

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

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Due to legal requirements, a company subject to co-determination must set and publish targets regarding the proportion of women in management positions. At the same time, deadlines are to be set by which these targets are to be achieved. Bosch Engineering GmbH therefore publishes its declaration in accordance with Sec. 289f (4) HGB below.

15 March 2022

At the end of 2021, the supervisory council of Bosch Engineering GmbH set targets for the proportion of women on the supervisory council and board of management of Bosch Engineering GmbH. The targets adopted by the supervisory council are 42 % for the supervisory council and 25 % for the board of management of Bosch Engineering GmbH. The deadline for achieving both targets is December 31, 2025.

At the end of 2021, the board of management of Bosch Engineering GmbH adopted targets for the proportion of women in the two management levels below the board of management. These are 12 % for the proportion of women in the first management level and 16 % in the second management level. The deadline for achieving both targets is December 31, 2025.