The Manager (Listing)
National Stock Exchange of India Limited
"Exchange Plaza", 5th Floor,
Plot No.C/1, G Block
Bandra – Kurla Complex,
Bandra (E)
MUMBAI – 400 051
Symbol: BOSCHLTD

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

Bosch Limited
Post Box No:3000
Hosur Road, Adugodi
Bangalore-560030
Karnataka, India
Tel +91 9262105247
www.boschindia.com
L85110KA1951PLC000761
Secretarial.corp@in.bosch.com

July 10, 2026

Dear Sirs,

Sub: Submission of Business Responsibility and Sustainability Report for the Financial Year 2025-26

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 along with reasonable assurance report for Financial Year (FY) 2025-26.

Kindly take the same on record.

Thanking you,

Yours faithfully,

for Bosch Limited,

Venkataraman Srinivasan
Digitally signed by Venkataraman Srinivasan
Date: 2026.07.10 10:08:04 +05'30'

V.Srinivasan
Company Secretary & Compliance Officer

ANNEXURE 'C' TO THE REPORT OF THE DIRECTORS

BUSINESS RESPONSIBILITY & SUSTAINABILITY REPORT

SECTION A: GENERAL DISCLOSURES

I. Details of the listed entity

1. Corporate Identity Number (CIN) of the Listed Entity: L85110KA1951PLC000761
2. Name of the Listed Entity: Bosch Limited
3. Year of incorporation: November 12, 1951
4. Registered office address: Hosur Road, Adugodi, Bangalore, Karnataka, 560030, India
5. Corporate address: Hosur Road, Adugodi, Bangalore, Karnataka, 560030, India
6. E-mail: secretarial.corp@in.bosch.com
7. Telephone: +91 9262105247
8. Website: www.bosch.in
9. Financial year for which reporting is being done: 2025-26
10. Name of the Stock Exchange(s) where shares are listed: National Stock Exchange of India Limited and BSE Limited
11. Paid-up Capital: ₹29.49 Crores
12. Name and contact details (telephone, email address) of the person who may be contacted in case of any queries on the BRSR report: Amit Kumar Paladhi, +91(80)6752-4332, AmitKumar.Paladhi@in.bosch.com
13. Reporting boundary - Are the disclosures under this report made on a standalone basis (i.e. only for the entity) or on a consolidated basis (i.e. for the entity and all the entities which form a part of its consolidated financial statements, taken together): Standalone basis (covers seven locations, including six manufacturing sites - Bidadi, Nashik, Jaipur, Gangaikondan, Naganathapura, Oragadam, along with the Corporate Office and R&D facility in Bengaluru)
14. Name of assurance provider: S. R. Batliboi & Associates LLP (Firm Regn. no. 101049W/E300004)
15. Type of assurance obtained: Reasonable assurance on BRSR Core KPIs

II. Products/services

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

S. No.	Description of Main Activity	Description of Business Activity	Percentage of Turnover of the entity
1.	Manufacturing	Automotive products, Consumer goods, Others	46.14%
2.	Trade	Wholesale Trading of Automotive products	33.11%
3.	Trade	Retail Trading of Automotive products & Consumer goods	16.01%
4.	Services	Application and engineering services	2.54%

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

S. No.	Product/Service	NIC Code	Percentage of total Turnover contributed
1.	Sale of Automotive Products	4530	88.88%
2.	Sale of Consumer Goods (Power Tools)	2818	9.16%

III. Operations

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

Location	Number of plants	Number of offices	Total
National	6	36	43
International	-	1	1

19. Markets served by the entity:

a. Number of locations

Locations	Number
National (No. of States)	35
International (No. of Countries)	31

b. What is the contribution of exports as a percentage of the total turnover of the entity? 7.44%

c. A brief on types of customers

Mobility divisions:

In our Powertrain Solutions and Two-wheeler divisions, we are a principal supplier to major Original Equipment Manufacturers (OEMs) across the passenger car, commercial vehicle, tractor, and two-wheeler segments. Our reach extends throughout the automotive aftermarket via a wide network of distributors and retailers. Furthermore, we directly serve end-users through our expanding network of Bosch Car Service (BCS) workshops, offering comprehensive vehicle maintenance and repair.

Consumer goods (Power Tools):

The Consumer Goods division primarily caters to professional users and industrial clients in the construction, woodworking, and metalworking industries. We also engage directly with end-consumers through a robust multi-channel strategy that includes both online and offline retail, supported by a comprehensive distributor network.

Building Technologies:

Bosch Building Technologies provides a comprehensive portfolio of fire safety solutions, from our Safety Systems Designer tool for planning and designing fire protection systems, to future-proof panels and highly reliable detectors. We also offer additional services for configuring and maintaining systems remotely, ensuring ongoing safety and efficiency. Our goal is to reduce risks, enhance safety, and deliver the most suitable solution for every type of building. We offer cutting-edge technologies across a wide range of sectors including Transportation, Industries, Energy, Healthcare, Commercial and Residential. With enhanced local manufacturing capabilities and a broad portfolio of intelligent and reliable solutions, Bosch Building Technologies is strongly positioned to capitalize on the growing demand across multiple verticals.

IV. Employees

20. Details as at the end of Financial Year:

a. Employees and workers (including differently abled):

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	EMPLOYEES					
1.	Permanent (D)	3133	2750	88	383	12
2.	Other than Permanent (E)	432	343	79	89	21
3.	Total employees (D+E)	3565	3093	87	472	13
	WORKERS					
4.	Permanent (F)	2544	2406	95	138	5
5.	Other than Permanent (G)	2575	2207	86	368	14
6.	Total Workers (F+G)	5119	4613	90	506	10

b. Differently abled Employees and workers:

S. No.	Particulars	Total (A)	Male		Female	
			No. (B)	% (B/A)	No. (C)	% (C/A)
	DIFFERENTLY ABLED EMPLOYEES					
1.	Permanent (D)	2	1	50	1	50
2.	Other than Permanent (E)	0	0	-	0	-
3.	Total differently abled employees (D + E)	2	1	50	1	50
	DIFFERENTLY ABLED WORKERS					
4.	Permanent (F)	15	14	93	1	7
5.	Other than Permanent (G)	0	0	-	0	-
6.	Total differently abled workers (F+G)	15	14	93	1	7

21. Participation/Inclusion/Representation of women

	Total (A)	No. and percentage of Females	
		No. (B)	% (B / A)
Board of Directors	8	2	25%
Key Management Personnel	4	1	25%

22. Turnover rate for permanent employees and workers

	2025-26 (Turnover rate in current FY)			2024-25 (Turnover rate in previous FY)			2023-24 (Turnover rate in the year prior to the previous FY)		
	Male	Female	Total	Male	Female	Total	Male	Female	Total
Permanent Employees	7%	9%	7%	6%	9%	6%	7%	10%	7%
Permanent Workers	1%	7%	1.8%	1%	7.2%	1.1%	4%	11%	4%

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	Percentage 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 ₹)- 200,347 mINR

(iii) Net worth (in ₹)- 148,467 mINR

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)	2025-26 Current Financial Year			FY 2024-25 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, https://www.bosch.in/media/our_company/shareholder_information/2022/grievance_redressal_and_other_details/grievance_redressal_and_contact_information_details2023.pdf In addition, to the above, shareholders may also post their grievances with the stock exchanges on https://scores.sebi.gov.in/	12	1	-	9	1	-
Employees and workers	Yes, we have a well-defined redressal mechanism is in place. Stakeholders can report their grievances at https://www.bosch.in/our-company/our-responsibility/#compliance	38	1	0	49	2	-
Customers		-	-	-	-	-	-
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.	Climate action and climate change adaptation	Risk and Opportunity	**Risk:** If the expectations of stakeholders regarding the reduction of GHG emissions are not met, there is a risk of reputational damage, which can also have a financial impact. New or changing regulatory requirements worldwide – such as CO2-related taxes – may require adjustments to products and technologies and therefore lead to higher costs. Extreme weather events can disrupt processes along the value chain and lead to production and delivery stoppages, breaches of contract or loss of sales. **Opportunity:** Reducing scope 3 emissions can lead to competitive advantages and strengthen Bosch's reputation.	Treatment of risks in accordance with the Risk Management System (RMS) and Internal Control System (ICS) procedures. Compared to the baseline year 2018, Bosch intends to cut its scope 3 emissions by 30 percent in absolute terms by 2030. We can directly influence the target achievement through more efficient products. On the other hand, there are also a large number of external factors that Bosch can only influence indirectly, such as suppliers' success in reducing CO_2 emissions, the speed of transformation processes in the energy and mobility sector, or general economic development.	Positive: Brand Value, resource efficiency, preferred choice of customers and markets opportunities. Negative: Reputational risk, regulatory risk, and physical risks if Bosch limited is unable to mitigate the risk.
2.	Water	Risk and Opportunity	**Risk:** If own production processes are dependent on water, a potential water shortage can limit production capacity. Delays in delivery and loss of sales can be the result.	Treatment of risks in accordance with the Risk Management System (RMS) and Internal Control System (ICS) procedures.	Negative: Reputational risk and financial risk if Bosch Limited is unable to mitigate the risk.
3.	Circular Economy	Risk & Opportunity	**Risk:** Improper handling and disposal of hazardous waste at Bosch production locations can lead to soil, water and air pollution. New regulatory requirements to promote the circular economy may require investment in new technologies and increase production costs. **Opportunity:** Opportunities and financial benefits can arise from increasing the resilience of the supply chain through circular economy activities and the use of alternative raw material sources. Recycling production waste can reduce material costs and generate additional revenue from the sale of materials.	Treatment of risks in accordance with the RMS and ICS procedures.	Positive: Brand Value, resource efficiency, preferred choice of customers and markets opportunities Negative: Reputational risk and regulatory risk if Bosch Limited is unable to mitigate the risk.

S. No.	Material issue identified	Indicate whether risk or opportunity (R/O)	Rationale for identifying the risk / opportunity	In case of risk, approach to adapt or mitigate	Financial implications of the risk or opportunity (Indicate positive or negative implications)
4.	Pollution	Risk	**Risk:** The unintentional release of pollutants at Bosch production locations (e.g. due to leaks) can lead to local limits being exceeded and to air, water and soil pollution. Improper use of such substances and materials at our own sites can lead to the release of SoCs/ SVHCs (Substances of Concern and Substances of Very High Concern) and thus to environmental pollution. Improper use of such substances and materials in upstream production processes further down the supply chain and improper product disposal can lead to the release of SoCs/SVHCs and thus to environmental pollution. The improper use and disposal of products containing SoCs/ SVHCs can lead to reputational damage with corresponding financial effects as well as fines due to environmental pollution.	Treatment of risks in accordance with the RMS and ICS procedures.	Negative: Reputational risk and regulatory risk if Bosch Limited is unable to mitigate the risk.
5.	Own workforce	Risk & Opportunity	**Risk:** Any type of violence or discrimination based on individual characteristics such as origin, orientation, gender or political opinion has a negative impact on the well-being of associates. Restrictions on freedom of association can impair social dialogue within the Company and go hand in hand with poorer working conditions and a decline in the well-being of associates. Cases of forced and child labor can cause considerable harm to those affected. If occupational health and safety regulations are not sufficiently observed or are violated, this can lead to work-related accidents with serious health consequences and even fatalities. If occupational health and safety regulations are insufficiently observed or violated, this can lead to the health and safety of associates being impaired.	Treatment of risks in accordance with the RMS and ICS procedures in the specific form of the combined management system for information security and data protection.	Positive: Brand Value, Enhanced productivity, efficiency and the preferred employer Negative: Reputational risk, regulatory risk, productivity loss, if Bosch Limited is unable to mitigate the risk.

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)
			Weaknesses in processes to ensure data protection and individual misconduct can lead to the privacy of associates being violated. Breaches in the protection of associates' personal data can result in fines and reputational damage. Opportunity: Attractive working conditions, such as remuneration in line with the market and individual working time models, contribute to job satisfaction. The training and development of associates worldwide improves qualifications, enables individual development and contributes to long-term employability. Promoting diversity, equity and inclusion supports a sense of belonging and boosts the motivation and job satisfaction of associates.		
6.	Workers in the value chain	Risk	**Risk:** If occupational health and safety regulations are insufficiently observed or violated, this can lead to the health and safety of workers in the direct supply chain being impaired. Poor working conditions, a lack of equal opportunities or other human rights violations further down the supply chain can have a negative impact on workers.	Use of a management system to implement due diligence obligations relating to human rights and the environment.	Negative: Reputational risk and regulatory risk, if Bosch Limited is unable to mitigate the risk.
7.	Consumers and end users	Risk & Opportunity	**Risk:** Inadequate product safety information or safety failures due to process weaknesses or individual misconduct can affect the health and safety of consumers and end users. Weaknesses in processes to ensure data protection and individual misconduct can lead to the privacy of consumers and end users being violated. Data protection violations can result in fines and reputational damage.	Treatment of risks in accordance with the RMS and ICS procedures in the specific form of the combined management system for information security and data protection (ISMS/ DPMS).	Negative: Reputational risk and market risk if Bosch Limited is unable to mitigate the risk.

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)
8.	Business conduct	Risk & Opportunity	Risk: Serious compliance incidents such as corruption, bribery or fraud can result in high legal costs, claims for damages, sanctions and considerable reputational damage. A breach of obligations to protect whistleblowers can trigger sanctions and cause considerable reputational damage. Opportunity: Living a corporate culture, which is based on ethical principles, creates an appreciative working environment and strengthens the sense of belonging and motivation of associates to act responsibly.	Treatment of risks in accordance with the CMS, RMS and ICS procedures.	Positive: Brand Value, preferred employer Negative: Reputational risk, regulatory risk, if Bosch Limited is unable to mitigate the risk.

SECTION B: MANAGEMENT AND PROCESS DISCLOSURES

Disclosure Questions		P1	P2	P3	P4	P5	P6	P7	P8	P9
Policy and management processes										
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	https://www.bosch.in/our-company/shareholder-information/								
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 labor standards as laid down in the Fundamental Principles of the International Labor Organization (ILO). This includes among other things, renouncing forced labor and child labor, not permitting any form of discrimination, as well as guaranteeing occupational 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**	**P1**	**P2**	**P3**	**P4**	**P5**	**P6**	**P7**	**P8**	**P9**
		-	-	(ISO45001)	-	-	(ISO14001)	-	-	(ISO27001)
5.	**Specific commitments, goals and targets set by the entity with defined timelines, if any.**	Our ambition: *"By acting in an economically, environmentally, and socially responsible manner, we want to improve people's quality of life and safeguard the livelihoods of present and future generations".* This can be accessed in the **ESG section** 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 section** forming part of this annual report.								

Governance, leadership and oversight		
7.	**Statement by director responsible for the business responsibility report, highlighting ESG related challenges, targets and achievements**	Sustainability is integral to our growth strategy at Bosch Limited. We are convinced that responsible business practices can make a meaningful contribution to long-term value creation, and we therefore continue to create win–win outcomes where economic success and environmental and social progress go hand in hand. Our sustainability vision, structured across seven dimensions, defines our strategic priorities and guides our actions. Each of these is specified and continually enhanced by reference to two focus activities, where appropriate, with clearly defined, medium-term targets, enabling consistent progress and continuous enhancement. Our sustainability activities cover the entire value chain – from the procurement of materials and goods through production at Bosch sites to the product use phase and beyond ("end of life"). At Bosch Limited, we continue to strengthen our renewable energy portfolio by on-site generation and entering into long-term agreements that support the development of new photovoltaic capacity. At the same time, we continue to focus on reducing our climate impact by transitioning from higher Global Warming Potential (GWP) substances to lower GWP alternatives. Circularity remains an important focus area in our sustainability journey. We are working to improve material efficiency, support reuse and recycling, and embed circular economy principles into product design and manufacturing processes. Through these efforts, we aim to reduce waste, extend product lifecycles. We also recognize that an inclusive and diverse workplace is fundamental to sustainable growth. Our commitment to Diversity, Equity, and Inclusion (DEI) focuses on improving representation, ensuring equitable opportunities, and fostering a culture of respect and belonging. We continue to strengthen our policies, leadership engagement, and employee initiatives to support an environment where diverse perspectives are valued and individuals are empowered to contribute meaningfully.
8.	**Details of the highest authority responsible for implementation and oversight of the Business Responsibility policy (ies).**	The Managing Director is responsible for implementation and oversight of the Business Responsibility policy (ies).
9.	**Does the entity have a specified Committee of the Board/ Director responsible for decision making on sustainability related issues? (Yes / No). If yes, provide details.**	The Board of Directors has the overall responsibility of Company's governance and decision making on Sustainability practices. The Board plays a pivotal role in identifying and managing ESG and sustainability related issues. It monitors various aspects of social, environmental, governance and economic responsibilities of the Company on a continuous basis. The Company's business responsibility and sustainability performance is reviewed by the Board of Directors on an annual basis.

***Principle-wise policies:**

The Company's position on the principles is unequivocally defined in the central polices 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 Conduct, Code of Conduct for Business Partners
Principle 2 Product Life Cycle Sustainability	Code of Conduct, Bosch Group Policy for Conflict Raw Material, Design for Environment Norm
Principle 3 Employees' *Well-being*	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 Conduct, Code of Conduct for Business Partners, Declaration of Principles on Human Rights of the Bosch Group
Principle 6 Environment	Code of 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 Conduct
Principle 8 Inclusive Growth	Corporate Social Responsibility Policy
Principle 9 Customer Value	Basic Principles of Social Responsibility at Bosch, Code of 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).[1] If yes, provide name of the agency.[2]	P1	P2	P3	P5	P6	P7	P8	P9
	-	-	Yes, both internal and external agency[2] (ISO 45001)	-	Yes, both internal and external agency[2] (ISO 14001)	-	-	Yes, both internal and external agency[2] (ISO 27001)

[1] Internal reviews and assessments are carried out periodically and stringently for assessing/ evaluating the working of policies for all Principles.

[2] 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 programs on any of the Principles during the financial year:

Segment	Total number of training and awareness programs held	Topics / principles covered under the training and its impact	Percentage age of persons in respective category covered by the awareness programs
Board of Directors	1	Bosch Code of Conduct	100%
Key Managerial Personnel	4	Bosch Code of Conduct, Anti-corruption, Prevention of Sexual Harassment Committee	100%
Employees other than BoD and KMPs	81	Bosch Code of Conduct, Data Privacy, Cybersecurity, Anti-corruption and Anti- trust, Prevention of Sexual Harassment Committee	100%
Workers	39	Prevention of Sexual Harassment Committee	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:

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

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

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

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

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

All business activities of the Bosch-Group and the acts of its employees must be in compliance with laws, the Code of 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 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 Conduct can be accessed at https://assets.bosch.com/media/en/global/bosch_group/compliance/bosch-code-of-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/bosch_group/compliance/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 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 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/ online training or webinars. Participation is mandatory for certain target 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:

	2025-26	2024-25
Directors	-	-
KMPs	-	-
Employees	-	-
Workers	-	-

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

	2025-26		2024-25	
	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):

	2025-26 (Current Financial Year)	2024-25 (Previous Financial Year)
Number of days of accounts payables	79	75

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	2025-26 (Current Financial Year)	2024-25 (Previous Financial Year)
Concentration of Purchases[1]	Purchases from Trading houses as Percentage of total purchases	Nil	Nil
	Number of trading houses where purchases are made from	Nil	Nil
	Purchases from top 10 trading houses as percentage of total purchases from trading houses.	Nil	Nil
Concentration of Sales	Sales to dealers/distributors as Percentage of total sales	19.22%	24.52%
	Number of dealers/distributors to whom sales are made	3,145	3,743
	Sales to top 10 dealers/distributors as Percentage of total sales to dealers/ distributors	7.98%	10.44%
Share of RPTs	Purchases (Purchases with related parties/ Total purchases)	58.07%	57.51%
	Sales (Sales to related parties/total sales)	9.55%	10.24%
	Loans &advances (Loans and advances given to related parties/total loans and advances	93.42%	96.08%
	Investments (Investments in related parties/ total investments made	0.47%	0.52%

[1]Not applicable. There were no purchase from trading houses during this period.

Leadership Indicators

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

Total number of awareness programs held	Topics / principles covered under the training	Percentage of value chain partners covered (by value of business done with such partners) under the awareness programs
3	Principle 1,2,3,5,6: Topics covered are: - 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. - 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 - Business relationship: Avoid Conflict of Interest, Free competition, Anti-Corruption, Data Privacy & Data Security, Customs and Export control regulation	96.87% 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

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.**

	2025-26	2024-25	Details of improvements in environmental and social impacts
R&D	100%	100%	Investments focus on reducing environmental impact by improving air quality and supporting carbon neutrality goals. Key projects include developing AIS175, BS VII, TREM 5/TREM3AA compliant systems, CAFE emission norm solutions including electric, hybrid electric vehicles and biofuels, and hydrogen-based powertrain technology. Bosch also works on Thermal systems development with highly efficient products that support CO2 reduction, as well as ADAS to make commercial vehicles safe.
Capex	100%	100%	Capital expenditure is directed toward upgrading manufacturing facilities for eco-friendly products and building R&D infrastructure like the Spark.NXT campus, hydrogen powertrain development, electric vehicle component development and testing. These assets support smart manufacturing processes that minimize energy and water consumption, as well as in the development and testing of products meant to improve the sustainability of the transport sector.

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

Bosch is deeply committed to embedding sustainability and ethical principles throughout its global supply chain. Our comprehensive strategy is anchored in key corporate policies, including our **'Code of Conduct for Business Partners'** and the **'Bosch Group Policy for Conflict Raw Materials'**, which form a mandatory part of all supplier agreements. This framework is further guided by our adherence to the principles of the **'UN Global Compact'**.

This strategy establishes clear, non-negotiable standards for our business partners in several critical areas:

- **Environmental Protection:** We require suppliers to manage resources responsibly and implement measures to limit the environmental impact of their operations. All partner sites and processes must meet or exceed legal standards for environmental protection and fire safety.
- **Human Rights and Labor Standards:** We demand the unequivocal respect for internationally recognized human rights. This includes the strict prohibition of child and forced labor, the provision of fair working conditions with wages meeting legal or industry benchmarks, and full compliance with occupational health and safety laws.
- **Responsible Raw Material Sourcing:** To combat the financing of armed groups, we conduct rigorous due diligence on our supply chain for "conflict minerals" (3TG), in line with OECD guidelines. We require suppliers to report on material origin and exclusively use validated, conflict-free smelters.

To ensure these standards are rigorously applied and upheld, we have implemented a multi-layered verification and enforcement system:

- **Mandatory Vetting and Audits:** All new suppliers undergo a mandatory Corporate Social Responsibility (CSR) verification. Furthermore, we reserve the right to audit our suppliers to ensure ongoing compliance.
- **Performance-Based Classification:** Sustainability is a critical component of our supplier management framework. An acceptable CSR verification is a prerequisite for a supplier to achieve "Preferred Supplier" status, our designation for top-performing partners.
- **Formal Escalation Process:** A structured escalation process is in place to address and rectify any instance where a supplier fails to meet our standards, ensuring continuous performance and compliance.

This holistic approach ensures that our suppliers are active partners in upholding our commitment to social and environmental responsibility, creating a supply chain that is not only resilient and competitive but also fundamentally ethical.

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

The effectiveness of the procedures detailed above is tracked through Key Performance Indicators (KPIs). A primary KPI for the successful implementation of our program is the compliance rate across our supplier base. Our commitment to a responsible supply chain is measured through comprehensive CSR assessment that evaluates adherence to our sustainability standard. As of March 31, 2026, the CSR assessment covered 92.46% of our suppliers with an annual business value exceeding €100,000.

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.**

We do not operate product take-back or end-of-life reclamation programs, as our primary products automotive components—are supplied to automotive OEMs for vehicle manufacturing, and we do not have direct engagement with or control over end users of the vehicles.

Aligned with the principles of a circular economy, Bosch Limited is reducing its ecological footprint while striving to create positive social value. Our approach emphasizes reducing waste generation and enhancing resource efficiency through reuse, recycling and other recovery. We adhere to the applicable regulations governing waste transport and disposal, supported by dedicated teams at each manufacturing location responsible for effective waste segregation and management.

We have implemented initiatives to divert waste from disposal streams by converting suitable waste into Alternate Fuel and Raw Material (AFR) for use in the cement industry, in compliance with pollution control board guidelines. This has enabled a significant proportion of waste generated to be recycled, reused, or recovered.

We comply with Extended Producer Responsibility (EPR) requirements under the Plastic Waste Management Rules, e-waste management rules, Battery Waste Management Rules and Hazardous & Other Wastes Rules, with necessary certifications obtained and processes in place to ensure ongoing compliance.

Hazardous and other wastes are disposed of through authorized recyclers for further processing. Waste streams with high calorific value are increasingly co-processed as Alternate Fuel Resources in industries such as cement manufacturing, replacing conventional incineration practices and contributing to resource recovery.

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, e-waste management rules, Battery Waste Management Rules and Hazardous & Other Wastes 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	Percentage 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)	0.32%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	TF (Temperature Sensor)	0.12%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	FDB (Fuel Distributor Block) and PF – CR (Common Rail)	1.89%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	NHA	3.45%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	CP1; CP1H (High Pressure Pump)	0.01%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	IP; VE; VP; PF-Conv Pumps	1.86%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	FCU1 (Fuel Control Unit)	0.40%	Cradle-to-Grave (Life Cycle Perspective)	Yes	No
4530	Crankshaft sensor & Rotational Speed Sensor Crank	0.50%	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.**

Fuel Return Line (FRL) is an integral part of a diesel common rail fuel injection system, which traditionally contained a hose made of fluoro rubber (FKM). FKM is a Per- and Polyfluoroalkyl substance (PFAS), constitute a large family of fluorinated chemicals, exceeding several thousand that might be in commercial use or the environment, that vary widely in their chemical and physical properties. Some PFAS substances are considered substances of very high concern (SVHC), as they are very long-lived, accumulate in organisms and can be harmful to the human body. Considering the environmental and social impact of using FKM and current proposals to regulate and restrict the use of PFAS in the European region, Bosch proactively explored replacing FKM with safer alternatives in its FRL product. Hydrogenated nitrile rubber (HNBR) was found to be a suitable alternative to FKM in this product, and Bosch designed extensive validations to ensure that the FRL with HNBR hose would be able to meet internal standards as well as technical specifications, including extended use conditions for future applications. Bosch is now in active discussions with all customers to intimate them about the change and take concurrence to phase out FKM and introduce HNBR-based FRL's.

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	Percentage of employees covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent employees											
Male	2750	2750	100	2750	100	NA	NA	2750	100	NA	NA
Female	383	383	100	383	100	383	100	NA	NA	383	100
Total	**3133**	**3133**	**100**	**3133**	**100**	**383**	**12**	**2750**	**88**	**383**	**12**
Other than Permanent employees											
Male	343	343	100	343	100	NA	NA	NA	NA	NA	NA
Female	89	89	100	89	100	89	100	NA	NA	NA	NA
Total	**432**	**432**	**100**	**432**	**100**	**89**	**21**	**NA**	**NA**	**NA**	**NA**

*NA: Not Applicable

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

Category	Percentage of workers covered by										
	Total (A)	Health insurance		Accident insurance		Maternity benefits		Paternity Benefits		Day Care facilities	
		Number (B)	% (B / A)	Number (C)	% (C / A)	Number (D)	% (D / A)	Number (E)	% (E / A)	Number (F)	% (F / A)
Permanent workers											
Male	2406	2406	100	2406	100	NA	NA	-	-	-	-
Female	138	138	100	138	100	138	100	NA	NA	138	100
Total	**2544**	**2544**	**100**	**2544**	**100**	**138**	**100**	**-**	**-**	**138**	**100**
Other than Permanent workers											
Male	2207	-	-	2207	100	NA	NA	0	0	0	0
Female	368	-	-	368	100	368	100	NA	NA	368	100
Total	**2575**	**-**	**-**	**2575**	**100**	**368**	**100**	**0**	**0**	**368**	**100**

*NA: Not Applicable

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

	2025-26 (Current Financial Year)	2024-25 (Previous Financial Year)
Cost incurred on well-being measures as a Percentage of total revenue of the Company	0.1%	0.1%

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

	2025-26 (Current Financial Year)			2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	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

	2025-26 (Current Financial Year)			2024-25 (Previous Financial Year)		
	No. of employees covered as a % of total employees	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
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:

Bosch is fully committed to fostering an inclusive and accessible workplace for all employees and workers, in complete alignment with the requirements of the Rights of Persons with Disabilities Act, 2016.

Our approach is one of continuous improvement, involving systematic accessibility audits and a phased implementation of enhancements across our office and plant locations.

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

Bosch Group is committed to provide equal opportunities in employment through creating an inclusive workplace in which all segment of employees are treated with respect, fairness and dignity. As a part of our social responsibility, we believe in integration of Persons with Disabilities. We have formulated 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. Refer: https://www.bosch.in/media/our_company/shareholder_information/2026/eeo_policy_for_persons_with_disabilities_rbin-2024.pdf for our "Equal Employment Opportunities Policy for Persons with Disabilities (PWD)"

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%
Total	**100%**	**100%**	**100%**	**100%**

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 Other than 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 labor, human rights related issues etc. This is in line with the grievance redressal policy of the organization
Permanent Employees Other than Permanent Employees	Employees can raise their concern on dedicated email ID or report their grievances at https://www.bosch.in/our-company/our-responsibility/#compliance. We also have a defined escalation matrix. We also have an Employee Relations Policy applicable for all employees and workers.

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

Category	2025-26			2024-25		
	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)
Total Permanent Employees	**3133**	**NA**	**NA**	**3185**	**NA**	**NA**
- Male	2750	NA	NA	2832	NA	NA
- Female	383	NA	NA	353	NA	NA
Total Permanent Workers	**2544**	**2448**	**96**	**2557**	**2376**	**93**
- Male	2406	2376	99	2404	2364	98
- Female	138	72	52	153	12	8

8. Details of training given to employees and workers:

Category	2025-26					2024-25				
	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)
Employees										
Male	3093	327	11	1779	58	3161	485	15	2454	78
Female	472	168	36	289	61	447	64	14	362	81
Total	**3565**	**495**	**14**	**2,068**	**58**	**3608**	**549**	**15**	**2816**	**78**
Workers										
Male	4613	3484	76	1710	37	4583	3781	83	2100	46
Female	506	475	94	353	70	574	549	96	450	78
Total	**5119**	**3959**	**77**	**2063**	**40**	**5157**	**4330**	**84**	**2550**	**49**

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

Category	2025-26			2024-25		
	Total (A)	No. (B)	% (B / A)	Total (C)	No. (D)	% (D / C)
Employees						
Male	3093	2126	69	3161	2358	75
Female	472	257	54	447	274	61
Total	**3565**	**2387**	**67**	**3608**	**2632**	**73**
Workers						
Male	4613	4613	100	4583	2995	65
Female	506	506	100	574	373	65
Total	**5119**	**5119**	**100**	**5157**	**3368**	**65**

Note:

1. The performance and career development review for workers are as per Long Term Settlement (LTS).
2. Number of employees mentioned at No. (B) and No. (D), excluding trainees, as at December 31, 2025 and as at December 31, 2024, 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?**

All relevant production and development sites* (including 6 manufacturing plants and 1 Corporate Office) of Bosch Limited have implemented occupational health and safety management systems in alignment with the ISO 45001 standard. We remain committed to ensuring that all applicable locations operate under certified occupational health and safety management systems, thereby upholding our dedication to the highest standards of workplace safety and continuous improvement.

** The disclosures on the occupational health and safety management systems applies to production locations and development locations (with material responsibility) with more than 50 associates and that have been included in the consolidated group for more than three years.*

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 prevent 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 employees optimal health. Emotional health support through AI enabled app partner that provides access to self-help tools, AI powered chatbot and Virtual counseling. We also have onsite Psychologist who supports virtual and in person counseling for employees.

11. Details of safety related incidents:

Safety Incident/Number	Category	2025-26	2024-25
Lost Time Injury Frequency Rate (LTIFR)1 (per one million-person hours worked)	Employees	0.17	0.17
	Workers	0.00	0.36
Total recordable work-related injuries	Employees	3	3
	Workers	0	3
No. of fatalities	Employees	0	0
	Workers	0	0
High consequence work-related injury or ill-health (excluding fatalities)	Employees	0	0
	Workers	0	0

Note:

1. According to the Factories Act, any accident causing injury that prevents the injured person from working for 48 hours or more immediately after the accident is considered a recordable injury. However, Bosch Limited has more stringent internal guidelines and any accident is reported, in case the injured employee doesn't report for work within 24 hours of occurrence of the incident.
2. LTIFR calculated using actual staff attendance, standard monthly working days and hours, with logical assumptions for holidays and absenteeism.

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

a. Hazard identification and Risk Assessment (HIRA) is done in accordance with Occupational health & safety management system - ISO 45001

b. Hierarchy of controls is followed to prioritize and deploy risk control measures before execution of job.

c. 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.

d. 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:

	2025-26			2024-25		
	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:

	Percentage 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 learnings from past incidents, the Company has focused on strengthening engineering controls through detailed risk assessments, improved machine safeguarding, and interlock enhancements to address risks at source. These measures have been implemented across locations to ensure consistency in safety standards.

At the same time, efforts to sustain Behavior-Based Safety (BBS) have been continued through a structured observer program and standardized observation checklists, enabling regular feedback and reinforcement of safe practices.

These actions aim to strengthen preventive safety measures, encourage employee participation, and support the Company's commitment to achieving zero accident.

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.

Our commitment to supply chain integrity is upheld through a formal supplier audit program. This program is applied proactively when we begin new partnerships, with the findings of our risk analyzes 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.

Quick scans are conducted mainly by Purchasing organization over a validity period of 3 years and are based on a checklist of specific criteria relating to the environment, occupational health and safety, and human rights. These assessments are also conducted on-site at supplier manufacturing locations by our Purchasing organization.

Drill-deep assessments are conducted by Bosch Purchase Quality organization and represent a more detailed assessment at our value chain partners which are nominated on the basis of Supplier strategy definition from Purchase organization. The assessment comprises of six chapters; 1. CSR Management, 2. Labor Standards, 3. Environment, 4. Employee Health & Safety, 5. Human rights and 6. Governance. These assessments are done extensively by involving plant management, human resource department and also participation from personnel of Employee Health and Safety departments.

As of March 31, 2026, the CSR assessment covered 92.46% of our suppliers with an annual business value exceeding €100,000.

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 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	
	2025-26	2024-25	2025-26	2024-25
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)

The Company is committed to supporting our associates through every stage of their career, including their transition into retirement. For those taking early retirement, we provide dedicated career transition services through a specialized external agency, ensuring a smooth and supportive process.

Furthermore, we believe in maintaining a lifelong relationship with our valued experts. Our Bosch Management Services, India (BMSI) initiative provides a platform for retired employees to continue contributing their deep knowledge and expertise. Based on business needs, these alumni can be engaged on a contractual basis for specific projects, allowing us to leverage their invaluable experience while offering them a flexible way to remain professionally active up to the age of 70.

5. Details on assessment of value chain partners:

	Percentage of value chain partners (by value of business done with such partners) that were assessed
Health and safety practices	92.46% of total no of value chain partners with an annual business value exceeding €100,000
Working Conditions	92.46% of total no of value chain partners with an annual business value exceeding €100,000

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.

Our regular assessments of health and safety practices among our value chain partners have confirmed that there are no significant risks to report. However, as part of our commitment to continuous improvement, we identified several minor deviations. These were primarily related to enhancing electrical safety protocols, improving emergency preparedness measures such as access to first-aid and fire safety equipment, ensuring the consistent use of Personal Protective Equipment (PPE), and refining workplace organization.

In response, we have implemented a series of tangible corrective actions. These include physical upgrades to the work environment, such as providing specialized safety equipment like electrostatic mats, elevating electrical panels, and installing clear emergency exit lighting. Procedural improvements have also been made, with updated safety-guideline displays and enhanced operator training programs. To ensure these measures are effective and lasting, we have increased the frequency and rigor of our shop-floor monitoring.

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.

We identify our key stakeholder groups through a structured and periodic stakeholder mapping process, considering all individuals and entities that influence or are impacted by its operations, products, and services. Stakeholders are prioritized based on defined criteria such as the extent of impact, level of influence, degree of dependency, and relevance to the Company's ESG priorities.

This process is supported by cross-functional inputs. The stakeholder mapping is reviewed and updated at regular intervals to ensure continued alignment with evolving business context, regulatory expectations, and sustainability objectives.

Directly or indirectly, our operations affect the interests of a wide range of stakeholders. To parse out what these interests are and take account of them in our activities, we actively seek to enter into dialogue with our stakeholders.

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, News paper, Pamphlets, Advertisement, Community meetings, Notice, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Associates and employee representative bodies	No	Dialogue with associates and their representative bodies, training programs, surveys, internal media, Bosch Business Dialog	Daily, Monthly, Quarterly, Half Yearly / Annually (Project/ Program dependent)	• Inclusion of viewpoints, experiences, and expectations • Work life balance, growth and training, collaboration for business strategy, Feedback.
Customers	No	Customer services, training programs, surveys, trade fairs, social media	Continuous (as needed)	• Inclusion of viewpoints, experiences, and expectations • Inquiries and audits, Relationship building, Grievances Redressal
Suppliers, partners and their employee representative bodies	No	Supplier days, awards, training programs, assessments, dialogue as part of industry initiatives	Continuous (As Needed)	• Responsible procurement, decarbonization of our supply chain • Code of Conduct adherence, relationship building, business continuity • Improvements and action plans to improve sustainability performance

Stakeholder Group	Whether identified as Vulnerable & Marginalized Group (Yes/No)	Channels of Communication (Email, SMS, News paper, Pamphlets, Advertisement, Community meetings, Notice, Notice Board, Website), Other	Frequency of engagement (Annually/ Half yearly/ Quarterly/ others - please specify)	Purpose and scope of engagement including key topics and concerns raised during such engagement
Investors	No	Conference calls, analyst meetings, investor Conferences, press releases and presentations	Quarterly, Annually, As Needed	• Identifying potential investors and presenting financial and non-financial key performance indicators, creating transparency regarding sustainability requirements • Setting priorities and measures to improve positioning in ESG ratings • Credibility & visibility enhancement, Communication.
Associations	No	Participation in committees and working groups, initiatives and association memberships	As Needed	• Developing industry standards, understanding the views of employee representative bodies • Knowledge sharing on industry best practices, policy advocacy for sustainable development
Universities and research institutes	No	Collaborations, lectures, dialogue events, trade fairs	As Needed	• Developing innovations, talent acquisition • Pilot Projects
Government departments	No	E-mails, Reports, dialogue events	Program based and as needed	• Approvals and Permissions, policy alignment, scheme integration
Policymakers and regulatory bodies	No	Contact for questions from policymakers, involvement in committees organized by governments or ministries, and Regulatory Compliance Reports	Continuous (As Needed)	• Communications on legislation, compliance navigation.
Communities and local stakeholders	Yes	Local community talks and Community meetings, events	Monthly / Quarterly / Program based	• Community awareness and livelihood enhancement • Dealing with concerns, questions and feedback, strengthening local initiatives
Civil society and NGOs	No	Dialogue events, answering questions, collaborations, donations	As Needed	• Dealing with concerns, questions and feedback, strengthening initiatives

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.**

   At Bosch Limited, stakeholder consultation is embedded within a robust governance framework to ensure alignment of CSR and ESG priorities with societal needs. Inputs from stakeholders are systematically captured through community consultations, field engagements, and partner interactions, particularly across programs implemented with Bosch India Foundation and other partners.

   A dedicated Social Impact Advisory Committee conducts quarterly reviews with the CSR Head, providing strategic input which is further presented to the Board CSR Committee. Members of the Advisory Committee and Board CSR Committee also undertake field visits to review project implementation and engage with community stakeholders and assess on-ground impact.

   This multi-layered consultation mechanism ensures continuous feedback flow, strengthens transparency, and enables informed decision-making at the leadership and Board level, thereby enhancing the effectiveness and inclusivity of Bosch's CSR initiatives.

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.**

   Yes. At Bosch Limited, stakeholder consultation plays a critical role in identifying and managing key environmental and social priorities. Our CSR interventions are designed based on need assessments and continuous engagement with community stakeholders, Gram Panchayats, government departments, and NGO partners, ensuring alignment with local needs and national priorities.

   Inputs received from stakeholders are systematically integrated into program design and execution. For instance, water conservation and watershed projects are planned based on community inputs on water scarcity and local ecological conditions, leading to targeted interventions such as lake rejuvenation and afforestation. Similarly, skill development programs (e.g., BRIDGE, LEAP) are aligned with government priorities, industry requirements, and youth aspirations gathered through stakeholder consultations, enhancing employability outcomes.

   In education, partnerships with government schools and local authorities have enabled need-based infrastructure development and teacher training initiatives. Additionally, feedback from environment protection institutions, roadside mechanics, road accident data and communities have been the basis to design the Green Garage and road safety programs, ensuring relevance and adoption at the grassroots level. All such initiatives are aligned with RBIN's CSR policy, ensuring structured implementation, measurable impact, and long-term sustainability**.**

3. **Details of instances of engagement with, and actions taken to, address the concerns of vulnerable/ marginalized stakeholder groups.**

   Addressing the needs of vulnerable and marginalized stakeholders is anchored in a structured governance and engagement framework. The Board CSR Committee provides strategic direction on project selection, monitors compliance and impact, and ensures transparent stakeholder communication — complemented by field visits to assess the progress and impact, interact with beneficiaries. All interventions are designed through need-based assessments and delivered through a multi-stakeholder approach involving Bosch India Foundation, civil society organisations, academic institutions, community and relevant government departments/institutions wherever necessary.

   Skill Development: In 2025–26, 22,819 youth were enrolled across BRIDGE, LEAP, and Technical Skill programmes. To ensure equitable access, dedicated outreach programs also reached 350 Persons with Disabilities (PwDs), 155 LGBTQIA+ individuals, and 8,930 women — with interventions tailored to address the specific skill development barriers each group faces, including accessible training formats, sector-specific curricula, and placement linkages.

   Sustainable Mobility: Under this thematic area, Bosch Limited works across three sub-verticals to address concerns related to lack of sustainable mobility solutions especially those related to safety and environmental concerns. During the reporting year, the focus on road safety ensured reach to 23,511 school students across 72 schools in multiple locations, 4,059 college students, 5,000+ driving licence applicants and college students, and 1180 commercial drivers were sensitized on safe road practices, with on-ground measures such as CCTV installations and highway audits on key national highways were also initiated. Through the Green service camp programme, 3,147 roadside mechanics — a traditionally underserved occupational group — were trained in environmentally sustainable servicing practices, including responsible waste handling and resource optimization, contributing to greener automotive service ecosystems and enhanced livelihoods. Collaboration with research and academic institutions were initiated to drive innovation and support research on safer, greener, and more inclusive mobility solutions — ensuring that advancements in mobility technology and other solutions are developed with and for the benefit of marginalized communities.

   Integrated Community Development (ICD): Over the past decade, the localized interventions across four sub-themes of Integrated Community Development have delivered strong outcomes for underserved communities, especially those in rural areas.

   - On Environment, targeted water conservation interventions across seven water bodies conserved 1.76 billion litres of water, benefiting 1,46,810+ community members, while 18,200+ trees were planted supporting farmer livelihoods.
   - Need-based infrastructure, smart classrooms, and teacher capacity building reached 1,003 teachers and 31,215+ students.
   - Over 87,900+ individuals across 130 villages in four states accessed basic healthcare and nutrition support through Mobile Medical Units and the mid-day meal initiative.
   - The Community development centers and associated rural livelihood projects, reached 40,897 lives across 126 villages, and supported economic empowerment of 3,997 individuals including 957 women and have strengthened 183 Self-Help Groups.

   Employee Volunteering: Complementing these programmatic interventions, the Bosch India Social Engagement movement mobilised 4,723 volunteers, including 3,776 Bosch associates and 947 external volunteers across 105 activities, logging in 13,629 volunteering hours and reaching 1,09,410 beneficiaries. Volunteers contributed to tree plantation, blood donation, awareness sessions, school mural painting activities, reinforcing community connect and deepening engagement with marginalized groups beyond formal programme boundaries.

   Through this structured approach combining governance oversight, need-based design, community-level delivery, and active employee participation Bosch ensures that the concerns of marginalized communities are translated into measurable, scalable, and sustainable outcomes across all CSR initiatives.

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	2025-26			2024-25		
	Total (A)	No. of employees / workers covered (B)	% (B / A)	Total (C)	No. of employees/ workers covered (D)	% (D / C)
Employees						
Permanent	3133	281	9	3185	960	30
Other than permanent	432	406	94	423	105	25
Total Employees	**3565**	**687**	**19**	**3608**	**1065**	**30**
Workers						
Permanent	2544	2544	100	2557	2557	100
Other than permanent	2575	2575	100	2600	2600	100
Total Workers	**5119**	**5119**	**100**	**5157**	**5157**	**100**

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	2025-26					2024-25				
	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)
Employees										
Permanent	**3133**	**-**	**-**	**3133**	**100**	**3185**	**-**	**-**	**3185**	**100**
Male	2750	-	-	2750	100	2832	-	-	2832	100
Female	383	-	-	383	100	353	-	-	353	100
Other than Permanent	**432**	**-**	**-**	**432**	**100**	**423**	**-**	**-**	**423**	**100**
Male	343	-	-	343	100	329	-	-	329	100
Female	89	-	-	89	100	94	-	-	94	100
Workers										
Permanent	**2544**	-	-	**2544**	**100**	**2,557**	**-**	**-**	**2,557**	**100**
Male	2406	-	-	2406	100	2,404	**-**	**-**	2,404	100
Female	138	-	-	138	100	153	**-**	**-**	153	100
Other than Permanent	**2575**	**1222**	**45**	**1537**	**60**	**2,600**	**3301**	**13**	**2,270**	**87**
Male	2207	1087	49	1120	51	2,179	**114**	**5**	2,065	95
Female	368	135	37	233	63	421	**216**	**51**	205	49

3. Details of remuneration/salary/wages:

a. Median remuneration/wages:

	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)[1]	6	74,90,000	2	69,55,000
Key Managerial Personnel	3	4,66,51,581	1	8,17,99,452
Employees other than BoD and KMP	2747	25,09,251	382	19,02,000
Workers	2406	13,57,409	138	6,24,749

Note:

1. Does not include Mr. Stefan Grosch (from May 10, 2023), Director as he has waived the remuneration.

b. Gross wages paid to females as percentage of total wages paid:

	2025-26	2024-25
Gross wages paid to females as percentage of total wages	8.11%	7.56%

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)

Yes. As an integral part of the Bosch Group, Bosch Limited is governed by a multi-layered corporate structure designed to ensure accountability for human rights issues, with clear focal points at the highest levels of the organization.

Our commitment is operationalized through a formal risk management system, defined in binding internal corporate regulations. This system ensures that high standards for human rights and environmental due diligence are applied consistently across all our global operations, including those of Bosch Limited and our supply chain.

The Group's governance and responsibility structure is as follows:

a. Board-Level Ownership: A designated member of the Board of Management of the Bosch Group holds ultimate, overarching responsibility for sustainability and human rights compliance.

b. Dedicated Group-Level Bodies: Supporting this board member are two primary focal points:

- A Human Rights Committee, which provides strategic guidance for the entire Group.
- A Human Rights Officer, who manages the operational aspects and reports directly to the responsible Board Member.

c. Direct Reporting & Accountability: To ensure high-level engagement, the Board Member regularly attends committee meetings, and all committee members have direct reporting lines to the Board of Management.

Within Bosch Limited, designated management personnel are responsible for implementing these global directives and reporting any issues up to these Group-level governance bodies, ensuring full compliance and accountability.

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

Our complaints procedure allows critical issues to be identified at an early stage and thus potential human rights or environment-related risks and violations to be uncovered, counteracted, or remediated. We therefore regard our complaints procedure as an important element of our human rights strategy, which helps us to continuously improve our processes for respecting human rights.

Our suppliers are made aware of our reporting system in the Code of Conduct for Business Partners, among other means. By acknowledging this Code of Conduct, they agree, in particular, to establish a reporting system or to participate in an industry-wide system. They also agree to inform their associates accordingly.

Procedure

When a report is received, it must be checked immediately and, if a communication channel exists, its receipt must be confirmed. The incident must then be assigned to the responsible office for further processing. If there are sufficient indications of non-compliance with legally binding external standards, the Code of Conduct or other internal regulations, the matter is classified as a compliance case and must be investigated immediately.

If the internal investigations confirm violation of the compliance requirement, this must be remediated immediately. Appropriate measures must also be taken to prevent future non-compliance issues of this nature. Internal investigations must be carried out in strict compliance with existing legal limits, in particular data protection law, and taking the compliance culture into account (e.g., presumption of innocence). If an internal investigation identifies a process weakness that facilitates violations of the compliance requirement, the responsible departments must be informed and necessary countermeasures must be taken. Any form of reprisal against whistleblowers, in particular negative consequences under labor law and the threat thereof, is prohibited.

The effectiveness of the reporting channels is ensured by the external provider of the reporting system and Bosch through appropriate measures. This includes carrying out effectiveness checks in accordance with the regulations on whistleblower protection and also taking information from internal and external users into account when operating, maintaining, and further developing the process. When a person submits a report, they are asked how they became aware of the reporting system. Indications of any difficulties or opportunities for improvement in reporting are taken into account in both the ongoing development of the system and as part of the effectiveness review.

Further information available at https://assets.bosch.com/media/en/global/bosch_group/compliance/code-of-conduct-for-business-partners.pdf

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

	2025-26			2024-25		
	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)	2	-	-	3	-	-
Sexual Harassment (Employees including contract employees)	3	-	-	4	-	-
Discrimination at workplace	3	-	-	14	-	-
Child Labor	-	-	-	-	-	-
Forced Labor/Involuntary Labor	-	-	-	-	-	-
Wages	-	-	-	-	-	-
Other human rights related issues	-	-	-	1	-	No violation found

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

	2025-26	2024-25
Total Complaints reported under Sexual Harassment of women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 (POSH)	5	7
Complaints on POSH as a Percentage of female employees/workers	0.50%	0.65%
Complaints on POSH upheld	1	6

Notes:

The 'upheld' statistic reflects cases concluded as sexual harassment under the specific provisions of the POSH Act.

a. For 2025-26: Of the four cases not upheld, two were determined to be violations of the Code of Conduct involving an employee sourced via a contractor. The respondent in these 2 cases resigned voluntarily before disciplinary action could be taken. One complaint was formally closed after the complainant provided consent to resolve the matter through conciliation. The remaining case could not be concluded. Despite documented efforts, the Internal Committee (IC) could not proceed due to the Complainant's non-participation. Unable to verify evidence or ensure due process under the POSH Act, 2013, the IC cannot conclusively determine the allegations or complete the inquiry.

b. For 2024-25: One complaint was withdrawn by the complainant before the investigation commenced and is therefore not included in the 'upheld' count.

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. Further information available at https://assets.bosch.com/media/global/sustainability/responsibility_1/reporting-rules-of-proecdure-bosch.pdf

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, in our Codes of Conduct for Business Partners we require that our suppliers comply with the generally applicable labor standards as laid down in the Fundamental Principles of the International Labor Organization (ILO). This includes, among other things, renouncing forced labor and child labor, not permitting any form of discrimination, guaranteeing occupational 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 oblige their own suppliers and other third parties to comply with corresponding principles to the best of their ability.

10. **Assessments for the year:**

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

Most of our work locations are compliant with accessibility for differently abled visitors. We have conducted a detailed accessibility audit at our Adugodi location and based on the findings, few initiatives have been implemented as a first phase. In the next phase we are in the process of addressing other recommendations that are indicated in the audit report.

4. Details on assessment of value chain partners:

	Percentage of value chain partners (by value of business done with such partners) that were assessed
Sexual Harassment	-
Discrimination at workplace	-
Child Labor	92.46%
Forced Labor/Involuntary Labor	92.46%
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:

Parameter	2025-26	2024-25
From renewable sources (in Tera Joules)		
Total electricity consumption[3] (A)	590.10	568.22
Total fuel consumption (B)	0.13	0.10
Energy consumption through other sources (C)	0	0
Total energy consumption from renewable sources (A+B+C)	590.23	568.32
From non-renewable sources (in Tera Joules)		
Total electricity consumption (D)	0	0
Total fuel consumption (E)	78.06	85.89
Energy consumption through other sources (F)	0	0
Total energy consumed from non-renewable sources (D+E+F)	78.06	85.89
Total energy consumed (A+B+C+D+E+F)	668.29	654.21
Energy intensity per rupee of turnover (Total energy consumed/Revenue from operations) Values in TJ/ million ₹	0.003336	0.003617
Energy intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[4] (Total energy consumed / Revenue from operations adjusted for PPP) Values in TJ/ million ₹	0.000768	0.000884
Energy intensity in terms of physical output[2]	NA	NA

Notes:

1. Reasonable assurance was carried out by S. R. Batliboi & Associates LLP for 2025-26.
2. Intensity based on physical output in terms of weight or number of products cannot be calculated and is not applicable to due to diversified business portfolio.
3. Includes energy compensated with I-RECs.
4. For intensity calculation of FY2025-26, the adjusted PPP conversion factor of 20.34/USD (as per latest IMF rates for 2026) has been

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:

Parameter	2025-26	2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater[3]	3946.64	11766.78
(iii) Third party water	444668.16	431908.14
(iv) Seawater/desalinated water	0	0
(v) Others	25190.10	29474.5
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	473804.90	473149.42
Total volume of water consumption (in kiloliters)[2]	571389.64	563291.38
Water intensity per rupee of turnover (Water consumed/revenue from operations) Values in KL/million ₹	2.85	3.11
Water intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[4] (Total water consumption/ Revenue from operations adjusted for PPP) Values in KL/million ₹	0.657065	0.760758
Water intensity in terms of physical output[5]	NA	NA

Notes:

1. Reasonable assurance was carried out by S. R. Batliboi & Associates LLP for 2025-26.
2. Total water consumption is inclusive of 97584.75 KL harvested rainwater.
3. Borewell water use at Bengaluru Corporate Office and Naganathapura locations has been calculated based on headcount as there are multiple entities at these locations.
4. For intensity calculation of FY2025-26, the adjusted PPP conversion factor of 20.34/USD (as per latest IMF rates for 2026) has been applied. Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND.
5. Intensity based on physical output in terms of weight or number of products cannot be calculated and is not applicable to due to diversified business portfolio.

4. Provide the following details related to water discharged:

Parameter	2025-26	2024-25
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	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilo liters)[2]	**0**	**0**

Note:

1. Reasonable assurance was carried out by S. R. Batliboi & Associates LLP for 2025-26.
2. All wastewater is treated and reused within the facility.

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

Across all six manufacturing sites and Regional Head office + R&D Office of Bosch Limited, Zero Liquid Discharge (ZLD) mechanism has been implemented. Wastewater generated is treated through Sewage Treatment Plants (STP) and Effluent Treatment Plants (ETP), with Multi-Effect Evaporators (MEE)/ Smart evaporator installed at select facilities based on process requirements. The treated water is reused for secondary purposes such as gardening and toilet flushing, and in some cases, after tertiary treatment, is also utilized in manufacturing processes.

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

Parameter	Unit*	2025-26 (Current Financial Year)	2024-25 (Previous Financial Year)
NOx	Kg	30249.32	5435.61
SOx	Kg	50.50	82.09
Particulate matter (PM)	Kg	4756.52	852.41
Persistent organic pollutants (POP)	Kg	0	0
Volatile organic compounds (VOC)	Kg	0	0
Hazardous air pollutants (HAP)	Kg	0	0
Others–Acid mist	Kg	0	0
Carbon Monoxide (as CO)	Kg	0	0

Note:

1. Air emissions increased during the reporting period due to higher DG running hours necessitated by frequent power outages.

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

Parameter	Unit	2025-26	2024-25
Total Scope 1 emissions[2] (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	9239.17	8455.06
Total Scope 2 emissions[3] (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Metric tonnes of CO_2 equivalent	0	0
Total Scope 1 and Scope 2 emission intensity per rupee of Turnover (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations)	MT CO_2e/ million ₹	0.046116	0.046745
Total Scope 1 and Scope 2 emission intensity per rupee of turnover adjusted for purchasing Power Parity (Total Scope 1 and Scope 2 GHG emissions / Revenue from operations adjusted for PPP)[4]	MT CO_2e/ million ₹	0.010625	0.011419
Total Scope 1 and Scope 2 emission intensity in terms of physical output[5]		NA	NA

Notes:

1. Reasonable assurance was carried out by S. R. Batliboi & Associates LLP for 2025-26.
2. Scope-1 emission includes emissions from stationary and mobile combustion, fugitive emissions, and Substances with Climate Impact (Refrigerants).
3. Includes only emissions from grey electricity which is not compensated with I-RECs.
4. For intensity calculation of FY2025-26, the adjusted PPP conversion factor of 20.34/USD (as per latest IMF rates for 2026) has been applied. Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND.
5. Intensity based on physical output in terms of weight or number of products cannot be calculated and is not applicable to due to diversified business portfolio.
6. Bosch calculates the scope 1 and 2 greenhouse gas emissions using the standards of the International Energy Agency (IEA, Emission Factors 2022), and the Intergovernmental Panel on Climate Change (IPCC).

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

With its more than 470 locations worldwide, the Bosch Group has been carbon-neutral overall since 2020 (scope 1 & 2). Four levers were used to achieve carbon neutrality: increasing energy efficiency, generating our own energy from renewable sources (new clean power), purchasing electricity from renewable sources (green electricity), and – as the last resort – offsetting residual CO_2 emissions with carbon credits.

Lever 1: Increasing energy efficiency at Bosch Limited

Bosch Limited focuses on upgrading air compressors, chillers, air handlers, and filtration systems using new technologies. In the reporting period, its all 7 locations implemented various energy efficiency projects.

Lever 2: Expanding new clean power at Bosch Limited

During financial year 2025-26, Bosch Limited generated more than 26 GWh of renewable energy with its in-house photovoltaic plants. This covered almost 16% of total electricity requirement.

Lever 3: Purchasing green electricity at Bosch Limited

At Bosch Limited, the volume of purchased green electricity from new plants (PPA) and I-RECs amounted to 137.8 GWh fulfilling electricity demand was covered by 100% green electricity (electricity purchased from renewable sources).

Lever 4: Carbon offsets

At Bosch Limited, 9239.17 metric tons of CO2 was compensated with carbon credits during 2025-26.

At the same time, we also want to reduce emissions produced outside Bosch's direct sphere of influence (scope 3), for example at suppliers, in logistics, or when our products are used. Our aim is to reduce these upstream and downstream emissions by 30 percent in absolute terms by 2030, compared with the baseline year 2018 – irrespective of our company's growth.

9. Details related to waste management by the entity:

Parameter	2025-26	2024-25
Total Waste generated (in metric tonnes)		
Plastic waste (A)	507.95	442.31
E-waste (B)	36.31	37.94
Bio-medical waste (C)	0.41	0.17
Construction and demolition waste (D)	4120.18	390.93
Battery waste (E)	23.86	7.74
Radioactive waste (F)	0.00	0.00
Other Hazardous waste. Please specify, if any. (G)	1794.43	1536.58
Other Non-hazardous waste generated (H). Please specify, if any. (Break-up by composition i.e. by materials relevant to the sector)	5317.13	5012.29
Total (A+B + C + D + E + F + G + H)	**11800.27**	**7427.96**
Waste intensity per rupee of turnover (Total waste generated/Revenue from operations) Values in Metric Tons/ million ₹	0.058899	0.041067
Waste intensity per rupee of turnover adjusted for Purchasing Power Parity (PPP)[3] (Total waste generated/Revenue from operations adjusted for PPP) Values in Metric Tons/ million ₹	0.013570	0.010032
Waste intensity in terms of physical output[4]	NA	NA
For each category of waste generated, total waste recovered through recycling, re-using or other recovery operations (in metric tonnes)		
Category of waste		
(i) Recycled	6219.96	5083.94
(ii) Re-used	269.57	543.05
(iii) Other recovery operations	1186.63	1273.69
Total	**7676.16**	**6900.68**
For each category of waste generated, total waste disposed by nature of disposal method (in metric tonnes)		
Category of waste		
(i) Incineration	0.35	23.94
(ii) Landfilling	110.12	503.34
(iii) Other disposal operations[2]	4013.62	0
Total	**4124.09**	**527.28**

Notes:

1. Reasonable assurance was carried out by S. R. Batliboi & Associates LLP for 2025-26.
2. During 2025–26, C&D waste generation increased primarily due to demolition activities undertaken for metro station development and connectivity works at the Corporate Office. The entire quantity was responsibly disposed of through backfilling (other disposal operations).
3. For intensity calculation of FY2025-26, the adjusted PPP conversion factor of 20.34/USD (as per latest IMF rates for 2026) has been applied. Source: https://www.imf.org/external/datamapper/PPPEX@WEO/OEMDC/IND.
4. Intensity based on physical output in terms of weight or number of products cannot be calculated and is not applicable to due to diversified business portfolio.

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.

When dealing with waste, Bosch follows the principle of "Avoid, then reuse, then dispose". As part of its circular economy strategy, Bosch continues to work systematically on reducing waste volume and, in particular, on recycling. In "Sustainable Disposal and Cycle Management", we work with external service providers to recycle materials and reuse them in our production processes wherever possible. This approach not only helps to conserve resources, but also reduces dependence on global raw material markets and volatile supply chains. There are also economic advantages compared to traditional disposal or recycling.

A group guideline defines processes for the transport and disposal of waste and ensures that the legal requirements are complied with locally. All production locations have a clearly designated organizational unit responsible for the correct and legally compliant 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 2025–26, 98% of total waste generated (excluding demolition waste from our Regional Head Office associated with metro station development), was diverted from disposal through recycling, reuse, or recovery.

At Bosch, substances of concern (SoCs, including SVHCs) are all substances in production aids or products that could have a negative impact on human health or the environment. These include, for example, substances that are classified accordingly or are regulated by law, customer agreements or in-house requirements.

Internal regulations define the material compliance requirements and specify the organization and responsibilities. We are continuously working to identify permissible SoCs 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 in ternal Design for Environment standard defines the requirements for handling SoCs in the product development process. If permissible SoCs 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:

S. No.	Location of operations/offices	Type of operations	Whether the conditions of environmental approval / clearance are being complied with? (Y/N) If no, the reasons thereof and corrective action taken, if any.
	NIL	NIL	NIL

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:

Name and brief details of project	EIA Notification No.	Date	Whether conducted by independent external agency (Yes / No)	Results communicated in public domain (Yes / No)	Relevant Web link
NIL	NIL	NIL	NIL	NIL	NIL

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 with all the applicable environmental acts and rules. There is no non- compliance observed.

S. No.	Specify the law / regulation / guidelines which was not complied with	Provide details of the non-compliance	Any fines / penalties / action taken by regulatory agencies such as pollution control boards or by courts	Corrective action taken, if any
NIL	NIL	NIL	NIL	NIL

Leadership Indicators

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

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:

Parameter	2025-26	2024-25
Water withdrawal by source (in kiloliters)		
(i) Surface water	0	0
(ii) Groundwater	3946.64	11766.78
(iii) Third party water	180567.16	185643.14
(iv) Seawater/desalinated water	0	0
(v) Others	25190.1	29474.5
Total volume of water withdrawal (in kiloliters) (i + ii + iii + iv + v)	209703.9	226884.42
Total volume of water consumption (in kiloliters)	298047.65	313685.38
Water intensity per rupee of turnover (Water consumed/revenue from operations) Values in KL/million ₹	1.49	1.73
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	0	0
- No treatment		
- With treatment – please specify level of treatment		
Total water discharged (in kilo liters)	0	0

Notes:

1. The definition of areas of water stress is based on analysis using water risk filter provided WWF for nature. Out of 7 locations, 6 locations are in areas of water stress.
2. Total water consumption is inclusive of 88343.75 KL harvested rainwater.

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

Parameter	Unit	2025	2024
Total Scope 3 emissions1 (Break-up of the GHG into CO2, CH4, N2O, HFCs, PFCs, SF6, NF3, if available)	Million Tonnes of CO2 equivalent	6.72	6.65
Total Scope 3 Emission Intensity (Total Scope 3 GHG emissions / Revenue from operations)	Million tonnes of CO2 equivalent/ Million INR	0.00003467	0.00003818

Note:

1. Values are for Calendar Year 2025 and 2024.
2. Moderate assurance for Scope 3 emissions was conducted for 2025 by TÜV Rheinland Energy & Environment GmbH at the Bosch Group 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	Energy saving projects; • VFD (Variable Frequency Drive) in Molding/ Screw Compressors/ Cooling tower Pumps/ Ventilation AHU/ exhaust system • Energy Efficient Pumps for Cooling tower & machines • IoT Solution for Smart HVAC Automation • Cooling tower AI control • Replacement of EC+ Fans AHU • Lighting automation/ smart lighting, lights replacement with LED Lights	• Improved energy efficiency and Energy conservation • Consistent reduction in Carbon Emissions by Resource conservation projects
2	Replaced high-rejection DM water with RO water at Jaipur Plant	Reduction in water consumption
3	Circularity Initiative: Sustainable Packaging Project	Packaging material savings and reduction of Waste generation

5. **Does the entity have a business continuity and disaster management plan?**

Across Bosch Limited, a structured emergency preparedness and response framework is in place to address potential risks and ensure business continuity. Regular mock drills are conducted to assess readiness and improve response effectiveness. Facilities are equipped with advanced fire detection and suppression systems. A 24/7 control room with trained emergency responders ensures timely action, minimizing operational disruptions.

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.

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

Our commitment to a responsible supply chain is measured through comprehensive CSR assessments that evaluate key risks, including environmental impact. As of March 31, 2026, the CSR assessment covered 92.46% of our suppliers with an annual business value exceeding €100,000.

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.**

7

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	Federation of European Business in India (FEBI)	National
5	Bangalore Chamber for Industry and Commerce (BCIC)	State
6	Confederation of Indian Industries (CII)	State
7	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:

Guided by our "Invented for life" ethos, Bosch actively engages in public policy dialogue in India, collaborating with Government and Industry Associations to help shape an inclusive sustainable and prosperous future. Our advocacy is aligned and centered towards key national priorities, we support shaping it through our deep technological expertise. We are at the forefront of the transition to sustainable mobility, pioneering a hydrogen ecosystem and supporting a diverse range of clean powertrain technologies. This work is complemented by our initiatives to improve urban air quality through advanced sensor technology and data-driven solutions. Economically, we are a dedicated partner to the "Make in India" initiative, championing vigorous localization by developing the domestic supply chain and contributing to national quality standards, engaging with the Bureau of Indian Standards (BIS) and supporting the standard formulation process, by sharing our knowledge and expertise of EU standards. We are whole heartedly aligned towards Vision 2030 goals and deeply committed in helping expand India's role in the global automotive value chain.

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.

During the reporting period, the Company undertook Social Impact Assessments of one CSR project — Percolation Tank Restoration at Goldari Village, Nashik — which focused on restoring a silted percolation tank to improve groundwater recharge, water availability, agriculture, and rural livelihoods.The project benefited over 2,500 individuals and increased the water holding capacity by 19,00,00,000 litres. The project was completed in 2024–25. As per the CSR mandate and applicable laws, a Social Impact Assessment (SIA) has been conducted for the project by an independent third-party agency. The executive summary of the SIA is published in the Bosch Annual Report. (Page no. 149 of Social Impact Assessment Report in Annual Report.)

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)	Percentage 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 in a timely and effective manner. This defined process includes:

(i) A dedicated contact page on the website - https://www.bosch.in/our-company/our-responsibility/

(ii) Complaints / Feedback received via contact Email – csr@in.bosch.com and boschindiafoundation@in.bosch.com

(iii) Complaints / Feedback received directly through Bosch project implementation team

(iv) Stake holders meetings across multiple states and Society Day across the plant location

(v) Direct interaction with the leadership team during annual field visits

(vi) Regular engagement by the Monitoring and Evaluation team through field visits and phone calls to beneficiaries

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

	2025-26	2024-25
Directly sourced from MSMEs/ small producers	17.65%	16.20%
Sourced directly from within India	46.48%	49.52%

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 Percentage of total wage cost:

	2025-26	2024-25
Rural	25.41%	24.00%
Semi-urban	-	-
Urban	-	-
Metropolitan	74.59%	76.00%

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, as no negative impact identified in Social Impact Assessment.

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

   Aspirational district expenditure for the 2024-25

Aspirational district expenditure for the 2025-26			
Sl. No.	**State**	**Aspirational District**	**Amount Spent (₹)**
1	Andhra Pradesh	Y.S.R. Kadapa	71,568
2	Bihar	Aurangabad	478,800
3		Jamui	71,568
4	Chhattisgarh	Bastar	59,640
5		Korba	59,640
6		Mahasamund	239,400
7	Jammu & Kashmir (UT)	Baramulla	598,500
8		Kupwara	239,400
9	Jharkhand	Bokaro	178,920
10		Giridih	388,500
11		Pakur	313,950
12		Ramgarh	718,200
13		Pashchimi Singhbhum	354,312
14	Karnataka	Raichur	450,466
15	Madhya Pradesh	Chhatarpur	309,162
16		Khandwa	49,883
17	Maharashtra	Aurangabad	234,612
18		Nandurbar	478,800
19	Rajasthan	Karauli	81,316
20	Tamilnadu	Ramanathapuram	74,550
21	Uttar Pradesh	Bahraich	74,550
22		Balrampur	74,550
23	Uttarakhand	Udham Singh Nagar	313,950
Total			**5,914,237**

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

Sl. No.	Thematic area	CSR Project	No. of persons benefitted under each thematic area	No. of persons benefitted from individual CSR Projects	Percentage of beneficiaries from vulnerable and marginalized groups
1	**Skill Development**	BRIDGE (Bosch's Response to India's Development and Growth through Employability Enhancement)	22819	13065	90%
2		Economic Empowerment of People with Disabilities (PWDs) through Skill Development		350	100%
3		Economic Empowerment of LGBTQIA+ through Skill Development		155	100%
4		LEAP – Livelihoods Enhancement through Automotive Skills Development (Formerly reported as "Basic Automotive Sales and Services")		8040	90%
5		Economic Empowerment of Women as Electric Vehicle (Auto) Drivers		75	80%
6		Technical Skill (Formerly reported as Artisan Training center)		1134	80%

Sl. No.	Thematic area	CSR Project	No. of persons benefitted under each thematic area	No. of persons benefitted from individual CSR Projects	Percentage of beneficiaries from vulnerable and marginalized groups
7	**Sustainable Mobility**	Bosch's Road Safety Awareness and Community Engagement (BRACE)	37312	34615	90%
8		Green Service Camps for Roadside Mechanics and Garages Workers		3147	50%
9	**Integrated Community Development - *Water Conservation & Afforestation***	Lake Rejuvenation and Maintenance	146810	22700	50%
10		Ridge To Valley - Watershed Development		2280	50%
11		Percolation Dam Rejuvenation		2494	50%
12		Pond Rejuvenation		8894	50%
13		Environment Conservation through Afforestation		110442	50%
14	**Integrated Community Development - *Promoting Education***	EXCEL (Excellence in Education and Learning) *(Formerly reported as "BRIDGE Foundation - Teacher Training Program")*	33357	25916	0%
15		Development of Anganwadi through need-based Infrastructure and Learning Support		1842	100%
16		Development of Government Schools through need-based Infrastructure and Learning Support		5379	100%
17		Support for Pragya Niketan (After school learning center for girls from rural areas)		210	100%
18	**Integrated Community Development - *Access to Basic Healthcare***	Mobile Medical Units - Improving access to basic healthcare services	117937	66149	80%
19		RMNCHA+ initiatives with a targeted emphasis on anemia reduction i& access to basic healthcare services		21736	80%
20		Mid-Day Meal for Government School Students		30000	100%
21	**Integrated Community Development - *Community Dev. & Rural Livelihood***	Community Development Centers (CDC)	40897	36900	90%
22		Rural Livelihood Enhancement Program		3997	100%
Total no of Beneficiaries			**399070**		**75%**

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:**

	2025-26		Remarks	2024-25		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.**

Our Product Compliance Management System (PCMS) is designed to satisfy all the regulatory requirements relevant to our products in the respective market. It applies to all products (hardware, software, and services) within the respective product life cycle and considers product-related aspects such as health, safety, data protection, information security, cybersecurity, intellectual property, and environmental protection. Our PCMS includes elements that help us to identify, monitor, control, and minimize risks related to product compliance. We give due regard to product compliance throughout our entire supply chain.

Cybersecurity, information security, and data protection are elementary components of our quality standards at Bosch. We see trust in the security of products, systems, and data as well as their resilience to attacks involving manipulation as a crucial success factor in realizing our digitalization strategy. This also means dealing with personal data in a responsible manner.

We ensure that all business processes and products comply with data protection regulations and that all necessary information security measures are implemented. This means that we comply with applicable law and respect the corresponding contractual obligations. We strive to protect relevant information and in particular personal data from unauthorized disclosure, access, manipulation, and loss through the use of technical and organizational measures adequate to the risk. We apply these information security measures when selecting, using, and operating IT solutions in close coordination with the applicable cybersecurity standards. As part of the development of Bosch products and new business models, we ensure that the data protection and information security regulations and requirements are taken into account at an early stage and put into practice at each stage.

Bosch uses a combined information security and data protection management system that is continuously maintained and updated. The system is aligned with international standards, such as ISO 27001, and also takes account of legal requirements such as those pursuant to the General Data Protection Regulation (GDPR). The majority of company locations that manufacture vehicle components are certified according to TISAX (level 3). Respective policies and internal company regulations cover all relevant areas of cybersecurity, information security, and data protection at Bosch. They comprise binding instructions for developing products and services, the operation of servers and other IT systems, as well as basic principles relating to company information security and data protection.

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 Information Security.

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 (Trusted Information Security Assessment Exchange).

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.

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 https://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 20, 2026

INDEPENDENT PRACTITIONER'S REASONABLE ASSURANCE REPORT ON IDENTIFIED SUSTAINABILITY INFORMATION IN BOSCH LIMITED'S BUSINESS RESPONSIBILITY AND SUSTAINABILITY REPORT

TO THE BOARD OF DIRECTORS OF BOSCH LIMITED

1. We have undertaken to perform a reasonable assurance engagement, for Bosch Limited ('the Company") vide our engagement agreement dated February 06, 2026, in respect of the agreed Sustainability Information listed in the "Identified Sustainability Information" paragraph below in accordance with the criteria stated in the "Criteria" paragraph below. The identified Sustainability Information is included in the Business Responsibility And Sustainability Report ("BRSR") of the Company for the year ended March 31, 2026 pursuant to the requirement of Regulation 34(2)(f) of the Securities and Exchange Board of India's ("SEBI")(Listing Obligations and Disclosure Requirements) Regulations, 2015 (as amended) (the "LODR Regulations"). This engagement was conducted by a multidisciplinary team including assurance practitioners, engineers and specialists.

Identified Sustainability Information

2. The Identified Sustainability Information for the year ended March 31, 2026 is BRSR Core (sub-set of BRSR), the attributes of which are summarised in Appendix 1 to this report. The Reporting Boundary for BRSR is on standalone basis as disclosed under Question No. 13 of Section A: General Disclosure of the BRSR.

3. Our reasonable assurance engagement was with respect to the year ended March 31, 2026 information only and we have not performed any procedures with respect to any other elements included in the BRSR (i.e. non- BRSR Core attributes) and, therefore, do not express any opinion thereon.

Criteria

4. The Criteria used by the Company to prepare the Identified Sustainability Information is as under:

- Regulation 34(2)(f) of the Securities and Exchange Board of India (the "SEBI") (Listing Obligations and Disclosure Requirements), Regulations, 2015 as amended;
- Business Responsibility and Sustainability Reporting Requirements for listed entities per Master Circular No. SEBI/HO/CFD/PoD2/CIR/P/0155 dated November 11, 2024 and Industry Standard on Reporting BRSR Core per SEBI Circular No. SEBI/HO/CFD/CFD-PoD-1/P/CIR/2024/177 dated December 20, 2024.

Management's Responsibility

5. The Company's management is responsible for selecting or establishing suitable criteria for preparing the Identified Sustainability Information including the reporting boundary of BRSR, disclosing environmental information basis operational control approach, taking into account applicable laws and regulations including the SEBI circular, related to reporting on the Identified Sustainability Information, identification of key aspects, engagement with stakeholders, content, preparation and presentation of the Identified Sustainability Information in accordance with the Criteria. This responsibility includes design, implementation and maintenance of internal controls relevant to the preparation of the BRSR and the measurement of Identified Sustainability Information, which is free from material misstatement, whether due to fraud or error. The Management and the Board of Directors of the Company are also responsible for overseeing the Company's compliance with the requirements of LODR Regulations and the SEBI Circular in relation to the BRSR Core.

Inherent limitations

6. The absence of a significant body of established practice on which to draw to evaluate and measure non-financial information allows for different, but acceptable, measures and measurement techniques and can affect comparability between entities.

7. Measurement of certain amounts and BRSR Core metrics, some of which are estimates, is subject to inherent measurement uncertainty, for example, GHG emissions, water footprint, energy footprint, waste. Obtaining sufficient appropriate evidence to support our opinion does not reduce the uncertainty in the amounts and metrics.

Our Independence and Quality Control

8. We have maintained our independence and confirm that we have met the requirements of the Code of Ethics issued by the Institute of Chartered Accountants of India and the SEBI Circular No. SEBI/HO/CFD/CFD-SEC-2/P/CIR/2023/122 dated July 12, 2023, and its clarifications thereto and have the required competencies and experience to conduct this assurance engagement.

9. We apply Standard on Quality Control (SQC) 1, "Quality Control for Firms that Perform Audits and Reviews of Historical Financial Information, and Other Assurance and Related Services Engagements", and accordingly maintain 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 Responsibility

10. Our responsibility is to express a reasonable assurance opinion on the Identified Sustainability Information listed in Appendix 1 based on the procedures we have performed and evidence we have obtained.

11. We conducted our engagement in accordance with the Standard on Sustainability Assurance Engagements (SSAE) 3000, "Assurance Engagements on Sustainability Information", issued by the Sustainability Reporting Standards Board of the Institute of Chartered Accountants of India. This standard requires that we plan and perform our engagement to obtain reasonable assurance about whether the Identified Sustainability Information are prepared, in all material respects, in accordance with the Reporting Criteria. A reasonable assurance engagement involves assessing the risks of material misstatement of the Identified Sustainability Information whether due to fraud or error, responding to the assessed risks as necessary in the circumstances.

12. The procedures we performed were based on our professional judgment and included inquiries, observation of processes performed, inspection of documents, evaluating the appropriateness of quantification methods and reporting policies, and agreeing or reconciling with underlying records.

    Below is the informative summary of the procedures performed by us:

    - Obtained an understanding of the Identified Sustainability Information and related disclosures.
    - Obtained an understanding of the assessment criteria and their suitability for the evaluation and/or measurements of the Identified Sustainability Information.
    - Made inquiries of Company's management, including those responsible for preparing the BRSR report, finance team, human resource team amongst others and those with the responsibility for managing the Company's BRSR.
    - Obtained an understanding and performed an evaluation of the design of the key processes and controls for recording, processing and reporting on the Identified Sustainability Information on sample basis of different offices. This included evaluating the design of those controls relevant to the engagement and determining whether they have been implemented by performing procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of internal controls.
    - Based on the above understanding and the risks that the Identified Sustainability Information may be materially misstated, determined the nature, timing and extent of further procedures. Performed substantive testing on a sample basis of the Identified Sustainability Information to verify that the data had been appropriately measured with the underlying documents recorded, collated and reported. This includes reconciling the Identified Sustainability Information with the underlying records and recalculation on a sample basis.
    - Where applicable, for the Identified Sustainability Information in the BRSR, we have relied on the information in the audited standalone financial statements of the Company for the year ended March 31, 2026 and the underlying trial balance.
    - Evaluated the reasonableness and appropriateness of significant estimates and judgements made by the management in the preparation of the Identified Sustainable Information
    - Obtained representations from Company's management.

    We also performed such other procedures as we considered necessary in the circumstances.

    We believe that the evidence we have obtained is sufficient and appropriate to provide a basis for our reasonable assurance opinion

Exclusions

13. Our assurance scope excludes the following and therefore we do not express an opinion on the same:
    - Operations of the Company other than the Identified Sustainability Information in Appendix 1;
    - Aspects of the BRSR and the data/information (qualitative or quantitative) included in the BRSR other than the Identified Sustainability Information;
    - The statements that describe expression of opinion, belief, aspiration, expectation, aim, or future intentions provided by the Company.

Other Information

14. The Company's management is responsible for the other information. The other information comprises the information included within the BRSR other than Identified Sustainability Information and our independent assurance report dated May 20, 2026 thereon.

15. Our opinion on the Identified Sustainability Information does not cover the other information and we do not express any form of assurance thereon. In connection with our assurance engagement of the Identified Sustainability Information, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the Identified Sustainability Information or otherwise appears to be materially misstated. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinion

16. Based on the procedures we have performed and the evidence we have obtained, the Identified Sustainability Information listed in Appendix 1 for the year ended March 31, 2026 (as stated under "Identified Sustainability Information") are prepared in all material respects, in accordance with the criteria (as stated under "Criteria").

Restriction on use

17. Our Reasonable Assurance report has been prepared and addressed to the Board of Directors of Bosch Limited at the request of the Company solely, to assist Company in reporting on Company's sustainability performance and activities. Accordingly, we accept no liability to anyone, other than the Company. Our Reasonable Assurance Report should not be used for any other purpose or by any person other than the addressees of our report. We neither accept nor assume any duty of care or liability for any other purpose or to any other party to whom our report is shown or into whose hands it may come without our prior consent in writing.

For **S.R. Batliboi & Associates LLP**
Chartered Accountants
Firm's Registration No.: 101049W/E300004

Adarsh Ranka
Partner
Membership No.: 209567
UDIN: 26209567FECZOS8466

Place of Signature: Bengaluru
Date: May 20, 2026

APPENDIX-1

Identified Sustainability Information (BRSR Core KPIs)

S. No	Attribute	Principle and indicator reference	Parameter
1	Green-house gas (GHG) footprint	Principle 6, E-7	1. Total Scope 1 and scope 2 emissions 2. GHG Emission Intensity (Scope 1 +2) per rupee of turnover adjusted for Purchasing Power Parity (PPP) and in terms of physical output or services
2	Water footprint	Principle 6, E-3 and E-4	1. Total water consumption 2. Water consumption intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Water Discharge by destination and levels of Treatment
3	Energy footprint	Principle 6, E-1	1. Total energy consumed 2. Percentage of energy consumed from renewable sources 3. Energy intensity per rupee of turnover adjusted for PPP and in terms of physical output or services
4	Circularity	Principle 6 – E9	1. Total waste generated 2. Waste intensity per rupee of turnover adjusted for PPP and in terms of physical output or services 3. Each category of waste generated, total waste recovered through recycling, re-using or other recovery operations 4. For each category of waste generated, total waste disposed by nature of disposal method
5	Enhancing Employee Wellbeing and Safety	Principle 3 – E1(C) Principle 3- E11	1. Spending on measures towards well-being of employees and workers 2. Details of safety related incidents for employees and workers
6	Enabling Gender Diversity in Business	Principle 5 – E3(b) Principle 5 – E7	1. Gross wages paid to females as percentage of wages paid 2. Complaints on POSH
7	Enabling Inclusive Development	Principle 8 – E4 Principle 8 – E5	1. Input material sourced from following sources as percentage of total purchases – Directly sourced from MSMEs/ small producers and from within India 2. Job creation in smaller towns
8	Fairness in Engaging with Customers and Suppliers	Principle 9 – E7 Principle 1 – E8	1. Instances involving loss / breach of data of customers as a percentage of total data breaches or cyber security events 2. Number of days of accounts payable
9	Open-ness of business	Principle 1 – E9	1. Concentration of purchases & sales done with trading houses, dealers, and related parties 2. Loans and advances & investments with related parties.