generated around 121 GWh of renewable energy at Bosch in 2022, which means that as of yearend we have already achieved 30 percent of the target.

Across Bosch India Limited sites:

- Installed: 30 MW of in-house solar power plants
- Generated: 24 GWh of renewable power
- Fulfilled 22 percent of total electricity consumption of Bosch India Limited in 2022

Further, Bosch Limited will increase the overall green energy content by 23.7 per cent through Group captive business model (power purchasing agreements). The model will enhance the ecosystem by building renewable energy sources and reducing carbon footprint.

Before 2022, we also included long-term power purchasing agreements (PPAs) for electricity from new facilities under the heading of new clean power. As of 2022, these agreements are now allocated to the "green electricity" lever, as we want to make the distinction between purchased green electricity and energy that we generate ourselves even clearer in future.

#### Level 3: Purchasing more green electricity

Bosch has concentrated on purchasing green electricity from existing plants to realize carbon neutrality as quickly as possible and has been extensively expanding its purchase volume from renewable sources with corresponding guarantees of origin since 2019. In total, green electricity already covered 89 per cent of the Bosch Group's global electricity requirements in the reporting year; the aim is to reach 100 per cent by 2030. Bosch India is purchasing International Renewable Energy Certificates (IREC) from hydropower plants in Himachal Pradesh. In 2022, new agreements were concluded in India, and now sources around 39 GWh from photovoltaic facilities

#### Level 4: Carbon offsets

At present, we use carbon credits to offset remaining CO<sub>2</sub> emissions, such as from combustion processes (heating, process heat). In addition, we refer to carbon credits to offset electricity sourced in countries with only limited availability of green electricity. As we make progress with levers 1 to 3, we want to gradually reduce the share that we offset to achieve carbon neutrality to no more than 15 percent by 2030. In 2022, we came another step closer to achieving this target. By improving the quality of our carbon neutrality measures – especially as a result of switching from gray to green electricity – we cut the volume of emissions to be offset to 0.7 million metric tons of CO<sub>2</sub>. When selecting carbon offset projects, we use as guidance internationally recognized and independent certifications such as the Gold Standard, as we want to take advantage of the projects to promote social development in addition to environmental action.

#### 8. Provide details related to waste management by the entity, in the following format:

Parameter	FY 2022 -2023*	FY 2021 - 2022*
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)		
E-waste (B)		
Bio-medical waste (C)		
Construction and demolition waste (D)	438.90	798.30
Battery waste (E)		
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	1,649.11	1,799.68
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4,474.18	4,320.98
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>6,562.19</b>	<b>6,918.96</b>
<b>For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Recycled		
(ii) Re-used		
(iii) Other recovery operations	5,012.47	4,836.02
<b>Total</b>	<b>5,012.47</b>	<b>4,836.02</b>
<b>For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)</b>		
<b>Category of waste</b>		
(i) Incineration	420.37	489.78
(ii) Landfilling	620.14	771.36
(iii) Other disposal operations	70.31	23.50
<b>Total</b>	<b>1,110.82**</b>	<b>1,284.64**</b>

Note:

\* Data given above pertains for Calendar Year (CY) 2021 and CY 2022, respectively. No independent assessment/ evaluation/assurance has been carried out by an external agency for the above data.

\*\* Total waste disposed to landfill is excluding the construction and demolition waste

#### 9. Briefly describe the waste management practices adopted in your establishments. Describe the strategy adopted by your company to reduce usage of hazardous and toxic chemicals in your products and processes and the practices adopted to manage such wastes.

"Avoid, then reuse, then dispose" – that is the principle we apply at Bosch with respect to waste management. A guideline applicable company-wide ensures that the legal requirements for the transport and disposal of waste are complied with locally. All manufacturing sites have a clearly designated organizational unit responsible for sorting, classifying, and handing over waste to disposal companies

As one of the strategic project, Bosch has taken up the "Zero Waste to Landfill (ZWL)" project, aim of this project is avoid/reduce the wastes (hazardous & non-hazardous) which is going in to landfill. Bosch conducts regular audits at the locations where the wastes are disposed to ensure it is treated and disposed in a scientific manner with minimum impact on the environment.

Segregation of wastes is ensured at its place of generation. Process changes are also aimed at reducing generation of hazardous wastes. The thrust is on recycling and reuse of hazardous wastes. Those which cannot be reused are disposed in line with statutory requirements.

Waste sent for recycling (recovery category in database) can't be recycled 100%. Anywhere between 20% to 30% of such waste ends up either in incinerator or landfill,

Bosch India has 4R (reduce, reuse, recycle, recover) approach to achieve Zero Waste to landfill in 2022. Locations have actively participated in the campaign and 9 projects in the area of waste going in to landfill and incineration were recovered thereby reducing more than 100 tons of waste.

#### 10. If the entity has operations/offices in/around ecologically sensitive areas (such as national parks, wildlife sanctuaries, biosphere reserves, wetlands, biodiversity hotspots, forests, coastal regulation zones etc.) where environmental approvals / clearances are required, please specify details in the following format:

Not applicable: None of our locations has operations/offices in/around the ecological sensitive areas

#### 11. Details of environmental impact assessments of projects undertaken by the entity based on applicable laws, in the current financial year:

Not applicable, no projects undertaken during the previous / current financial year.

#### 12. Is the entity compliant with the applicable environmental law/regulations/ guidelines in India; such as the Water (Prevention and Control of Pollution) Act, Air (Prevention and Control of Pollution) Act, Environment protection act and rules thereunder (Y/N). If not, provide details of all such non-compliances, in the following format:

All our locations are in compliance to all the applicable environmental acts and rules. There are no non-compliance observed

#### Leadership Indicators

#### 1. Provide break-up of the total energy consumed (in Joules or multiples) from renewable and non-renewable sources, in the following format:

Parameter	FY 2022 -2023*	FY 2021 - 2022*
<b>From renewable sources</b>		
Total electricity consumption (A)	557,531,856,000,000	543,749,256,000,000
Total fuel consumption (B)	0	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumed from renewable sources (A+B+C)</b>	<b>557,531,856,000,000</b>	<b>543,749,292,000,000</b>
<b>From non-renewable sources</b>		
Total electricity consumption (D)	4,188,456,000,000	0
Total fuel consumption (E)	85,344,408,000,000	81,704,700,000,000
Energy consumption through other sources (F)	0	0
<b>Total energy consumed from sources non-renewable (D+E+F)</b>	<b>89,532,864,000,000**</b>	<b>81,704,700,000,000**</b>

Note:

\* Data given above pertains for Calendar Year (CY) 2021 and CY 2022, respectively. Reasonable assurance has been performed at corporate level by E&Y for the 2022 data

\*\* Includes energy compensated with IREC

## 2. Provide the following details related to water discharged:

Parameter	FY 2022 -2023*	FY 2021 - 2022*
Water discharge by destination and level of treatment (in kilolitres)		
(i) To Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) To Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) To Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others		
- No treatment		
- With treatment – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>311198.92</b>	<b>294924.93</b>
	<b>311198.92**</b>	<b>294924.93**</b>

Note:

\* Data given above pertains to Company's Registered Office and Plant at Naganathapura for Calendar Year (CY) 2021 and CY 2022, respectively. No independent assessment/ evaluation/assurance has been carried out by an external agency for the above data.

\*\* Treated to meet stipulated discharge standards specified by the authorities (primary treatment followed by secondary & tertiary treatments)

## 3. Water withdrawal, consumption and discharge in areas of water stress (in kilolitres):

Parameter	FY 2022 -2023*	FY 2021 - 2022*
Water withdrawal by source (in kilolitres)		
(i) Surface water	0	0
(ii) Groundwater	38,656	47,626.01
(iii) Third party water	65,145.52	56,160.19
(iv) Seawater / desalinated water	0	0
(v) Others	0	0
<b>Total volume of water withdrawal (in kilolitres)</b>	<b>103,801.52</b>	<b>103,786.2</b>
<b>Total volume of water consumption (in kilolitres)</b>	<b>104,172.52</b>	<b>104,374.2</b>
<b>Water intensity per rupee of turnover (Water consumed / turnover)</b>	<b>0.884,196**</b>	<b>1.074,03**</b>
<b>Water intensity (Litre/mio INR)</b>	<b>881.047735451891</b>	<b>1067.97900802634</b>
Water discharge by destination and level of treatment (in kilolitres)		
(i) Into Surface water	0	0
- No treatment		
- With treatment – please specify level of treatment		
(ii) Into Groundwater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iii) Into Seawater	0	0
- No treatment		
- With treatment – please specify level of treatment		
(iv) Sent to third-parties	0	0
- No treatment		
- With treatment – please specify level of treatment		
(v) Others	0	0
- No treatment		
- With treatment*** – please specify level of treatment		
<b>Total water discharged (in kilolitres)</b>	<b>38242.64</b>	<b>30914.93</b>
	<b>38242.64</b>	<b>30914.93</b>

Note:

\* Data given above pertains for Calendar Year (CY) 2021 and CY 2022, respectively. No independent assessment/ evaluation/assurance has been carried out by an external agency for the above data.

\*\* Water intensity per mio INR

\*\*\* Treated to meet stipulated discharge standards specified by the authorities (primary treatment followed by secondary & tertiary treatments)

## 4. Please provide details of total Scope 3 emissions &amp; its intensity, in the following format:

Parameter	Unit	FY 2022 -2023*	FY 2021 - 2022*
<b>Total Scope 3 emissions</b>	Metric tonnes of CO2 equivalent	6270000	6350000
<b>Total Scope 3 emissions per rupee of turnover**</b>		53.2185781218171	65.3426630994032
<b>Total Scope 3 emission intensity</b>	tCO2e/INR	0.0000532185781218171	0.0000653426630994032

Note:

\* Data given above pertains for Calendar Year (CY) 2021 and CY 2022, respectively. Reasonable assurance has been performed at corporate level by E&Y for the 2022 data

\*\* Total scope 3 emission per mio INRs

## 5. If the entity has undertaken any specific initiatives or used innovative technology or solutions to improve resource efficiency, or reduce impact due to emissions / effluent discharge / waste generated, please provide details of the same as well as outcome of such initiatives, as per the following format:

Sr. No	Initiative undertaken	Outcome of the initiative
1	Introduction of Hammer carry case at power tool plant	Recycle usage 75 MT, CO2 savings 116T and Cost savings 15%
2	Introduction of regional source for Secondary cottons there by reducing transit of 350 Kms	Reduction of scope 3 emission
3	Energy saving projects; A) Chiller temperature optimization B) Compressed Air pressure Optimization C) AHU Speed Optimization D) AI project for Air Compressor (Energy Reduction)	Energy conservation
4	Water conservation projects; A) Drip Irrigation for plant watering B) Rain Water Harvesting Tank and Underground service trenches for water storage C) Implementation of Ultrafiltration for treated sewage water	A) Water conservation B) 12 Lac Litres Rain water storage capacities.No Fresh Water withdrawal for 2 months Improved treated water quality.
	Implementation of existing Centrifuge for removing oil from Grinding Muck	Disposal volume reduced and recovered oil sold to authorised recycler.

## 6. Does the entity have a business continuity and disaster management plan? Give details in 100 words/ web link.

Yes, we have an emergency preparedness plan (business continuity/disaster management) covering all the potential emergencies which may arise and to ensure that there will be an appropriate response to unexpected or accidental incidents. In line with the emergency preparedness and response plan, mock drills are conducted periodically. Our location management has ensured state of the art installation of fire protection systems (fire detection & fire suppression) for effective emergency preparedness and response in case of real emergency. At the same time, we have 24\*7 fully functioning control room with competent emergency responders deployed round the clock for quick response to any potential emergency thus resulting in business continuity.

## 7. Disclose any significant adverse impact to the environment, arising from the value chain of the entity. What mitigation or adaptation measures have been taken by the entity in this regard.

-No significant impact observed, however there were few deviations addressed for suitable implementation of Measures to overcome the deviation observations into systematic Measures. Eg: STP and ETP facility not operative as per pollution board consent recommendation, secondary containers not provided for chemicals storage which results in soil pollution, Building Stability Certificate and Fire NOC not renewed. For these observed Open points list, the value chain partners have very positively responded in a responsive way with relevant action plan with due dates and these actions are tracked through consolidated action plan for the individual value chain partner until the actions are implemented. Eg: STP &ETP facility as per Pollution Control Board consent will be reinstalled and put to use, Secondary Containers to avoid Soil pollution, leakage prevention installed, Building Stability Certificate and Fire NOC renewal re-applied for re-issue of these valid certificates.

## 8. Percentage of value chain partners (by value of business done with such partners) that were assessed for environmental impacts.

- Overall coverage of Value chain partners for CSR assessments including environment impacts:- 85%
- Coverage of CSR Deep dive detailed audits which included environment aspects is 31%

## PRINCIPLE 7 BUSINESSES, WHEN ENGAGING IN INFLUENCING PUBLIC AND REGULATORY POLICY, SHOULD DO SO IN A MANNER THAT IS RESPONSIBLE AND TRANSPARENT

### Essential Indicators

1. a. Number of affiliations with trade and industry chambers/ associations.  
6
- b. List the top 10 trade and industry chambers/ associations (determined based on the total members of such body) the entity is a member of/ affiliated to.

S. No.	Name of the trade and industry chambers/ associations	Reach of trade and industry chambers/ associations (State/National)
1	Confederation of Indian Industries	National
2	Automotive Component Manufacturers Association of India	National
3	Indo-German Chamber of Commerce (IGCC)	National
4	Bangalore Chamber for Industry and Commerce (BCIC)	State
5	Confederation of Indian Industries (CII)	State
6	National Safety Council (NSC)	State

2. Provide details of corrective action taken or underway on any issues related to anti-competitive conduct by the entity, based on adverse orders from regulatory authorities.

None

### Leadership Indicators

1. Details of public policy positions advocated by the entity:

Bosch is a technology agnostic company and is committed towards improving the quality of life of people living on this planet. As a supplier of technology with global operations, we believe it is our responsibility to put our deep technology expertise to work for the benefit of society and to point out specific solutions to current challenges in society. With this in mind, we help shape opinions at a government policy level, in associations, and in various social forums. This work is driven by our "Invented for life" ambition. Owing to the expertise in technologies of the future such as artificial intelligence, electrification and hydrogen, Bosch is sought after partner and thought leader in the policy making process. We are in favor of standards that are both ambitious and as consistent as possible. New business fields give rise to new regulatory requirements. At the request of policy makers, Bosch shares its knowledge to help share the corresponding framework conditions. Our aim is to advocate for technology and societal solutions in the fields of relevance to us with a focus on technical feasibility and impact on society. We also want to do justice in this regard to the complete spectrum of requirements of our shareholders.

## PRINCIPLE 8 BUSINESSES SHOULD PROMOTE INCLUSIVE GROWTH AND EQUITABLE DEVELOPMENT

### Essential Indicators

1. Details of Social Impact Assessments (SIA) of projects undertaken by the entity based on applicable laws, in the current financial year.

No SIA has been undertaken during the current financial year

2. Provide information on project(s) for which ongoing Rehabilitation and Resettlement (R&R) is being undertaken by your entity, in the following format:

S. No.	Name of Project for which R&R is ongoing	State	District	No. of Project Affected Families (PAFs)	% of PAFs covered by R&R	Amounts paid to PAFs in the FY (In ₹)
-	-	-	-	-	-	-

3. Describe the mechanisms to receive and redress grievances of the community.

The Company has a defined a process to ensure all the complaints and feedback from all stakeholders including communities are received and addressed. This defined process includes:

- (i) A dedicated toll-free number
- (ii) A dedicated contact page on the website
- (iii) Complaints / Feedback received on contact Email
- (iv) Complaints / Feedback received directly by Bosch representative

Dedicated teams within the businesses manage all the complaints and feedback to ensure timely response.

4. Percentage of input material (inputs to total inputs by value) sourced from suppliers:

	FY 2022 -2023	FY 2021 -2022
Directly sourced from MSMEs/ small producers	>80%	>80%
Sourced directly from within the district and neighbouring districts	25%	25%

## PRINCIPLE 9 BUSINESSES SHOULD ENGAGE WITH AND PROVIDE VALUE TO THEIR CONSUMERS IN A RESPONSIBLE MANNER

### Essential Indicators

1. Describe the mechanisms in place to receive and respond to consumer complaints and feedback.

Bosch Limited has a defined a process to ensure all the complaints and feedback from customers received from multiple channels are addressed. These multiple channels integrated within the defined process include:

- (i) Dedicated toll-free number;
- (ii) through Contact page on Company's website at <https://www.bosch.in/contact/> which is accessible 24\*7, all days of the week; and
- (iii) Dedicated email IDs for respective Business Divisions.

Dedicated expert teams within the businesses manage all the complaints and feedback to ensure prompt response and timely resolution. The received complaints and feedback are captured within an online tool where tickets are generated, assigned to the experts from relevant business units, tracked, and managed as per the defined process.

2. Turnover of products and/ services as a percentage of turnover from all products/service that carry information about:

	As a percentage to total turnover
Environmental and social parameters relevant to the product	15%
Safe and responsible usage	100%
Recycling and/or safe disposal	100%

3. Number of consumer complaints in respect of the following:

	FY 2022-23		Remarks	FY 2021-22		Remarks
	Received during the year	Pending resolution at end of year		Received during the year	Pending resolution at end of year	
Data privacy	-	-	-	-	-	-
Advertising	-	-	-	-	-	-
Cyber-security	-	-	-	-	-	-
Delivery of essential services	-	-	-	-	-	-
Restrictive Trade Practices	-	-	-	-	-	-
Unfair Trade Practices	-	-	-	-	-	-
Other	-	-	-	-	-	-

4. Details of instances of product recalls on account of safety issues:

	Number	Reasons for recall
Voluntary recalls	Nil	-
Forced recalls	Nil	-

5. Does the entity have a framework/ policy on cyber security and risks related to data privacy? (Yes/No) If available, provide a web-link of the policy.

Data Protection and Information Security are key aspects of our corporate policy. We treat these as crucial concerns and act in strict adherence to our confidentiality obligations and relevant statutory mandates in this regard.

Our Data Protection Notice (<https://www.bosch.in/data-protection-notice/?prevent-auto-open-privacy-settings=1>) explains our approach to data processing.

We have appointed a Data Protection Officer to guide the company in matters of Data Protection as well as to administer measures pertinent to Data Security .

We have a mechanism in place to handle privacy related requests and grievances as well as an established framework to handle security risks, related escalations and contingencies.

We conduct regular internal and external audits and assessments of our processes and projects. Our various entities are ISO-27001 as well as TISAX certified.

Our focus is to resolve complex data protection concerns with simple and effective solutions.

Ensuring harmony between business interests and privacy is paramount to us.



Cybersecurity has been an integral part of the development of new Bosch products, based on a comprehensive technology portfolio. Due to advancing connectivity and the increasing significance of software, protection from cyberattacks is becoming important. Connections to the internet and to smartphones must be protected from unauthorized access as well. For over ten years, Bosch has in place, well-structured processes for developing cybersecurity-critical products and these are applicable to enterprise IT systems as well, in the Bosch group of companies globally.

Cybersecurity is a key component of Bosch's promise of quality and an important aspect of the development, production, and operation of our products. At Bosch, risk based approach framework is in place to address the cybersecurity posture throughout the lifecycle. The first step is determining all potential threats and risks for the product. Conducting a threat analysis and risks assessment (TARA), these risks can be evaluated in order to, in the next step, select suitable protective measures during development and create the security concept which is state-of-the-art. Before approval, a penetration test, meaning a simulated cyber attack, has to be performed for all products interfacing internet or untrusted protocols (WiFi, zigbee,...) - to test the effectiveness of the measures. To implement cybersecurity in product lifecycle, competent associates are developed through comprehensive cybersecurity university program. Also Web based trainings, sessions and roadshows with marketplace are conducted to increase the awareness amongst employees.

Bosch also offers support to its customers during operation to ensure that cybersecurity is in place until the end of product life. As part of a maintenance agreement, Bosch supports its customers in continuously analyzing the threat situation over the lifetime- to identify new vulnerabilities and to be able to respond quickly. By using intrusion detection systems (IDS), attacks on vehicles can be automatically detected, reported to a central vehicle security operations center, and analyzed there.

A lot of the expertise of our cybersecurity experts from these years of experience has gone into the standardization activities for the new ISO/SAE 21434 standard for automotive sector, which is being applied in product engineering.

At Bosch, Bosch Cyber Defense Center (BCDC) is in place operating 24/7/365 mode. Detection controls are continuously looking for risks in the IT-infrastructure. The risks are assigned to the known assets and identities in the environment. Once a specific threshold is exceeded, an alert is triggered. BCDC does security monitoring and detection and response to IT-Security related threats for the Enterprise IT (servers, endpoints, directories, network devices, IT-Security protection system), Manufacturing IT, Private and Public Clouds. The mission of BCDC is to secure assets and identities by detecting and responding to threat actors such as Advanced Persistent Threats (APT), Organized Crime, Insider Crime, Hacktivists and Script Kiddies. BCDC also reports incidents to CERT-IN (Computer Emergency Response Team – India) as per local regulations.

- 6. Provide details of any corrective actions taken or underway on issues relating to advertising, and delivery of essential services; cyber security and data privacy of customers; re-occurrence of instances of product recalls; penalty / action taken by regulatory authorities on safety of products / services.**

Nil

#### Leadership Indicators

- 1. Channels / platforms where information on products and services of the entity can be accessed (provide web link, if available).**

The information on products and services is available on the Company's website at: <https://www.bosch.in/products-and-services/> or [www.boschsecurity.com/in/en](http://www.boschsecurity.com/in/en)

- 2. Steps taken to inform and educate consumers about safe and responsible usage of products and/or services.**

The usage of products and services is outlined in user manuals on website and training sessions.

- 3. Mechanisms in place to inform consumers of any risk of disruption/discontinuation of essential services.**

The Company is not involved in directly providing essential services (as per essential service definition given in The Essential Services Maintenance Act, 1981). However, the Company ensures that its customer face minimum disruption in their operations and services. The Company maintains continuous connect with its customers which ensures smooth running of their operations.

- 4. Does the entity display product information on the product over and above what is mandated as per local laws? (Yes/No/Not Applicable) If yes, provide details in brief. Did your entity carry out any survey with regard to consumer satisfaction relating to the major products / services of the entity, significant locations of operation of the entity or the entity as a whole? (Yes/No)**

Yes, apart from the mandated declarations, additional declarations are furnished on the products/labels relating to the products and their usage. Also, Customer Satisfaction Survey is conducted and recorded.

- 5. Provide the following information relating to data breaches:**

- a. Number of instances of data breaches along-with impact:  
No data breaches were observed / reported to DSO this year.
- b. Percentage of data breaches involving personally identifiable information of customers:  
Not Applicable