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博世中国 共建可持续未来

Bosch China 2022 - building a shared, sustainable future

CLIMATE ACTION / 气候行动

水资源 / WATER

多样性 / DIVERSITY

CIRCULAR ECONOMY / 循环经济

HEALTH / 健康

HUMAN RIGHTS / 人权

FOREWORD

前言

新冠疫情转眼间已持续两年多，给社会经济和人们生活带来了深刻的影响。面对各种变化和挑战，博世快速反应，团结一心，在抗击疫情，保护员工健康和安全的同时，也继续在中国深耕发展。在55,000多名员工的共同努力下，2021年博世中国的销售业绩继续保持了增长，达1286亿人民币，同比增长约9.6%，中国继续保持博世集团最大的单一市场。

尽管外部环境挑战重重，博世仍然坚持初心——科技成就生活之美。无论是出行、制造、建筑或是家居等领域，博世大力投入技术创新，提升人们的生活品质，支持本土产业的发展。为了更好地服务本土产业和市场，博世持续在华投资。过去十年间，博世就已累计在中国市场投入超过500亿元人民币。着眼未来长期的市场机遇，博世将继续坚持“根植本土，服务本土”的长期战略，积极布局包括电气化、氢能、燃料电池、人工智能和物联网技术创新等战略重点领域。

面对眼前疫情等各种挑战的同时，博世认为不能忽略气候方面的长期危机，并将可持续发展作为重要战略方向。博世全球的400多个业务所在地自2020年已经实现碳中和（范围1和范围2）。我们正优化碳中和途径，进一步减少气候影响。同时，我们关注博世直接影响范围之外（范围3）的活动，从供应商、物流、产品使用阶段等方面采取减碳行动。通过在经济、生态和社会方面开展责任行动，我们希望提高人们的生活质量，给今世后代提供一个可以繁荣发展的生活环境。

未来将充满着不确定性和变化。博世将与员工和业务伙伴并肩应对挑战，积极把握未来市场机遇。

陈玉东
博世中国总裁

For more than two years, the coronavirus pandemic has been impacting to lives across countries and communities and has been affecting global economy profoundly. In response to these various changes and challenges, Bosch China reacted quickly and came together to protect the health and safety of all our associates while proactively developed our businesses. With the joint efforts of more than 55,000 associates, Bosch set the prevailing trend and recorded a sales growth of 9.6% year-on-year with a revenue of 128.6 billion CNY, setting a record in China. And China remains the largest single market for Bosch Group.

In this fast-changing world with numerous challenges, Bosch stays true to our mission "Invented for life". The Bosch Group remains committed to innovations that address the long-term challenge of climate change and results in greater sustainability on the road, in buildings, and in factories. Bosch has been adhering to a localization strategy for quite a few years and has invested on a sustained basis in enhancing local research and development capability. During the past decade Bosch has cumulatively invested over 50 billion CNY (around 6.6 billion euros) in China. To tap future long-term potential, Bosch will continue to develop local expertise in China, especially in strategic growth areas such as electrification, hydrogen, fuel cells, artificial intelligence and the IoT.

In our battle against the virus, we cannot afford to overlook the climate crisis. By taking climate action, Bosch and its more than 400 locations worldwide have already been carbon neutral (scopes 1 and 2) since 2020. We now aim to optimize the mix of measures and thus further reduce climate impact. At the same time, we are broadening the focus of our activities to also reduce emissions produced outside Bosch's direct sphere of influence – for example, at suppliers, in logistics, or when our products are used, known as scope 3. Our ambition is clear: 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.

The future remains uncertain and challenging. Bosch and our China team will be fighting against these challenges shoulder to shoulder and to seize the market opportunities.

Yudong Chen
Bosch China President

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BOSCH IN FIGURES

数字看博世

€787 亿

博世集团全球销售额787亿欧元
约合6005亿人民币
The group sales revenue is 78.7 billion EUR
about 600.5 billion CNY

402,600 名员工

全球范围内拥有约402,600名员工
Bosch employs some 402,600 associates worldwide

76,100 名研发人员

全球共计约76,100名研发人员
Some 76,100 researchers and engineers work
at Bosch worldwide
其中包括超过38,000名软件开发人员
Among which, more than 38,000 are software engineers

38,000 名软件开发人员

数据截至2021年12月31日/As of December 31, 2021

在华销售额约
1286 亿人民币
China sales revenue
128.6 billion CNY

在华研发
支出为 **68.7** 亿人民币
6.87 billion CNY
spent on R&D in China

在华共计
8850 名研发人员
8,850 R&D associates
in China

在华投资
47 亿人民币
Bosch has invested
4.7 billion CNY
in China

在华员工总数超
55,000 名
Bosch employs
more than 55,000 associates in China

数据截至2021年12月31日 / As of December 31, 2021



BOSCH IN CHINA

博世在中国

THE BOSCH GROUP AT A GLANCE

博世集团介绍

博世集团是世界领先的技术及服务供应商。博世集团近402,600名员工（截至2021年12月31日）。2021财年创造了787亿欧元的销售业绩。博世业务划分为4个业务领域，涵盖汽车与智能交通技术、工业技术、消费品以及能源与建筑技术领域。作为全球领先的物联网供应商，博世为智能家居、工业4.0和互联交通提供创新的解决方案，旨在打造可持续、安全和轻松的出行愿景。博世运用其在传感器技术、软件和服务领域的专长，以及自身的云平台，为客户提供整合式跨领域的互联解决方案。利用带有人工智能（AI）功能或在开发和生产过程中运用人工智能技术的产品和解决方案，推进互联生活。通过产品和服务，博世为人们提供创新有益的解决方案，从而提高他们的生活质量。凭借其创新科技，博世在世界范围内践行“科技成就生活之美”的承诺。集团包括罗伯特·博世有限公司及其遍布约60个国家的440家分公司和区域性公司。如果将其销售和服务伙伴计算在内，博世的业务几乎遍及全世界每一个国家。博世集团于2020年第一季度在全球400多个业务所在地实现了碳中和。博世的长远健康发展建立在不断创新的基础上。博世的研发网络拥有76,100名研发人员，其中有超过38,000名软件工程师，遍布全球128个国家和地区。

公司是由罗伯特·博世（1861-1942）于1886年在斯图加特创立，当时名为“精密机械和电气工程车间”。博世集团独特的所有权形式保证了其财务独立和企业发展的自主性，使集团能够进行长期战略规划和前瞻性投资以确保其未来发展。慈善性质的罗伯特·博世基金会拥有罗伯特·博世有限公司94%的股权，其余股份则分属于罗伯特·博世有限公司和博世家族拥有的公司。多数投票权由罗伯特·博世工业信托公司负责。该信托公司也行使企业所有权职能。

The Bosch Group is a leading global supplier of technology and services. It employs roughly 402,600 associates worldwide (as of December 31, 2021). The company generated sales of 78.7 billion euros in 2021. Its operations are divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, and Energy and Building Technology. As a leading IoT provider, Bosch offers innovative solutions for smart homes, Industry 4.0, and connected mobility. Bosch is pursuing a vision of mobility that is sustainable, safe, and exciting. It uses its expertise in sensor technology, software, and services, as well as its own IoT cloud, to offer its customers connected, cross-domain solutions from a single source. The Bosch Group's strategic objective is to facilitate connected living with products and solutions that either contain artificial intelligence (AI) or have been developed or manufactured with its help. Bosch improves quality of life worldwide with products and services that are innovative and spark enthusiasm. In short, Bosch creates technology that is "Invented for life." The Bosch Group comprises Robert Bosch GmbH and its roughly 440 subsidiary and regional companies in some 60 countries. Including sales and service partners, Bosch's global manufacturing, engineering, and sales network covers nearly every country in the world. With its more than 400 locations worldwide, the Bosch Group has been carbon neutral since the first quarter of 2020. The basis for the company's future growth is its innovative strength. At 128 locations across the globe, Bosch employs some 76,100 associates in research and development, of which more than 38,000 are software engineers.

The company was set up in Stuttgart in 1886 by Robert Bosch (1861-1942) as "Workshop for Precision Mechanics and Electrical Engineering." The special ownership structure of Robert Bosch GmbH guarantees the entrepreneurial freedom of the Bosch Group, making it possible for the company to plan over the long term and to undertake significant upfront investments in the safeguarding of its future. Ninety-four percent of the share capital of Robert Bosch GmbH is held by Robert Bosch Stiftung GmbH, a charitable foundation. The remaining shares are held by Robert Bosch GmbH and by a corporation owned by the Bosch family. The majority of voting rights are held by Robert Bosch Industrietreuhand KG, an industrial trust. The entrepreneurial ownership functions are carried out by the trust.



博世集团于1909年首次进入中国市场，开设了第一家贸易办事处。1926年，博世在上海创建了首家汽车售后服务车间。在过去的113年里，博世见证了中国社会日新月异的变化——尤其是改革开放以来经济的迅速崛起。博世集团秉承“根植本土、服务本土”的理念，深度融入了中国经济的发展，与中国市场共同成长。

目前，博世为中国市场和用户提供汽车与智能交通、工业、消费品以及能源与建筑技术领域先进的技术和解决方案，在各个业务领域深刻地践行并诠释“科技成就生活之美”的理念。截至2021年12月31日，博世在中国经营着59家公司，销售额达1286亿人民币，中国市场持续成为博世集团最大的单一市场，也是博世除德国以外拥有员工人数最多的国家。

The Bosch Group first entered the Chinese market in 1909, when it set up a sales office. In 1926, the first Bosch aftersales car service center was opened in Shanghai. Over the past 113 years, Bosch has witnessed China undergo rapid changes - especially the abrupt rise of the economy following the launch of reform and opening up. By adhering to its "local for local" strategy, Bosch has been deeply involved in China's economic development and has grown together with the domestic market.

Nowadays, Bosch provides cutting-edge technologies and solutions for the Chinese market in areas such as mobility, industry, consumer goods and construction. Bosch creates technology that is "Invented for life." As of December 31, 2021, Bosch operated 59 legal entities and facilities in China. With consolidated sales of 128.6 billion CNY, China continues as the biggest single market of the Bosch group, with the largest number of associates outside Germany.

BUSINESS SECTORS IN CHINA

博世中国业务板块

INDUSTRIAL TECHNOLOGY 工业技术

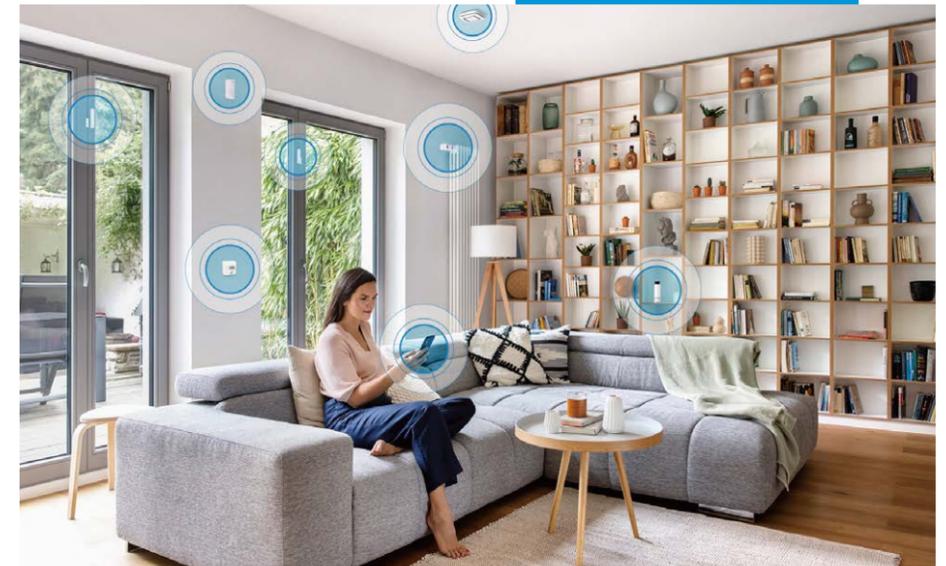
- 传动与控制技术 / Drive and Control Technology
- 博世互联工业 / Bosch Connected Industry
- 博世智能制造解决方案 / Bosch Manufacturing Solutions



ENERGY AND BUILDING TECHNOLOGY

能源与建筑技术

- 博世智能建筑科技 / Building Technologies
- 热力技术 / Thermotechnology
- 博世服务解决方案 / Bosch Global Service Solutions



MOBILITY SOLUTIONS

汽车与智能交通技术

- 动力总成解决方案 / Powertrain Solutions
- 底盘控制系统 / Chassis Systems Control
- 电子驱动 / Electrical Drives
- 智能驾驶与控制 / Cross-Domain Computing Solutions
- 汽车电子 / Automotive Electronics
- 汽车售后市场 / Automotive Aftermarket
- 汽车转向 / Automotive Steering
- 智能网联 / Connected Mobility Solutions *

- 其他业务 OTHER BUSINESS
- 博世工程技术中国区 / Bosch Engineering China
- 易特驰中国 / ETAS China
- 科广睿工程技术 / ITK Engineering
- 两轮车及运动车辆 / Two-Wheeler and Powersports
- 电动自行车系统 / eBike Systems

*Valid until the end of 2021



CONSUMER GOODS

消费品

- 电动工具 / Power Tools
- 博西家电 / Home Appliances

- 其他业务 OTHER BUSINESSES
- 博世智能科技 / Bosch Smart Life Technology
Bosch. IO

Hydrogen H₂

zero emission

BUILDING A SHARED SUSTAINABLE FUTURE

共建可持续未来

博世长期践行可持续发展，近年围绕社会发展带来的各项挑战制定了可持续发展目标愿景，即“新维度—可持续发展2025”，聚焦气候行动、水资源、循环经济、多样性、人权和健康。从材料商品的采购到博世场地内制造运营，到产品使用和最后的处置，我们的可持续活动贯穿整个价值链。我们对教育和科学工作肩负着特别的使命感，希望促进社会进步，因为对我们来说，这是对未来的投资。

通过在经济、生态和社会方面开展责任行动，我们希望提高人们的生活质量，给后世后代提供一个可以繁荣发展的生活环境。

Bosch is deeply committed to sustainability and continuously looking for ways of extending its commitment. Bosch has set itself clear sustainability targets with its "New Dimensions – Sustainability 2025" vision, and defined its key topics: climate action, water, circular economy, diversity, human rights and health. Our sustainability activities always consider the entire value chain – from materials and goods purchasing or manufacturing operations at Bosch sites to the use phase of products sold to their end of life. Seeing ourselves as a corporate citizen we are particularly committed to education and science.

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.

CLIMATE ACTION / 气候行动

水资源 / WATER

HEALTH / 健康

循环经济 / CIRCULAR ECONOMY

HUMAN RIGHTS / 人权

多样性 / DIVERSITY





气候行动

Climate action

博世是气候行动的先行者，并将改善气候变化纳入了可持续发展目标愿景。博世采取了四管齐下的战略，400多个业务所在地自2020年已经实现碳中和（范围1和范围2），完成了第一个重大目标。

Bosch sees itself as a pioneer in climate action and has anchored this aspiration in its sustainability vision. Bosch with its more than 400 locations worldwide has already been carbon neutral (scopes 1 and 2) since 2020 and has thus reached its first major goal. To this end, we have adopted four levers.

下一步，我们将优化四管齐下的战略，进一步提升能效、扩大新建清洁能源，进而减少对气候的影响。同时，我们关注博世直接影响范围之外的碳排放（范围3）。与基准年2018年相比，我们要在2030年实现上下游减碳15%的目标，相当于减少6700万吨二氧化碳排放。这样的气候行动需要我们与供应商、商业伙伴携手推进。

We now aim to optimize the mix of measures – such as further increasing our energy efficiency and expanding renewable energy generation, and thus further reduce climate impact. At the same time, we are now also actively tackling our scope 3 emissions. We want to reduce these upstream and downstream emissions by 15% by 2030 compared with the baseline year 2018. This corresponds, from today's perspective, to cutting our climate impact by 67 million metric tons of CO₂. This will of course entail a joint effort with our suppliers and other partners to achieve - but climate action is a joint necessity.



CO₂ neutral

博世碳中和四管齐下

Four levers to become carbon neutral



提升能效
Energy efficiency



可再生能源
New clean power



购买绿电
Green electricity



用碳抵消方式补偿
Carbon offsets

途径1: 提升能效

Lever 1: Energy efficiency

博世全球计划通过提升能效的方式到2030年累计节能17亿千瓦时，2021年已经实现目标的33%。为推动这一目标，从2020年到2030年博世每年提供1亿欧元节能基金。

By 2030, Bosch wants to substantially increase its energy efficiency and operationalize measures at its company locations with savings potential totaling 1.7 TWh. An annual budget of 100 million euros is available for this purpose until 2030.

自2019年，博世全球共实施3000多个节能项目，仅在2021年就增加了约1000个新项目，累计节约5.6亿千瓦时。为了进一步提高我们的碳中和质量，从2022年起，我们将从节能基金拨款，额外支持二氧化碳减排措施，如场内供热设施的电气化或减少使用市政提供的蒸汽，以降低非电力能源的使用。

Since 2019, we have initiated more than 3,000 projects worldwide, with around 1,000 new projects in 2021 alone. In total, we have thus far captured savings potential of 559 GWh. This corresponds to 33% goal achievement. To further enhance the quality of our carbon neutrality, from 2022 onward we will additionally fund CO₂ reduction measures, such as the electrification of the heat supply or the use of district heating, from the energy efficiency budget, although the primary focus here is not on energy savings.

自2019年，博世中国共实施443个节能项目，累计节约9600万千瓦时，相当于37,000户中国家庭的年用电量。2021年，博世中国区共实施173个节能项目，包含了改进工艺流程、更新升级设备、应用数字化技术等，节能3200万千瓦时。

Since 2019, Bosch China has implemented 443 energy saving projects, which captured savings potential of 96 GWh. The saved energy is equivalent to the annual consumption of 37,000 Chinese households. In 2021, with the rolling out of 173 energy efficiency projects including process optimization, machines upgrading and digital technology application, Bosch China saved electricity of 32.4 GWh.

提升能效目标实现情况

Goal achievement for energy efficiency

通过提升能效获得的节能量
Savings potential captured with measures to increase energy efficiency

2030年目标
17亿度
2030 target 1.7 TWh



到2020年
3.8亿度
By 2020 0.38 TWh

2021年
1.8亿度
2021 0.18 TWh

自2019年以来
中国区共实施 **443个节能项目**
累计节约**9600万千瓦时**

Since 2019 in Bosch China
443 energy-saving projects
96 GWh savings

固化是联合汽车电子芜湖工厂传感器制造过程中一个重要工艺。它是指在规定的时间和温度下使传感器中的硅胶或银胶凝固，消耗大量的能源。为了降低固化炉的能耗，团队进行了新工艺开发，利用全新的料盘设计，更新温度曲线，使单个炉子的负载能力翻倍，单位产品的能耗大幅降低，年节能量达到227万千瓦时。

Curing is an important process in the sensor manufacturing process in United Automotive Electronic Systems Wuhu plant. This process solidifies the silicone or the silver glue in the sensor at a specified time and temperature, which consumes a large amount of energy. The team developed a new process for the curing oven to reduce the energy consumption. With new trays and the updated temperature profile, the load capacity of the single oven doubles. The project reduces the energy consumption significantly which results into savings of 2.27 GWh per year.

•2.27 GWh

一年节能量达到227万千瓦时



博世华域转向系统南京工厂2021年新建场内光伏

In-house photovoltaic solar farm of Bosch Huayu Steering Systems Nanjing plant

装机容量: 1.5MW

Installed capacity: 1.5 MW

年发电量: 2000MWh

Generated electricity: 2000 MWh/Year

途径2: 扩大可再生能源

Lever 2: New clean power

博世集团目标到2030年使用场内可再生能源4亿千瓦时。2021年博世集团产生了9400万千瓦时可再生能源, 实现了目标的23%。其中中国区的贡献占整个集团的25%。

2021年, 中国区的自有可再生能源达2340万千瓦时, 同比增长24%。2021年有5家工厂安装了屋顶光伏。博世华域转向系统南京工厂的光伏装机容量为1.5兆瓦, 预计每年可产生200万千瓦时的绿色电力。

By 2030, Bosch wants to generate 400 GWh of its annual energy requirements in-house at its company locations from renewable sources. Generating 94 GWh, the company was already able to reach 23% of the target capacity by the end of 2021. Bosch China contributed 25% to the global achievement.

In 2021, Bosch China locations generated and consumed 23.4 GWh renewables which increased by 24% compared with 2020. In 2021, 5 locations launched roof photovoltaic projects. For example, the installed capacity of Bosch Huayu Steering Systems Nanjing plant is 1.5 MW, and is expected to generate 2,000 MWh green electricity per year.

可再生能源目标实现情况

Goal achievement for renewable generation

场内可再生能源 (光伏和水电)
In-house energy production from photovoltaics and hydroelectric power



途径3: 购买绿色电力

Lever 3: Green electricity

为了尽快实现碳中和, 博世从现有可再生能源项目购买绿色电力; 从2019年起, 博世大幅扩大有原产地保证的绿色电力采购量。博世全球计划于2030年实现100%绿电全覆盖, 2021年已实现目标的89%。2021年, 博世中国全年总能耗1.1 TWh, 其中84%为电力, 已实现100%绿色电力覆盖。绿色电力来自电力直接交易或者具有原产地保证的绿色电力证书。随着中国可再生能源市场逐渐开放, 博世正在努力通过直接交易采购更多的绿色电力。

In order to reach carbon neutrality as quickly as possible, Bosch has concentrated on the purchase of green electricity from existing plants and has been greatly expanding its purchase volume from renewable sources with corresponding guarantees of origin since 2019. In total, green electricity already covered 89% of the Bosch Group's global electricity requirements in the reporting year; the aim is to reach 100% by 2030.

In 2021, 84% of total energy consumption (1.1 TWh) in Bosch China was electricity, which was 100% green electricity. Green electricity used in China consists of power purchase agreements with operators of existing plants or renewable energy certificates. As the local green electricity market opens gradually, our locations are endeavoring to buy more green electricity from the market.

途径4: 用优质碳汇项目补偿不可避免的碳排放

Lever 4: Carbon offsets

我们计划在未来几年将碳汇的使用减少到最低限度。对于燃烧过程中不可避免产生的二氧化碳或部分国家绿色电力不足的情况, 我们依然需要用碳汇来抵消。博世选择具有国际标准认证的高质量碳汇项目, 比如黄金标准。2021年, 我们使用碳汇抵消了90万吨不可避免的碳排放, 与上一年比略有下降。博世中国区工厂持续通过设备电气化升级, 减少蒸汽的使用。2021年中国区蒸汽使用量下降3%, 从而减少了碳汇的使用。

Bosch intends to reduce the use of carbon credits to a minimum in the coming years. However, they will be necessary on a transitional basis to offset unavoidable CO₂ emissions from combustion processes or to offset electricity sourced in countries with only limited availability of green electricity. In 2021, Bosch offset a total of 0.9 million metric tons of CO₂ using carbon credits. This represents a slight decrease on the previous year's level. When selecting carbon offset projects, we continue to use internationally recognized and independent certifications such as the Gold Standard. Bosch China puts its focus on improving electrification on equipment to reduce steam consumption. In 2021, the steam consumption decreased by 3% compared with 2020, which leads to a reduction of carbon offsetting on steam.

价值链上下游的碳排放

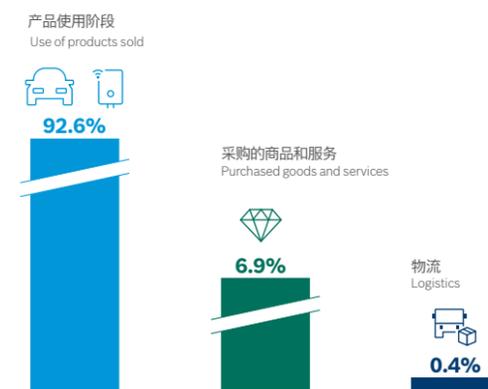
Upstream and downstream emissions

在博世直接影响 (范围1和范围2) 之外的范围, 我们也想做出相应的减碳行动。为此, 博世制定下一阶段目标, 将于2030年减少整个价值链 (范围3) 15%的碳排放 (2018年为基准年)。博世价值链上游的减碳主要关注采购的商品及服务, 下游则关注产品使用阶段的减碳。

We want to shape climate action beyond our immediate sphere of influence (scopes 1 and 2) and also systematically reduce upstream and downstream emissions (scope 3), which we aim to reduce by 15% by 2030 compared with the baseline year 2018. Upstream emissions in the Bosch value chain primarily concern purchased goods and services as well as logistics. Downstream emissions are mainly caused by the use of our products.

价值链上下游的碳排放(范围3)

CO₂ emissions in the up- and downstream value chain* (scope 3)



*以2018年为基准
baseline year 2018

碳信息披露项目

Carbon Disclosure Project



为了减少所购货物和服务的二氧化碳排放量, 我们和供应商展开积极对话。2020年我们识别了为博世提供最多采购服务和产生最多碳排放的供应商。从2021年起, 博世开展了与其他组织的合作, 包括碳信息披露项目 (CDP), 共同支持博世全球业务合作伙伴的碳披露和碳减排行动。2021年, 中国区约有200家供应商参与到CDP的碳排放数据汇报平台, 这帮助我们清楚认识供应商的碳计算和相应活动。业务合作伙伴的碳排放和气候活动将成为与博世签订业务合同的重要标准。

To reduce CO₂ emissions from purchased goods and services, we seek to engage in close dialogue with our suppliers. In 2020, we identified the supplier groups with the largest purchasing volumes and the largest CO₂ emissions. Since 2021, Bosch has collaborated with other organizations, including the Carbon Disclosure Project (CDP), to support Bosch's global business partners in carbon disclosure and carbon reduction action. Around 200 suppliers in China were asked to report data in the CDP platform in 2021. This way, we have created transparency on the status of carbon accounting and corresponding activities of our suppliers. Regarding future business contracting, we will consider CO₂ emissions and associated climate action activities of our business partners as an important criterion.

在物流领域, 我们重点关注运输。除了减少空运和集中货运外, 我们还应用自身总成本 (TCD) 方法, 考虑运费或关税等关键成本。因此供应商和工厂的距离是一个重要的选择标准。通过这些方法, 我们优化运输量, 充分利用运输能力, 尽可能降低二氧化碳排放。

In the field of logistics, we will focus on transport. In addition to reducing air transport and pooling freight, we also focus on the consistent application of the total cost of ownership (TCO) approach, which factors in key cost components such as freight costs or customs duties. The proximity of potential suppliers to our sites is therefore an important selection criterion. In this way, we are optimizing the number of transports and their capacity utilization and keeping CO₂ emissions as low as possible.

博世的产品设计旨在提高能效, 减轻对气候变化的影响。2020年, 我们从提高能源效率、优化产品组合和推动能源供应转型三个方向挖掘出产品使用阶段的减碳潜力, 从而进一步减少二氧化碳排放。

Bosch products are designed for energy efficiency and thus help mitigate climate change during their use. In 2020, we identified additional potential for further reducing CO₂ emissions in the use phase. The corresponding docking points can be clustered into three levers, which we can influence in different ways in the individual divisions: boosting energy efficiency, shaping the product portfolio, and using the transformation of the energy sector.



氢动力模块： 商用车智能化氢动力总成解决方案 助力产品使用端的减碳

Fuel cell power module – An intelligent hydrogen powertrain solution for commercial vehicles as example for lower CO₂ emissions in the use phase

氢动力模块利用氢化学能为汽车驱动提供电力。氢动力模块是一款高效率、大功率、强环境适应性、长寿命的轻/中型商用车智能化氢动力总成解决方案，满足商用车全生命周期应用需求。该产品自2021年起在中国投产。

The fuel cell power module is a system that produces electricity to power up vehicle motors by using chemical energy of hydrogen. The fuel cell power module is an intelligent fuel cell system with high efficiency, high power, high robustness and long life-time for light-duty and medium-duty commercial vehicles, meeting commercial vehicle lifetime requirements. It has started production in China since 2021.

氢动力模块
Fuel cell power module



博世2020年到2030年的气候目标经科学碳目标组织 (SBTi) 审核认证
Bosch climate goals 2020-2030, audited and recognized by the Science Based Targets initiative (SBTi)



水资源 WATER

合理用水是博世集团的优先考量点之一。早在2018年，我们根据世界自然基金会的水风险评估工具对公司业务所在地进行分析，确定了有56个业务所在地位于水资源最短缺或严重短缺的地区。为此，博世制定了目标：到2025年，这些业务所在地年度总用水量在2017年的基础上节约25%。为达成该目标，到2025年，我们设立了每年1000万欧元的节水预算。

到2025年，这些业务所在地年度总用水量在2017年的基础上节约25%



博世集团2021年取水量因疫情后的复产复工略有上升。位于水资源短缺地区的业务所在地只使用了245万立方米水（占博世年度总取水量的13.0%），比2017年减少了21.5%。自2019年以来，我们已经启动了200多个项目，工厂每年节约用水50万立方米。博世中国区有12家缺水地区工厂。与2017年相比，虽然2021年这12家工厂产量大幅提升，但他们仍然取得了节水3%的成绩。

Conscientious use of water is one of Bosch's major priorities worldwide. Back in 2018, we analyzed our company locations using the WWF's Water Risk Filter. Based on the findings, we know that 56 of our sites are located in areas of severest or severe water scarcity. Our goal is to reduce absolute water withdrawal at the 56 sites identified by 25% by 2025 compared with our 2017 baseline. An annual budget of ten million euros is available for this purpose until 2025.

As production resumed after the pandemic-related restrictions, water withdrawal also rose again slightly in 2021. Only 2.45 million m³ of water or 13.0% of Bosch's total annual water withdrawal was attributable to company locations in regions with water scarcity. This translates to a reduction of 21.5% compared with 2017. Since 2019, we have launched more than 200 projects that enable us to save up to 500,000 m³ of water at our sites each year. Bosch China has 12 locations identified with water scarcity. Compared with 2017, although the production volume of the 12 locations significantly increased in 2021, their water withdrawal reduced by 3%.

博世动力总成无锡工厂将数字化的水资源计量接入智能化的能源管理系统，形成高效的水资源管理系统。该平台对工厂所有用水点的用水情况进行实时的数据监控分析，识别出异常用水点和耗水高的工艺，优化水资源的合理调配。基于平台的输出，无锡工厂积极采取了生产工艺节水、水资源循环利用、中水回用等多方面的措施。以工艺节水为例，无锡工厂将超滤反渗透净水系统(UF/RO)排放出来的废水收集起来回用到去毛刺工艺，每年可节约去离子水1780吨，同时减少了废水的处理量。通过多种措施，无锡工厂2021年在2017年用水量的基础上节水16万吨，约30%。

Bosch Powertrain Systems Wuxi plant connects digital water meters into an intelligent energy management system to establish an efficient water management platform. The platform identifies abnormal water usage and processes with higher water consumption by online monitoring and analyzing consumption of all water usage points. And then the allocation of water is optimized. Based on outputs from this platform, Wuxi plant has taken various water reduction measures, e.g., optimization of production process, improvement of water recycling rate, and installation of the reclaimed wastewater treatment system. Through those efforts, Wuxi plant saved 160,000 m³ of fresh water in 2021 which is more than 30% reduction of water withdrawal compared with 2017. Taking process optimization for example, the rejected water from the Ultra Filter and Reverse Osmosis system (UF/RO) is collected and reused for the deburring process, which saves 1,780 m³ of deionized (DI) water per year and reduces the wastewater.





循环经济

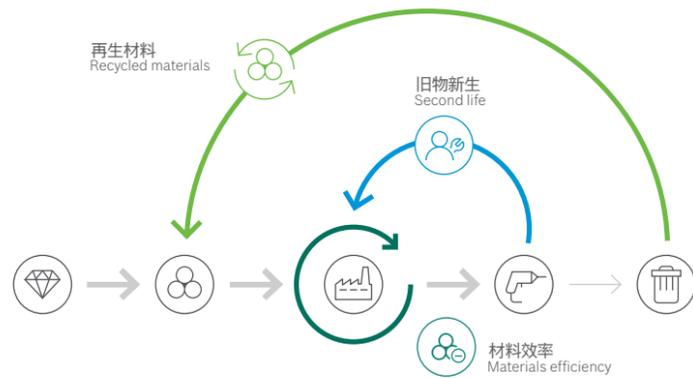
Circular Economy

通过循环经济战略，我们希望实现产品全生命周期的可持续——从采购、生产到使用、回收和再制造，一直到材料的回收和再利用。为此，我们既可以在博世内部直接实现循环，也可以借助公司外部既有的回收流程实现闭环。这样，我们不仅减少了材料使用和产品的碳足迹，助力实现我们范围3的减碳目标，还避免了与环境和社会标准合规相关的潜在风险。我们在循环经济策略中定义了不同的途径。

With our circular economy strategy, we want to make our products sustainable throughout their entire life cycle – from their procurement and production to their use, return, and remanufacturing right through to recycling and the reuse of materials. To this end, we either create loops directly within Bosch or close them outside the company using established recycling processes. This way, we not only reduce the amount of materials used and our products' carbon footprint and contribute toward achieving our scope 3 target, but we also avoid potential risks in relation to compliance with environmental and social standards. We defined different levers in our circular economy strategy.

循环经济策略

Circular economy strategy



途径1：材料效率

Lever 1: Materials efficiency

提升材料效率是实现循环经济的一种高效途径——因为使用更少的材料对环境更加友好。多年来，材料效率一直是博世产品开发过程中的固定标准，它植根于我们的环境友好设计 (DfE) 原则。根据这一原则，产品开发过程中优化设计概念，使用尽可能少的材料来实现产品。这样不仅减少了碳足迹，也降低了产品的制造成本。

博世电动工具杭州工厂携手供应商对工艺进行改进，极大减少了重稀土元素镝 (Dy) 的用量。电动工具的无刷电机需要添加Dy保持磁性。以前Dy和其他材料均匀混合之后压制烧结成磁粉晶粒。而现在磁粉晶粒在压制阶段不含Dy，通过磁粉晶界扩散工艺将Dy扩散至磁粉晶粒表面，减少80%的Dy用量，产品仍符合工艺要求。

而对于功率相对较低的无绳工具，磁粉晶粒通过高端气流磨新工艺缩小粒径，实现镝的零使用。昂贵的稀土元素镝每年用量减少98%。该项目被授予博世集团“可持续发展和环境安全健康奖”。

减少Dy用量
Dy reduction
·98%

The measures offering the highest quality aim to increase materials efficiency – after all, the best solution for the environment is to use less materials. For years, materials efficiency has therefore been a fixed criterion in the Bosch product development process, where it is anchored in our Design for Environment (DfE) principle. Applying this principle, a design or concept is optimized in the product development process to use as little material as possible to realize the product. This reduces the carbon footprint and also cuts the manufacturing cost of a product.

Bosch Power Tools Hangzhou plant greatly reduced the usage of the heavy rare earth element dysprosium (Dy) by process optimization with its supplier. Dy is added to the motor of the coreless power tool to maintain its magnetic property. Instead of uniformly dispersed into magnetic grains, Dy is coated onto the grain surface by Grain Boundary Diffusion Process, which significantly reduces the amount of Dy by 80%. However, the product still keeps the same magnetic property. Regarding cordless tools with a lower magnet requirement, magnetic powder grains are refined via jet milling process, which greatly improves the magnetic performance without Dy. The usage of the expensive Dy significantly decreases by 98% per year. This project has been awarded the “Sustainability and EHS Award” of the Bosch Group.

途径2：旧物新生

Lever 2: Second life

我们将博世可以用来改善自身材料流或在公司内部实现闭环的措施组合在一起。这是我们循环经济策略中最复杂的措施，也是最具潜力的一项。再利用、维修和再制造相关的措施延长了产品的生命周期，而和产品回收相关的措施也使旧设备(如退租的租赁设备)的主要材料和部件得以回收利用。

We have grouped together those measures that Bosch can use to improve materials flows itself or close loops within the company. This has produced the most complex lever in our circular economy strategy, but it also offers the greatest potential. Whereas measures relating to reuse, repair, and remanufacture extend a product's life cycle, those geared to product recycling involve reusing the main materials and components from old appliances (e.g., returned leased equipment) in closed loops managed by Bosch.

博世动力总成青岛工厂为内燃机车的大引擎提供喷油器和喷油泵。其主要零部件的设计寿命可达30年，而有些易损件，如密封件或运动部件需要定期维护更换以确保产品性能。青岛工厂将从客户回收的旧喷油器和喷油泵进行拆解、清洗、检测、更换易损件，重新装配测试后，返还给客户。经过博世原厂再制造的大引擎喷油器和喷油泵，与全新产品拥有相同的装配工艺、测试标准、质量标准和技术性能，获得了客户的认可。

博世大引擎喷油器和喷油泵产品在铁路机车应用中的再制造比例高达68%。

Bosch Powertrain Systems Qingdao plant supplies injectors and pumps for large engines in locomotives. The design life of their main components reaches 30 years, but some wearing components like sealing parts or movable parts need to be maintained or replaced regularly to keep the designed performance. Recycled used parts from customers are tore down, washed and inspected. The qualified components and new wearing components are assembled and tested, then returned to customers. Large engine injectors and pumps remanufactured by Qingdao plant have the same performances as new ones. Satisfied by customers, 68% injectors and pumps of large engines in railway application are remanufactured by Bosch.



途径3：再生材料

Lever 3: Recycled materials

再生材料涵盖了一切措施，以实现钢铁、铝或塑料等材料的经济闭环。通过这种方式，我们减少了原材料的使用，降低了对环境的影响，也降低了原材料开采过程中人员健康的风险。

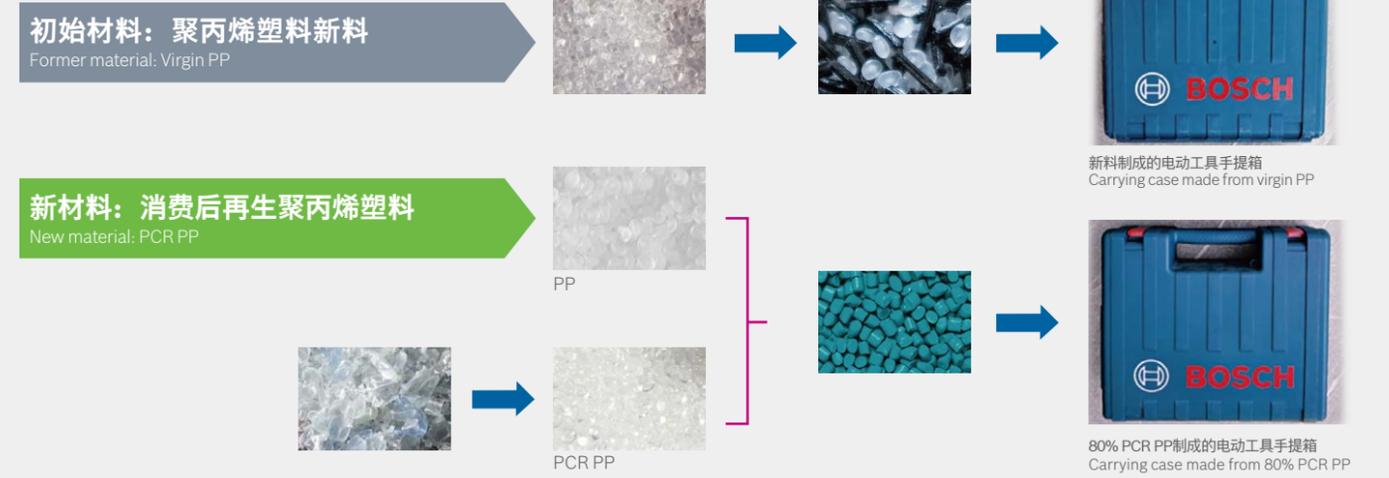
再生材料这一途径更加引人注目，因为博世已经具备技术解决方案，并早已在生产过程中使用高质量的再生材料。在我们的所有产品中，使用再生钢的平均比例约56%，再生铝的比例为35%，与行业平均水平相当。再生塑料约占博世原材料采购的5%，我们计划未来几年大幅增加这一份额。

Recycled materials cover all measures to close the loop in the economy for materials such as steel, aluminum, or plastics. This way, we use fewer primary materials and reduce our environmental impact – as well as human rights risks in the extraction of raw materials.

The measures summarized by this lever are all the more compelling because the technical solutions are already available and the use of high-quality recycled materials in production processes has long since become established. Across all our products, the average percentage of recycled steel used at Bosch worldwide is already around 56%, and the share of recycled aluminum of 35% matches the average level in the industry. For plastics, the percentage of recycled material that we purchase as raw material is around 5%. We intend to increase this share substantially in the coming years.

为了减少碳排放、提高能源效率，博世全球服务亚太区原材料技术中心、博世电动工具事业部联合塑料供应商共同启动了消费后再生塑料制造电动工具手提箱项目。消费后再生塑料 (PCR) 聚丙烯 (PP) 产生的二氧化碳更低，可减少约40%碳排放。博世技术人员对塑料供应商进行了严格审核认证，确保废旧塑料来源可靠，并且能够实现可回收材料与新材料相同的结构特性。该联合团队开发了以80% PCR PP为树脂基体的配方参数，并创建了博世亚太区第一张PCR材料规范，以满足产品机械性能和注塑工艺的要求。

Bosch Materials Technical Support Asia department and Bosch Hangzhou Power Tools Division jointly launched the post-consumer recycling (PCR) polypropylene (PP) material project together with plastic suppliers. They explored a new formula to manufacture carrying cases of power tools. The carbon emission of PCR preparation process is lower than that of virgin PP. Finally, the project reduced 40% of CO₂ by using PCR PP. Bosch technical team has conducted a strict production process audit and technical assessment of raw materials for plastic suppliers to ensure the reliable supply of PCR source and secure the comparable performances of PCR plastics compared with the virgin materials. Accordingly, the formula with 80% PCR PP as resin matrix has been researched and developed, and the first Bosch Norm about PCR material in Asia Pacific region was created and published to meet the requirements of product properties and injection molding process.



初始材料：聚丙烯塑料新料
Former material: Virgin PP



新料制成的电动工具手提箱
Carrying case made from virgin PP

新材料：消费后再生聚丙烯塑料
New material: PCR PP



80% PCR PP制成的电动工具手提箱
Carrying case made from 80% PCR PP



PCR PP

环境友好设计 (DfE)

Design for environment

为了实施我们的循环经济战略，博世内部的环境友好设计标准将DfE原则扎根在产品开发过程中，包括面向开发人员和产品所有者的具体设计和制造规则，涵盖产品的整个生命周期，即从产品开发过程中使用的材料和效率，到产品生命周期结束时的回收或环保处理。作为质量流程的一部分，博世对产品开发是否符合DfE标准进行审查。

In connection with the implementation of our circular economy strategy, the company-wide Bosch Design for Environment (DfE) standard will be revised in 2022. Anchoring the DfE principle in the product development process, the standard includes concrete design and manufacturing rules for developers and product owners that cover the entire life cycle of products – from materials used and efficiency in the product evolution process to recycling or environmentally compatible disposal at the end of the product life cycle. Compliance with the standard is reviewed as part of the quality process.

产品生命周期的各阶段

Product life cycle



博世无锡氢动力模块研发团队将环境友好设计理念贯穿其设计。电子空气压缩机原始设计中，空压机本体主轴的主要材料采用环境影响比较高的高温镍基合金。DfE评估将其中大部分改成了环境影响更低的不锈钢材质。同时，通过优化设计，产品功率从20千瓦升级到30千瓦，空压机本体的体积功率密度提高50%。另外，零件防尘保护帽采用再生塑料，并多次循环使用，减少塑料废物的产生。

燃料电池氢气供给模块设计之初即考虑氢气的循环使用，有效提高能源利用率及系统效率。高度集成的结构设计和模块化的设计理念降低了产品体积和重量，同时使维修保养更简单。产品主体部分及多处零件选用可锻铝合金，在保证材质可回收的前提下，降低产品重量。

The Bosch Wuxi fuel cell module R&D team applies the Design for Environment (DfE) concept throughout its design. In the original design of the electric air compressor, the main material of core group spindle is high-temperature nickel-based alloy with relatively high environmental impact. In DfE review, most nickel alloy can be replaced with stainless steel. At the same time, the power is upgraded from 20 KW to 30 KW by design optimization, and the volume power density of the air compressor core group increases by 50%. In addition, the dust protection caps of the parts are made of recycled plastic and can be reused many times to reduce plastic wastes.

In the design of the fuel cell hydrogen supply module, the recycling of hydrogen is considered, which can effectively improve the energy utilization rate and system efficiency. Highly integrated structural design and the modular design concept reduce the volume and the weight of products as well as simplify the maintenance and repairing. The main part of the product and its many parts are made of malleable aluminum alloy which is recyclable and reduces the weight.

废弃物

Waste

博世遵循“避免产生、再利用、再处置”的废物管理原则，同时确保符合当地运输和处理废弃物的法律要求。博世所有生产型工厂都有明确指定的组织，负责对废物进行分类，并移交给处理公司。为了进一步减少废弃物填埋量，我们努力提高回收利用率。因此，我们从2019年开始推行零废弃物填埋项目，2021年的项目重点是减少包装废弃物。

中国区的大部分工厂都积极响应了博世总部零废弃物填埋的号召，在各自工厂开展了改善包装，减少包装废物的项目。博世汽车部件长沙工厂主要采取了三方面措施：

“Avoid, then reuse, then dispose” – that is the principle we apply at Bosch with respect to waste management. A guideline applicable company-wide ensures that the legal requirements for the transport and disposal of waste are complied with locally. All manufacturing sites have a clearly designated organizational unit responsible for sorting, classifying, and handing over waste to disposal companies. In order to further reduce the amount of waste going to landfills, we want to increase the recycling rate. With this in mind, we implemented the Zero Waste to Landfill campaign in 2019. In 2021, the focus was on packaging.

Most plants in Bosch China launched Zero Waste to Landfill II campaign “Packaging the way forward” to improve the packaging and reduce wastes in their plants. Bosch Automotive Parts Changsha plant took the following measures:

<h3>优化包装设计</h3> <p>Optimize the packaging design of wiper products</p> <p>通过更换防震材料、优化包装尺寸、调整布置方式等措施，提升包装容量。例如，雨刮总成以前使用硬纸板作为产品的防震分隔材料，现在则使用防震效果更好的聚丙烯发泡材料 (EPP)。包装设计优化后，产品摆放更加紧凑，同样体积的包装箱盛装的雨刮个数由90个增加到144个。</p> <p>The capacity of packages rises by replacing shock-proof materials, optimizing the packaging size, and adjusting the layout. For example, the wiper assembly switches paper grids to expanded polypropylene (EPP) grids. Wiper products are placed more compactly. The capacity of each package increases from 90 pieces to 144 pieces.</p>	<h3>木托盘回收</h3> <p>Recycle wooden pallets</p> <p>以前运输原材料的木托盘一直作为工业固体废物直接报废。现在这些木托盘在仓库经过分拣，回用于成品运输。</p> <p>Wooden pallets used for raw material transportation were directly scrapped as industrial solid wastes. Now they are sorted and reused for finished products transportation, which reduces the amount of wooden pallets purchased by 485 metric tons.</p>	<h3>可回用包装策略</h3> <p>Returnable packaging strategy</p> <p>长沙工厂计划从2021年到2025年，稳步推进原材料和成品包装中使用回用包装的比例，以在2025年分别达成80%和50%的比例目标。</p> <p>Changsha plant initiates to replace the disposable carton package with the returnable plastic package for the external transportation. By 2025, they aim to replace 80% packaging of raw materials and 50% packaging of finished products with returnable ones.</p>
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通过以上措施，长沙工厂每年可节约木托盘485吨、纸包装801吨，减少包装废弃物485吨。这些优化措施提升了运输效率，也让产品包装更加绿色友好。该项目荣膺博世集团“可持续发展和环境健康安全奖”。

Through the above measures, Changsha plant yearly saves wooden pallets by 485 metric tons and paper packaging by 801 metric tons as well as reduces packaging wastes by 485 metric tons. The optimizations reduced cargo volume while making the packaging more eco-friendly. This project was honored with the Bosch Sustainability and EHS Award.

绿色包装进行时

Packaging: the way forward

我们致力于采用更好的包装解决方案，助力我们工厂实现废弃物零填埋。秉持这一理念，我们通过设计性的思维，采用再使用和替代等可持续的包装解决方案，积极减少包装废物。

We are committed to better Packaging Solutions that ensures zero waste to landfills from our facilities. In line with this, we are actively reducing the packaging waste through design thinking and by reusing and replacing with sustainable packaging solutions.

废弃物零填埋
Zero Waste to Landfill



Diversity, Equity and Inclusion



多样性 Diversity

博世重视员工观点、经验和生活方式的多样性。我们相信，拥有不同观点、教育和文化背景以及个人素质的团队通常会产生更好的结果，相互欣赏每个团队成员的独特之处有利于营造良好的工作氛围。这就是为什么我们坚定地多元化写入公司价值观，并镌刻进我们的使命宣言“**We are Bosch**”中；同时，我们将培养和鼓励多元化作为公司战略之一。我们的商业行为准则也强调博世尊重保护每个员工的人格尊严，不歧视或骚扰，促进多元化。无论性别、年龄、背景或任何其他方面，全球的所有员工都感受到自己的价值，并为公司贡献他们的个人优势、专业知识和潜力，这点对我们至关重要。

Bosch values the diversity of its associates' perspectives, experience, and lifestyles. We are convinced that teams with a range of perspectives, educational and cultural backgrounds, as well as personal qualities often produce better results and that mutual appreciation of each team member's uniqueness is beneficial for the work climate. That is why we have firmly anchored diversity in our mission statement "We are Bosch" as one of our values and foster and encourage diversity as part of our corporate strategy. Our Code of Business Conduct, too, underscores that Bosch respects and protects the personal dignity of each individual, tolerates neither discrimination nor harassment, and promotes diversity. It is very important to us that – irrespective of gender, age, background or any other aspects – all associates around the globe feel valued and can devote their individual strengths, expertise, and potential to the company.

在博世，归属感的定义衍伸为“多元、平等和包容”，旨在更清楚地阐释多元化管理在博世的深耕落地，以及多元对于我们的意义。

每一年的全球多元文化日/周，博世中国会在超过10个不同的城市举办不同主题的线上及线下活动，从“摒除偏见，尊重差异”（2018年）和“挑战偏见，实力回击”（2019年），到“我们，势不可挡”（2020年）和“多元、平等、包容”（2021年），赢得了员工的广泛参与和积极反响。

员工辅助计划（EAP）是博世公司为员工和员工家人购买的免费专业心理服务。截止目前，在博世中国总部，EAP热线的年均使用率已接近10%。

从2021年开始，博世中国启动了精力管理话题，公司从员工精神、心理、情绪、体能四个基础方面进行了有针对性的产品开发与落地实践。博世总监班领导力课程则引入精力管理诊断与改善跟踪，帮助博世管理团队在体验式的课程中感受改善精力值对自身工作状态与生活的改变。精力训练营则以团队精力值测评为基础，为团队完成精力测评与定制化课程导入。与此同时，博世创新地将教练技术与精力管理话题相融合，与ICF国际考官联合研发了活力教练项目，并配合传统企业EAP项目，为员工提供了更多心理与精神层面诊断、改善与提升的方案。

博世提出“**We LEAD Bosch**”的领导力文化，共分为10条。通过“**We LEAD Bosch**”的精神指导，公司希望每一个人都能具备领导力并施展领导力。博世希望通过“领导力平权”来建立领导力文化，而教练式领导力和教练型领导风格正是实现这一目标的方式和路径。教练式领导力能够激发创新，带来成长，帮助人与人之间建立信任，相互包容，成就每一位员工。博世在内部推广教练式领导力和教练型领导风格，让更多的员工获得被教练的机会来释放潜能。通过打造“**We LEAD Bosch**”，使得个人成功、团队成功、业务成功。

作为一家百年的制造业公司，博世正在向人工智能物联网公司转型。如何实现未来世界物联化，并就互联互通、互联工业、智能家居、智慧城市等话题积累所需要的技术和多元化人才，正是博世致力研究的课题。为此，博世中国为物联极客们提供了一个交流社群——博世中国数字化人才社群。物联极客们可以通过该社群靠近和聆听散落在各个地方的才华，通过相同的频率来找到彼此，找到归属感。社群还会组织黑客马拉松等极客们喜欢的活动，朝着万物互联的目标前进。

At Bosch, we take utmost importance in creating a sense of belonging in the organization, and that extends to “Diversity, Equity and Inclusion”. These values set the tone for implementing DEI management at Bosch and its significance to us.

Every year, during the Global Diversity Day/Week, Bosch China will hold different themed online and offline campaigns in more than 10 cities. These themes range from “Eliminating Prejudice & Respecting Differences” (2018) and “Challenging Prejudice & Fight Back” (2019), to “We Are Unstoppable” (2020) and “Diversity, Equity and Inclusion” (2021), and have garnered extensive participation and positive responses from our employees.

The Employee Assistance Program (EAP) is a complimentary professional psychological service for Bosch’s employees and their families. Up to now, at Bosch China headquarters, the average annual utilization rate of the EAP hotline has been close to 10%. In order to support associates to make their work even more productive, to enhance their personal performance and to prevent burnout, Bosch China focused on energy management. To do that, they dived into the topic of energy management.

At the start of 2021, Bosch China launched energy management project covering four key dimensions: employee energy, psychology, emotion, and physical fitness.

On top of that, a personal energy management course was introduced to help management teams track and analyze changes in their daily work and life activities. Other energy training initiatives can be customized based on the team’s energy expenditure assessment and completes with the induction of a customized curriculum. At the same time, Bosch integrated coaching techniques and energy management strategies and developed the vitality coaching program with ICF International Examiners. This curriculum aligns with the classical EAP programmes to provide employees with psychological and energy assessment as well as the solutions of energy renewal, improvement and optimization.

In the past, Bosch also launched “**We LEAD Bosch**” 10 principles as leadership and collaborative culture. And with these guidelines, the company aims to equip every employee with leadership skills and drive change & innovation in the organization. Bosch aims to establish a leadership culture through “Leadership Equity”. Coaching style leadership is the way and path to achieve this goal. Coaching style leadership can stimulate innovation, bring about growth, help build trust between people, and make every employee a success. Bosch promotes coaching style leadership internally so that more employees have the opportunity to be coached to reach their potential. With the initiation of “**We LEAD Bosch**”, personal success, team success, and business success can be better achieved.

As a century-old manufacturing company, Bosch is transforming into an AIoT (artificial intelligence & IoT) company. To realize the world’s Internet of Things in the future, Bosch commits to researching and acquisition of technologies and diverse talents in related areas such as connected transportation, industries, smart homes, and smart cities. In regard to this connected mobility, Bosch China established a platform where digital and tech talents can come together as a community to share findings and connect, no matter where they are based. The community will also organize hackathons and various tech-related activities to advance toward the AIoT agenda.



DEI最佳实践，获得最佳公司归属感大奖
DEI Best Practice Awards X Belonging



人权 Human rights

博世承担责任，并密切关注整个价值链的尊重人权。除了气候行动和保护环境，我们还关注供应链可持续设计中的社会因素。从环境和社会角度来看，原材料开采领域的风险较高，因此我们将它作为博世的重要责任之一。

我们在2020年进行了详细的风险分析，系统地识别对博世集团有重大风险的相关原材料，特别关注供应链上游的风险。据分析，产品和半成品包含风险较高的原材料，因此2021年我们加强了与供应商的合作，以降低采购风险。为此，我们将在未来三年内逐步识别并减少采购活动中与成品或半成品原材料相关的高风险原材料。推动供应链可持续责任的措施包括营造公开透明的环境、参与行业对话、加入供应链冲突矿物报告和钴报告等。

Bosch takes on responsibility and is sensitive to human rights being respected – along the entire value chain. In addition to climate action and protecting the environment, we also focus on social aspects in the sustainable design of our supply chains. In particular, respect for human rights is our highest priority. Given the particularly high risk associated with the field of raw materials extraction from an environmental and social perspective, we have set this as one of our initial priorities.

That is why in 2020 a detailed risk analysis was carried out to systematically identify the raw materials of relevance for the Bosch Group that could pose significant risks, particularly in the deeper supply chain. The next step in 2021 was to develop a cross-company concept to mitigate the risks arising from the procurement of products and semifinished products which, according to our analyses, contain particularly high-risk raw materials. To this end, risk minimization programs will be implemented over the next three years following a defined scheme, which is run through step-by-step for the respective raw materials. Measures to counter human rights risks in raw materials extraction contain creating transparency, taking part in industry dialogue projects, participating in the conflict minerals reporting and cobalt reporting, etc.

风险控制流程

Risk minimization process



推动原材料采取过程中可持续责任的措施

Measures to counter human rights risks in raw materials extraction

钴 Cobalt	🔍📄	应对措施 Measures taken 🔍 透明 Transparency 🗣️ 行业对话 Industry dialogue project 📄 冲突矿物报告、钴报告 Conflict minerals reporting, cobalt reporting * 单独措施 Individual measures 🏗️ 待开发项目 Program under development
稀土 Rare earths	🔍	
冲突矿物 3TG	📄	
铝 Aluminum	🔍*	
铅 Lead	🔍*	
石墨 Graphite	🔍*	
锂 Lithium	🔍*🗣️	
天然橡胶 Natural rubber	🔍*	
铜 Copper	🗣️	
锰 Manganese	🗣️	
镍 Nickel	🗣️	
铂 Platinum	🗣️	

我们按照三段式流程管理供应链的可持续话题，确保供应链中的风险管理，有序开展可持续活动：

Based on company-wide guidelines, we ensure risk management and structured sustainability activities in relation to our supply chain. Sustainability aspects are taken into account in supply chain management via a three-stage process:

 <p>博世要求 Requirements</p> <p>通过采购条款条件、商业伙伴行为准则、相关合同条款传达博世的供应商可持续管理要求。</p> <p>We communicate our requirements to our suppliers via our Terms and Conditions of Purchase, the Code of Conduct for Business Partners, and appropriate contractual clauses.</p>	 <p>评估工具 Assessment</p> <p>运用CSR快速检查法和CSR深度评估等系统性方法评估供应商行为是否符合上述要求。</p> <p>To assess compliance with these requirements, we use systematic methods. Of central importance in this regard are the CSR quick scans and CSR drill-deep assessments.</p>	 <p>行为提升 Further development</p> <p>通过提升供应商可持续方面的表现，博世计划实现有效且可持续的转变。</p> <p>By further developing our suppliers sustainability performance, we aim to achieve effective and sustainable changes.</p>
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博世供应商管理团队负责商业伙伴的可持续发展话题。商业伙伴在可持续发展方面的表现是博世衡量第三方供应商的重点之一。博世利用“CSR*快速检查法”和“CSR深度评估”评判供应商是否符合如商业伙伴行为准则等博世要求。CSR快速检查法的考察范围包括环境、职业健康安全和供应链责任；针对特定物质设有补充问卷或行动，如访问铅酸启动电池的供应商和下级供应商或拜访物流服务供应商。CSR深度评估不仅涉及快速检查法的三大关注重点，还深入分析供应商工作环境和合规管理。若供应商违反了博世要求，我们会与供应商共同寻求改正措施，同时采取防范措施。供应商与博世的相关采购部门共同参与制定上述行动，并由博世协助监督措施的落实。

Sustainability of our business partners are being managed by the supplier management team. The sustainability performance of the supplier business partners is one of main priorities used to measure the performance of third-party supply chain. Bosch conducts evaluation on its business partners to assess the compliance with its requirements like the Code of Conduct for Business Partners via CSR quick scans and CSR drill-deep assessments. CSR quick scans are based on a checklist of specific criteria relating to the environment, occupational health and safety, and human rights. Supplementary questionnaires are used for selected groups of materials – for example, for visits to suppliers and sub-suppliers of lead-acid starter batteries or to logistics service providers. Besides an in-depth assessment of the three areas covered by the CSR quick scan, CSR drill-deep assessments also comprise an analysis of working conditions and compliance management. If a supplier is in breach of our sustainability requirements, we seek to remedy the issue without delay together with the supplier and take appropriate precautions for the future. The supplier defines measures with the involvement of the purchasing function responsible, and we support and monitor their implementation.

可持续话题与企业的商誉息息相关，而品牌价值正是来自于企业的商誉。博世将可持续发展纳入供应链管理，同时影响供应商关注该话题，让他们意识到可持续不仅能成为自己的竞争亮点，也可以提升竞争价值。

Finally, it is obvious the importance of sustainability is closely related to the reputation of the enterprise, and the brand value is derived from the reputation of the enterprise. Sustainability is considered as an integral part of the Bosch supply chain management and this value is also being extended to our supply chain partners to ensure awareness that sustainability not only will differentiate them from the competitors but also enhance their enterprise competitive value.

*CSR (Corporate Social Responsibility) 企业社会责任



健康 HEALTH

博世时刻关注员工健康，为员工提供安全的工作环境。在过去两年的抗击新冠疫情行动中，我们始终坚持该宗旨，保障了业务运营。员工健康先行，我们一直严格实施所有的保护措施和并关爱员工的身心健康。

Protecting and promoting associates' health and providing a safe working environment at all times are core aspects of Bosch's understanding of its role as a company. This was underscored in 2020 and 2021 in the context of the pandemic response to keep operations running as best as we could. In all corporate decisions, health was always the first priority. All protective measures and instructions have been strictly applied.



预防事故和确保工作场所安全是我们作为雇主的重要职责。我们已经实现了2020年的第一个目标——每百万工时发生的事故低于1.7起。现在我们希望到2025年，将事故率降至1.45。2021年，博世中国的可汇报事故数比前一年降低了25%，事故率为0.5。

Preventing accidents and ensuring workplace safety is a crucial part of our responsibility as an employer. Having reached our first target in 2020 – less than 1.7 accidents per 1 million hours worked – and even lowered the accident rate to 1.5, we now want to build on what we have achieved: by 2025, we aim to lower the accident rate to 1.45. In 2021, Bosch China reduced the number of reportable accidents by 25% compared with 2020, and the accident rate is 0.5.



工作安全——运用数字化和AI的解决方案

Work safety – Digital solutions with AI technology

在有效实施ISO45001管理体系的同时，博世中国积极创新，借助数字化、人工智能为安全管理赋能。多家工厂建立了数字化的安全隐患汇报系统，激励全员参与隐患排查，防患于未然。博世汽车电子苏州工厂实施了旨在保持零事故目标的安全项目，搭建了数字化管理平台，为安全管理中的安全资质、设备安全等核心要素提供了数字化解决方案。在人工智能部门的帮助下，联合汽车电子上海工厂开发了个人防护用品识别提醒系统，可对特定岗位上操作人员的安全防护进行识别提醒。

In addition to the effective implementation of ISO45001 management system, Bosch China actively innovated and empowered safety management with the help of digitalization and AI (artificial intelligence). Many plants have established digital near miss reporting systems to motivate all employees to identify and report potential hazards and risks before they occur. Aiming to maintain the "zero" accident goal, Bosch Automotive Electronic Suzhou plant build a digital management platform, which provided digital solutions for safety management core elements like safety qualification and equipment safety. With the help of the AI department, United Automotive Electronics Shanghai plant developed a system that intelligently identifies operators in specific positions and reminds them of wearing personal protective equipment.

化学品管理——化学品管理活动

Chemical management – Chemical management campaign

博世确保其生产过程不对人和环境产生危害。中国区有82%的工厂参与实施了化学品管理活动，该活动旨在通过工厂管理层、关键用户以及技术部门的共同参与，对化学品管理相关的风险和机遇进行全方位识别。通过头脑风暴和风险分析的方法，持续优化现有管理，得出切实有效的控制措施并定期追踪确保实施。博世力士乐北京工厂通过综合评估、优化采购和物流流程，将危险化学品的库存量降低了82%，极大提升了化学品管理的本质安全。

Bosch ensures that people and the environment do not come to harm through its production processes. 82% of manufacturing locations in China have implemented a chemical management campaign. It aims to identify potential risks and improving opportunities throughout chemical related activities by involving management, key users and technical departments. Next to the already established management system, practical control measures are derived from brainstorming and risk analysis approaches. These control measures are tracked periodically to ensure realization. Through comprehensive assessment and optimization of both procurement and logistics processes, Bosch Rexroth Beijing plant reduced the storage amount of hazardous chemicals by 82%, which has greatly improved the essential safety level of chemical management.

博世力士乐北京工厂通过综合评估、优化采购和物流流程将危险化学品的库存量降低了82%
Bosch Rexroth Beijing plant reduced the storage amount of hazardous chemicals by 82%

82%

抗击疫情——新冠疫情下 博世中国工厂在保护员工健康的前提下 如何有效地保证生产

Combat Covid 19 @ Bosch China – How did Bosch China ensure its production and protect employees' health during the COVID-19

在疫情持续的第二年，博世继续将员工健康放在首位。由博世中国区管理层牵头的危机管理团队密切关注疫情发展，积极与业务所在地交流疫情发展情况和相关政策，推广工厂的经验分享。

In the second year of the Covid-19 pandemic, Bosch continues to give first priority to the health of associates. In China, the crisis management team which is led by Bosch China management, closely monitored the changing status and communicated with locations about the development of the Covid-19 and relevant policies. Regular management meetings were organized to promote good practices from locations.

2021年，博世不少工厂受到了疫情的影响。工厂管理层一直以来关注疫情动向，提前制定了应急计划和闭环管理等预案。为确保生产和交付，工厂根据情况制定灵活的产能和生产计划，同时与供应商和客户紧密合作，同政府密切沟通，在多变的疫情大环境下为客户保供。

Many locations were impacted by the Covid-19 pandemic in 2021. Location management developed contingency plans and early preparation based on the scenarios of the pandemic, e.g., closed-loop management. In order to secure products supply and delivery, they scheduled flexible capacity and production plans based on the situation, and kept close collaboration with suppliers and customers. Meanwhile, locations closely communicated with local governments to stay informed of the latest requirements.

员工关爱活动

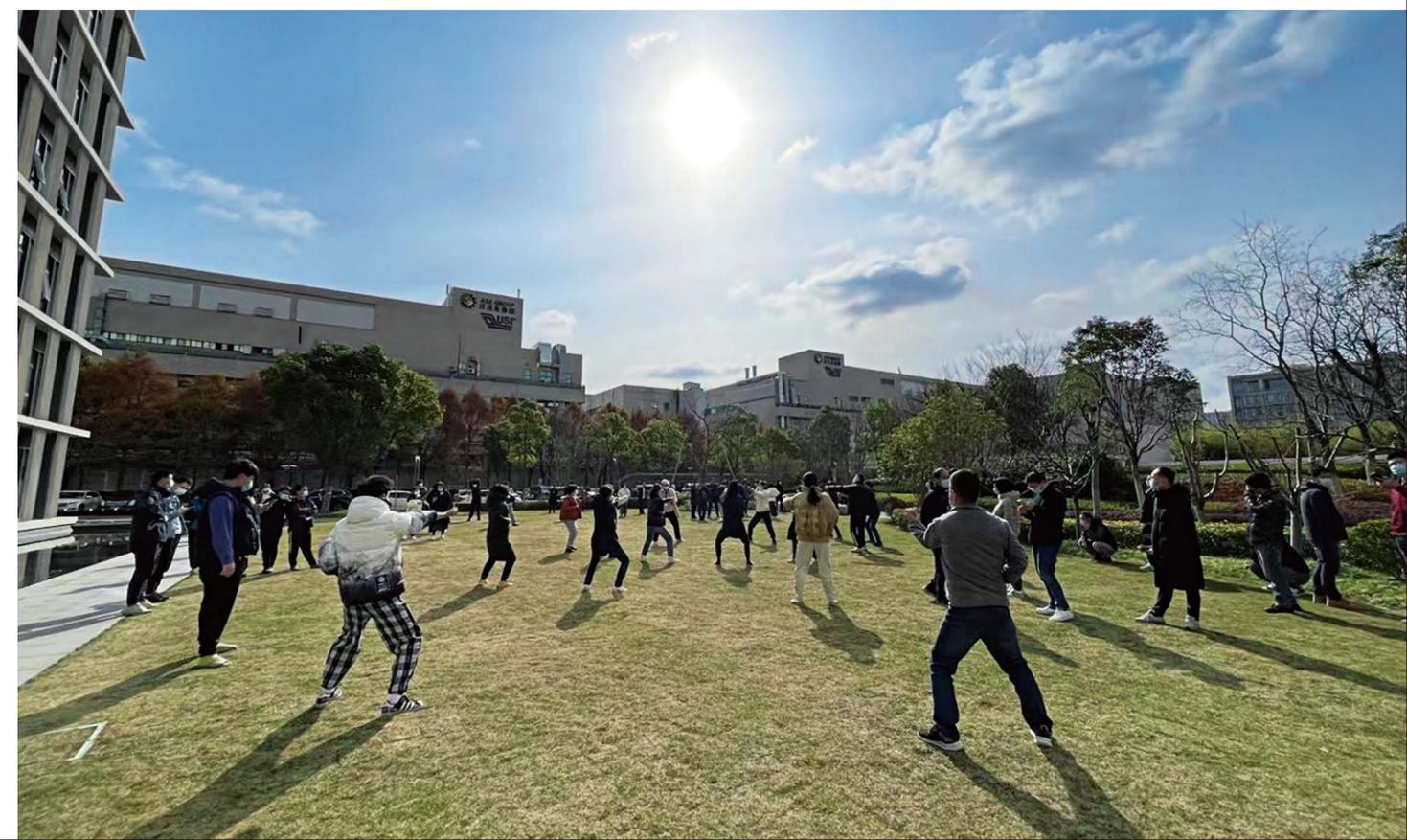
Taking care of employees' well-beings during the Covid-19

博世早在2020年就迅速实施了全面有效的卫生措施保护员工。疫情期间，7*24小时心理咨询热线一直为员工提供服务。工厂还为不同工作场景下的员工提供心理辅导活动，如为闭环管理中的同事组织相应主题的互动沙龙、健康操，为居家办公员工提供缓解压力和负面情绪的视频讲座和心理小贴士。

Back in 2020, extensive hygiene measures were taken very quickly to protect associates. Throughout the pandemic, a 7*24 hours hotline for psychological counseling was available for Bosch employees. We arranged professional psychological activities. Despite lots of challenges during the closed-loop management, locations organized all living supports for associates, leisure activities and mental health lectures. Online lectures and tips were offered to home-office employees to take care of their well-beings.

7*24 Hours

7*24小时心理咨询热线
EAP hotline for psychological counseling



SUSTAINABILITY CULTURE

可持续发展文化

可持续发展和环境健康安全奖

Sustainability & EHS Award

博世集团每年内部表彰在可持续发展和环境健康安全方面做出杰出贡献的项目。专家评审团选出每个奖项的前三甲，由相应的集团管理层颁发奖项。2021年，来自博世全球的176个团队提交了申请。中国区提交了45个项目，博世汽车部件长沙工厂和博世电动工具杭州工厂的项目获得了资源使用效率类别的第二、三名，博世底盘控制系统苏州工厂和联合汽车电子上海工厂的项目位列安全类别的第二、三名。

Each year, outstanding projects within the Bosch Group are recognized with the Sustainability and EHS Award. A jury of experts chooses the three best projects in each category, and the board of management member responsible for sustainability presents the awards at an internal award ceremony. In 2021, 176 teams from Bosch locations around the world competed for the prize, and Bosch China submitted 45 projects. The waste-reduction project from Bosch Automotive Products Changsha plant and the heavy rare earth conservation project from Bosch Power Tools Hangzhou plant respectively won second place and third place in the resource efficiency category. At the same time, projects from Bosch Chassis Systems Control Suzhou plant and United Automotive Electronics Shanghai plant won second and third place in the safety category. They both applied digital tools to safety management in their locations.

博世中国获得欧盟商会可持续商业大奖

Bosch China won Sustainable Business Award presented by European Union Chamber of Commerce

博世中国凭借其在低碳领域的杰出实践荣获中国欧盟商会颁发的“可持续发展商业大奖”。奖项的评选共设置了五个类别，低碳领域杰出实践为其中之一。这一类别旨在表彰企业在整体战略规划和低碳转型实践中所做出的努力，以及在实现碳中和及绿色发展目标方面的卓越案例。

Initiated by the European Union Chamber of Commerce, the awards celebrate companies who put sustainable economic growth, environmental care and social welfare at the forefront of their values. Bosch China received the award as Advanced Performer in Decarbonization, one of the five awarding categories, notably for its overall strategic planning and pioneering role of practicing low-carbon transformation and demonstrating ambitious goals and excellent cases in conducting carbon reduction and green development.

中国区多家工厂上榜2021年绿色制造名单

Several Bosch China locations were listed on Green Manufacturing

为鼓励中国制造业发展，2015年国家工信部设置了绿色制造奖项。截至到2021年底，博世中国区已有5家工厂凭借在可持续发展方面的杰出表现被评为国家级绿色制造工厂，其中博西家电滁州工厂、苏州工厂、青岛工厂在2021年获得国家级绿色工厂的称号。同时，由博西家电生产制造的2款节能高效的家电产品被评为国家级绿色产品。

Ministry of Industry and Information Technology of People's Republic of China set Green Manufacturing Awards in 2015 to foster the green development in China manufacturing industry. Since this recognition was launched, five Bosch locations have been awarded the Green Manufacturing Factory Award at national level thanks to their outstanding performance in driving sustainability. BSH Home Appliances Chuzhou plant, Bosch Suzhou plant and Bosch Qingdao plant received this award in 2021. At the same time, there were two BSH home appliances products with smart performances in resource efficiency and functionality granted with the Green Products Award at national level.

博世汽车部件长沙工厂和博世电动工具杭州工厂的项目获得了
Bosch Automotive Products Changsha plant and Bosch Power Tools Hangzhou plant

资源使用效率类别的第二、三名

2nd and 3rd place in the resource efficiency category

博世底盘控制系统苏州工厂和联合汽车电子上海工厂的项目获得了
Bosch Chassis Systems Control Suzhou plant and United Automotive Electronics Shanghai plant

安全类别的第二、三名

2nd and 3rd place in the safety category



上海市“全国科普日”活动
The roadshow on National Science Day in Shanghai Municipality

可持续发展来个博世系列活动

Internal campaign: Sustainability Like A Bosch

为了营造全员参与的可持续发展文化，2021年博世举办了咸鱼二手市场、绿色出行、光盘行动、绿色工程师等内部活动，由公司管理层带头倡议，启发员工践行可持续的生活方式。

博世碳中和能效体验中心在2021年完成了11家博世工厂的巡回展览，更在上海科普日活动中向公众开放，被上海市科协授予了“科学传播特聘团队”称号。

In order to create a sustainability culture with full participation internally, Sustainability Like A Bosch leveraged four management leaders as internal influencers. They set role models in fun activities like walking to work, respecting food, flea market and recreating, which encouraged associates to practice a sustainable lifestyle.

Bosch Carbon Neutrality and Energy Efficiency Experience center visited eleven major locations across Bosch China. This roadshow was open to the public on National Science Day when this team was appointed as Science Communicator by Shanghai Association of Science & Tech.

BOSCH CHINA CHARITY CENTER

博世中国慈善中心



博世中国慈善中心是博世在华慈善项目运作的主体。从2011年成立至今，慈善中心始终秉承着“博爱天下，世行善举”的核心理念，致力于“溯教育本源、赋贫者自助、促公益发展及助社区建设”四大核心领域。

仅2021年，博世中国慈善中心运作73个慈善项目，与37个公益组织建立合作关系，捐赠总额1835万人民币。同时，在华注册志愿者人数逾2500名，全年服务时长超过5000小时。

2021年是博世中国慈善中心成立十周年，截至2021年12月底，已累计捐赠超1.56亿元人民币，运作230个慈善项目，覆盖29个省市，携手160多家公益合作伙伴，受益人数超过40万人。

Bosch China Charity Center (BCCC) is the center which manages all Bosch's charitable activities in China. Since its establishment in 2011, BCCC has always adhered to its core value of "Charity for a Better Life" and has dedicated its activities to four focus areas: education, poverty alleviation, community building and philanthropy development.

In 2021, BCCC has launched 73 charitable projects and in total donated 18.35 million CNY, it cooperates with 37 NGOs. Bosch China has more than 2,500 registered volunteers with a total service time of more than 5,000 hours.

2021 is the 10th anniversary of BCCC. By the end of 2021, Bosch China has donated 156 million CNY with 230 charitable projects, covering 29 locations nationwide. BCCC has established cooperation with in total more than 160 NGOs and benefited more than 400,000 people.

EDUCATION DEVELOPMENT

溯教育本源

POVERTY ALLEVIATION

赋贫者自助

COMMUNITY BUILDING

助社区建设

PHILANTHROPY DEVELOPMENT

促公益发展

BOSCH – A TOP EMPLOYER IN CHINA

博世 — 中国杰出雇主

“

非常荣幸博世中国能够连续十一年蝉联‘中国杰出雇主’称号。随着业务的数字化转型，我们的人力资源管理也越来越创新和人性化。在用数字赋能于人的同时，围绕‘收获成长 (Grow)、享受工作 (Enjoy)、相互激发 (Inspire)’的雇主价值主张，我们关注员工的可持续发展，积极营造友好舒适的工作环境，让他们在良好的职场氛围中能始终保持最佳状态，与博世共同成长和发展。

“Being honored as ‘China Top Employer’ for eleven consecutive years is a tremendous recognition for Bosch China,” stated Rosa Lee, Executive Vice President of Bosch China. “With our digital transformation, we are also constantly innovating our human resources management with a sharper people focus. Even as digitalization empowers our people, we are placing a greater premium on our Employer Value Proposition around ‘Grow, Enjoy, and Inspire.’ We value the sustainable development of our people and seek to create a friendly and comfortable working environment. People are always at their best in a supportive workplace, and it’s our purpose to enable them to grow and develop together with Bosch.”

”

—— 李晓虹女士
博世中国执行副总裁

人才招聘不断扩大：为在人工智能、物联网、大数据、自动驾驶、智能网联、智能制造、电子电气架构和燃料电池等领域强化核心竞争力，博世持续进行研发和技术创新。

在中国，为支持业务转型和创新发展的需求，博世在数字化人才招聘上不断加码，持续壮大软件和数字化领域的人才队伍，2021年博世中国员工增长近3000人，其中约1/3增长来自研发人员，主要涉及自动驾驶、软件服务和汽车工程等领域，这对开发符合本土需求的创新产品和为客户提供灵活的响应至关重要。2022年，博世中国将新增超过4000个岗位，为本土人才提供广阔的创新和具有全球视野的发展平台。

Bosch continues to recruitment talents: to strengthen its core competitiveness in AI, IoT, big data, automated driving, intelligence and connectivity, smart manufacturing, E/E architecture and fuel cell, Bosch has been making sustained efforts in R&D and technological innovation.

In China, to bolster business transformation and innovation, Bosch continues to level up its digital talent recruitment to expand software and digital teams. In 2021, Bosch China recruited nearly 3,000 new associates, with one third of the growth being in research and development, focusing on automated driving, software services and automotive engineering. Such growth is vital to developing innovative products to meet local demands and respond to local customers in a flexible way. In 2022, Bosch China will open more than 4,000 new positions to provide a sustainable platform for local talents to undertake innovation while acquiring a globalized vision.

博世连续十一年获得杰出雇主调研机构颁发的“中国杰出雇主”称号，并再次摘得第二名
Bosch has been entitled “Top Employer in China” by Top Employer Institute for eleventh consecutive years and coming in at Top 2 again.



Work
#LikeABosch
Grow. Enjoy. Inspire.

GROW
收获成长

ENJOY
享受工作

INSPIRE
相互激发

BOSCH CHINA BUSINESS LOCATIONS

博世在中国业务分布

博世在中国经营着59家公司，其中51家独资公司、8家合资公司。
博世在中国共有37个生产基地、25个技术中心。

Bosch operates 59 legal entities in China, including 51 wholly foreign owned enterprises and 8 joint ventures. Bosch has 37 manufacturing sites and 25 technical centers in China.

公司总部 / Headquarters

上海 / Shanghai

生产制造地点概览 / Main manufacturing locations

汽车与智能交通技术 Mobility Solutions

上海, 无锡, 苏州, 长沙, 南京, 深圳, 烟台,
武汉, 济南, 成都, 长春, 宁波, 芜湖, 西安,
柳州, 太仓, 重庆, 青岛

Shanghai, Wuxi, Suzhou, Changsha, Nanjing,
Shenzhen, Yantai, Wuhan, Jinan, Chengdu,
Changchun, Ningbo, Wuhu, Xi'an, Liuzhou,
Taicang, Chongqing, Qingdao

工业技术 Industrial Technology

北京, 常州, 西安, 苏州, 长沙, 桃园
Beijing, Changzhou, Xi'an, Suzhou, Changsha,
Taoyuan

消费品 Consumer Goods

杭州, 南京, 东莞, 滁州, 成都
Hangzhou, Nanjing, Dongguan, Chuzhou, Chengdu

能源与建筑技术 Energy and Building Technology

上海, 珠海
Shanghai, Zhuhai



技术中心 / Main technical centers

上海, 无锡, 苏州, 长沙, 南京, 深圳, 武汉, 烟台, 芜湖,
重庆, 柳州, 北京, 常州, 西安, 杭州, 珠海, 台北
Shanghai, Wuxi, Suzhou, Changsha, Nanjing, Shenzhen, Wuhan,
Yantai, Wuhu, Chongqing, Liuzhou, Beijing, Changzhou, Xi'an,
Hangzhou, Zhuhai, Taipei

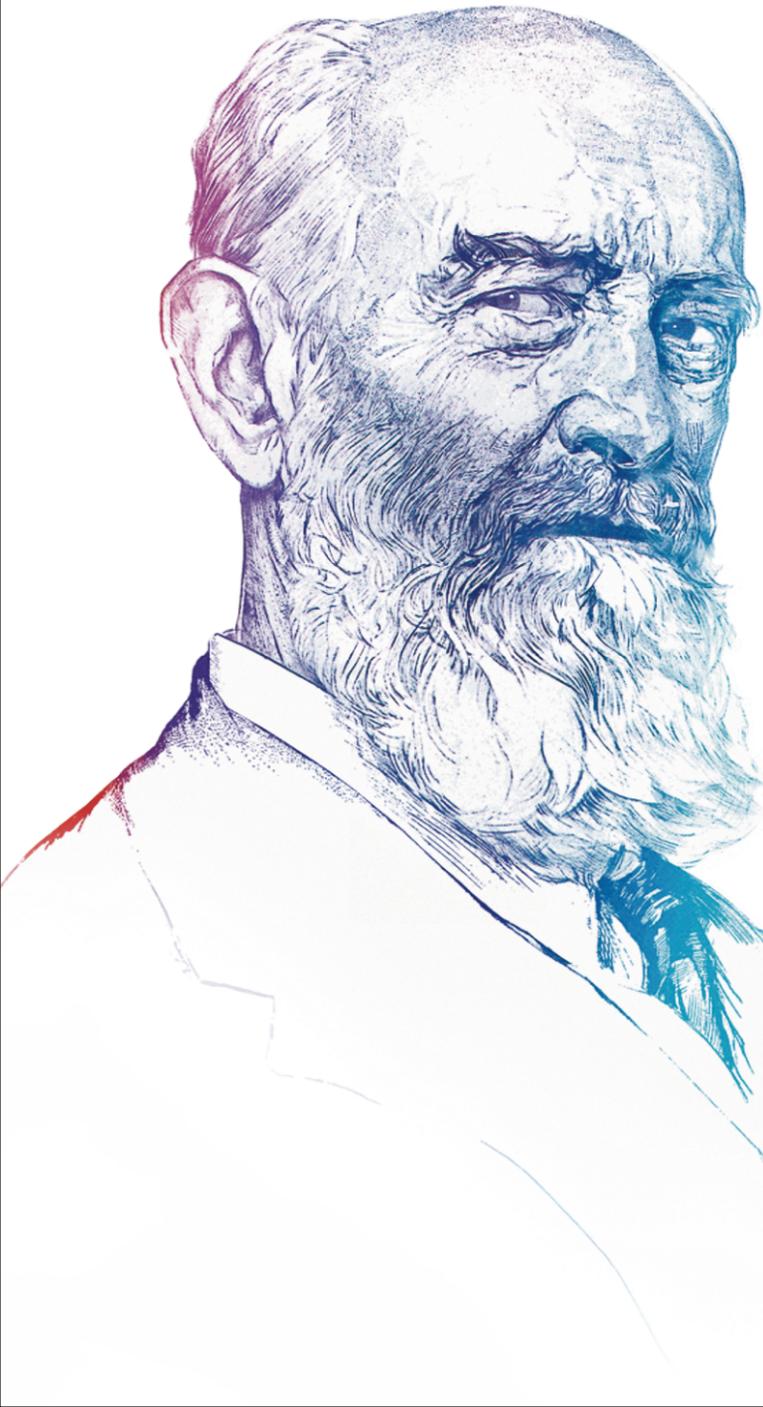
如需了解博世中国业务分布详细情况,
请扫描下方二维码

Scan the QR code to find out more about
Bosch China business



BOSCH CHINA MILESTONES

博世中国里程碑



“技术的进步和商业的发展
都应造福人类。”

“Improvements in the world of technology and business should
always also be beneficial for mankind.”

—— 罗伯特·博世 Robert Bosch

(引用于弗里德里希·席特贝格《博世与柴油发动机》一书，博世丛书系列，
第3卷，1950年出版于斯图加特，(自助出版)，序言)

(Quoted by Friedrich Schildberger in "Bosch und der Dieselmotor,"
No. 3 of the Bosch Schriftenreihe, Stuttgart 1950 (privately published), foreword)

- 1909** 在上海开设亚洲第一家贸易办事处
1909 First sales office in Asia opens in Shanghai
- 1926** 在上海开设第一家汽车维修服务站
First Service Center in China opens in Shanghai
- 1978** 工业技术进入中国市场
Bosch starts Industrial technology business in China
- 1989** 北京代表处成立
Beijing representative office opens
- 1995** 上海代表处成立
联合汽车电子有限公司成立
Shanghai representative office opens
Establishment of the joint venture United
Automotive Electronic Systems Co., Ltd.
- 1999** 博世（中国）投资有限公司在上海成立
Bosch (China) Investment Ltd. is established in Shanghai
- 2008** 博世冬季汽车测试中心在内蒙古牙克石落成
Bosch opens winter testing facility in Yakeshi, Inner Mongolia
- 2009** 10月，博世庆祝在华100周年
In October, Bosch celebrates 100 years in China
- 2011** 博世集团成立125周年及集团创始人罗伯特·博世先生
诞辰150周年
4月，博世中国新总部大楼在上海举行落成典礼；
博世中国慈善中心成立
Bosch celebrates its 125th anniversary, as well as the 150th
anniversary of its founder's birth
In April, the new Bosch China headquarters in Shanghai is inaugurated
and the Bosch China Charity Center is officially established
- 2013** 博世（东海）汽车测试技术中心正式开业启用
The new Automotive Test and Technology Center in Donghai
is officially opened
- 2015** 博世集团正式完成了对采埃孚转向机系统
有限公司和博西家用电器集团的收购
The Bosch Group fully acquires ZFLS and BSH
- 2018** 博世成立新的动力总成解决方案事业部
博世苏州新研发大楼竣工启用
Bosch establishes the new Powertrain Solutions division
Bosch inaugurates a new R&D facility in Suzhou
- 2019** 博世在上海成立人工智能中心
博世燃料电池中心在无锡奠基
博世成立中国创新与软件研发中心
Bosch establishes artificial intelligence center in Shanghai
Bosch breaks ground on fuel cell center in Wuxi
Bosch establishes its first Innovation and Software Center in China
- 2020** 中国首次成为博世集团最大单一市场
博世成为全球首家实现碳中和的大型工业企业
For the first time, China is the largest single market for Bosch Group
Bosch becomes the first carbon neutral industrial company in the world
- 2021** 博世在华业绩创下历史新高
博世苏州荣获“中国质量奖”
博世汽车电子中国区工厂获评世界经济论坛“灯塔工厂”
在重庆成立博世氢动力系统（重庆）有限公司
Bosch set a new sales record in China
Bosch Suzhou was awarded "China Quality Award"
Bosch Automotive Electronics China plant was named a
"Lighthouse plant" by the World Economics Forum
Bosch Hydrogen Powertrain Systems (Chongqing) Co. Ltd.
was established in Chongqing