

科技成就生活之美



BOSCH

# 博世在中国

2025 Bosch in China





**徐大全**  
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Bosch China President

# Foreword

## 前言

## 尊敬的读者：

博世是最早在中国投资的外资企业之一。改革开放以来，博世始终与中国发展同频共振。得益于中国经济的蓬勃发展和产业升级，我们在华业务持续壮大，如今中国已成为博世集团最重要的市场之一。当前，中国正从高速增长阶段迈向高质量发展新阶段。在新能源汽车、人工智能、智能制造、数字化等前沿领域，中国已跻身全球领先地位。博世深感荣幸能够深度参与这一转型进程，并贡献一份力量。

对于博世集团来说，中国不仅是巨大的消费市场，同时也是重要的创新基地。例如，面向电气化和智能化出行的许多创新技术是在中国市场率先应用，或来自于本土开发，例如博世的辅助驾驶、线控、电驱动技术等。与此同时，博世位于南京的博西家电研发中心、位于杭州的电动工具研发中心以及位于上海的舒适科技全球常规

壁挂炉研发中心等，都在服务中国市场的同时惠及全球用户。博世在中国致力于“根植本土，服务本土”，同时以其技术和经验共享全球。

面向未来，博世将持续拓展在华业务布局，重点聚焦新能源汽车、辅助驾驶、氢能、软件和人工智能等战略性领域。同时，我们正全面深耕低碳供应链建设，推行循环经济，努力在产品的研发、生产、使用以及回收再利用等各个环节管理践行可持续发展理念。

作为百年的企业公民，博世始终秉持“科技成就生活之美”的初心。我们将继续携手在华员工、客户及合作伙伴，在追求商业价值的同时，积极履行环境责任和社会责任，为中国的高质量、可持续发展贡献更多智慧与创新！

## Dear readers,

Bosch is one of the first foreign companies to invest in China. Since the beginning of China's reform and opening-up, Bosch has been closely aligned with the country's development. Benefited from China's robust economic growth and industrial upgrade, our business in China has grown steadily. Today, China is one of the most important markets of Bosch Group. China is now transitioning from rapid growth to a new stage of high-quality development. In frontier fields such as new energy vehicles, artificial intelligence, smart manufacturing and digitalization, China has become a global leader. Bosch is proud to be deeply involved in this transformation and to contribute to its progress.

For Bosch Group, China represents not only a vast consumer market but also a vital hub for innovation. Many innovative technologies in the fields of electrified and intelligent mobility, such as advanced driver assistance systems, brake-by-wire technology, and electric drive systems, are either developed locally or first introduced in the Chinese market. Additionally, many Bosch's R&D centers such as BSH Home Appliances R&D center in Nanjing, Power Tools R&D center in

Hangzhou, and the Home Comfort's R&D center for wall hung boilers in Shanghai, serve both domestic and international markets. Bosch remains committed to the strategy of "local for local" while continuing to share its technological strengths and experience globally.

Looking ahead, Bosch will continue to strengthen its presence in China, with focus on strategic areas such as new energy vehicles, advanced driving technology, hydrogen energy, software, and artificial intelligence. At the same time, we are fully engaged in developing a low-carbon supply chain and promoting circular economy by striving for sustainable development across the entire product lifecycle—from development and manufacturing to usage and recycling.

As a corporate citizen for more than 100 years, Bosch remains committed to the vision of "Invented for life." We will continue to work closely with our employees, customers, and partners in China to pursue business success while fulfilling our environmental and social responsibilities, contributing more wisdom and innovation to China's high quality and sustainable development!

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# Bosch in figures

## 数字看博世

2024财年数据

Data of 2024 fiscal year

博世集团全球销售额 903 亿欧元

€903

The group sales revenue is 90.3 billion EUR

在华销售额

约 1427 亿人民币 (183 亿欧元)

1427

Sales revenue in China is 142.7 billion CNY (18.3 billion EUR)

在华研发支出为 119 亿人民币

119

Total spending on R&D in China is 11.9 billion CNY

在华共计超 10,000 名研发人员

10,000

China has more than 10,000 R&D associates

在华投资 60 亿

60

Bosch has invested 6.0 billion CNY in China

在华员工超 56,000 名

56,000

Bosch employs over 56,000 associates in China

全球共计约 87,000 名研发人员

87,000

Some 87,000 researchers and engineers work at Bosch worldwide

全球范围内拥有约 418,000 名员工

418,000

Bosch employs some 418,000 associates worldwide



# Bosch Group

## 博世集团

博世集团是世界领先的技术及服务供应商。根据初步数据统计，博世集团约 418,000 名员工（截至 2024 年 12 月 31 日），在 2024 财政年度创造了 903 亿欧元的销售额。博世业务划分为四个领域，涵盖智能出行、工业技术、消费品以及能源与建筑技术，致力于以科技推动自动化、电气化、数字化、互联化、可持续等全球趋势发展。凭借在不同行业和地区的广泛业务布局，博世增强了其业务的创新性和稳健性。博世运用其在传感器技术、软件和服务领域的专知，为客户提供整合式跨领域的解决方案，并利用在互联技术和人工智能领域的专长，研发生产用户友好的、可持续的产品。博世在世界范围内践行“科技成就生活之美”的承诺，致力于提高人们的生活品质并保护自然资源。集团包括罗伯特·博世有限公司及其遍布超过 60 个国家的约 490 家分公司和区域性公司。如果将其销售和

The Bosch Group is a leading global supplier of technology and services. It employs roughly 418,000 associates worldwide (as of December 31, 2024). According to preliminary figures, the company generated sales of 90.3 billion euros in 2024. Its operations are divided into four business sectors: Mobility, Industrial Technology, Consumer Goods, and Energy and Building Technology. With its business activities, the company aims to use technology to help shape universal trends such as automation, electrification, digitalization, connectivity, and an orientation to sustainability. In this context, Bosch's broad diversification across regions and industries strengthens its innovativeness and robustness. Bosch uses its proven expertise in sensor technology, software, and services to offer customers cross-domain solutions from a single source. It also applies its expertise in connectivity and artificial intelligence in order to develop and manufacture user-friendly, sustainable products. With technology that is “Invented for life,” Bosch wants to help improve quality of life and conserve natural resources. The Bosch Group comprises Robert Bosch GmbH and its roughly 490 subsidiary and regional companies in over 60 countries. Including sales and service partners, Bosch's global manufac-

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。创新实力是博世实现长远健康发展的关键。博世的全球研发网络拥有约 87,000 名研发人员，遍布全球 136 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”。博世集团所有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。根据创始人罗伯特·博世的遗嘱，该信托公司受托负责维护公司的长期存续，尤其是财务独立。

ing, engineering, and sales network covers nearly every country in the world. Bosch's innovative strength is key to the company's further development. At 136 locations across the globe, Bosch employs some 87,000 associates in research and development.

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 Industrieholding KG. It is entrusted with the task of safeguarding the company's long-term existence and in particular its financial independence – in line with the mission handed down in the will of the company's founder, Robert Bosch.



# Bosch in China

## 博世在中国

博世于 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。博世秉承“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生产和销售汽车零配件和售后市场产品、工业传动和控制技术、电动工具、安防和通讯系统、供暖、制冷、舒适家居以及家用电器，在各个业务领域深入践行并诠释“科技成就生活之美”的理念。截至 2024 年 12 月 31 日，博世在中国经营着 65 家公司，在华销售额达到 1427 亿人民币，员工人数超过 56,000 名。中国是博世集团的重要市场，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 the first sales office. In 1926, the first Bosch aftermarket car service center was opened in Shanghai. 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.

In China, the Bosch Group manufactures and markets automotive original equipment and aftermarket products, industrial drives and control technology, power tools, household appliances, security and communication systems as well as thermotechnology solutions. Bosch creates technology that is “Invented for life.” As of December 31, 2024, Bosch operated 65 legal entities and facilities in China. Bosch employs over 56,000 associates in China and generated sales of 142.7 billion CNY in 2024. China is an important market of Bosch Group, and it also boasts the largest number of associates outside of Germany.

# Bosch China Business Locations

## 博世中国业务分布

博世在中国经营着 65 家公司，其中 55 家独资公司，10 家合资公司

博世在中国共有 35 个生产基地，26 个技术中心

Bosch operates 65 legal entities in China, including 55 wholly foreign owned enterprises and 10 joint ventures. Bosch has 35 manufacturing sites and 26 technical centers in China.

### 公司总部 / Headquarters

上海 / Shanghai

### 生产制造地点 / Manufacturing locations

#### 智能出行集团 / Mobility

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

#### 消费品 / Consumer Goods

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

#### 工业技术 / Industrial Technology

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

#### 能源与建筑技术 / Energy and Building Technology

上海、珠海  
Shanghai, Zhuhai

### 技术中心 / 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

数据截至2024年12月31日 / As of December 31, 2024

# Mobility

## 智能出行集团



智能出行集团是博世在中国最大的业务板块，2024 年在华销售额约 1166 亿人民币。作为领先的智能出行供应商之一，博世智能出行集团致力于打造安全、可持续和轻松的未来出行体验。凭借在能源动力、驾驶辅助、运动智控、软件、服务和计算单元等领域的竞争力，博世为客户提供整体的跨域智能出行解决方案。

Mobility is the largest business sector of Bosch China. The sales revenue is 116.6 billion CNY in 2024. As one of the leading automotive suppliers, the Mobility business sector pursues the vision of safe, sustainable and inspiring mobility of the future and pools competencies in the domains of Energy, ADAS, Motion, Software, Services, and Compute. For its customers, the outcome is integrated mobility solutions.

**智能驾控 / Cross-Domain Computing Solutions**  
**博世工程技术 \* / Bosch Engineering\***  
**易特驰 / ETAS**  
**两轮车及运动车辆 / Two-Wheeler and Powersports**  
**博世中国创新与软件开发中心 /**  
**Bosch China Innovation and Software Development Campus**

**电驱动系统 / Electrified Motion**  
**智能出行售后 / Mobility Aftermarket**  
**汽车电子 / Mobility Electronics**  
**动力系统 / Power Solutions**  
**车辆运动智控系统 / Vehicle Motion**

\*包含商用车与非道路系统、科广睿工程技术  
 \*Including Commercial Vehicles and Off-Road, ITK Engineering

博世智能出行集团中国区业务包括：多样化的动力总成电气化解决方案、内燃机喷射及动力总成技术、氢燃料电池、涵盖从制动到转向的车辆运动智控系统、专为中国市场量身打造的智能驾驶与控制系统。此外，还包括跨域融合的新型电子电气架构、车载计算机、整车热管理系统、汽车电子控制单元及半导体、智能出行全生命周期的售后业务以及面向软件定义汽车的软件方案和服务等。

The business areas of Bosch Mobility in China include diverse solutions for powertrain electrification, injection and powertrain technologies for internal combustion engines, hydrogen fuel cell systems, vehicle motion control systems from braking to steering, intelligent driving systems tailored for the Chinese market. Furthermore, the areas also include cross-domain E/E architectures, onboard computers, vehicle thermal management systems, automotive electronic control units and semiconductors, mobility aftermarket, software solutions and services for software-defined vehicles, etc.

中国市场在电气化和智能化出行领域居于全球领先地位。博世致力于本土化创新与合作，保持竞争力，把握转型与变革所带来的业务机遇。无论是面向国内市场或是海外市场，博世积极支持所有客户，以用户需求为中心，技术创新为基石，为客户和行业创造价值。

China is the world's leading market for electromobility and intelligent mobility. Bosch is committed to local innovation and cooperation, maintain competitiveness, and seize business opportunities brought by market transformation. Whether for local or overseas markets, Bosch actively supports all customers and creates value for customers and the industry by focusing on user demands and technological innovation.



# Industrial Technology

## 工业技术

博世力士乐是全球领先的传动与控制技术供应商之一，致力于为各类机械和系统设备提供高效、强大、安全的智能运动解决方案。公司在行走机械应用、工业应用及工厂自动化等领域拥有丰富的项目经验，并且凭借其智能元件、定制化解决方案及工程服务，为实现互联工业创造完美的应用环境。同时，博世力士乐还为客户提供各种液压、电子传动与控制、齿轮、线性传动及组装技术，软件及物联网的接口。近年来，博世力士乐也积极推动未来工厂的数字化转型，通过各类技术创新的产品和解决方案，助力生产制造和日常生活的可持续发展。

Bosch Rexroth is one of the world's leading suppliers of drive and control technologies. Bosch Rexroth ensures efficient, powerful and safe movement in machines and systems of any size. The company bundles global application experience in the market segments of Mobile and Industrial Applications as well as Factory Automation. With its intelligent components, customized system solutions, engineering and services, Bosch Rexroth is creating the necessary environment for fully connected applications. Bosch Rexroth offers its customers hydraulics, electric drive and control technology, gear technology and linear motion and assembly technology, including software and interfaces to the Internet of Things. In recent years, Bosch Rexroth has been actively promoting the digital transformation of future factory and helping sustainable development of manufacturing and daily life through various leading-edge products and solutions.



自 1978 年进入中国市场以来，博世力士乐已在北京、常州和西安建立了生产基地。截至 2024 年 12 月，博世力士乐在中国拥有约 2300 名员工，销售、分销和服务网络贯穿 43 座城市。博世力士乐紧抓中国智能制造的机遇，深耕本地化运营与高质量发展，2024 年新紧凑液压工厂在常州落成，旗下新合资品牌“乐卓博威”“乐达博华”“乐晟博尔”等逐步建立，进一步以丰富的专业知识与产品组合，拓展可靠且可持续的解决方案，推动行业发展与创新。

Bosch Rexroth entered China in 1978 and has set up manufacturing bases in Beijing, Wujin and Xi'an. As of December 2024, Bosch Rexroth has 2300 employees in China, with sales, distribution and service networks in 43 cities. In line with the trend of smart manufacturing in China, Bosch Rexroth continues to seize opportunities, focusing on localized operations and high-quality development. The new compact hydraulic plant has been set in Changzhou in 2024, and new joint venture brands such as "Le-AutomaticX", "Le-Hydraulix" and "Le-ElectriX" have been established successively, expanding the range of reliable and sustainable solutions by leveraging the expertise and resources, ultimately driving growth and innovation in the industry.

### 传动与控制技术 / Drive and Control Technology

- 工业和行走机械液压 / Hydraulics
- 工业自动化 / Industrial Automation

### 博世互联工业 / Bosch Connected Industry

### 博世智能制造解决方案 / Bosch Manufacturing Solutions



博世互联工业事业部为博世内部及合资工厂、产业链及外部制造业客户提供基于博世体系及数字化转型最佳实践的诊断、咨询规划、培训、数字化平台及相关整体数字化及智能化方案。博世互联工业事业部将中国视为重要战略市场，赋能制造业客户企业在制造、物流、质量等不同领域的可持续发展，并基于行业大数据分析及 AI 技术应用的前沿趋势，通过数字化转型与运营体系固化及改善、人才培养及发展相融合，助力客户企业在交付、质量及成本端的持续改善。此外，博世互联工业事业部也积极为中国合作伙伴提供碳排放核算与披露、供应链可持续发展管理、出海咨询等从服务到产品的一站式可持续发展解决方案，助力企业全球布局，共创绿色未来蓝图。

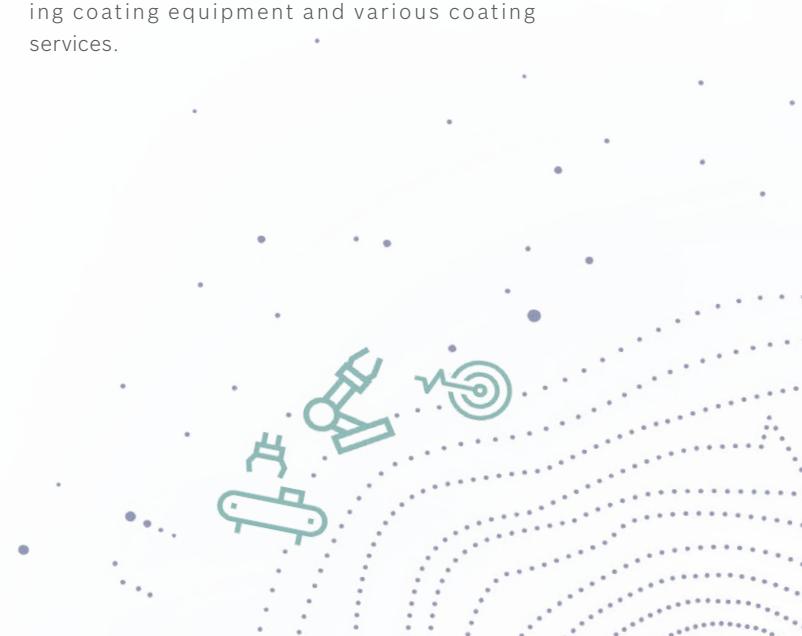
Bosch Connected Industry provides diagnosis service, consulting and planning, training, digital platform and relevant one-stop digital and intelligent solutions based on Bosch Production System and global best practices in digital transformation to Bosch internal customers, joint-venture factories, related industrial clusters and chains as well as external manufacturing enterprises. Bosch Connected Industry has identified China as a key strategic market and enables manufacturing enterprises to achieve sustainable development in production, logistics, quality, and other various fields. Leveraging the latest trends in big data analytics and AI technology applications, with the integration of digital transformation, solidification and improvement of the entire operation system, and talent training and development programs, Bosch Connected Industry helps customers achieve continuous improvement in terms of quality, cost, and delivery. In addition, Bosch Connected Industry China actively provides sustainability development consulting services and digital solutions to Chinese partners, empowering enterprises in their international expansion efforts, with a shared commitment to building a sustainable future.

博世智能制造解决方案事业部依托过去 30 年间向全球交付超过 4000 个装配及测试系统项目中积累的丰富经验，致力于向博世各工厂及客户提供符合欧美质量标准的非标设备及专业的生产制造解决方案。2004 年 10 月，博世智能制造解决方案事业部中国区在苏州和长沙成立。

博世智能制造解决方案事业部从制氢端到燃料电池领域，为客户提供专业的装配、测试等定制化智能设备；在三电领域，依托丰富的技术研发能力和设计经验，为客户提供同步工程，从品控，降本，货期等多维度为客户的产品开发做出贡献；而在涂层研发及应用领域，事业部亦拥有表面涂层技术研发与生产中心，致力于为客户提供领先的涂层设备与多样的涂层服务。

Leveraging over 30 years of experience, delivering more than 4000 assembly and testing systems projects globally, Bosch Manufacturing Solutions provides special machinery and professional manufacturing solutions that meet European and American quality standards to Bosch factories and clients around the world. In October 2004, Bosch Manufacturing Solutions China was established in Suzhou and Changsha.

In the field of hydrogen energy, Bosch Manufacturing Solutions provides clients with professional assembly, testing and other customized smart equipment from the hydrogen production to the fuel cell field. In the field of Battery, E-drive, and Electronic Control Systems, Bosch Manufacturing Solutions uses its excellent R&D capability and rich design experience to provide clients with simultaneous engineering, contribute to clients' product development from the dimensions of quality control, cost reduction and delivery time, and help clients win the market. In the field of coating R&D and application, Bosch Manufacturing Solutions has a coating R&D and production center, which is committed to providing clients with leading coating equipment and various coating services.



# Consumer Goods

## 消费品业务

博世电动工具是全球知名的电动工具及附件生产商，产品涵盖专业电动工具、电动工具附件、测量工具、家用电动工具以及精细加工工具，其产品在品质、技术革新及售后服务方面一直保持高标准。在中国，博世电动工具销售超1000种博世电动工具附件产品，包括锤钻、冲击钻、曲线锯、电镐、角磨机、电刨、砂磨机和测量设备等，适用于建筑、木工、制造和金属加工等领域。创新的锂电充电式工具为专业用户带来极佳的使用体验。

目前，博世电动工具在杭州、东莞、成都均有业务布局，并通过位于杭州的研发中心全方位深化研发能力。博世电动工具研发的各项创新产品与技术不仅服务于中国，同时也覆盖全球各个市场。此外，公司在杭州设立了售后服务中心，在全国范围设有博世授权的金牌售后服务点，同时提供线上维修服务，满足客户多方位需求。

Bosch Power Tools is one of the world's leading brands for Professional Power Tools, Power Tool Accessories, Measuring Tools, Home Garden Power Tools and Fine Processing Tools. Bosch Power Tools is committed to high standards in quality, technical innovation and customer service. In China, Bosch Power Tools offers more than 1000 accessories products for power tools, including a full range of professional cordless and corded products that includes Rotary Hammers, Screw Drivers, Impact drills, Jigsaws, Angle grinders, Measuring devices, etc., serving the Construction, Woodworking, Manufacturing and Metalworking industries. The innovative Lithium-ion Cordless Power Tools bring outstanding user-experience for any professional tradesman.

Currently, Bosch Power Tools has business locations in Hangzhou, Dongguan and Chengdu, and has deepened its R&D capability through its R&D center in Hangzhou. The innovative products and technologies developed by Bosch Power Tools not only serve the Chinese market, but also cover various global markets. Meanwhile, the company has established its own service center at Hangzhou, sets up a full network of authorized service centers across China, and provides E-repair services online.





## 电动工具 / Power Tools

- 手持式电动工具 / Portable power tools
- 台式电动工具 / Benchtop
- 测量工具 / Measuring tools
- 电动工具附件 / Power tool accessories

## 其他业务 / Other Businesses

### 博世智能科技 / Bosch Smart Life Technology

## 博西家电 / BSH Home Appliances

- 厨房电器 / Cooking Appliances
- 洗涤产品 / Laundry Care
- 制冷产品 / Cooling
- 洗碗机 / Dish Care
- 生活电器 / Consumer Products
- 净水产品 / Water Dispensers

博西家用电器集团是全球领先的家电制造商之一，其成立于 1967 年，由罗伯特·博世有限公司和西门子股份公司共同组建，并于 2015 年正式成为博世集团的全资子公司。博西家用电器集团自 1994 年进入中国，大中华区总部位于江苏省南京市，目前在华共投资成立了 8 家子公司，建立了分别位于滁州和南京的 2 家生产基地，拥有 1 个全球研发中心。博西家电在全国范围内建有 2 个客户联络中心、39 个服务分部、1200 余家品牌授权服务网点，覆盖全国 300 多个城市和近 3500 个区县。

博西中国打造了从采购、研发、生产、销售、物流直至售后客服为完整的完整家电产业链系统，业务领域涉及冰箱、洗衣机、干衣机、洗干一体机、洗碗机、烤箱、蒸箱、油烟机、灶具、净水产品和生活电器等。进入中国以来，博西家电陆续引进了知名国际家电品牌“西门子家电”、“博西家电”和“嘉格纳”，形成了全面和富有竞争力的品牌组合，致力于提升消费者的家居生活品质。

BSH Group is one of the world's leading home appliance manufacturers. Founded in 1967 as a joint venture of Robert Bosch GmbH (Stuttgart) and Siemens AG (Munich), BSH has belonged exclusively to the Bosch Group since 2015. BSH Group entered China market in 1994, BSH RGC headquarters are located in Nanjing, Jiangsu Province. Currently, BSH has invested in eight subsidiaries in China, established two production bases in Chuzhou and Nanjing, and has one Global R&D center. BSH has built two Contact centers, 39 Service Branches and more than 1200 Services Sites in China, covering over 300 cities and nearly 3500 districts and counties.

BSH China has built a complete home appliance industrial chain system from purchasing, R&D, production, sales, logistics to after-sales service. The product range marketed involves home appliances including refrigerators, washing machines, dryers, washer dryers, dishwashers, ovens, steamer ovens, range hoods, cooking appliances, water dispensers and consumer products. Since entering China, BSH has successively introduced famous international home appliance brands with Siemens Home Appliances, Bosch Home Appliances and Gaggenau, forming a comprehensive and competitive brand portfolio dedicated to improving the quality of life at home for consumers.





# Energy and Building Technology

## 能源与建筑技术

博世舒适科技于 2000 年进入中国市场。作为全球暖通空调领域的领跑者，博世舒适科技专注于提供高效节能、绿色环保的舒适家居系统解决方案，积极响应全球能源转型的号召，全力助推行业的可持续发展进程。博世舒适科技拥有丰富而全面的产品线，从家用落地锅炉、燃气采暖热水炉，到太阳能供热系统、工业商用锅炉系统，再到热电联供和废热回收系统等一应俱全，全方位满足各类客户对高效、节能、环保的多元化需求。

Bosch Home Comfort Group entered China in 2000. As a global leader in the field of HVAC, Bosch Home Comfort Group focuses on providing energy-efficient and environmentally friendly home comfort system solutions, actively responding to global energy transition and contributing to the sustainable development of the industry. Bosch Home Comfort Group has a rich and comprehensive product line, ranging from residential floor-standing boilers, gas wall hung boilers and solar heating systems, industrial and commercial boiler systems, as well as combined heat and power and waste heat recovery systems, to meet customer's diversified needs of high efficiency, energy saving and environmental protection.



博世舒适科技在产品设计上运用先进的高能效技术与可再生能源不断降低产品碳排放，在技术创新上持续推动供暖、制冷技术的革新。位于上海的博世舒适科技全球常规壁挂炉研发中心不仅为本土市场提供产品，同时也服务于海外客户。此外，博世舒适科技在冷凝技术、太阳能热系统、热泵及热电联供等领域均拥有独特的技术优势经验，并同时积极探索多能源混动和燃料电池等前沿技术，为行业的未来发展蓄积新的动力。

目前，博世舒适科技在华团队已近 500 人，销售网络遍布全国各大城市，并在重点城市设立了专业的售后服务中心，为客户提供全面、便捷、贴心的优质服务。

Bosch Home Comfort Group utilizes advanced energy-efficient technologies and renewable energy sources in product design to continuously reduce carbon emissions and continues to push forward the innovation of heating and cooling technologies in technological innovation. The global R&D center for conventional wall hung boilers in Shanghai not only provides products for the local market, but also serves overseas customers. In addition, Bosch Home Comfort Group has unique technological advantages in the fields of condensing technology, solar thermal systems, heat pumps and combined heat and power, etc. It is also actively exploring cutting-edge technologies such as multi-energy hybrids and fuel cells, which will build up a new impetus for the future development of the industry.

At present, Bosch Home Comfort Group has a team of nearly 500 people in China, with sales networks in major cities and professional after-sales service centers set up in key cities to provide customers with comprehensive, convenient and attentive services.



#### 博世舒适科技 / Bosch Home Comfort Group

- 冷暖、生活环境管理及舒适热水系统 / HVAC and Hot Water System
- 工业和商用供暖热水系统 / Industrial and Commercial Heating and Hot Water System
- 民用新风系统 / Residential Fresh Air Unit

#### 博世服务解决方案 / Bosch Global Service Solutions

#### 智能建筑科技 / Building Technologies

- 视频监控系统 / Video Systems
- 门禁控制和防盗报警系统 / Access Control and Intrusion Systems
- 通讯系统 / Communication Systems

博世服务解决方案是一家领先的国际技术方案服务提供商，在全球拥有超过 10,000 名员工。作为灯塔工厂的最佳实践者和全球领先的数字化转型服务商之一，博世服务解决方案以系统性持续改善的数据驱动底座为基础，在不同行业领域引入 AI、物联网和数字孪生等前沿技术，为企业提供全价值链和全生命周期的数字化转型一体化解决方案，并以方案设计、咨询、培训、系统集成、平台构建及运维等服务帮助客户实现可持续性竞争力提升。

Bosch Service Solutions is a leading international service provider of technical solutions with more than 10,000 employees worldwide. As a best practitioner of lighthouse factory and being one of the world's leading digital transformation service provider, Bosch Service Solutions leverages on its data-driven architecture that focuses on systematic continuous improvement, together with the introduction of cutting-edge technologies such as AI, the Internet of Things (IoT), and Digital Twin in various industrial sectors, to offer companies with integrated digital transformation solutions that span across entire value chain and lifecycle. Through services encompassing Solution design, Consulting, Training, System Integration, Platform development, Service Operation and Maintenance, Bosch Service Solutions enable clients in achieving enhanced sustainable competitiveness.

博世智能建筑科技是世界领先的安防与通讯产品、解决方案与服务的提供商。以“建智能方案，筑更美生活”为使命，以守护人身、建筑与财产安全为己任，博世智能建筑科技拥有广博的产品线，研发与制造中心遍布全球，覆盖视频监控、防盗报警、门禁控制及管理、会议系统、公共广播、专业音响、火灾报警。

作为战略调整的一部分，博世于 2024 年向欧洲投资公司 Triton 出售其安防与通讯系统的业务，交易包括视频监控、门禁控制和防盗报警以及通讯系统业务三大业务单元。此次交易仍需经过监管部门批准，预计将于 2025 年年中前完成。作为重组的一部分，博世智能建筑科技未来将专注于系统集成业务。

Bosch Building Technologies is a world-leading provider of security and communication products, solutions and services. With the mission of “Building Solutions for a Better Life” and taking the protection of personal, building and property safety as its own responsibility, Bosch Building Technologies has a broad product line, covering video surveillance, intrusion alarm, access control, conference system, public address, professional audio, and fire alarm.

As part of the company strategy, Bosch sold Building Technologies division's product business for security and communications technology to the European investment firm Triton. The transaction encompasses three business units – Video, Access and Intrusion, and Communication. The transaction is subject to regulatory approvals and is expected to be closed by the end of the first half of 2025. Building Technologies will focus on systems integration business in the future.

# Technology for intelligent mobility, industry, and life

## 科技赋能智能出行、工业和生活

在数字化浪潮的推动下，软件、人工智能、互联科技等正以前所未有的速度推进工业和家居生活的变革。博世凭借其在智能出行、工业技术和建筑领域的深厚积累，展现出将这些前沿科技与行业专长深度融合的独特优势。如今，智能软件及数字化服务已成为博世核心业务的重要支柱，人工智能也已成为博世各项产品和解决方案中不可或缺的一部分。在五年内，博世申请了超过 1500 项人工智能专利，而预计到 2030 年，软件和服务相关的销售额将超过 60 亿欧元。

Driven by the wave of digitalization, software, artificial intelligence (AI), and connectivity technologies are transforming industry and daily life at an unprecedented pace. Leveraging its deep expertise in mobility, industrial technology, and the building technology sectors, Bosch demonstrates a unique strength in combining cutting-edge technologies with industry expertise. Today, intelligent software and digital services have become an important pillar for Bosch's core business, and AI has become an integral part of Bosch's products and solutions. Bosch has filed more than 1500 AI-related patents in the last five years and expects to generate sales of more than 6 billion euros with software and services by 2030.



面对汽车电子电气架构的演进和软件定义汽车等技术变革趋势，博世积极在硬件、软件和服务等全方位驱动创新、布局智能出行解决方案。例如，在辅助驾驶研发领域，博世运用生成式人工智能生成合成数据模型进行训练，赋能智能驾驶数据闭环等。多项来自博世中国的智能出行方案使用了人工智能技术——包括车辆运动智控系统、包含端到端技术以及视觉语言模型的驾驶辅助系统以及融合多生态大模型的AI智能座舱平台等。通过人工赋能的智能科技，博世可帮助用户在日常驾驶与生活中获得更深度、舒适、便捷的使用体验，助力用户迈向更智能的出行新时代。

In response to technological trends such as the evolution of automotive E/E architectures and the rise of software-defined vehicles, Bosch is advancing innovation across hardware, software, and services to shape intelligent mobility solutions. For example, in the field of autonomous driving, Bosch uses generative AI to create synthetic data models for training, enabling a closed-loop data system. Bosch China has developed several intelligent solutions using AI, including Vehicle Motion Management system, advanced driver assistance systems with end-to-end technology and vision language model, and AI-powered smart cockpit platform that integrates multi-ecological large models. Through AI-powered technologies, Bosch enhances everyday driving and living experiences with greater comfort, convenience, and personalization—supporting a safer, smarter future of mobility.



此外，博世的家用消费产品中也广泛运用了智能化技术。例如，博西家电面向市场推出了一系列搭载人工智能技术的家电产品，在细分场景中，洗衣机可智能检测洗衣机衣物脏污程度并自动追加洗衣液，配备人工智能技术的烤箱摄像头能自动识别食材并推荐菜谱，并在烘烤中实时监控，满足用户不同烹饪需求；而博世舒适科技的 i-Hybrid S 智能混动热泵系统等最新产品也搭载了创新的智能化设计，为用户带来智能、舒适、节能的高品质生活体验。

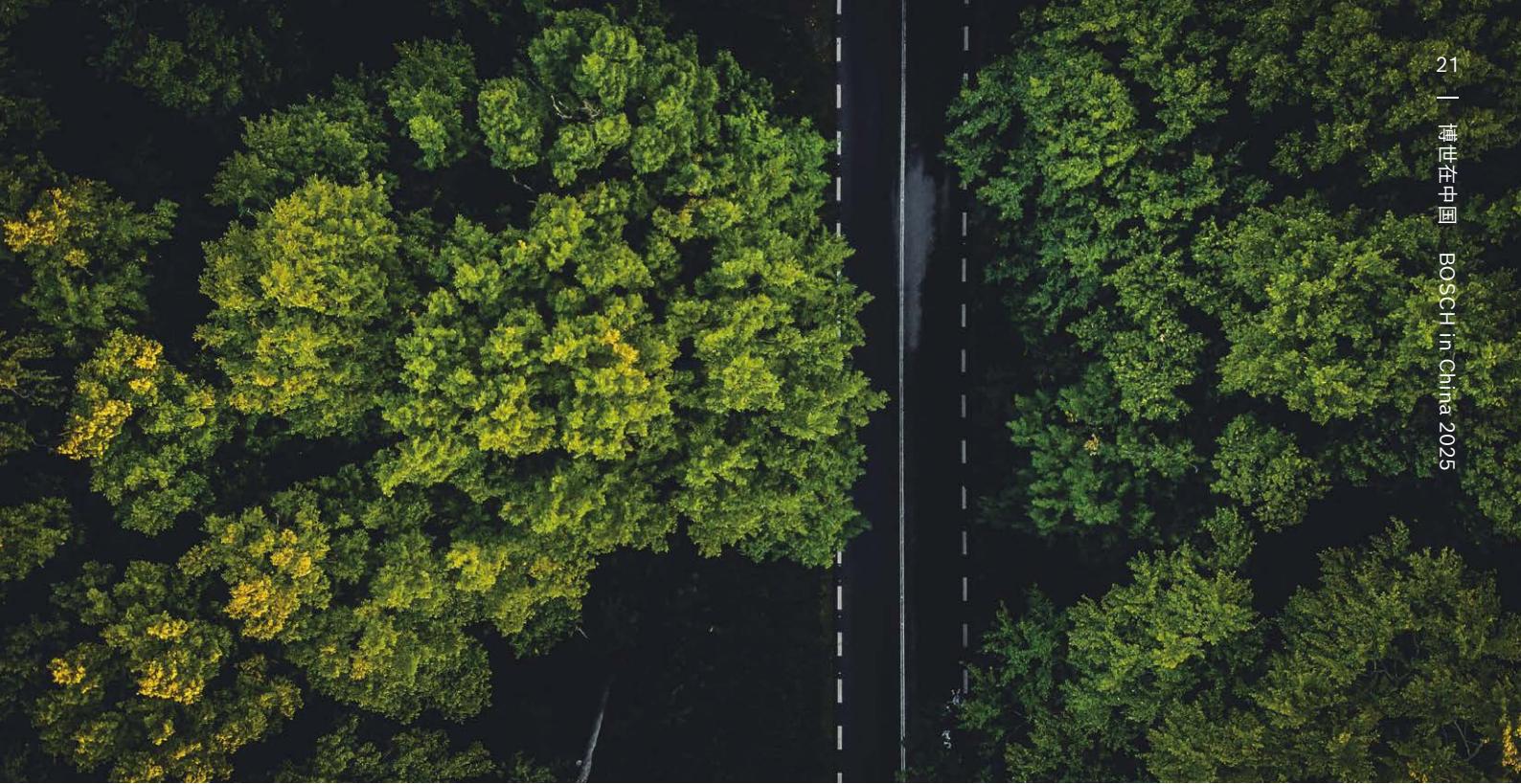
In terms of consumer products, Bosch continues to integrate intelligent technology into home appliances. BSH Home Appliances has launched a range of AI-powered products tailored to specific user scenarios: washing machines that can automatically detect the dirt level and adjust detergent accordingly, ovens with AI cameras that recognize ingredients and recommend recipes while monitoring the cooking process in real time. Meanwhile, Bosch Home Comfort's latest innovation—the i-Hybrid S intelligent hybrid heat pump system—features smart design that delivers energy-efficient, comfortable, and high-quality living experiences.



在智能制造领域，博世致力于充分运用大数据、人工智能等前沿技术赋能工厂制造与生产。目前，博世中国已有 3 家工厂（博世无锡、博世苏州、博世长沙）凭借卓越的智能制造能力获评世界经济论坛“灯塔工厂”。灯塔工厂中已有多项智能化新技术投入使用，如博世长沙工厂自研的通过人工智能算法推进生产转型的智能生产能源管理系统，其能根据生产计划、天气情况、温湿度等多项因素，精确给出产线级的能源使用及生产排产预测。此外，还有实时的生产节拍时间管理系统、以及智能仓储及物料管理系统等，均通过智能化算法进一步助力智能制造。

In the field of smart manufacturing, Bosch is committed to applying big data, AI, and other advanced technologies to empower plant operations. Currently, three Bosch plants in China (Wuxi, Suzhou, and Changsha) have been recognized by the World Economic Forum in the “Global Lighthouse Network” for their outstanding smart manufacturing capabilities. These facilities have implemented a variety of intelligent technologies, such as the AI-driven energy management system developed in Changsha plant. This system forecasts energy usage and production schedules at the production line level by analyzing factors such as production plan, weather, temperature and humidity. Other innovations include cycle time management systems and intelligent warehouse and material management systems, all of which further enhance smart manufacturing through algorithms.





# Sustainable development

## 可持续发展

博世坚定践行可持续发展承诺，将环境责任、社会价值与商业增长深度融合，筑牢企业发展根基。2025 年博世全面升级可持续发展六大战略，聚焦六大核心维度：气候行动、水资源、循环经济、人才发展、人权及健康。作为绿色转型<sup>\*</sup>的积极践行者，博世致力于将可持续理念贯穿整个价值链，从原材料采购到制造运营，再到产品使用及最终处置，持续推动全链条的企业社会责任实践。在这一过程中，博世中国积极创新，通过降低碳排放并提高资源利用率来营造健康的工作环境，并强化全球供应链的人权保障，推动行业向可持续未来迈进，为今世后代更美好的生活注入绿色动力。

Bosch is firmly committed to sustainable development, integrating environmental responsibility, social value and business growth, and building a solid foundation for corporate development. Bosch is further strengthening its commitment by advancing its six-dimension sustainability strategy in 2025, focusing on climate action, circular economy, water, human rights, people and health. As an active player of green transformation\*, our sustainability efforts aim to span the entire value chain—from the procurement of materials and goods through production at Bosch locations to the product use phase and beyond. At Bosch China, we drive innovation to lower carbon emissions, improve resource efficiency, foster an inclusive and healthy workplace, and uphold human rights across our global supply chains. Through these initiatives, we contribute to a more sustainable future, to empower industries and enhance quality of life for future generations.

\*《中共中央 国务院关于加快推进经济社会发展绿色转型的意见》，2024 年 7 月 31 日发布。

\*Central Committee of the Communist Party of China and the State Council. (2024, July 31). Opinions on Accelerating the All-round Green Transformation of Economic and Social Development.

# 环境 Environment

博世中国始终致力于尽可能降低生产经营活动对环境的影响。为实现这一战略目标，我们通过构建完善的环境管理体系，制定可量化的环境绩效指标，重点围绕气候行动及循环经济两大核心领域开展可持续发展实践。



Bosch's activities should have as little impact on the environment as possible. We are working to fulfil this aspiration with a group-wide environmental management system and specific targets. Bosch China focusses in particular on targeted measures to protect the climate and to strengthen the circular economy.

## 气候行动 Climate action

博世致力于成为气候保护的先行者。自 2020 年起，其位于全球 450 多个业务所在地已实现碳中和（范围 1 和 2\*\*）。与此同时，我们进一步优化四管齐下的战略，以不断提升碳中和（范围 1 和 2\*\*) 质量，即提升能效、自产可再生能源、采购绿电和使用碳信用抵消剩余的碳排放。凭借对环境透明度的坚定承诺，博世荣登 2024 年度 CDP 气候绩效评级 A 级榜单。

It is Bosch's ambition to be a climate action pioneer. With its more than 450 locations worldwide, the Bosch Group has been carbon neutral overall (scopes 1 & 2\*\*) since 2020. This is achieved with four levers: improving energy efficiency, generating energy from renewable sources, purchasing green electricity, and offsetting residual CO<sub>2</sub> emissions with carbon credits. Bosch is listed on the CDP 2024 Climate A List for our commitment to climate action.

博世中国持续优化碳减排路径，通过智能化驱动的能源管理系统实现流程优化，部署高效供热制冷技术提升设备能效，并创新合作模式扩展可再生能源及光伏设施建设。据统计，自 2019 年，博世中国实施了 1030 多个节能项目，累计节能约 1.57 亿千瓦时。2024 年，博世中国新增节能项目近 200 个，节能约 2200 万千瓦时。2024 年，博世中国工厂使用自有光伏可再生能源电力达 6000 万千瓦时，同比增长 67%，中国区采购的电力已经实现 100% 绿色电力覆盖。

Bosch China continuously improves the mix of levers, such as leveraging smart energy management systems to improve efficiency, applying advanced heating and cooling technologies to enhance equipment performance, and fostering innovative partnerships to expand renewable energy usage. Since 2019, Bosch China has initiated more than 1030 energy saving projects, capturing savings potential of 157 GWh. In 2024, Bosch China introduced nearly 200 new projects with savings potential of 22 GWh; Bosch locations in China generated and consumed 61 GWh renewable energy from onsite PV solar panels which increased by 67% compared to the amount in 2023. 100% of purchased electricity in China is covered by green electricity.

\*\* 范围 1、2、3 依据“企业温室气体核查与报告标准”界定。

\*\*Scopes 1, 2, and 3 are used according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.

2024 年，博西家电园在中国区光伏系统整体发电量达到 2.9 万兆瓦时，相比 2023 年增长了 225%。其中约 80% 的电量来自位于滁州和南京基地的 33.3 兆瓦光伏电站（二期项目），这相当于大约 15,000 个中国家庭一年的用电需求。联合汽车电子无锡工厂积极推进能源管理优化与资源使用效能提升，围绕核心用能环节实施精细化改进，通过更换老旧疏水阀、优化空气 - 水板式换热系统，以及利用空压机余热替代部分蒸汽供热，较 2023 年减少了约 60% 的蒸汽消耗。

In 2024, BSH China generated a total of 29 GWh of electricity from renewable sources, representing a 225% increase compared to 2023. Approximately 80% has been contributed by a newly installed 33.3 MW Phase II photovoltaic (PV) power station located at the Chuzhou and Nanjing sites, which is equivalent to the annual electricity consumption of around 15,000 Chinese households. UAES Wuxi plant improved energy management and efficiency by upgrading critical energy-consuming processes. Measures include replacing outdated drain valves, improving/enhancing air-water plate heat exchangers, and utilizing waste heat from air compressors instead of steam for heat production in summer. These measures resulted in a roughly 60% of reduction in steam consumption in 2024 compared to 2023.

博世积极扮演“链主”角色，致力于打造一个负责任的低碳生态圈。2025 年，博世设定了新的目标：无论公司增长如何，到 2030 年减少整个价值链上下游 30% 的绝对碳排放（2018 年为基准年）。为此，我们参考有效透明的碳排放数据，结合在科学碳目标倡议 (SBTi\*\*\* ) 最新的承诺，与供应商签订总体目标；并通过开设专题培训及提供必要支持，提升供应商减碳意识和碳管理能力。截至 2024 年年底，博世已成功邀请约 3300 家供应商通过 CDP 平台披露碳排放信息，其中中国的供应商数量已超过 500 家。

Bosch also wants to reduce emissions produced outside its direct sphere of influence (scope 3), for example at suppliers, in logistics, or when Bosch products are used. Bosch's new target in 2025 aims to reduce these upstream and downstream emissions by 30 percent in absolute terms by 2030, compared with the baseline year 2018 – irrespective of the company's growth. Hence, Bosch uses general target agreements with suppliers to reduce the suppliers' CO<sub>2</sub> emissions, based on valid and transparent data on carbon emissions and preferably in combination with a specific SBTi commitment\*\*\*. Bosch also provided training programs to enable suppliers. In 2024, Bosch engaged around 3300 suppliers to provide information about their carbon emissions via the CDP platform, including over 500 suppliers from China.

\*\*\*SBTi 承诺是指企业自愿承诺制定科学的温室气体减排目标。承诺企业表明愿意积极为气候行动做出贡献，并使自己的商业实践与《巴黎气候协定》的目标保持一致。

\*\*\*The Science Based Targets initiative (SBTi) commitment refers to the voluntary commitment by companies to set science-based targets for reducing greenhouse gas emissions. Through this commitment, companies demonstrate their willingness to contribute actively to climate action and to align their business practices with the goals of the Paris Climate Agreement.



# 循环经济

## Circular economy

通过循环经济战略，博世致力于提升产品在其全生命周期内的可持续性—涵盖从原材料采购、生产、使用、回收再利用到再制造及材料循环再生的各个环节。博世通过内部闭环生产系统与外部专业回收网络协同，并遵循“避免产生、再利用、再处置”的废弃物管理原则，持续提升资源循环利用，助力范围 3 减排目标达成。

With its circular economy strategy, Bosch wants to enhance the sustainability of its products over their entire life cycle – from procurement and production to use, return, and remanufacturing, right through to recycling and reuse of materials. To this end, the company endeavors to either create loops directly within Bosch or close them outside the company using established recycling processes. Additionally, Bosch applies the principle of “avoid, then reuse, then dispose” to its waste management. This way, Bosch reduces the amount of materials used and the carbon footprint of its products. Moreover, the activities contribute toward achieving the defined scope 3 target.

2025 年，博世在中国重点聚焦五大领域：提升材料使用效率、创新旧物再生技术、扩大绿色及再生材料应用、落实欧盟电池法案、推广绿色包装方案，多效并举降低产品全生命周期的环境影响。

In 2025, Bosch China focuses on five key areas, including materials efficiency, second life, recycled materials, EU Battery Regulation compliance, and more sustainable packaging. The activities aim to reduce the environmental impacts across the product lifecycles.



博世全球服务亚太区原材料技术中心通过精准配方开发和工艺优化，使再生塑料在稳定性、阻燃性和纯净度上达到原生塑料标准。2024 年，原材料技术中心与博世舒适科技联手，将消费后回收塑料通过配方设计再生为高性能阻燃材料，并成功运用于博世的热水器产品上，与使用原生材料相比，可实现超 45% 的碳减排。2025 年，博世中国工厂计划启动可持续废弃物处置项目试运行。该项目旨在通过数字化平台优化生产废料的可持续处理流程，推动材料闭环管理，并探索可行的商业模式，未来有望在全球推广。

Bosch Material Technical Support Asia has developed precise formulations and enhanced processes, to ensure recycled plastics achieve the comparable stability, flame retardant, and purity as virgin materials. In 2024, the team collaborated with Bosch Home Comfort (HC) to transform post-consumer recycling (PCR) plastics into high-performance flame-retardant plastic by material recipe development. These materials have been applied in the facia and control box parts of HC heat pump, enabling over 45% carbon emission reduction compared to using virgin material. Moreover, the Sustainable Disposal and Cycle Management (SDM) pilot project is planned to be launched at Bosch China's plant in 2025. With a digital platform for sustainable disposal management of waste, the project aims to enhance the process of reducing waste and further promote the recycling of materials. The associated business models are expected to be replicated globally in the future.



# 社会

## Social

作为一家全球化运营的企业，博世始终履行社会责任，尊重并积极推动全球供应链中的人权保障。我们持续营造安全健康的工作环境，并坚定地将多元化、平等与包容深植于公司价值观。通过健全政策体系、强化监督机制，并携手合作伙伴推动负责任的商业实践，我们确保企业运营符合中国社会的各项标准。博世中国始终坚持以人为本，致力于将社会责任内化于企业战略，持续创造深远且积极的社会影响。

# 人权

## Human rights

博世中国始终以负责任的态度关注整个价值链的人权保护，严格遵守国际公约，中国及相关国家法律法规，积极落实供应链尽职调查要求，确保业务合作伙伴共同遵循人权标准。同时，我们也将持续深化人权管理实践，加强风险管理的意识与能力，与全球合作伙伴携手构建公平、透明、可持续的产业生态，塑造可持续共赢的未来。

As a globally operating company, Bosch China recognizes its corporate responsibility to respect human rights among the entire value chain, strictly adhering to international conventions, Chinese and foreign laws and regulations. We contribute to improving human rights conditions worldwide by implementing due diligence obligations concerning human in our operational processes. At the same time, we actively demand respect for human rights in our global supply chains.



As a globally operating company, Bosch takes its social responsibility seriously. We respect human rights and actively demand this in our global supply chains as well. At the same time, we are focused on ensuring a safe working environment and strengthening diversity, equity, and inclusion. Through the establishment of a policy framework, enhanced oversight mechanisms, and collaborative partnerships to advance responsible business practices, Bosch China ensures operational alignment with China's evolving regulatory expectations and societal standards.

# 健康

## Health

博世中国以智能化管理手段与安全文化双轮驱动，打造安全、健康的工作环境。通过数字科技赋能，我们实现了职业健康与环境安全的精细化管理，实时监测与数据分析助力风险预警与防范，确保安全合规。基于 EHS 审核体系，我们持续优化防护措施，强化健康安全保障。来自博世动力总成有限公司的 EHS 全业务流程管理系统 (iEHS 管理系统)，实现了 EHS 业务流程的数字化转型。该系统目前已覆盖多个中国工厂，有效提升了安全管理效能、流程质量、效率与认知，实现自动追踪并形成分析报告；并推动 EHS 文化从“要我安全”向“我要安全”转变。

保障员工的职业健康并提供安全的工作环境是博世作为雇主的核心责任，博世集团的目标是到 2025 年，事故发生率降至每百万工时 1.45 起以下。2024 年，博世中国的可汇报事故率已降至每百万工时 0.45 起。

Bosch China enhances safety management and occupational health through implementing intelligent management system and a strong safety culture. By leveraging digital technologies, we enable precise occupational health and environmental safety management, utilizing real-time monitoring and data analysis for risk prevention and compliance assurance. Through our EHS (Environment, Health, Safety) audit system, we continuously improve protective measures and strengthen health and safety safeguards. Bosch Powertrain Systems in Wuxi has developed a comprehensive EHS process management platform (iEHS). The system enables the digitalization of EHS operations. iEHS can provide automated tracking and reporting and has been implemented across multiple Bosch plants in China, to enhance quality, speed, efficiency, and awareness for HSE processes. Moreover, iEHS has driven EHS culture transfer from a “want me safe” mindset to a proactive “I want to be safe” mindset.

Bosch has set the target to reduce the accident rate to 1.45 accidents per 1 million hours worked or less by 2025 at its locations worldwide. In 2024, Bosch China reported 0.45 work-related accidents per 1 million hours worked, reflecting strong commitment to safety management and occupational health responsibility.

# 治理 Governance

博世始终将合法合规与负责任、公平的商业实践视为核心价值，并将其深植于企业文化之中。博世持续致力于推进价值导向的合规管理，鼓励员工将合规视为自觉践行的准则。2024年，我们全面更新《行为准则》，为全体员工提供了基于价值观、道德准则与法律法规的行为指导，进一步强化合规体系建设，助力企业在全球范围内践行负责任、公正透明的商业实践。

Compliance with the principle of legality as well as responsible and fair business practices are part of the Bosch values and a top priority for our company. Our ambition is that our associates not only regard values-based conduct as an obligation, but that they act in a compliant manner of their own volition. In 2024, we completely revised our Code of Business Conduct and republished it as the Code of Conduct. The new document provides guidance for all Bosch associates on values-based, ethical, and legally compliant behavior.

在信息披露方面，博世自2011年起每年发布可持续发展报告，自2018年起参照GRI标准，系统地呈现公司在可持续发展领域的实践与成就。自2019年起，部分关于气候行动和职业健康安全的关键指标及声明由独立第三方进行审计。我们持续提升数据透明度和质量，以提高数据的完整性并满足报告要求。

In terms of information disclosure, Bosch has been releasing its Sustainability Report annually since 2011, systematically presenting the company's practices and achievements in the field of sustainable development with reference to the GRI Standards since 2018. Selected key indicators and statements on climate action and occupational health and safety are audited by an independent third party since 2019. We continue to enhance data transparency and quality to improve the completeness of data and to comply with reporting requirements.

# 携手共创绿色未来 Together for a more sustainable future

在可持续发展理念深入人心的背景下，市场与客户对绿色低碳、供应链合规的需求不断升级。博世中国愿始终与合作伙伴携手同行，主动分享自身在绿色技术、低碳管理与企业合规方面的成功经验。

As sustainability gains increasing traction, market and customer expectations for low-carbon solutions and supply chain compliance continue to evolve. Bosch China remains committed to collaborating with local partners, sharing expertise in latest innovations, low-carbon management, and corporate compliance to support industrial sustainable transformation.

2024年，博世中国的可持续发展获得了政府部门及社会各界的认可：

- 新增2家国家级绿色工厂，共11家工厂凭借其在可持续发展方面的表现被评为国家级绿色制造工厂；
- 获评中国欧盟商会可持续商业奖项—科技向善先锋奖，以展现在能源转型与产品创新方面的突出表现。

In 2024, Bosch China's sustainability initiatives reached new heights, earning recognition and accolades from government authorities and various sectors of society.

- Two additional facilities were recognized as National-level Green Factories, bringing the total to 11 Bosch plants honored for their outstanding sustainability performance in the national green manufacturing certification system.
- Bosch China was awarded as the "Technology for Sustainability Pioneer" under the Sustainable Business Awards by the European Union Chamber of Commerce in China (EUCCC), acknowledging our leadership in leveraging technology for societal and environmental progress.





# Bosch China Charity Center

## 博世中国慈善中心

博世中国慈善中心于 2011 年成立，作为博世中国（投资）有限公司的职能部门，统筹博世在华的公益慈善活动，致力于实现企业公益慈善事业的长期可持续发展。通过系统化战略部署、本土化精准实践、科技赋能创新模式，慈善中心致力于支持“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。截至 2024 年 12 月，累计捐赠 2.08 亿人民币，携手 200 余家公益伙伴一起实施超过了 334 个公益项目，覆盖全国 30 个省（直辖市、自治区、特别行政区），累计受益人数超百万人次，共同推动了 8 个联合国可持续发展目标。

Established in 2011, the Bosch China Charity Center, a functional department of Bosch (China) Investment Co., Ltd., coordinates all Bosch's charitable activities in China and is committed to the long-term sustainable development of corporate charity. Through systematic strategic planning, localized and precise practice, and technology-enabled innovation, BCCC is committed to supporting the four focus areas of Education Development, Poverty Alleviation, Philanthropy Development, and Community Building. As of December 2024, BCCC has contributed a total of 208 million CNY, and together with more than 200 charity partners, it has implemented more than 334 charity projects, covering 30 provinces (municipalities, autonomous regions and special administrative regions), benefiting more than one million people, and jointly promoting eight UN Sustainable Development Goals.

2024 年，博世中国慈善中心持续深化公益实践，捐赠超 1575 万人民币，运作项目 87 个，其中新立项 43 个，超 3600 名注册志愿者贡献了 18,359 小时公益服务时长。

博世中国立足实践，以多元方式推动企业投身公益，持续履行社会责任。除此之外，博世中国将员工视为公益实践的主体，通过制度创新与平台搭建，充分调动员工参与公益的积极性与创造力。作为深耕中国超百年的外资企业，博世中国始终以“博爱天下、世行善举”为信念，将公益实践深深植根本土。从连续多年荣膺“中国慈善榜年度慈善企业”，到荣获“上海慈善奖”等政府奖项，其行动赢得社会广泛认可。

In 2024, Bosch China Charity Center has continued to deepen its charity practice by contributing more than 15.75 million CNY and launching 87 projects, including 43 new projects, with more than 3600 registered volunteers contributing 18,359 hours of charity service.

Based on the practice, Bosch China promotes the company's participation in public welfare in a diversified way and continuously fulfills its social responsibility. In addition, Bosch China regards its employees as the main body of public welfare practice, and fully sparks their enthusiasm and creativity in public welfare through creativity and platform construction. As a foreign enterprise that has been deeply rooted in China for more than a century, Bosch has always taken the belief of 'Charity for a better life' as the core value of its charity actions. From being awarded the 'Charity Company of the Year of China Charity List' for consecutive years to winning government awards such as the 'Shanghai Charity Award', Bosch China's actions have won wide recognition in society.



# Bosch – A top employer in China

## 博世·中国杰出雇主

为实现员工个人成长与企业发展的有机融合，博世构建了多元的可持续发展人才生态体系，构筑起业务可持续发展的坚实基石。博世积极吸引并培养具备国际视野的全球化人才，以支持全球化业务发展。同时，博世鼓励人才的多元化，鼓励各事业部间人才流动，以此支持业务转型及战略落地，确保人才供给的连续性和稳定性。

此外，作为一家创新驱动的技术型企业，博世对于研发有持续的投入，人才更是重要的驱动力。截至2024年12月，博世中国已拥有超10,000名研发员工，而在新招聘的人才中，从事研发工作人员占比超60%。

我们始终相信，以员工为核心，围绕“Grow（成长，定义不凡）、Enjoy（生活，定格乐活）、Inspire（灵感，慧起世界）”的雇主价值主张及人力资源战略，为员工可持续发展保驾护航是博世作为“中国杰出雇主”的宗旨。

—— 曹云燕  
博世中国人力资源高级副总裁

We firmly believe that as “China Top Employer”, Bosch’s purpose is to see its associates as the core and protect the sustainable development of associates’ future around the employer value proposition of “Grow”, “Enjoy”, “Inspire” and human resources strategy.

—— Annabelle Cao  
Bosch China Senior Vice President

To realize the integration of employees' personal growth and corporate development, Bosch has built a diversified and sustainable talent ecosystem, which is a solid foundation for sustainable business development. Bosch actively attracts and cultivates global talents with international perspectives to support global business development. At the same time, Bosch encourages talent diversification and talent exchange among divisions to support business transformation and strategy implementation, and to ensure the continuity and stability of talent supply.

As an innovation-driven technology company, Bosch has been continuously investing in R&D. Talent is a critical driving force. As of December 2024, Bosch China has more than 10,000 employees work in the R&D area; more than 60% of the newly recruited talents work in the R&D area.





博世中国连续十四年荣膺年度“中国杰出雇主”  
Bosch honored as “China Top Employer” for 14th consecutive year.

身处于变化和挑战的环境，博世在助力员工提升专业技能、打造学习型组织的同时，也注重通过提供全面薪酬和福利、健康福祉计划、灵活的办公政策等来帮助员工平衡生活和工作。

In an ever-changing and challenging environment, Bosch not only aims to cultivate associates' professional skills and nurture a learning-oriented organizational environment, but also strives to emphasize and promote the work-life balance concept. This includes providing associates with a range of comprehensive benefits, workplace health, wellbeing offerings and flexible office hours.

GROW  
成长  
定义不凡

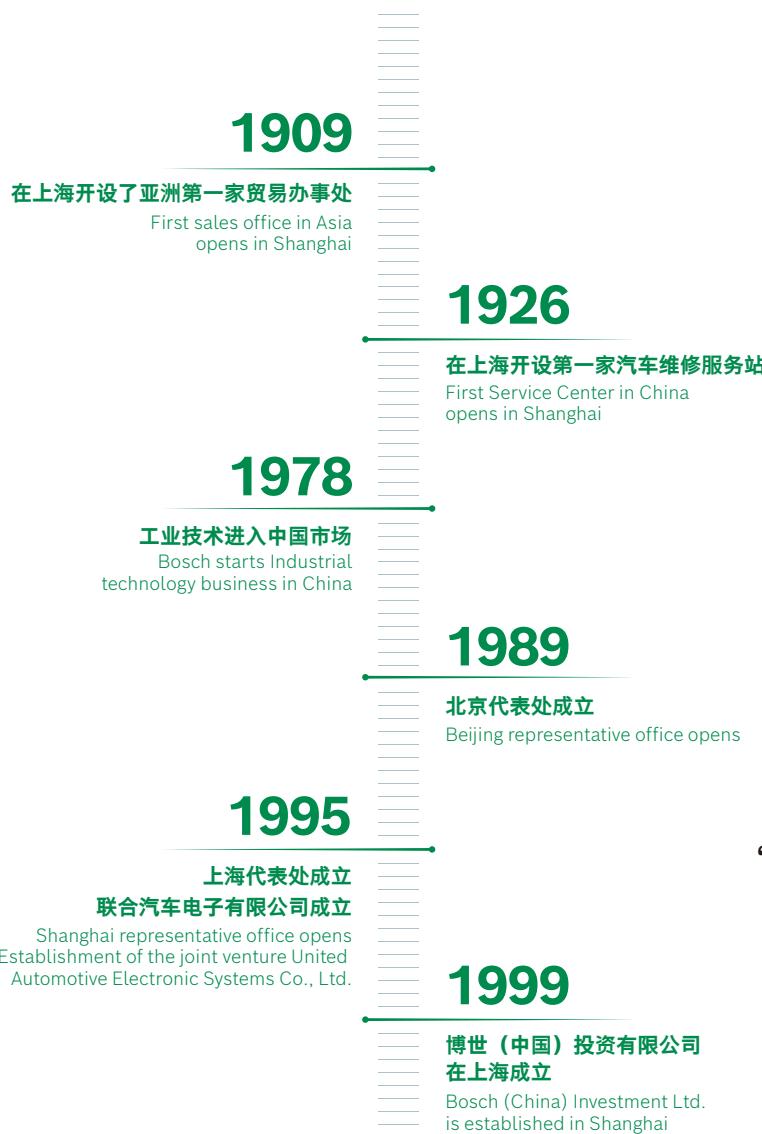
ENJOY  
生活  
定格乐活

INSPIRE  
灵感  
慧起世界



# Bosch China milestones

## 博世中国里程碑



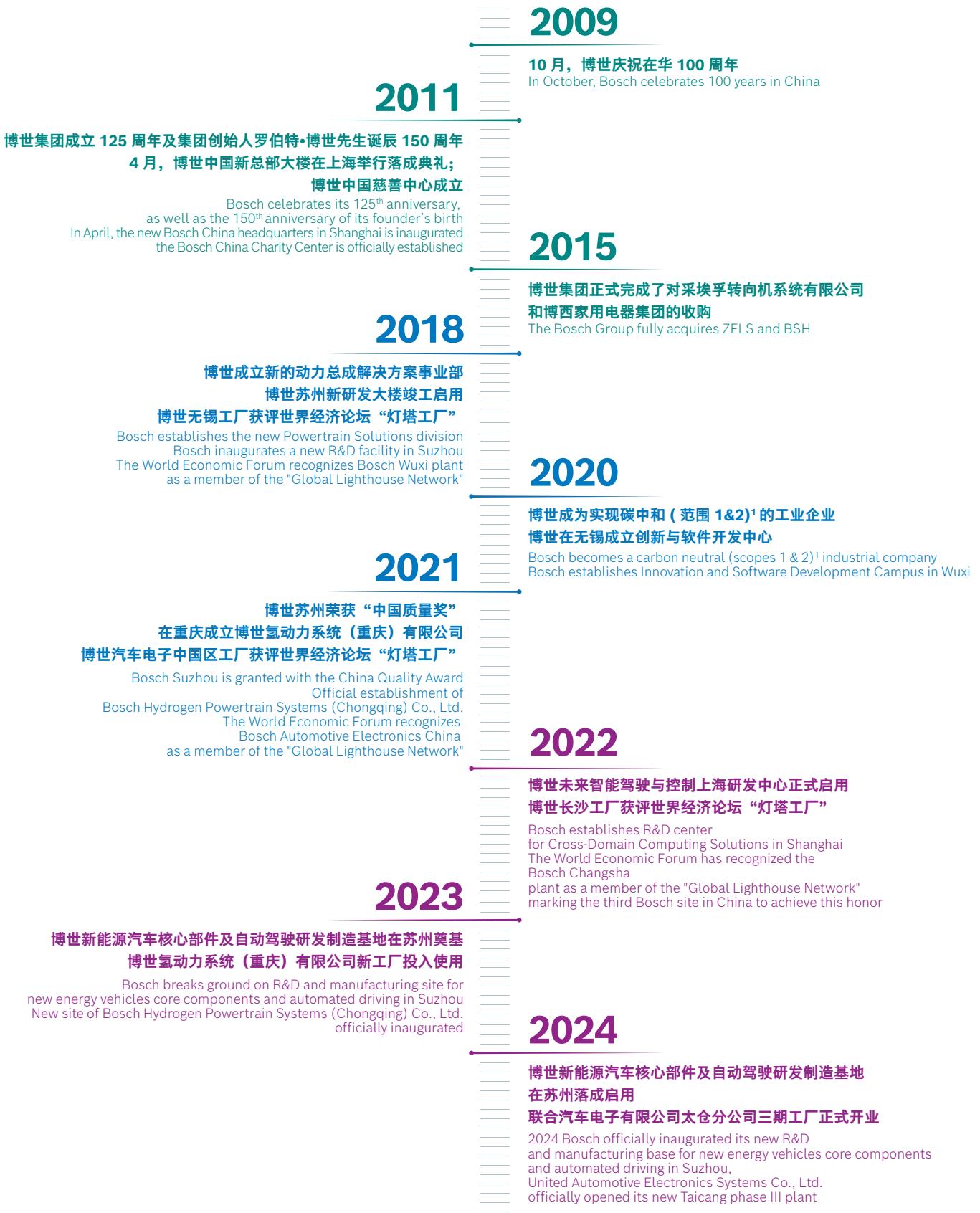
“技术的进步和商业的发展都应造福人类。”

“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)



1. 范围1、2、3依据的是《温室气体协议企业会计与报告准则》。

Scopes 1, 2, 3 are used according to the Greenhouse Gas Protocol Corporate Accounting and Reporting Standard.



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