



**BOSCH**

Bosch Limited  
Post Box No:3000  
Hosur Road, Aduodi  
Bangalore-560030  
Karnataka, India  
Tel +91 80 67523878  
www.boschindia.com  
L85110KA1951PLC00761  
[Secretarial.corp@in.bosch.com](mailto:Secretarial.corp@in.bosch.com)

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

10.07.2024

Dear Sirs,

**Sub: Submission of Business Responsibility and Sustainability Report**

Pursuant to Regulation 34(2)(f) of Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, we are submitting herewith the Business Responsibility and Sustainability Report for Financial Year (FY) 2023- 24.

Kindly take the same on record

Thanking you,

Yours faithfully,

**for Bosch Limited,**

**V.Srinivasan**  
**Company Secretary & Compliance Officer**

# ANNEXURE 'G' TO THE REPORT OF THE DIRECTORS

## BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

### SECTION A: GENERAL DISCLOSURES

#### I. Details of the listed entity

- Corporate Identity Number (CIN) of the Listed Entity: L85110KA1951PLC000761
- Name of the Listed Entity: Bosch Limited
- Year of incorporation: November 12, 1951
- Registered office address: Hosur Road, Adugodi, Bangalore, Karnataka, 560030, India
- Corporate address: Hosur Road, Adugodi, Bangalore, Karnataka, 560030, India
- E-mail: [secretarial.corp@in.bosch.com](mailto:secretarial.corp@in.bosch.com)
- Telephone: +91(80)6752-3878
- Website: [www.bosch.in](http://www.bosch.in)
- Financial year for which reporting is being done : FY 2023-24
- Name of the Stock Exchange(s) where shares are listed: National Stock Exchange of India Limited and BSE Limited
- Paid-up Capital: ₹ 294,936,400
- Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Mohan V C, +91(80)6752-2939, Mohan.VC@in.bosch.com
- 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
- Name of assurance provider: TUV India Private Limited, TUV Nord Group
- Type of assurance obtained: Reasonable Assurance

#### II. Products/services

- 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	0.6%
2.	Manufacturing	Other manufacturing including jewellery, musical instruments, medical instruments, sports goods, etc. activities	43.8%
3.	Trade	Wholesale Trading	33.7%
4.	Trade	Retail Trading	18.9%
5.	Professional, Scientific and Technical	Scientific research and development	2.5%
6.	Professional, Scientific and Technical	Other professional, scientific and technical activities	0.5%

- 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	86.7%
2.	Sale of Consumer Goods (Power Tools)	2818	9.9%

#### III. Operations

- 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

- Markets served by the entity:

- Number of locations

Locations	Number
National (No. of States)	35
International (No. of Countries)	39

- What is the contribution of exports as a percentage of the total turnover of the entity? 8.29%
- 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

- Details as at the end of Financial Year:

- 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)	3125	2797	90%	328	10%
2.	Other than Permanent (E)	391	317	81%	74	19%
3.	Total employees (D + E)	3516	3114	89%	402	11%
<b>WORKERS</b>						
4.	Permanent (F)	2521	2416	96%	105	4%
5.	Other than Permanent (G)	2502	1954	78%	548	22%
6.	Total workers (F + G)	5023	4370	87%	653	13%

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)	1	1	100%	-	-
3.	Total differently abled employees (D + E)	3	2	67%	1	33%
<b>DIFFERENTLY ABLED WORKERS</b>						
4.	Permanent (F)	11	10	91%	1	9%
5.	Other than permanent (G)	2	1	50%	1	50%
6.	Total differently abled workers	13	11	85%	2	15%

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	10	2	20%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers

	FY 2023-24 (Turnover rate in current FY)			FY 2022-23 (Turnover rate in previous FY)			FY 2021-22 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7%	10%	7%	7%	12%	7%	7%	13%	8%
Permanent Workers	4%	11%	4%	2%	4%	2%	8%	19%	8%

Note: Includes all types of separation including EVR.

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

23. (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**

- 24. (i) Whether CSR is applicable as per section 135 of Companies Act, 2013: Yes
- (ii) Turnover (in ₹)- 163,789,037,708
- (iii) Net worth (in ₹)- 120,632,667,443

**VII. Transparency and Disclosures Compliances**

- 25. 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 23-24 Current Financial Year			FY 22-23 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 <a href="https://scores.sebi.gov.in/">https://scores.sebi.gov.in/</a>	14	-	-	9	-	-
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> .	29	-	-	26	3	-
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)		-	-	-	-	-	-

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

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*. With its more than 400 locations worldwide, the Bosch Group has been carbon neutral overall (scopes 1 & 2 of the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard) since 2020. This is achieved with four levers: improving energy efficiency, generating energy from renewable sources, purchasing green electricity, and offsetting residual CO <sub>2</sub> emissions with carbon credits. Visit <a href="https://www.bosch.com/sustainability/">https://www.bosch.com/sustainability/</a> for further information on the Bosch Group's sustainability strategy. We have a clear plan for lowering absolute Scope 3 CO <sub>2</sub> 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 CO <sub>2</sub> 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 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	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)
				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.	
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. To address the risks Bosch launched specific risk-mitigating programs.	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 (accident rate). With regard to substances of concern, Bosch built a central IT system – MaCS (Material Data Management for Compliance and Sustainability) – to efficiently manage materials prohibitions and restrictions, in particular for products.	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)
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 LGBT*IQ	Positive: Brand value Negative: Reputational risk if Bosch limited is unable to meet this target
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 transit	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

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.								
4. Name of the national and international codes/ certifications/labels/ standards (e.g. Forest Stewardship Council, Fairtrade, Rainforest Alliance, Trustee) 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 <i>people's</i> quality of life and safeguard the livelihoods of present and <i>future generations</i> " is captured in the New Dimensions ESG 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 esg 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 are convinced that sustainability must be a non-negotiable part of doing business. Back in 2018, we summarized the focus areas of our sustainability management in a vision that describes six dimensions. Each of these is specified and continually enhanced 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 Bosch Limited at "negligible risk" as no. 2 out of 254 auto components companies, and at 29 out of 16075 companies in their global universe as on Apr 27, 2024.								

Disclosure Questions	P1	P2	P3	P4	P5	P6	P7	P8	P9
<b>8. Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).</b>	The Managing Director is responsible for implementation and oversight of the Business Responsibility policy (ies).								
<b>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.</b>	<p>The Board of Directors has the overall responsibility of Company's governance and decision making on Sustainability practices.</p> <p>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.</p> <p>The Company's business responsibility and sustainability performance is reviewed by the Board of Directors on an annual basis.</p>								

**\*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), Equal employment Opportunity Policy
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
Performance against above policies and follow up action	-	-	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)	Not Applicable								
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)									
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	24	Bosch Code of Business Conduct, Data Privacy, Cybersecurity, Anti-corruption and Anti-trust, Prevention of Sexual Harassment Committee	100%
Workers	11	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:**

	NGRBC Principle	Name of the regulatory/ enforcement agencies/ judicial institutions	Amount (In ₹)	Brief of the Case	Has an appeal been preferred? (Yes/No)
<b>Monetary</b>					
Penalty/ Fine	-	-	-	-	-
Settlement	Principle 1	Securities and Exchange Board of India	₹ 11,60,000	The Company filed a suo moto settlement application in terms of the SEBI (Settlement Proceedings) Regulations, 2018 proposing to settle by neither admitting nor denying the findings of fact and conclusions of law, the enforcement proceedings that may be initiated against the Company, for the violation of Regulation 23(2) and 23(4) of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015	No
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 2023-24	FY 2022-23
Directors	-	-
KMPs	-	-
Employees	-	1
Workers	-	-

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

	FY 2023-24		FY 2022-23	
	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

**8. Number of days of accounts payables (Accounts payable \*365) / Cost of goods/services procured):**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Number of days of accounts payables	72	85

**9. Open-ness of business**

**Details of concentration of purchases and sales with trading houses, dealers, and related parties along-with loans and advances & investments, with related parties:**

	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Concentration of Purchases	Purchases from Trading houses as % of total purchases	Nil	Nil
	Number of trading houses where purchases are made from	Nil	Nil

	Metrics	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
	Purchases from top 10 trading houses as % of total purchases from trading houses	Nil	Nil
Concentration of Sales	Sales to dealers/distributors as % of total sales	24.0%	23.8%
	Number of dealers/distributors to whom sales are made	3,288	3,143
	Sales to top 10 dealers/distributors as % of total sales to dealers/distributors	7.8%	7.4%
Share of RPTs	Purchases (Purchases with related parties/Total purchases)	60.9%	59.1%
	Sales (Sales to related parties/total sales)	9.6%	9.2%
	Loans & advances (Loans and advances given to related parties/ total loans and advances)	97.8%	88.6%
	Investments (Investments in related parties/total investments made)	0.7%	0.7%

**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
P 1,2,3,5,6: Business Communication to Value chain partners in 2022-23 about adherence to principles of Legality, Employee Health, Safety, Social Standards, Declaration of Material restrictions/ prohibitions, human rights, Environment Standards Anti-corruption and Compliance which predominantly cover the topics of governing businesses in ethical & transparent manner,  Conducted 1 training session in 2023 regarding Social Responsibility in the Supply Chain of Quality Tools and Systems Module (Virtual training)-13.3% of Business partners are covered in training	Principle 1,2,3,5,6: Topics covered are:  - Social Standards: Human rights, Forced Labor, Child Labor, Fair treatment, freedom of association, Occupational Health and Safety,  - Environmental Standards: Environmental protection, Climate action, Water, Air & Soil Quality  - Bosch Code of Conduct with General expectations on Value chain partners about respecting Principles of Legality which includes paying Taxes, Custom duties, fulfilling anti-trust laws, fair competition.  - Business relationship: Avoid Conflict of Interest, Free competition, Anti-Corruption, Data Privacy & Data Security, Customs and Export control regulation	87.8% coverage for Code of Conduct for Business Partners acceptance (with value of Business > 10000 Euro per year)

**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 2023-24	FY 2022-23	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/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/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 around 18% 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 certification obtained, the stipulated process is being followed.

*E-waste:*

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

Hazardous and other waste disposed to authorized recyclers for further processing, wherever the waste has high calorific value are being sent as an alternate fuel resource for industries like cement manufacturing which was earlier sent for incineration.

**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)	0.3%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	TF (Temperature Sensor)	0.10%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	FDB (Fuel Distributor Block) and PF – CR (Common Rail)	1.82%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	NHA	3.75%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	CP1; CP1H (High Pressure Pump)	0.03%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	IP; VE; VP; PF-Conv Pumps	0.67%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	FCU1 (Fuel Control Unit)	0.36%	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.	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.
e-Bikes (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	In an effort to continuously identify further potential to save carbon emissions when developing new products, Bosch e-Bike Systems started using a proprietary LCA processing tool. This permits an

Name of Product / Service	Description of the risk / concern	Action Taken
	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 e-Bike system, consisting of motor, battery, and display, accounts for around 120 kg CO <sub>2</sub> . Considering the e-Bike components separately from the rest of the bike, some 60 percent of emissions are attributable to the battery. Building on this LCA, Bosch e-Bike Systems identified various possibilities for reducing CO <sub>2</sub> emissions within the product life cycle of the motor and the battery.	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	Total (A)	% of employees covered by									
		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	2797	2797	100%	2797	100%	NA	NA	2797	100%	-	-
Female	328	328	100%	328	100%	328	100%	-	-	328	100%
<b>Total</b>	<b>3125</b>	<b>3125</b>	<b>100%</b>	<b>3125</b>	<b>100%</b>	<b>328</b>	<b>11%</b>	<b>2797</b>	<b>90%</b>	<b>328</b>	<b>11%</b>
<b>Other than Permanent employees</b>											
Male	317	317	100%	317	100%	NA	NA	-	-	-	-
Female	74	74	100%	74	100%	74	100%	NA	NA	74	100%
<b>Total</b>	<b>391</b>	<b>391</b>	<b>100%</b>	<b>391</b>	<b>100%</b>	<b>74</b>	<b>19%</b>	<b>-</b>	<b>-</b>	<b>74</b>	<b>19%</b>

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

Category	Total (A)	% of workers covered by									
		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	2416	2416	100%	2416	100%	NA	NA	-	-	-	-
Female	105	105	100%	105	100%	105	100%	NA	NA	105	100%
<b>Total</b>	<b>2521</b>	<b>2521</b>	<b>100%</b>	<b>2521</b>	<b>100%</b>	<b>105</b>	<b>4%</b>	-	-	<b>105</b>	<b>4%</b>
<b>Other than Permanent workers</b>											
Male	1954	---	----	1954	100%	NA	NA	-	-	-	-
Female	548	---	----	548	100%	548	100%	NA	NA	548	100%
<b>Total</b>	<b>2502</b>	<b>---</b>	<b>----</b>	<b>2502</b>	<b>100%</b>	<b>548</b>	<b>22%</b>	-	-	<b>548</b>	<b>22%</b>

**c. Spending on measures towards well-being of employees and workers (including permanent and other than permanent)**

	FY 2023-24 (Current Financial Year)	FY 2022-23 (Previous Financial Year)
Cost incurred on well-being measures as a % of total revenue of the company	0.1%	0.1%

**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	No. of employees covered as a % of total employees	No. of workers covered as a % of total workers	Deducted and deposited with the authority
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	Yes
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	Yes

**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 is treated with respect, fairness and dignity. As a part of our social responsibility, we believe in integration of Persons with Disabilities. Refer [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%	-	-
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. We also have an Employee Relations Policy applicable for all employees and workers.
Other than Permanent Employees -	

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

Category	FY 2023-24			FY 2022-23		
	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>3125</b>	<b>-</b>	<b>-</b>	<b>3,041</b>	<b>-</b>	<b>-</b>
- Male	2797	-	-	2,742	-	-
- Female	328	-	-	299	-	-
<b>Total Permanent Workers</b>	<b>2521</b>	<b>2395</b>	<b>95%</b>	<b>2,483</b>	<b>2,384</b>	<b>96%</b>
- Male	2416	2383	99%	2,401	2,373	99%
- Female	105	12	11%	82	11	13%

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

Category	FY 2023-24					FY 2022-23				
	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	3114	392	13%	3781	121	2,742	987	36 %	629	23%
Female	402	45	11%	256	64%	299	134	45%	29	10%
<b>Total</b>	<b>3516</b>	<b>437</b>	<b>12%</b>	<b>4037</b>	<b>115%</b>	<b>3,041</b>	<b>1,121</b>	<b>37%</b>	<b>658</b>	<b>22%</b>
<b>Workers</b>										
Male	4370	1495	34%	1091	25%	2,401	929	39%	1,058	44%
Female	653	48	7%	55	8%	82	37	45%	9	11%
<b>Total</b>	<b>5023</b>	<b>1543</b>	<b>31%</b>	<b>1146</b>	<b>23%</b>	<b>2,483</b>	<b>966</b>	<b>39%</b>	<b>1,067</b>	<b>43%</b>

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

Category	FY 2023-24			FY 2022-23		
	Total (A)	No.(B)	%(B/A)	Total (C)	No.(D)	%(D/C)
<b>Employees</b>						
Male	3114	1996	64%	2,742	2,626	96%
Female	402	191	48%	299	286	96%
<b>Total</b>	<b>3516</b>	<b>2187</b>	<b>62%</b>	<b>3,041</b>	<b>2,912</b>	<b>96%</b>
<b>Workers</b>						
Male	4370	2416	55%	2,401	-	-
Female	653	105	16%	82	-	-
<b>Total</b>	<b>5023</b>	<b>2521</b>	<b>50%</b>	<b>2,483</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. (D), excluding trainees, as at December 31, 2023, and as at December 31, 2022, 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, company-wide regulations define 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 Sustainability and EHS corporate department manage occupational health and safety at Bosch using a group-wide process. The heads of the organizational units and company locations are responsible for compliance with the centrally defined requirements and goals. Designated EHS officers support them in this task. Current progress towards goal achievement is reported regularly to all executives as well as the board of management of Bosch Limited, also on an ad hoc basis in the event of particularly serious incidents.

All relevant production and development locations of Bosch Limited have already implemented an occupational health & safety management system according to ISO 45001 standard. In general, we intend to have all relevant locations operating with certified occupational health & safety management systems.

**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.

We focus 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.

**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 Limited. 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 employee's 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 2023-24	FY 2022-23*
Lost Time Injury Frequency Rate (LTIFR)** (per one million-person hours worked)	Employees	0.18	0.12
	Workers	0.10	0
Total recordable work-related injuries	Employees	3	2
	Workers	1	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

\* Data given above pertains to Calendar Year 2022. Reasonable assurance was performed at Robert Bosch GmbH level by E&Y for the year 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.

Note: For the financial year, 2023-24, reasonable assurance was carried out by TUV India Pvt, Ltd. (Member of TÜV NORD Group)

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

- Hazard identification and Risk Assessment (HIRA) is done in accordance with Occupational health & safety management system - ISO 45001
- 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 2023-2024			FY 2022-2023		
	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:**

Based on the lessons learnt from incidents, detailed review of engineering and administrative controls have been carried out. Additional measures were put in place to prevent the recurrence of similar incidents. Based on the need, horizontal deployment of such measures has done across locations.

**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 areas 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 for supplier Assessments (also referred to as CSR assessments for Suppliers) or methodology of value chain partners for Social Responsibility. 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.

These Assessments are categorized into two namely CSR Quick scan Assessments and CSR drill-deep Assessments.

CSR Quick scan is a type of Assessment conducted mainly by Purchasing organization over a validity period of 3 years 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 drill-deep 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 overall suppliers with >100TEuro Business value were covered under CSR assessments so far until end of 2023.

**3. 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 2023-2024	FY 2022-2023	FY 2023-2024	FY 2022-2023
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% of total no of Value chain partners with Value of business >100TEuro
Working Conditions	85% of total no of Value chain partners with Value of business >100TEuro

**6. 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 Under Health & Safety category and tracked systematically until closure.

Few examples are:

- a. Fire extinguishers are available in the shopfloor however path for access to blocked at multiple locations.
- b. First aid boxes are almost empty which is kept at forming assembly area. Stock maintained in first aid box to be tracked and expiry not monitored.
- c. Electrical panel (500V) not protected from unauthorized access in varnishing area

Actions undertaken:

- a. Fire extinguishers are identified, revisited, and mounted in proper location,
- b. For First aid purpose, the Boxes are re-filled and checked once a week with a check list for medicines refilling dates. Also, drug expiration dates added as well in the check list.
- c. Fencing is placed at the 500 V area to prevent unwanted entry.

**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 2. Women 3. Elderly 4. Government school students 5. Anganwadi Workers 6. Primary Healthcare Workers 7. Community members	Yes	1. In person program Implementation 2. Community meetings 3. Curriculum for awareness and education 4. Collaterals 5. Training programs in partnership with identified training centers	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. Deliver and monitor the progress 3. Mitigate risks and challenges on ground 4. Assess impact post intervention

**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. We have another layer of governance in form of a CSR Steering Committee, which is responsible to monitor execution and progress of CSR interventions on ground and provide update to the Board CSR Committee.

**2. Whether stakeholder consultation is used to support the identification and management of environmental, and social topics (Yes / No). If so, provide details of instances as to how the inputs received from stakeholders on these topics were incorporated into policies and activities of the entity.**

Our social interventions as drawn and planned based on the need assessment and consultation with local stakeholders including but not limited to Panchayat members, local government authorities, community members and expert NGO partners who we partner with to deliver focused initiatives on ground.

**3. 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. The Board CSR Committee members take out time to visit the project sites and interact with the community members and other stakeholders to assess impact of CSR interventions on ground.

The CSR Steering Committee, which reports to the Board CSR steering Committee also ensures regular connect with program process and community members and measures being undertaken through several projects to reach to the vulnerable and marginalized and seek support of related stakeholders.

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 has reached to more than 75000 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. In the reporting year, Bosch started a Mobile Medical Unit in three locations, which provides access to basic medical consultation and care and also focuses on creating awareness on preventive healthcare.

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

For broader community engagement in promoting environmental sustainability, large scale projects including afforestation, rejuvenation and maintenance of lakes, tree plantation were undertaking thus ensuring increase in natural habitat for several species of flora and fauna. In past years, Bosch had also supported rejuvenation of percolation tanks, check dams, farm ponds, etc. benefiting the villages, farmers and other community members around these locations.

Besides attention on individual focus areas, the company also invests in integrated community development by setting up five Community Development 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 2023-2024			FY 2022-2023		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
<b>Employees</b>						
Permanent	3,125	666	21%	3,041	666	22%
Other than permanent	391	62	16%	83	62	75%
<b>Total Employees</b>	<b>3,516</b>	<b>728</b>	<b>21%</b>	<b>3,124</b>	<b>728</b>	<b>23%</b>
<b>Workers</b>						
Permanent	2523	1967	78%	2,483	2,483	100%
Other than permanent	2502	1606	64%	1,533	1,533	100%
<b>Total Workers</b>	<b>5025</b>	<b>3573</b>	<b>71%</b>	<b>4,016</b>	<b>4,016</b>	<b>100%</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 2023-2024				FY 2022-2023					
	Total (A)	Equal to Minimum Wage		More than Minimum Wage		Total (D)	Equal to Minimum Wage		More than Minimum Wage	
		No.(B)	%(B/A)	No.(C)	%(C/A)		No.(E)	%(E/D)	No.(F)	%(F/D)
<b>Employees</b>										
<b>Permanent</b>	<b>3125</b>	-	-	<b>3125</b>	<b>100%</b>	<b>3,041</b>	-	-	<b>3,041</b>	<b>100%</b>
Male	2797	-	-	2797	100%	2,742	-	-	2,742	100%
Female	328	-	-	328	100%	299	-	-	299	100%
<b>Other than Permanent</b>	<b>391</b>	-	-	<b>391</b>	<b>100%</b>	<b>83</b>	-	-	<b>83</b>	<b>100%</b>
Male	317	-	-	317	100%	67	-	-	67	100%
Female	74	-	-	74	100%	16	-	-	16	100%
<b>Workers</b>										
<b>Permanent</b>	<b>2521</b>	-	-	<b>2521</b>	<b>100%</b>	<b>2,483</b>	-	-	<b>2,483</b>	<b>100%</b>
Male	2416	-	-	2416	100%	2,401	-	-	2,401	100%
Female	105	-	-	105	100%	82	-	-	82	100%
<b>Other than Permanent</b>	<b>2502</b>	-	-	<b>2502</b>	<b>100%</b>	<b>1,533</b>	-	-	<b>1,533</b>	<b>100%</b>
Male	1954	-	-	1954	100%	1,280	-	-	1,280	100%
Female	548	-	-	548	100%	253	-	-	253	100%

**3. Details of remuneration/salary/wages:**

**a. Median remuneration/wages:**

	Number	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)	8 <sup>2</sup>		20,477,555 <sup>2</sup>	2	4,865,111 <sup>2</sup>
Key Managerial Personnel	5 <sup>3</sup>		48,041,372 <sup>3</sup>	1	81,142,659 <sup>3</sup>
Employees other than BoD and KMP	2,674		2,100,069	300	1,717,988
Workers	2,416		1,072,668	105	788,388

Note:

- This information is Based on the actual remuneration earned by the office bearers during their tenure in the role during financial year (FY) 2023-24.
- Does not include Directors who were present only partially during the year, Mr. Markus Bamberger (up to August 01, 2023), Ms. Filiz Albrecht (upto April 10, 2023) and Mr. Stefan Grosch (from May 10, m 2023) as they waived their remuneration.
- Includes 2 KMPs who were present only partially during the year, namely Mr. Soumitra Bhattacharya (until June 30, 2023) and Mr. Karsten Mueller (until August 31, 2023).

**b. Gross wages paid to females as % of total wages paid:**

	FY 2023-24	FY 2022-23
Gross wages paid to females as % of total wages	6.5%	6.5%

**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:**

Category	FY 2023-2024			FY 2022-2023		
	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 including contract worker)	1	-	Complaint forwarded to ICC and action taken as per POSH guidelines	0	0	-
Sexual Harassment (Employees including contract employees)	1	-	Complaint forwarded to ICC and action taken as per POSH guidelines.	3	0	Complaint forwarded to ICC and action taken as per POSH guidelines. Includes contract employees as well
Discrimination at workplace	1	-	-	-	-	-
Child Labour	-	-	-	-	-	-
Forced Labour/ Involuntary Labour	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	-	-	-

**7. Complaints filed under the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013:**

Safety Incident/Number	FY 2023-24	FY 2022-23
Total Complaints reported under Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	2	3
Complaints on POSH as a % of female employees/workers	0.19%	0.46%
Complaints on POSH upheld	2	3

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

Bosch is committed to protecting reporting persons from all forms of discrimination on account of a report and has therefore banned discrimination against persons who are reporting in good faith. Any retaliation due to such a report is prohibited.

In addition to the prohibition of retaliation, we have defined the following internal processes to protect reporting persons:

- o Reports may be submitted anonymously through Speak up!
- o The identity of the reporting person, if provided, is known only to the people in charge of the investigation. The identity of the reporting person is treated confidentially.

Bosch associates can use Speak up! a web-based communication platform that is subject to the highest security standards, to contact the Compliance Organization and provide reports at any time, 24/7. The communication platform can be accessed at <https://www.bosch.in/our-company/our-responsibility/#compliance>

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.

**9. 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.

**10. Assessments for the year:**

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

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

Nil

**Leadership Indicators**

**1. Details of a business process being modified / introduced as a result of addressing human rights grievances/complaints.**

No human rights grievances/complaints were received during the year.

**2. Details of the scope and coverage of any Human rights due-diligence conducted**

We contribute to improving human rights conditions worldwide by implementing due diligence obligations concerning human rights in our operational processes. At the same time, we actively demand respect for human rights in our global supply chains as well and take appropriate remedial action in the case of violations. We regularly audit our suppliers both preventively and when the situation demands. Such an audit is generally carried out when we commence new supplier relationships, with the findings of our risk analyses then determining the type, scope, and frequency of the audits. Different methods are used depending on the prevailing framework conditions and the specific risk situation: verifications performed by Bosch itself (quick scans and drill-deep assessments), third-party audits, and self-declarations by suppliers.

**3. 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 visitors. We are in the process of auditing our locations of our sales office and some of the plants to make it accessible.

**4. Details on assessment of value chain partners:**

	<b>% of value chain partners (by value of business done with such partners) that were assessed</b>
Sexual Harassment	-
Discrimination at workplace	-
Child Labour	85% of total number of value chain partners with value of business>100 TEuro
Forced Labour/Involuntary Labour	85% of total number of value chain partners with value of business>100 TEuro
Wages	-

**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:**

<b>Parameter</b>	<b>FY 2023-24**</b>	<b>FY 2022-2023*</b>
<b>From renewable sources</b>		
Total electricity consumption (A)	581825232000000	557,531,856,000,000
Total fuel consumption (B)	176184000000	0
Energy consumption through other sources (C)	0	0
<b>Total energy consumption from renewable sources (A+B+C)</b>	582001416000000	557,531,856,000,000
<b>From non-renewable sources</b>		
Total electricity consumption (D)	0	4,188,456,000,000
Total fuel consumption (E)	88924464000000	85,344,408,000,000
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	88924464000000	89,532,864,000,000#
Total energy consumed (A+B+C+D+E+F)	670925880000000	647064720000000
Energy intensity per rupee of turnover (Total energy consumed / Revenue from operations)	4010.99	4664.33
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP) (Total energy consumed / Revenue from operations adjusted for PPP)	1014.36	1179.69
Energy intensity in terms of physical output***	-	-
Energy intensity (MWh/mio ₹)	1.11	1.29

\*Data given above pertains to Calendar Year 2022. Reasonable assurance was performed at Robert Bosch GmbH level by E&Y for the year 2022

\*\*Data disclosed as per the revised BRSR format for FY 2023-24. Reasonable assurance was carried out by TÜV India Pvt, Ltd. (Member of TÜV NORD Group)

\*\*\* Data not readily available for Financial Year 2022-23 and 2023-24.

#Includes energy compensated with I-REC.

**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. Details of the following disclosures related to water:**

<b>Parameter</b>	<b>FY 2023-24#</b>	<b>FY 2022-2023*</b>
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	18837.26	43832
(iii) Third party water	459674.89	485688.14
(iv) Seawater / desalinated water	0	0
(v) Others	27677.92	32873.69
<b>Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)</b>	506190.07	562393.83
<b>Total volume of water consumption (in kiloliters)</b>	574606.52	583147.33**
<b>Water intensity per rupee of turnover (Water consumed/revenue from operations)</b>	0.0000034352	0.0000042036

Parameter	FY 2023-24#	FY 2022-2023*
<b>Water intensity per rupee of turnover adjusted for Purchase Power Parity (PPP) (Total water consumption/ Revenue from operations adjusted for PPP)</b>	0.000000868	0.000001063
<b>Water intensity in terms of physical output ***</b>	-	-
<b>Water intensity (optional) – (Litres/ mio INR)</b>	3435.18	4203.59

Note:

\*Data given above pertains to Calendar Year 2022

# Data disclosure as per the revised BRSR format for the FY 2023-24. Reasonable assurance was carried out by TUV India Pvt, Ltd. (Member of TÜV NORD Group)

\*\* Water consumption inclusive of harvested rainwater

\*\*\* Data not readily available for Financial Year 2022-23 and 2023-24.

**4. Provide the following details related to water discharged:**

Parameter	FY 2023 -2024	FY 2022 - 2023*
Water discharge by destination and level of treatment (in kiloliters)		
(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	0	311198.92
<b>Total water discharged (in kiloliters)</b>	<b>0#</b>	<b>311198.92**</b>

\* Data given above pertains to Company’s Registered Office and Plant for Calendar Year 2022. No independent assessment/ evaluation/assurance has been carried out by an external agency for the above data.

\*\* Treated to meet stipulated standards specified by the authorities (primary treatment followed by secondary & tertiary treatments) for reuse and recycle requirement.

#All our locations have achieved zero liquid discharge status.

Note: Reasonable assurance was carried out by TUV India Pvt, Ltd. (Member of TÜV NORD Group) for FY 2023-24.

**5. 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 plants, the Multi Effect Evaporator is installed to treat the wastewater. The treated water is being utilized for secondary purposes like gardening and toilet flushing and in certain cases with tertiary treatment, used in the manufacturing process.

**6. Details of air emissions (other than GHG emissions) by the entity:**

Parameter	Unit*	FY 2023-24# (Current Financial Year)	FY 2022-23* (Previous Financial Year)
NOx	Kg	3517.91	335.71
SOx	Kg	50.84	19.26
Particulate matter (PM)	Kg	599.51	278.42
Persistent organic pollutants (POP)	Kg	24.3	0.00
Volatile organic compounds (VOC)	Kg	0	0.08
Hazardous air pollutants (HAP)	Kg	0	0.00

\*Data reported in mg/Nm3 for the calendar year 2022 and for the financial year 2023 –24 the data reported in “kg”

# Data disclosure as per the revised BRSR format for the FY 2023-24

**7. Details of greenhouse gas emissions (Scope 1 and Scope 2 emissions) & its intensity, in the following format:**

Parameter	Unit	FY 2023-24	FY 2022-23*
<b>Total Scope 1 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO <sub>2</sub> equivalent	7480.04	7798.96
<b>Total Scope 2 emissions**</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)		0	844.45
<b>Total Scope 1 and Scope 2 emission intensity per rupee of Turnover</b> (Total Scope 1 and Scope 2 emission intensity per rupee of Turnover)	Metric tonnes of CO <sub>2</sub> equivalent	0.0000000447	0.0000000623
<b>Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for purchasing power parity</b> (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)	Metric tonnes of CO <sub>2</sub> equivalent	0.0000000113	0.0000000158
<b>Total Scope 1 and Scope 2 emission intensity in terms of physical output ***</b>		-	-
<b>Total Scope 1 and Scope 2 emission intensity</b> (optional) – the relevant metric may be selected by the entity	tCO <sub>2</sub> e/MWh	0.040	0.048

\* Data given above pertains for Calendar Year 2022. Reasonable assurance has been performed at corporate level by E&Y for the 2022 data

\*\*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

\*\*\*Data not readily available for Financial Year 2022-23 and 2023-24.

Note: For the financial year, 2023-24, reasonable assurance was carried out by TUV India Pvt, Ltd. (Member of TÜV NORD Group)



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

With its more than 400 locations worldwide, the Bosch Group has been carbon neutral overall since 2020 (scope 1 & 2). 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 2023 also, we continued to improve the mix of levers by increasing energy efficiency, generating our own energy from renewable sources, and purchasing green electricity. This is reflected in the further reduction of CO<sub>2</sub> emissions to be offset. The progress made with each lever in 2023 is described below:

**Lever 1: Increasing energy efficiency**

By 2030, across Bosch group, 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 has been available for this purpose since 2019. Overall, Bosch plans to invest one billion euros in increasing energy efficiency by 2030.

Since 2019, Bosch group has initiated around 6,000 projects worldwide, with more than 1,300 new projects added in 2023 alone. In total, we have thus far captured savings potential of 984 GWh through these measures. This corresponds to 58 percent goal achievement.

At Bosch Limited, 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.

**Lever 2: Expanding new clean power**

By 2030, we want to generate 400 GWh of the annual energy demand in-house at our company locations from renewable sources. We are placing particular emphasis here on photovoltaics (PV). A total of 114 Bosch sites were already using solar power for their energy supply at the end of 2023. In total, we generated around 149 GWh of renewable energy across Bosch Group during the year 2023, which means that as of yearend we have already achieved 37 percent of the target.

Across Bosch Limited, during financial year 2023-24, the total installed capacity of in house photovoltaic plants stood at 24 MW. It generated 33 GWh of renewable energy which fulfilled 18% of total energy requirement.

**Lever 3: Purchasing green electricity**

Bosch Group has concentrated on purchasing green electricity from existing plants and has been greatly expanding its purchase volume from green electricity with corresponding guarantees of origin since 2019. In total, around 99 percent of the Bosch Group’s global electricity demand was already covered using green electricity in 2023. We have therefore already reached our interim target for 2025 and are set to exclusively source green electricity by 2030.

At Bosch Limited, the combined volume of purchased green electricity from existing plants and corresponding guarantees of origin amounted to 127 GWh fulfilling 69% of total energy requirement.

**Lever 4: Carbon offsets**

At present, across Bosch Group, carbon credits offset residual 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 (scope 1 & 2) to no more than 15 percent by 2030 (baseline year 2018).

In 2023, we came another step closer to achieving this target – especially as a result of progressively switching from gray to green electricity (gray electricity: electricity from fossil fuels). In 2023, we cut the volume of emissions to be offset to some 5,81,000 metric tons of CO<sub>2</sub>. This is around 1,36,000 metric tons of CO<sub>2</sub> or 19 percent less than in the previous year.

When selecting carbon offset projects, we use as guidance internationally recognized and independent certifications such as the Gold Standard. In the future we want to focus our carbon offset measures even more intensively on nature-based removals. The relevant projects involve sequestering CO<sub>2</sub> in biomass, for example by afforestation.

At Bosch Limited, 7480.04 metric tons of CO<sub>2</sub> was compensated with Carbon credits which amounts to 13% of total energy requirement.

**9. Details related to waste management by the entity:**

Parameter	FY 2023-24	FY 2022-23*
<b>Total Waste generated (in metric tonnes)</b>		
Plastic waste (A)***	394.17	-
E-waste (B)***	51.54	-
Bio-medical waste (C)***	0.22	-
Construction and demolition waste (D)	201.45	438.90
Battery waste (E)***	9.56	-
Radioactive waste (F)	0	0.00
Other Hazardous waste. Please specify, if any. (G)	1577.14	1,649.11
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	4326.54	4,474.18
<b>Total (A+B + C + D + E + F + G + H)</b>	<b>6560.62</b>	<b>6,562.19</b>
<b>Waste intensity per rupee of turnover</b> (Total waste generated / Revenue from operations)	0.0000000392	0.0000000473
<b>Waste intensity per rupee of turnover adjusted for Purchasing power Parity (PPP)</b> (Total waste generated / Revenue from operations adjusted for Purchasing power Parity (PPP))	0.0000000098	0.0000000120
<b>Waste intensity in terms of physical output<sup>§</sup></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 ***	4995.07	-
(ii) Re-used ***	48.67	-
(iii) Other recovery operations	887.69	5,012.47
<b>Total</b>	<b>5931.43</b>	<b>5,012.47</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	117.33	420.37
(ii) Landfilling	510.5	620.14
(iii) Other disposal operations	1.36	70.31
<b>Total</b>	<b>629.19</b>	<b>1,110.82**</b>

\* Data given above pertains to Calendar Year 2022. 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

\*\*\* Data pertaining to FY 2022-23 not monitored and not available.

§ Data not readily available for Financial Year 2022-23 and 2023-24.

Note: For the financial year, 2023-24, reasonable assurance was carried out by TUV India Pvt, Ltd. (Member of TÜV NORD Group)

**10. 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. As part of its circular economy strategy, Bosch continues to work systematically on reducing waste generation and, in particular, on recycling. A guideline applicable group-wide ensures that the legal requirements for the transport and disposal of waste are complied with locally. All production locations have a clearly designated organizational unit responsible for sorting, classifying, and handing over waste to disposal companies. At Bosch Limited, as part of value chain strategy, an initiative to realize “Zero Waste to Landfill (ZWL)” is deployed across all locations. During the financial year 2023-24, 90% of waste generated has been either recycled, reused or recovered.

At Bosch, substances of concern (SoC) are all substances in production aids or products that are prohibited by law, classified as prohibited under customer agreements or pursuant to in-house requirements or are subject to declaration duties.

We are continuously working to identify permissible SoC in our products and processes, adopt substitutes, and reduce or altogether avoid hazardous substances in the long term wherever possible. For example, where technically feasible, we intend to dispense with substances on the EU's REACH candidate list in new developments. Our mandatory internal Design for Environment standard N33-6 defines the requirements for handling SoC in the product development process. If permissible SoC are unavoidable in the production process for technical reasons, we conduct hazard assessments to ensure suitable protective measures are taken for safe handling of such substances.

**11. 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.

**12. 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.

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

For each facility/plant located in areas of water stress, provide the following information:

- (i) Name of the area: Bengaluru, Bidadi, Chennai, Gangaikondan, Jaipur and Naganathapura
- (ii) Nature of operations – Development and manufacturing of automotive components
- (iii) Water withdrawal, consumption and discharge in the following format:

Parameter	FY 2023-24*	FY 2022-2023*
<b>Water withdrawal by source (in kilolitres)</b>		
(i) Surface water	0	0
(ii) Groundwater	18837.26	38,656
(iii) Third party water	201572.89	65,145.52
(iv) Seawater / desalinated water	0	0
(v) Others	27677.92	0
<b>Total volume of water withdrawal (in kilolitres) (i + ii + iii + iv + v)</b>	248088.07	103,801.5
<b>Total volume of water consumption (in kilolitres)</b>	310504.52	104,172.52
<b>Water intensity per rupee of turnover</b> (Water consumed/revenue from operations)	0.00000185	0.00000075
<b>Water intensity (optional) – (Litres/ mio INR)</b>	1483.1505162282	748.2484898289
<b>Water discharge by destination and level of treatment (in kilolitres)</b>		
<b>(i) To Surface water</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(ii) To Groundwater</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>(iii) To Seawater</b>		
- No treatment	-	-
- With treatment – please specify level of treatment	-	-

Parameter	FY 2023-24*	FY 2022-2023*
<b>(iv) Sent to third-parties</b>	0	0
- No treatment	-	-
- With treatment – please specify level of treatment	-	-
<b>Total water discharged (in kilo litres)</b>	0	<b>38242.64</b>

\* Data disclosed under Financial Year 2022-23 pertains to Calendar Year (CY) 2022.

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

# The definition of areas of water stress is based on analysis using water risk filter provided WWF for nature. Out of 8 locations, 7 locations are in areas of water stress.

**2. Details of total Scope 3 emissions & its intensity:**

Parameter	Unit	FY 2023 -2024*	FY 2022 - 2023*
<b>Total Scope 3 emissions</b> (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	6600000	6100000
<b>Total Scope 3 emissions per rupee of turnover</b>	<b>Metric tonnes of CO<sub>2</sub> equivalent</b>	0.0000394567	0.0000439716

\*Data given above pertains to Calendar Year. Scope 3 data is validated by TÜV Rheinland at corporate level.

**3. With respect to the ecologically sensitive areas reported at Question 11 of Essential Indicators above, provide details of significant direct & indirect impact of the entity on biodiversity in such areas along-with prevention and remediation activities.**

- Not applicable

**4. 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 exhaust system in Surface Treatment shop	Improvement in indoor air quality
2	Energy saving projects; A) Energy analytics project on machines for idle load reduction, liquid filtration system and load analysis. B) Reduction in Energy consumption of Dehumidifier through data analysis C) Heating, Ventilation and Air Conditioning (HVAC) load optimization by Artificial Intelligence (AI) D) Elimination of 3 kW cooling circuit of hydraulic power pack in DV value stream E) Introduction of energy efficient fans and VFD for exhaust motors	Energy conservation
3	Water conservation projects; A) Smart Evaporator (Evaporation of RO 2 Wastewater) B) Rainwater Harvesting - C) Water Less Solar cleaning	A) 1) 22 KL/Annum Diesel saving, 2) Energy saving & 3) Scope 1 emission reduction by 3%

Sr. No	Initiative undertaken	Outcome of the initiative
		B) 68416.45 m3 of Rainwater collected and used. Fresh Water withdrawal has been avoided. C) Fresh water reduction (180 KL/Annum), and 2. PR (Performance ratio) increased by 4%
4	Elimination of paper cups	Reduction in the incineration waste from 18T to 3.9 T.

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

Yes, across Bosch Limited, emergency preparedness plan (business continuity/disaster management) covers all the potential emergencies which may arise and ensures 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.

**6. 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: Used oil are stored in material handling bin and spillage across the facility is noticed. Used chips are spread across the storage area by leaving oil on the floor. For these observed Open points list, the value chain partners have positively responded with relevant action plan with due dates and these actions are tracked through consolidated Opn points List until the actions are implemented. Eg: Oil stored in secondary container, spillage arrested in DD area and provided partition in scrap storage area for avoiding spreading of chips.

**7. 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% (on total no of Value chain partners with Value of business >100TEuro).

**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 2023-24	FY 2022-2023
Directly sourced from MSMEs/ small producers	18.30%	18.90%
Sourced directly from within India	52.40%	57.40%

**5. Job creation in smaller towns – Disclose wages paid to persons employed (including employees or workers employed on a permanent or non-permanent / on contract basis) in the following locations, as % of total wage cost:**

	FY 2023-24	FY 2022-2023
Rural	24.70	24.20%
Semi-urban	-	-
Urban	-	-
Metropolitan	75.30%	75.80%

**Leadership Indicators**

1. Provide details of actions taken to mitigate any negative social impacts identified in the Social Impact Assessments (Reference: Question 1 of Essential Indicators above):

Not applicable

2. Provide the following information on CSR projects undertaken by your entity in designated aspirational districts as identified by government bodies:

S. No.	State	Aspirational District	Amount Spent (₹)
1.	Andhra Pradesh	• Alluri Sitharamaraju	227,920
2.	Assam	• Baksa	62,160
3.	Bihar	• Banka • Begusarai • Gaya	1,181,761
4.	Chhattisgarh	• Bastar • Mahasamund • Rajnandgaon • Korba	1,942,794
5.	Jharkhand	• Godda • Gumla • Lohardaga • Pakur • Pashchimi Singhbhum • Sahibganj	2,071,203
6.	Karnataka	• Raichur	371,627
7.	Madhya Pradesh	• Barwani • Chhatarpur • Guna • Rajgarh • Singrauli • Vidisha	1,859,648
8.	Odisha	• Rayagada	372,960
9.	Rajasthan	• Baran	310,800
10.	Tamil Nadu	• Ramanathapuram	508,379
11.	Uttar Pradesh	• Bahraich • Balrampur • Chandauli	1,251,465
12.	Uttarakhand	• Udham Singh Nagar • Haridwar	290,960

**3. Details of beneficiaries of CSR Projects**

S. No.	CSR Project	No. of persons benefitted from CSR Projects	% of beneficiaries from vulnerable and marginalized groups
1	BRIDGE (Bosch's Response to India's Development and Growth through Employability Enhancement)	15947	90%
2	Skill Development in Basic Automotive Sales and Services	2718	100%
3	Persons with Disabilities (PWDs) skill development through residential training	50	100%
4	Persons with Disabilities (PWDs) skill development through hybrid training	100	100%
5	BRIDGE Foundation - Train the Teachers	1388	0%
6	Train the Trainers (TTT) Virtual Training	462	0%
7	Train the Trainers (TTT) In-Person Regional Training	686	0%
8	Skill Development for Caregivers	2029	80%
9	LGBTQ+ skill development classroom training	100	100%
10	Life Skills development program for children and adolescents	963	100%
11	Capacity building of not-for-profit organizations working on skill development of youth	46	0%
12	Lake Rejuvenation and Maintenance (Sheshagiri halli and Shanumanagala Lake)	17700	50%
13	Supporting environment conservation through Afforestation	2500	20%
14	Supporting environment conservation Afforestation	100000	20%
15	Maintenance and upkeep of mini forest	4000	20%
16	Supporting environment conservation through tree plantation in association with CRPF	5000	0%
17	Comprehensive eye check for school students and cataract surgery for the elderly	3226	100%
18	Reverse Osmosis (RO) Plant for safe and clean drinking water	2400	100%
19	Infra support for Primary Health Center NQAS certification	1500	100%
20	Operational support to Primary Health Centre (PHC)	12000	70%
21	Mobile Medical Units	17804	100%
22	Mid-Day Meals for government school students	2433	100%
23	Healthcare support to patients of Multiple Sclerosis	45	100%
24	Basic Infra support to Government Schools	4373	100%
25	Development of Anganwadi through need-based Infrastructure Support	1240	100%
26	Development of Anganwadi through need-based Infrastructure Support	80	100%
27	Creative learning classes for government school students	2084	70%
28	Value education classes for government school students	809	70%
29	STEM kits distribution through Rainbow club initiative	3000	70%
30	Basic Infrastructure support to Tribal & Rural Schools	600	100%
31	Learning Centers for out of schoolgirl children	346	100%
32	Community Development Center	13589	100%
33	Disaster Relief (Cyclone and Flood Response)	3680	100%
<b>Total No. of Individual Beneficiaries</b>		<b>222,898</b>	

**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 2023-24		Remarks	FY 2022-23		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	-	-
Forced recalls	-	-

**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/>) 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

**7. Provide the following information relating to data breaches**

**a. Number of instances of data breaches:**

Nil

**b. Percentage of data breaches involving personally identifiable information of customers:**

Not Applicable

**c. Impact, if any, of the data breaches:**

Not Applicable

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.

For and on behalf of the Board of Directors

Guruprasad Mudlapur

DIN: 07598798  
Managing Director & Chief Technology Officer

Sandeep N.

DIN: 08264554  
Joint Managing Director

Place: Bengaluru  
Date: May 24, 2024



Independent Assurance Statement

To the Directors and Management  
Bosch Limited (Bosch),  
Hosur Road, Adugodi  
Bangalore-560030  
Karnataka

Bosch Limited (Bosch) (hereafter 'Bosch') commissioned TUV India Private Limited (TUVI) to conduct independent external assurance of BRSR Core disclosures (09 attributes as per Annexure I - Format of BRSR Core) following the (BRSR Core - Framework for assurance and ESG disclosures for value chain stipulated in SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023). Bosch developed Business Responsibility and Sustainability Report (hereinafter 'the BRSR') for the period April 01, 2023 to March 31, 2024. The BRSR is based on the National Guidelines on Responsible Business Conduct (NGRBC), SEBI circular: SEBI/HO/CFD/CMD-2/P/CIR/2021/562, dated 10/05/2021 followed by the notification number SEBI/LAD-NRO/GN/2023/131, dated 14/06/2023 pertaining to Business Responsibility and Sustainability Report (BRSR) requirement. This assurance engagement was conducted in reference with BRSR, the terms of our engagement and ISAE 3000 (Revised) requirement.

Management's Responsibility

Bosch developed the BRSR's content pertaining to the Core disclosures (09 attributes as per Annexure I - Format of BRSR Core). Bosch management is responsible for carrying out the collection, analysis, and disclosure of the information presented in the BRSR (web-based and print), including website maintenance, integrity, and for ensuring its quality and accuracy in reference with the applied criteria stated in the BRSR, such that it's free of intended or unintended material misstatements. Bosch will be responsible for archiving and reproducing the disclosed data to the stakeholders and regulators upon request.

Scope and Boundary

The scope of work includes the assurance of the following 09 attributes as per Annexure I - Format of BRSR Core disclosed in the BRSR report. The BRSR core requirements encompass essential disclosures pertaining to organization's Environmental, Social and Governance (ESG). In particular, the assurance engagement included the following:

- i. Review of 09 attributes as per Annexure I - Format of BRSR Core submitted by Bosch
- ii. Review of the quality of information
- iii. Review of evidence (on a random samples) for all 9 attributes and its KPI

TUVI has verified the below 09 attributes as per Annexure I - Format of BRSR Core disclosed in the BRSR

Attributes	KPI
Green-house gas (GHG) footprint	Total Scope 1 emissions (with breakup by type) - GHG (CO <sub>2</sub> e) Emission in MT - Direct emissions from organization's owned- or controlled sources
	Total Scope 2 emissions in MT - Indirect emissions from the generation of energy that is purchased from a utility provider
	GHG Emission Intensity (Scope 1+2), Total Scope 1 and Scope 2 emissions (MT) / Total Revenue from Operations adjusted for PPP
	GHG Emission Intensity (Scope 1+2), (Total Scope 1 and Scope 2 emissions (MT) / Total output of Product or Services-Not applicable and hence not reported
Water footprint	Total water consumption (in kL)
	Water consumption intensity - kL / Total Revenue from Operations adjusted for PPP
	Water consumption intensity - kL / Total output of Product or Services-Not applicable and hence not reported
Energy footprint	Water Discharge by destination and levels of Treatment (kL)
	Total energy consumed in GJ
	% of energy consumed from renewable sources - In % terms
	Energy intensity - GJ/ Rupee adjusted for PPP
Embracing circularity - details related to waste management by the entity	Energy intensity - GJ/ Total output of Product or Services-Not applicable and hence not reported
	Paper and carton waste (A) (MT)
	Garden waste (B) (MT)
	Metals (C) (MT)
	Wood (D) (MT)
	Glass (E)
	Bio-medical waste (F)
	Oil soaked paper (G) (MT)
Used oil (H) (MT)	
	Rock wool (I) (MT)

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# TÜVINDIA

	Asbestos sheet (J) (MT)
	Discarded containers (K) (MT)
	Plastic waste (L) (MT)
	ETP Sludge (M) (MT)
	Coolant slurry (N) (MT)
	Grinding Muck (O) (MT)
	Total waste generated (A + B + C + D + E + F+G+H+I+J+K+L+M+N+O) (MT)
	Waste intensity
	<ul style="list-style-type: none"> <li>MT / Rupee adjusted for PPP</li> <li>MT / Total output of Product or Services-Not applicable and hence not reported</li> </ul>
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (MT)
	Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (Intensity)
	✓ kg of Waste Recycled Recovered /Total Waste generated
	For each category of waste generated, total waste disposed by nature of disposal method (MT)
	For each category of waste generated, total waste disposed by nature of disposal method (Intensity)
	✓ kg of Waste Recycled Recovered /Total Waste generated
Enhancing Employee Wellbeing and Safety	Spending on measures towards well-being of employees and workers – cost incurred as a % of total revenue of the co - In % terms
	Details of safety related incidents for employees and workers (including contract-workforce e.g. workers in the company's construction sites)
	<ol style="list-style-type: none"> <li>Number of Permanent Disabilities</li> <li>Lost Time Injury Frequency Rate (LTIFR) (per one million-person hours worked)</li> <li>No. of fatalities</li> </ol>
Enabling Gender Diversity in Business	Gross wages paid to females as % of wages paid - In % terms
	Complaints on POSH
	<ol style="list-style-type: none"> <li>Total Complaints on Sexual Harassment (POSH) reported</li> <li>Complaints on POSH as a % of female employees / workers</li> <li>Complaints on POSH upheld</li> </ol>
Enabling Inclusive Development	Input material sourced from following sources as % of total purchases – Directly sourced from MSMEs/ small producers and from within India - In % terms – As % of total purchases by value
	Job creation in smaller towns – Wages paid to persons employed in smaller towns (permanent or non-permanent /on contract) as % of total wage cost - In % terms – As % of total wage cost
Fairness in Engaging with Customers and Suppliers	Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events - In % terms
	Number of days of accounts payable - (Accounts payable *365) / Cost of goods/services procured
Open-ness of business	Concentration of purchases & sales done with trading houses, dealers, and related parties
	<ol style="list-style-type: none"> <li>Purchases from trading houses as % of total purchases</li> <li>Number of trading houses where purchases are made from</li> <li>Purchases from top 10 trading houses as % of total purchases from trading houses</li> </ol>
	<ol style="list-style-type: none"> <li>Sales to dealers / distributors as % of total sales</li> <li>Number of dealers / distributors to whom sales are made</li> <li>Sales to top 10 dealers / distributors as % of total sales to dealers / distributors</li> </ol>
	Share of RPTs (as respective %age) in -
	<ul style="list-style-type: none"> <li>Purchases</li> <li>Sales</li> <li>Loans &amp; advances</li> <li>Investments</li> </ul>

The reporting boundaries includes 06 plants and 02 offices. The boundary includes Nashik Plant - NaP, Jaipur Plant -JaP, Naganathapura Plant -NhP2, Bangalore-Bidadi Plant -BidP, Chennai Plant -ChiP-PT, Gangaikondan Plant - GanP, Chennai (AA) Sales Office (SO) and Ban - (RO) - Bangalore. An on-site verification was conducted at

**Onsite Verification**

- Ban - (RO) - Bangalore Hosur Road, Adugodi, Bangalore for dates 22 April 2024 to 23 April 2024,
- Bangalore-Bidadi Plant -BidP, 2<sup>nd</sup> Phase, Sector 2, Bidadi Industrial area, Ramanagara Taluk No:42, Bangalore for dates 24 April 2024 to 25 April 2024.

**Remote Verification**

- Nashik Plant (NaP)- for dates 22 April 2024 to 23 April 2024,

The assurance activities were carried out together with a desk review of entire plants and offices as per reporting boundary.

**Limitations**

TUVI did not perform any assurance procedures on the prospective information disclosed in the Report, including targets, expectations, and ambitions. Consequently, TUVI draws no conclusion on the prospective information. During the assurance process, TUVI did not come across any limitation to the agreed scope of the assurance engagement. TUVI did not verify any

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ESG goals and claim through this assignment. TUVI verified data on a sample basis; the responsibility for the authenticity of data entirely lies with Bosch. Any dependence of person or third party may place on the BRSR Report is entirely at its own risk. TUVI has taken reference of the financial figures from the audited financial reports. Bosch will be responsible for the appropriate application of the financial data. The application of this assurance statement is limited w.r.t [SEBI circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated Jul 12, 2023](#).

Waste: The waste disposal data was verified. However, the data of total waste recovered through recycling, re-using or other recovery operations or total waste disposed by nature of disposal method was monitored in totality and could be assessed based on interviews and sample records as presented during the onsite visit.

**Our Responsibility**

TUVI's responsibility in relation to this engagement is to perform a reasonable level of assurance and to express a conclusion based on the work performed. Our engagement did not include an assessment of the adequacy or the effectiveness of Bosch's strategy, management of ESG-related issues or the sufficiency of the Report against BRSR reporting principles, other than those mentioned in the scope of the assurance. TUVI's responsibility regarding this verification is in reference to the agreed scope of work, which includes assurance of non-financial quantitative and qualitative information ([09 attributes as per Annexure I - Format of BRSR Core](#)) disclosed by Bosch. Reporting Organization is responsible for archiving the related data for a reasonable time period. This assurance engagement is based on the assumption that the data and information provided to TUVI by Bosch are complete and true. The intended users of this assurance statement are the management of 'Bosch'. The data is verified on a sample basis, the responsibility for the authenticity of data lies with the reporting organization. Reporting Organization is responsible for archiving the related data for a reasonable time period. TUVI expressly disclaims any liability or co-responsibility 1) for any decision a person or entity would make based on this assurance statement and 2) for any damages in case of erroneous data is reported. This assurance engagement is based on the assumption that the data and information provided to TUVI by Bosch are complete and true.

**Verification Methodology**

During the assurance engagement, TUVI adopted a risk-based approach, focusing on verification efforts with respect to disclosures. TUVI has verified the disclosures and assessed the robustness of the underlying data management system, information flows, and controls. In doing so:

- TUVI examined and reviewed the documents, data, and other information made available by Bosch for non-financial [09 attributes as per Annexure I - Format of BRSR Core](#) (non-financial disclosures)
- TUVI conducted interviews with key representatives, including data owners and decision-makers from different functions of Bosch
- TUVI performed sample-based reviews of the mechanisms for implementing the sustainability-related policies and data management (qualitative and qualitative)
- TUVI reviewed the adherence to reporting requirements of "BRSR"

**Opportunities for Improvement**

The following are the opportunities for improvement reported to Bosch. However, they are generally consistent with Bosch management's objectives and programs. Bosch already identified below topics and Assurance team endorse the same to achieve the Sustainable Goals of organization.

- Bosch can develop the equivalence document between the GRI and the BRSR core requirements and undertake the trainings on the plant level,
- Bosch may conduct the formal internal audits of the data disclosed under BRSR,
- Bosch may encourage their suppliers especially for inbound and out bound logistics for green mobility.

**Conflict of Interest**

In the context of BRSR requirements set by SEBI, addressing conflict of interest is crucial to maintain high integrity and independence of assurance engagements. As per SEBI guidelines, assurance providers need to disclose any potential conflict of interest that could compromise the independence or neutrality of their assessments. TUVI diligently identifies any relationships, affiliations, or financial interests that could potentially cause conflict of interest. We proactively implement measures to mitigate or manage these conflicts, ensuring independence and impartiality in our assurance engagements. We provide clear and transparent disclosures about any identified conflicts of interest in our assurance statement. We recognize that failure to address conflict of interest adequately could undermine the credibility of the assurance process and the reliability of the reported information. Therefore, we strictly adhere to SEBI guidelines and take necessary measures to avoid, disclose, or mitigate conflicts of interest effectively.

**Our Conclusion**

In our opinion, based on the scope of this assurance engagement, the disclosures on BRSR Core KPI described in the BRSR report along with the referenced information provides a fair representation of the 9 attributes, and meets the general content and quality requirements of the BRSR. TUVI confirms its competency to conduct the assurance engagement for the BRSR as per SEBI guidelines. Our team possesses expertise in ESG verification, assurance methodologies, and regulatory frameworks. We ensure independence, employ robust methodologies, and maintain continuous improvement to deliver reliable assessments.

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Disclosures: TUVI is of the opinion that the reported disclosures generally meet the BRSR requirements. Bosch refers to general disclosure to report contextual information about Bosch, while the Management & Process disclosures the management approach for each indicator ([09 attributes as per Annexure I - Format of BRSR Core](#)).

Reasonable Assurance: As per SEBI reasonable assurance requirements including scope of Assurance, Assurance methodologies (risk-based approach and data validation techniques), mitigating conflicts of interests, documentation on evidence and communication on findings, TUVI can effectively validate the accuracy and reliability of the information presented in the BRSR, instilling confidence in stakeholders and promoting transparency and credibility in ESG reporting practices.

**BRSR complies with the below requirements**

- a) Governance, leadership and oversight: The messages of top management, the business model to promote inclusive growth and equitable development, action and strategies, focus on services, risk management, protection and restoration of environment, and priorities are disclosed appropriately.
- b) Connectivity of information: Bosch discloses [09 attributes as per Annexure I - Format of BRSR Core](#) and their inter-relatedness and dependencies with factors that affect the organization's ability to create value over time.
- c) Stakeholder responsiveness: The Report covers mechanisms of communication with key stakeholders to identify major concerns to derive and prioritize the short, medium and long-term strategies. The Report provides insights into the organization's relationships (nature and quality) with its key stakeholders. In addition, the Report provides a fair representation of the extent to which the organization understands, takes into account and responds to the legitimate needs and interests of key stakeholders.
- d) Materiality: The material issues within 9 attributes and corresponding KPI as per BRSR requirement are reported properly.
- e) Conciseness: The Report reproduces the requisite information and communicates clear information in as few words as possible. The disclosures are expressed briefly and to the point sentences, graphs, pictorial, tabular representation is applied. At the same time, due care is taken to maintain continuity of information flow in the BRSR.
- f) Reliability and completeness: Bosch has established internal data aggregation and evaluation systems to derive the performance. Bosch confirms that, all data provided to TUVI, has been passed through QA/QC function. The majority of the data and information was verified by TUVI's assurance team (on sample basis) during the BRSR verification and found to be fairly accurate. All data, is reported transparently, in a neutral tone and without material error.
- g) Consistency and comparability: The information presented in the BRSR is on yearly basis. and founds reliable and complete manner. Thus, the principle of consistency and comparability is established.

**Independence and Code of Conduct:** TUVI follows IESBA (International Ethics Standards Board for Accountants) Code which, adopts a threats and safeguards approach to independence. We recognize the importance of maintaining independence in our engagements and actively manage threats such as self-interest, self-review, advocacy, and familiarity. The assessment team was safeguarded from any type of intimidation. By adhering to these principles, we uphold the trust and confidence of our clients and stakeholders. In line with the requirements of the SEBI [circular SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122, dated 12/07/2023](#), TUVI confirms that there is no conflict of interest with Bosch.

TUVI solely focuses on delivering verification and assurance services and does not engage in the sale of service or the provision of any non-audit/non-assurance services, including consulting.

**Quality control:** The assurance team complies with quality control standards, ensuring that the engagement partner possesses requisite expertise and the assigned team collectively has the necessary competence to perform engagements in reference with standards and regulations. Assurance team follows the fundamental principles of integrity, objectivity, professional competence, due care, confidentiality and professional behaviour. In accordance with International Standard on Quality Control, TUVI maintains a comprehensive system of quality control including documented policies and procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

**Our Assurance Team and Independence**

TUVI is an independent, neutral third-party providing ESG Assurance services with qualified environmental and social specialists. TUVI states its independence and impartiality and confirms that there is "no conflict of interest" with regard to this assurance engagement. In the reporting year, TUVI did not work with Bosch on any engagement that could compromise the independence or impartiality of our findings, conclusions, and observations. TUVI was not involved in the preparation of any content or data included in the BRSR, with the exception of this assurance statement. TUVI maintains complete impartiality towards any individuals interviewed during the assurance engagement.

For and on behalf of TUV India Private Limited

Manojkumar Borekar  
Product Head – Sustainability Assurance Service  
TUV India Private Limited



Date: 24/05/2024  
Place: Mumbai, India  
Project Reference No: 8122470538

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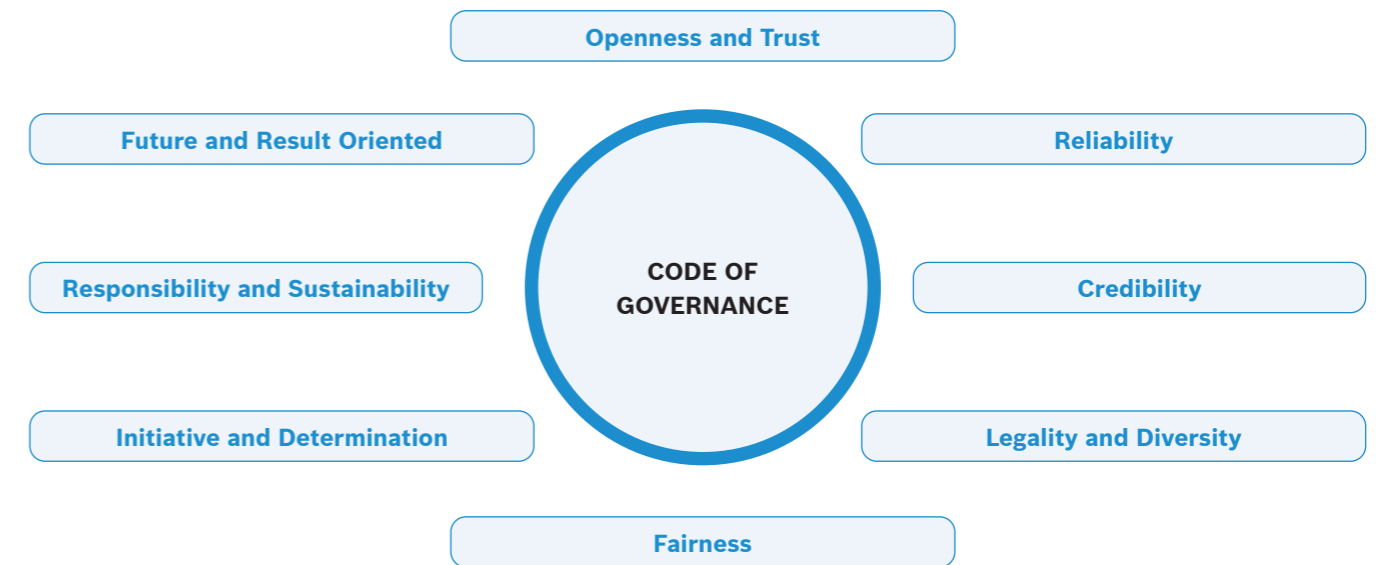
## ANNEXURE 'H' TO THE REPORT OF THE DIRECTORS REPORT ON CORPORATE GOVERNANCE

The Board of Directors present the Company's Report on Corporate Governance pursuant to the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015, for the year ended March 31, 2024.

**1. COMPANY'S PHILOSOPHY ON CODE OF GOVERNANCE**

The Company is committed to good Corporate Governance practices aimed at increasing value for all stakeholders. The Company, as a constituent of the Bosch Group, has always been a value-driven Company. The Company's corporate governance philosophy is based on Bosch values focusing on Future and Result Oriented, Responsibility and Sustainability, Initiative and Determination, Openness and Trust, Fairness, Reliability, Credibility, Legality and Diversity.

Bosch Values and Bosch Code of Business Conduct provide necessary framework in running the business with the highest moral standards enabling the Company to fulfil its legal, financial, and ethical objectives. The Company has a well-informed and Independent Board for ensuring the same.



**2. BOARD OF DIRECTORS**

**(a) Composition of the Board and Category of Directors:**

The composition of the Board of Directors of the Company is governed by the provisions of the Companies Act, 2013, ("the Act") and the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 (the "Listing Regulations"), as amended from time to time.

As on March 31, 2024, the Board consisted of ten (10) Directors and one (1) alternate director. Out of ten (10) Directors, eight (8) are non-executive directors, including Six (6) are independent directors with two (2) woman independent directors. The Chairperson of the Board is a non-executive and non-independent director considered to be related to the promoter of the Company(as he was the Managing Director up to June 30,2023). Accordingly, at least half of the board of directors comprises of independent directors. The composition of the Board is in conformity with Regulation 17 of the Listing Regulations read with Section 149 of the Act. The Directors of the Company are persons of eminence and having vast and varied experience in manufacturing, marketing, technology, finance, human resource, and business administration.