



# FISCAL YEAR 2023 ESG REPORT

**BOSE**

Environmental, Social, & Governance - Fiscal Year 2023 (April 1<sup>st</sup>, 2022 – March 31<sup>st</sup>, 2023)

# Contents

<b>EXECUTIVE LETTER</b>	3	Carbon & Energy
<b>OUR COMPANY</b>	4	Waste Management
Our History		Water Consumption
Our Inspiration		Employee-Led Action
Our ESG Vision		
Our ESG Governance		
Business Ethics & Compliance		
Our Stakeholders		
<b>ABOUT THIS REPORT</b>	8	<b>PRODUCT INITIATIVES</b>
Reporting Period		Product Sectors
Reporting Approach		Product Circularity
Materiality Assessment		Responsible Supply Chain
Reporting Scope & Boundaries		
<b>ENVIRONMENTAL STRATEGY &amp; PROGRESS</b>	10	<b>OUR PEOPLE</b>
Our Targets & Commitments		Diversity, Equity, Inclusion & Belonging
Global Reporting Platforms		Talent Recruitment & Retention
Our Recognitions		Health & Safety
Environmental Data Summary		
		<b>OUR COMMUNITIES</b>
		Promoting Education
		Employee & Corporate Giving
		<b>GRI INDEX</b>
		27



## Letter from our CEO

For almost 60 years, Bose has been dedicated to developing products and technologies that deliver sound as it was meant to be heard. And we've also been committed to operating our business in a responsible, transparent way. Consistent with this, we continue to embed Environmental, Social, and Governance (ESG) efforts in our business strategies and across our entire value chain.

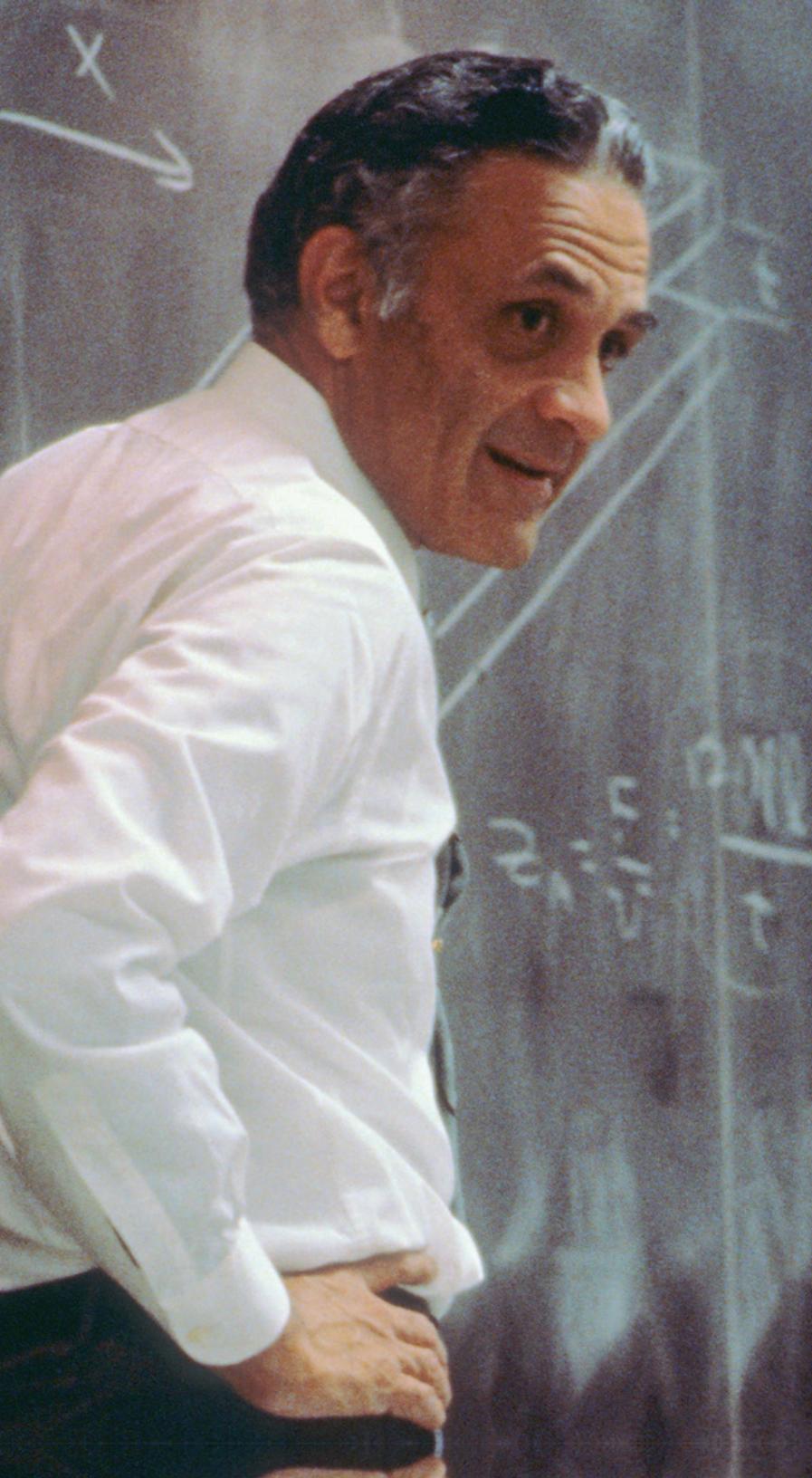
As we work to reduce our environmental impact on the planet, we have been focused on climate change and product circularity. In Fiscal Year 2023, we signed a commitment letter in support of the Science Based Targets initiative (SBTi) to reduce our carbon emissions. We've also adopted product circularity standards to take the entire product lifecycle into account during design.

Our social commitments are focused on supporting our people - the foundation for everything we do. In Fiscal Year 2023 our Diversity, Equity, Inclusion, and Belonging (DEI&B) strategy focused on building awareness and common ground, so all employees have a shared understanding of personal identities, bias, and inclusive behaviors.

Further, our governance strategy is driven by our Guiding Principles and Essence & Values. These principles define our approach to being a responsible company and shape our commitment to enhancing lives through technology.

In this report, we're sharing our progress on this commitment - highlighting how we are using the power of sound to bring even more innovative products to our users, how our passion creates a community of belonging, and how our vision accelerates us toward a more sustainable and bright future. Thank you for accompanying us on this journey.

Sincerely,  
**Lila Snyder**  
**Chief Executive Officer**



# Our Company

## Our History

Bose is world-renowned for its premium audio solutions for the home, on the go, and in the car. Since its founding in 1964 by Dr. Amar Bose, the company has been dedicated to delivering amazing sound experiences through innovation. And its passionate employees — engineers, researchers, music fanatics, and dreamers — have remained committed to the belief that sound is the most powerful force on earth; its ability to transform, transport, and make us feel alive. For nearly 60 years, this belief has driven us to create products that have become iconic, changing the way people listen to music.

## Our Inspiration

The principles and values established by our founder, Dr. Amar Bose, feed our passion for continuously wanting to make our products better. We apply the highest level of scientific inquiry and invention to the discovery of new concepts and designs. We create revolutionary experiences for our customers. We seek to develop a culture that challenges us to pursue excellence and reach our fullest human potential. These principles are our company DNA. They shape our values on how we conduct ourselves, run our business, and support each other.



## Guiding Principles

We think about our principles every day to make decisions both big and small.

### Growth

to reach more customers with the benefits of our technology and to provide opportunities for our employees.

### Financial Viability

so that we can self-fund research, innovation, and growth over the long run.

### Teamwork & Collaboration

that inspire our best people to stay and others to join.

### Innovation & Technology

that deliver demonstrable benefits to customers.

## Essence & Values

These are the qualities that are expected of every employee, and what make up the foundation of the Bose culture.

### Integrity

We must demonstrate the highest standard of business ethics in our dealings with our customers, suppliers, and each other.

### Innovation

Research, innovation, and invention are the essence of our company. Our success results from exploring new methods and ideas beyond conventional boundaries.

### Respect

Mutual respect and trust form the foundation for effective working relationships. We recognize that cooperation with each other and between groups is vital to our success.

### Excellence

Excellence is our way of life. It has always been integral to our business.

### Passion

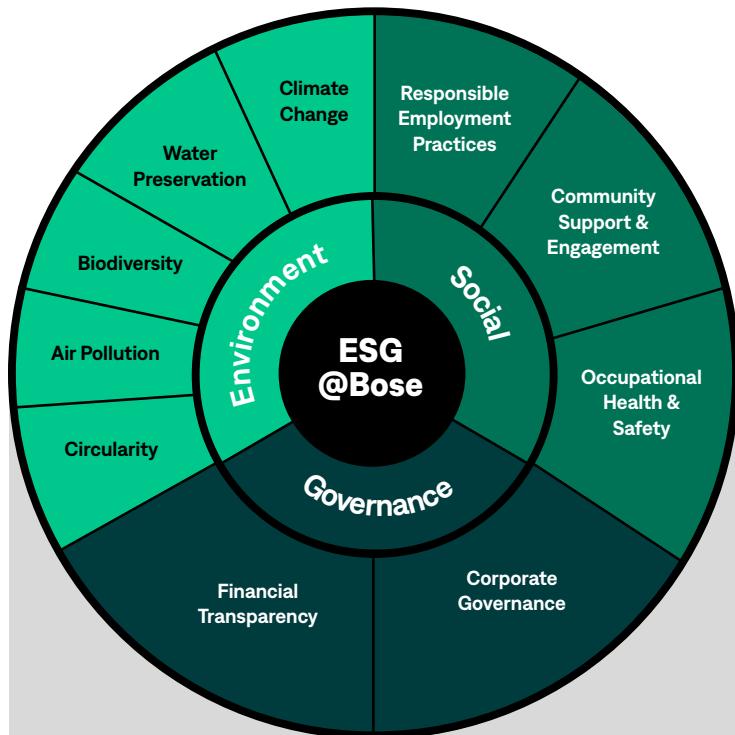
Our passion and enthusiasm for what we do at Bose enables us to achieve the high standards of performance and innovation we have set for ourselves.

### Value

We must work in unison with our colleagues to ensure that all our contributions add value for the customer.

To read more about us, our Guiding Principles, and our Essence & Values, [visit our website](#).

# Our ESG Vision



At Bose, we don't just recognize the challenges facing our world; we're taking action to create change for our business, our stakeholders, and our global community.

We've developed a strategic ESG framework that offers a roadmap to guide our efforts and measure our outcomes. It's the passion and creativity of our people that help us reach our goals and accelerate our progress.

Together, we are making sure we are part of the solution to these challenges.

# Our ESG Governance

We follow a clear, well-established ESG governance structure that drives cross-functional support and accountability from our leadership team. ESG is embedded across our global operations and priorities are aligned with stakeholder expectations. This centralized structure includes:

## ESG Senior Leadership Team:

C-suite executives that direct strategic ESG decision making consistent with our high standards of ethics and values.

## ESG Leadership Enablement Team:

Key leadership that oversees and enables ESG strategy execution.

## ESG Execution Team:

Cross-functional personnel that develop and implement processes to embed ESG efforts into standard business practices.

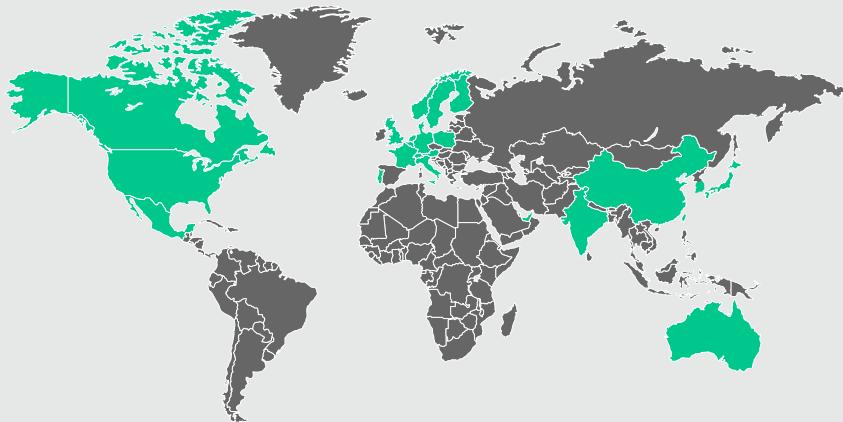
# Business Ethics & Compliance

Bose's foundational commitment to ethical and compliant business practices is supported by a robust system of policies, oversight, and training. We work continually to build and maintain our reputation as a trusted partner to our customers, consumers, suppliers, and other critical stakeholders. We strive to comply with all applicable laws and regulations governing our interactions wherever we do business. Our Corporate Ethics Committee, comprised of senior executives, meets regularly to oversee our ethics program, with support from our Legal Department, Internal Audit, Human Resources organization, and other functions.

All Bose employees are required to adhere to our internal Code of Business Ethics, which aligns with applicable local laws in locations where we operate and is available in local languages. Training on our Code of Business Ethics is provided to all new employees upon joining the company, with periodic training for all employees in local languages to reinforce our employees' understanding of their obligations under the Code. In addition, role-based training is provided across the company on compliance topics relevant to employees' roles and business activities. In Fiscal Year 2023, our global completion rate for the all-employee ethics and compliance trainings we delivered was 99%.

To facilitate reporting of suspected unethical behavior, we maintain an anonymous hotline available in local languages in countries where we operate. Bose conducts timely follow-up investigations, maintains confidentiality, and ensures non-retaliation for calls to the hotline.

# Employees ~ 6000



Bose's facilities are located  
in **25 countries** worldwide.

**Largest Market United States of America**  
**Headquarters Framingham, Massachusetts, U.S.**  
**Primary Bose owned manufacturing location Mexico**

## Countries in which Bose operates that are included in emissions reporting:

Australia, Belgium, China, Denmark, France, Germany, Italy, Japan, Mexico, the Netherlands, Norway, Poland, Portugal, South Korea, Sweden, the United Arab Emirates, the United Kingdom, and the United States.

## Our Stakeholders

As we deepen our ESG commitments, we seek to understand how our priorities and actions impact our customers, suppliers, employees, and other members of our community.

### Employees:

Our people want to work for a company that provides a great employee experience, acts responsibly, and seeks to reduce environmental impacts through smart product design. We strive to deliver on these desires through our employee wellbeing and development programs, and by engaging employees in ESG activities.

### Business Customers:

Bose's business customers are actively pursuing sustainability in their operations, products, and supply chains. Our sustainability efforts support their objectives, and we have established a well-defined process for communicating our progress to them.

### Consumers:

Many of today's consumers want to buy from companies that share their values. By making sustainability ever more integral to our business, we can help create trust with these critical stakeholders.

### Suppliers:

We employ environmental and social performance questionnaires to help us assess vendor performance and seek to partner with suppliers that support our sustainability objectives.

### Local Communities:

The local communities in which we operate look to us to be an engaged, supportive, and responsible neighbor. We accomplish this through our growing community efforts, which include supporting education and volunteering with local organizations.

### Other Stakeholders:

Bose engages where appropriate on environmental and social topics with non-governmental organizations (NGOs), governments, academic institutions, business partners, and others.

A photograph showing two women from the chest up. The woman on the left has dark hair pulled back and is wearing a white blouse under a dark blazer. The woman on the right is wearing glasses and a light-colored button-down shirt. They are both looking down at a laptop screen, which is partially visible at the bottom of the frame.

# About This Report

This report details key activities and accomplishments in Environmental, Social, and Governance (ESG) topics at Bose Corporation during the reporting period. This report includes disclosures that align with the Global Reporting Initiative (GRI) Standards, however we do not publicly disclose all GRI standards.

## Reporting Period

Bose Corporation's Fiscal Year 2023 is from April 1, 2022 to March 31, 2023. All information included in this report is from our Fiscal Year 2023 as defined, except where a different date is specifically referenced.

## Reporting Approach

Bose reports annually on our ESG efforts. It has been our practice to produce a full ESG report on alternate years, with brief update reports released in off years. Beginning with this report, we intend to publish a full report every year, to ensure stakeholder access to complete and timely information on our core metrics and most impactful ESG activities.

# Materiality Assessment

In 2021 Bose completed a materiality assessment to identify the ESG-related topics that were most important to our stakeholders and business. This assessment helped us establish the measurements, targets, and actions necessary to advance our priorities and efforts in the areas of climate change and product circularity.

The insights gained also deepened our understanding of how our stakeholders' priorities are evolving, providing critical insight to inform the strategic direction and objectives of our ESG program in the future.

## Material Topics\*

- Business Ethics and Compliance
- Circular Economy
- Climate Change and GHG Emissions
- DEI&B
- Employee Recruitment and Retention
- Proactive Product Compliance
- Responsible Supply Chain



# Reporting Scope & Boundaries

This report highlights ESG-related activities and impacts under Bose Corporation's operational control globally but is not all-inclusive. It also includes select supplier- and product-related impacts. In this report, "Bose," "the company," "we," "our," "its," and similar terms are used for convenience to refer to Bose Corporation and its subsidiaries and branches. Data contained in this report pertaining to carbon emissions, energy, and health and safety are subject to restricted boundaries due to data availability.



### Health and Safety:

Data boundaries for health and safety metrics reflect major facilities that were under our operational control at any point in Fiscal Year 2023.

### Carbon Emissions and Energy Consumption:

Data includes all major facilities under our operational control at the end of Fiscal Year 2023. Energy figures are based on actual energy data or estimates when actual data are not available and include direct and indirect consumption (Scope 1 & 2). Bose follows Greenhouse Gas Protocol location-based methodology and sources its emissions factors from a variety of sources, including but not limited to: The Climate Registry (TCR), the U.S. EPA Hub Tables, and International Electricity Agency (IEA). Carbon emissions calculations include CO<sub>2</sub>, CH<sub>4</sub>, and N<sub>2</sub>O.

\*Listed in alphabetical order



# Environmental Strategy & Progress

At Bose, our drive for excellence motivates us to closely examine opportunities to create a meaningful impact in the fight against climate change. In this pivotal decade for climate action, the focus on ESG concerns has garnered attention from governments, industries, and individuals—and Bose remains steadfast in our commitment to advancing in our ongoing journey.

To guide our plans, we sought the expertise of a renowned global consulting firm and collectively developed a comprehensive multi-year climate change and product circularity roadmap. We are focusing on climate change and product circularity as these areas were identified as the most impactful to our business. Within these categories, we pinpointed key areas where Bose believes it has the opportunity to exert the most influence. We have integrated these invaluable insights and recommendations into our overarching ESG strategy.

## Our Targets & Commitments

Our commitment to reducing our carbon footprint involves key environmental initiatives to decrease energy consumption, minimize greenhouse gas (GHG) emissions, and incorporate product circularity into our product design and development process. We initiated our efforts with a baseline analysis employing GHG accounting methodology, established climate objectives, and then formulated emission-reduction targets in alignment with the Science Based Targets Initiative (SBTi).

We have submitted a commitment letter to SBTi that formalizes our decision to set science-based targets to reduce our GHG-emissions. Our commitment is in line with what current science deems necessary to meet the aspiration of the Paris Agreement to limit global warming to 1.5°C. Our commitment is recognized on sciencebasedtargets.org as well as “We Mean Business” and UN Global Compact. Bose also became part of the Business Ambition for 1.5°C campaign and formally joined the Race to Zero campaign.

# Global Reporting Platforms

Bose recognizes the vital role we fulfill for our business customers and original equipment manufacturer (OEM) partners, and we remain highly attentive and responsive to their sustainability reporting requests. As corporate awareness of environmental and social impact continues to grow, we've experienced a surge in survey requests from our partners and customers. We diligently address these requests, through progress reports and engagement on global platforms such as the Carbon Disclosure Project (CDP), EcoVadis, Manufacture2030, Supplier Assurance, Responsible Business Alliance (RBA), Project Gigaton, and others. We have continued to improve our internal processes for responding to ESG-related information requests and have improved our scores across the majority of our reporting platforms.



## ESG Partnership Pledge

Bose takes pride in joining our business customers to prioritize climate action. We signed an aspirational ESG Pledge to one of our business customers to accomplish our shared goals toward combatting climate change and serving our communities. This pledge includes committing to carbon neutrality by 2035 for our Scope 1 and 2 emissions for manufacturing and working to achieve a minimum score of 50 in the EcoVadis categories of Labor & Human Rights and Ethics and Sustainable Procurement. We are currently developing an action plan to support this commitment.

# Our Recognitions

## EcoVadis Ranking

EcoVadis is one of the largest global providers of business sustainability ratings, ranking applicants on 21 sustainability criteria across four areas: Environment, Labor & Human Rights, Ethics, and Sustainable Procurement. This year, Bose received an EcoVadis Silver Medal, placing us in the top 25% of assessed companies.



## Nissan Sustainability Certificate

In 2023, Nissan North America granted Bose a Nissan Sustainability Certificate for our sustainable and socially responsible business practices. We were recognized for our environmental achievements in EcoVadis as well as our DEI&B initiatives. This certificate was awarded at Nissan's Regional Supplier Appreciation and Awards event, which recognized suppliers for their commitments across multiple operational areas.

## ISO 14001 Certification

Our Tijuana, Mexico manufacturing site continues to maintain its annual ISO 14001 certification. Our most recent 2023 surveillance audit found the facility to be in compliance with this international standard which specifies requirements for an effective environmental management system (EMS).

# Environmental Data Summary

To monitor and manage our impacts, Bose tracks and discloses energy, carbon, and waste-related data from our major sites globally using an Environmental, Health, and Safety (EHS) software system. In 2023, we expanded these tracking capabilities to include additional sites globally. Facilities that are in-scope include global manufacturing sites, warehouses and distribution centers, repair sites, and other offices.



## Carbon & Energy

Our forthcoming plans entail a comprehensive assessment of energy consumption across our facilities and the evaluation of potential energy reduction projects to help us improve our energy efficiency and reduce emissions. These reduction projects began in 2023 and will continue next year. Simultaneously, we intend to continue exploring innovative approaches to offset our emissions in an effort to advance our journey toward achieving our ambitious carbon-neutrality objectives.

### Scope 1 & 2 Emissions

We have set the goal of achieving a 42% reduction in Scope 1 and Scope 2 emissions by 2030 using our Fiscal Year 2020 as a base year. This goal is aligned with limiting global warming to 1.5°C. We are currently developing an action plan to support this goal. Our main efforts focus on reducing our energy and electricity demand. We have implemented automated controls to deenergize or ramp down systems when not in use and have evaluated existing equipment for potential upgrades to maximize efficiency. We are working to deploy more energy efficiency projects at our headquarters while measuring new facilities against energy efficiency benchmarking data.

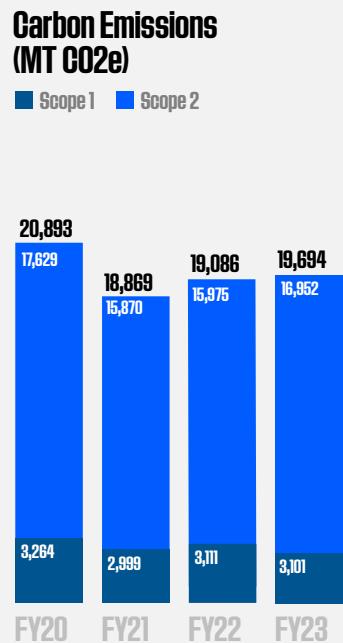
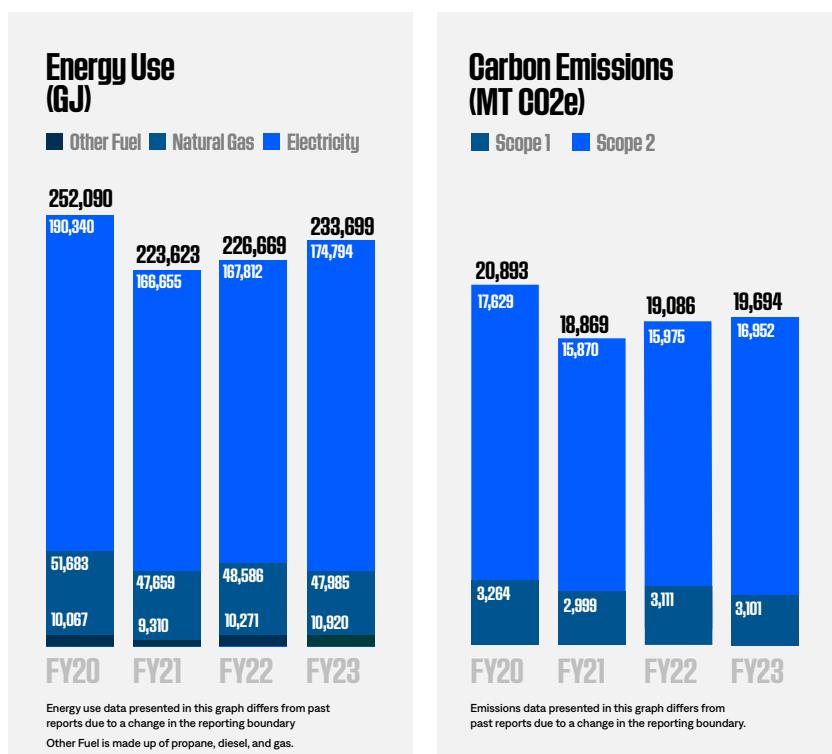
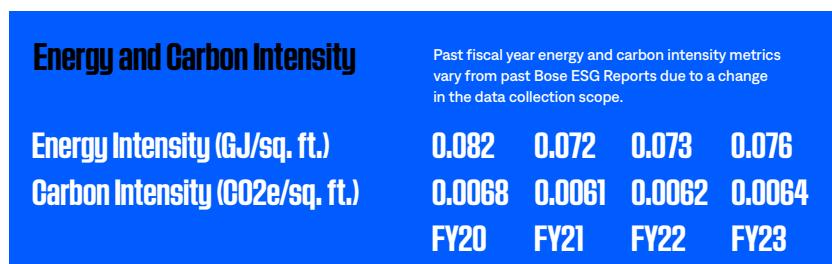
Bose has set the goal of achieving a **42%** reduction in Scope 1 & 2 emissions by **2030**

We have reduced our Scope 1 and Scope 2 carbon emissions by more than **5.5%** across all operations from our base year.

In Fiscal Year 2023 we saw an overall increase in Scope 1 and Scope 2 emissions that was primarily driven by an increased production volume in our Tijuana manufacturing facility and increased office occupancy in our Framingham, Massachusetts locations. Overall, we have seen a greater than 5.5% reduction in Scope 1 and Scope 2 carbon emissions from our base year. Our pivotal accomplishments in 2023 were the completion of energy audits at our corporate headquarters in Framingham, Massachusetts and our Tijuana, Mexico manufacturing site. In Framingham, we engaged with our local energy provider to help evaluate areas where we could operate more efficiently. From this audit, we identified more than 20 opportunities primarily focused on lighting and heating, ventilation, and air conditioning (HVAC) systems. We were able to adjust the HVAC schedule, resulting in annual savings of over 120,000 kWh. We plan to continue engaging with our energy providers to further develop our strategy to improve our operational efficiencies.

Our Tijuana manufacturing facility was especially proactive in reducing energy usage in 2023 through the implementation of several initiatives. The energy audit conducted at this site provided a detailed energy consumption profile of the factory and identified opportunities to further reduce our carbon footprint and prioritize work in support of our strategic roadmap. Key energy improvement projects in 2023 included the continued conversion to LED Lighting, introduction of solar panels to power an isolated structure, and replacement of older HVAC systems with new equipment that complies with the U.S. Department of Energy (DOE) 2023 Energy Efficiency requirement. These changes are resulting in annual savings of approximately 500,000 kWh.

Given that these two sites collectively account for 80% of our Scope 1 and Scope 2 emissions, the insights gained from their energy audits will continue to shape our energy reduction roadmap as we transition into the forthcoming operational year. To underscore our commitment, we have incorporated our Scope 1 and Scope 2 emissions targets into our performance dashboard to track progress, facilitate transparency, and enable our CEO to communicate these goals to our employees across the entire organization. We're looking forward to accelerating both the pace and scale of our energy and carbon reduction initiatives.



## Scope 3 Emissions

As an integral component of our climate evaluation, we recognize the critical significance of Scope 3 assessments. While acquiring data and monitoring progress can present challenges in this realm, our analysis identified four primary areas within Scope 3 that are of leading significance to Bose. As these areas collectively constitute a substantial amount of our Scope 3 emissions, we are prioritizing the following actions within each:

### 1. Engage Suppliers:

Collaborate with our top suppliers to track their carbon footprint.

### 2. Optimize Logistics:

Enhance the efficiency of freight operations by grouping shipments more judiciously and reducing overall travel distances while also minimizing air freight.

### 3. Remanufacturing Process:

Explore opportunities to facilitate product disassembly and explore expanding the range of used products eligible for refurbishment and resale.

### 4. Product Repairability:

Develop an internal repairability design guide and scorecard in an effort to extend the list of products eligible for repair.

Our comprehensive assessment has informed our goal to achieve an SBTi-aligned target of 25% reduction in Scope 3 emissions by 2030. This goal is not only ambitious but also upholds the emission targets our customers expect. We are currently developing an action plan to achieve this goal and are actively exploring additional opportunities to further decrease our Scope 3 emissions. This includes sourcing lower-carbon materials for production, directing our research and development efforts toward reducing the energy demand of our products, and optimizing our distribution network to enhance fuel efficiency.

# Waste Management

Managing our waste effectively and responsibly is one of the pillars of our ESG approach. We have focused on strategies to reduce demand for raw materials, to decrease manufacturing waste by reducing wood and cardboard waste, and to mitigate waste impacts of our operations by working with waste management partners to employ reuse and recycling programs at our facilities. We currently report on waste generation across 17 of our sites and have enhanced our waste and recycling reporting system across our business by increasing the granularity of the data and implementing an internal auditing process to confirm data accuracy.

Our production facility in Tijuana, Mexico has been a major driver of our waste reduction and recycling program since 2019 when we first launched our zero-waste-to-landfill efforts. The site made significant progress in decreasing office waste with the installation of recycling stations throughout the facility. Our reduction efforts continued in 2023, with an assessment that identified corrugated waste and wooden pallets as the two major sources of manufacturing waste. The assessment also identified incoming packaging from one of our suppliers as the largest contributor to corrugated waste. We are in the process of engaging with this supplier to explore options to reduce packaging volumes on incoming materials. Our Tijuana manufacturing facility made great progress toward their zero-waste-to-landfill efforts achieving almost 90% recycling rate of our generated waste in Tijuana.

Our commitment to waste reduction continued at our Framingham, Massachusetts facility throughout 2023. Building on our earlier initiative to eliminate single-use plastics from our corporate cafeterias, we further expanded our efforts to encompass a broader range of items including food packaging, to-go containers, utensils, and straws. We have successfully eliminated or substituted these items with compostable, non-plastic alternatives. Moreover, our Framingham campus maintains the practice of single-stream recycling, aiding in the efficient separation of recyclable materials to prevent their disposal in landfills.

Our Tijuana site achieved an almost **90%** recycling rate in 2023.

For additional information on waste reduction initiatives that relate to Bose products, please see the [Product Initiatives](#) chapter in this report.

# Water Consumption

Although Bose is not a significant consumer of water in our operations, we are committed to reducing inefficiencies that lead to excess water use. In the past year we have expanded tracking with our EHS software to include additional sites. As our primary uses of water are in our cafeterias, bathrooms, and outdoor irrigation systems, we conducted an initial water risk assessment in 2020 and an updated assessment in Fiscal Year 2023 for our owned buildings to assess their water consumption and determine whether they were situated in water-stressed areas. This assessment—which implemented a detailed process to identify, assess, and report on water-related risks—was performed using the World Resources Institute Aqueduct tool, gauging our risk for 2020 and forecasting ahead to 2030 and 2040. The assessment identified four Bose locations in regions of anticipated water risk. We are looking at reduction opportunities for the future in our highest consumption areas and are monitoring this potential risk.

Water	FY20	FY21	FY22	FY23
Water Usage (Cubic Feet)	3,068,351.87	2,077,067.65	2,187,361.28	2,385,562.25
Irrigation (Cubic Feet)	277,781.63	205,986.38	173,888.50	169,288.81
Total Sq. ft.	3,346,133.50	2,283,054.03	2,361,249.78	2,554,851.06
Water Intensity (Cubic ft. / sq. ft.)	1.32	0.90	0.93	1.00

Water data presented in this chart differs from past reports due to a change in the reporting boundary.

Waste Metric Tonnes	FY20	FY21	FY22	FY23
Hazardous Waste	47.56	39.07	35.62	43.85
Non-Hazardous Waste	24.66	13.33	12.24	13.67
Recycled	4,745.22	3,927.63	3,699.43	3,648.71
Reused	1,209.98	1,194.46	1,438.59	1,651.78
Universal Waste	10.79	9.02	12.21	12.34
Waste-to-Energy	321.35	95.86	126.54	185.29
Waste-to-Landfill	680.60	797.83	966.30	1,134.75
Total	7,040.16	6,077.00	6,290.93	6,690.39

Waste data presented in this chart differs from past reports due to a change in the reporting boundary.

# Employee-Led Action

One of the ways we seek to address our environmental impacts is by supporting efforts to raise awareness among our employees about climate change. Our Planeteers Environmental Sustainability Affinity Group brings together employees who are passionate about giving back to our communities and decreasing our global impact on the natural world. Planeteers have engaged in projects around the world that mobilize and unite people with a purpose. They have shed light on the challenges of climate change and diverse sustainability perspectives that foster creativity. Our annual Earth Month celebratory event has taken place every April since 2015 to engage employees, motivate them with hands-on activities, and ignite their passion through corporate festivities.

## Biodiversity Support

As part of the Earth Month celebration, the Planeteers organized an event at our Framingham, Massachusetts facility during which employees built birdhouses under the expert guidance of Massachusetts Audubon staff. Given the pressing environmental concern of declining biological diversity, the Planeteers aimed to support local wildlife by offering valuable shelter. These nesting boxes have been strategically placed along the picturesque walking paths surrounding our campus and will be maintained throughout the breeding season. Looking ahead, the Planeteers are actively planning future nature-based climate actions, with a focus on promoting biodiversity conservation.

## Plant Donations

Our Tijuana site celebrated Earth Month by giving staff an opportunity to connect with nature through plants. We gifted 600 plants and herbs to employees to add to their homes and gardens. The team also participated in a virtual challenge to share the actions that each of them are taking to care for the environment in their homes and at work, offering up creative and inspiring solutions and showing each other how small actions can add up to a big impact.

## Charles River Clean-Up

The Charles River is a major waterway that winds through eastern Massachusetts, not far from our Framingham campus, before emptying into Boston Harbor. Although significant progress has been made over the last few decades to improve its water quality, as an urban river it is still burdened with plastic waste, metal cans, and other types of trash. On multiple trips over the past year, a group of Bose volunteers joined a captained boat to participate in river clean-ups, using skimmers and hooks to pull recyclables and other trash out of the water between Newton, Massachusetts and the head of the river in Boston. Their efforts made an important difference to the riverine habitat and highlighted how we can play a role in improving our natural world.



## Climate Fresk Workshop

Staff in our Framingham, Massachusetts and Esslingen, Germany sites participated in collaborative Climate Fresk workshops during Earth Month. Climate Fresk is a nonprofit whose aim is to raise public awareness on climate change. Launched in France in 2018, Climate Fresk is now facilitated by more than 80 country coordinators in more than 40 languages and is growing exponentially around the world.

This engaging, science-based opportunity helped participants understand the fundamentals of climate change and empower them to take action. With a neutral and objective approach informed by scientific facts sourced from Intergovernmental Panel on Climate Change (IPCC) reports, this workshop revealed causes and effects of climate change and the systemic nature of the challenges, while also creating an opportunity to brainstorm solutions together.



# Product Initiatives

Our company was founded on a belief that there are no limits to the bounds of technological innovation. Dr. Bose knew that by tapping the creativity, knowledge, and skills of his people, the company could create game-changing products and experiences that would impact peoples' lives for the better. And sure enough, for almost 60 years, Bose has been on the cutting edge of audio technology, setting benchmarks for what's possible, imagining and exploring solutions that delight customers and transform how they listen.

## Product Sectors

We believe sound has the power to transform you—to inspire and connect you, shaping your experience of the world. At Bose, our premium audio products are not just for entertainment, they're for your life—in your home, your car, and anywhere that matters.

### Bose Consumer Audio

In 1968, Bose introduced the 901 Direct/Reflecting speaker system, which earned the company international acclaim for its high-quality audio. Since then, we've introduced revolutionary, premium audio solutions for the home, on the go, and in the car. Over the last year, we've taken further strides into the future with the next generation of our QuietComfort line of products—including QuietComfort Ultra Headphones, QuietComfort Ultra Earbuds, and an updated model of our iconic QuietComfort Headphones. These products are bringing our customers' listening experience to an entirely new level with the debut of Bose Immersive Audio—ground-breaking technology that creates a wider soundstage to make audio content multi-dimensional and layered, regardless of the platform or device. We've also introduced the Bose Smart Ultra Soundbar, which features A.I. Dialogue Mode—a machine-learning setting that automatically adjusts tonal balance without losing the impact of immersive sound effects.

## Bose Automotive Sound Systems

In the early 1980s, Bose pioneered the automotive sound market with the first factory-installed premium sound systems, custom-designed for individual car models. Since then, we've partnered with carmakers around the globe to provide custom audio and noise management solutions for a wide range of vehicles. From small entry-level cars and SUVs to high-performance cars and the electric vehicles of the future, Bose Automotive is on board. We make great cars even better, custom-engineering precise details of the sound experience. We're even working with carmakers to apply our Active Sound Management technology, fine-tuning engine sound for improved vehicle characteristics and a better driving experience.

## Product Circularity

At Bose, we're always looking for ways to apply innovation to our products and our business. As our world moves more rapidly toward a sustainable future, we're looking at ways we can support this shift, not only looking at how we can embrace ESG principles in our products, but how we can make progress throughout our supply chain. By increasing our use of low-carbon materials and exploring opportunities to redesign our packaging, we seek to continue making our products more sustainable, while also taking key steps to address climate change.

After conducting a detailed materiality assessment, we've developed a product circularity program and roadmap focused on several key areas: recycled content, sustainable packaging, product reparability, waste reduction and energy consumption reduction. Together, these roadmap activities impact all stages of the product lifecycle.

## Recycled Content

We have developed roadmaps to monitor and enhance our ongoing efforts to incorporate recycled content into our new consumer audio and automotive products. For consumer audio products, we are working to increase the use of recycled resins. For select automotive products, we collaborate with suppliers to meet defined thresholds for recycled content and continually assess our progress. In the last year, our teams completed a broad initiative to validate the use of recycled resin and integrate it in various automotive products.



## Sustainable Packaging

Our consumer audio product packaging fulfills two roles: to educate and excite potential customers and to protect our products during shipment. In an effort to increase the use of sustainable materials, decrease the use of toxic plastics, and use less material overall, our packaging team continues to explore new designs and materials.

When designing new product packaging, Bose has committed to eliminate select harmful plastics (PVC and EPS). The fiber-based packaging materials used in new product packaging designs will contain recycled materials or responsibly sourced virgin fibers where feasible. Our responsibly sourced virgin fiber materials will be certified by the Forest Stewardship Council® (FSC®), a designation that indicates the material is sourced from forests that are responsibly managed.

Reducing package size and weight also impacts material use and shipping efficiency. Continuous engineering on our QuietComfort earbud packaging has resulted in a package volume reduction such that we fit more than double the units onto a pallet. As we develop new product packaging, we plan to continue these types of efforts.



## Product Repairability

One of the ways we can increase the sustainability of our products is by extending their lifespans. We have numerous product development initiatives in our consumer audio product pipeline that aim to improve product reparability over the coming years. We are also developing a reparability design guide that will help us systematically incorporate reparability into our future consumer audio product designs.

## E-Waste Reduction

Facing the challenge of end-of-life disposal is an important responsibility for electronics manufacturers. From designing our devices for a long use-life, to improving product repairability, to increasing recoverable or recyclable content in our products, we are committed to decreasing e-waste in our landfills. We ensure that e-waste generated in our North American facilities is recycled by a certified provider. In Yuma, Arizona, our facility's centralized accumulation area that collects and recycles scrap from manufacturing, prototyping, and production returns, is a prime example of how we are working to boost e-waste efforts. To help ensure our products are responsibly disposed of at the end of their useful life, we provide recycling and disposal information in the user documentation for Bose consumer audio products. For additional information on Waste Management efforts in our operations, see the [Environmental Strategy and Progress chapter](#).

## Reduction of Energy Consumption

We strive to reduce the energy consumption of products whenever possible and comply with all applicable regulations for standby power and battery charging.

## Product Refurbishment

Combining our focus on both product reparability and reduction of e-waste, Bose continues to offer a robust program to refurbish returned products and resell them on our website. Each product is inspected, repaired as needed, cleaned, and tested to our high quality and functionality standards. We also update customer-facing software and firmware and repackage the product with new cables, accessories, and documentation before selling the products on our website. We also regularly analyze data on returned products to understand product performance and try to reduce product returns.

We are proud to say that during Fiscal Year 2023, Bose resold 48% of all products that were returned by customers or resellers across a wide variety of product types. In addition to offering value to our customers, refurbished products do not require the same sourcing or shipping of as many components, materials, or packaging as required when manufacturing new products.

## Responsible Supply Chain

Bringing Bose products to the global market requires a broad network of suppliers and manufacturers who provide raw materials and manufacturing services to produce our products (which we refer to in this section as "business partners"). Since each touchpoint in our supply chain can present its own sustainability issues, we continuously reinforce our expectation that our business partners uphold our values of doing business ethically, responsibly, and with integrity.

### Supplier Code of Conduct



Responsible Business Alliance

Advancing Sustainability Globally

Strong supplier relationships and supply chain transparency are integral to our business. Our Supplier Code of Conduct, which aligns with the Responsible Business Alliance (RBA) Code of Conduct, defines our expectations around environmental protection, ethics, health and safety, and forced or child labor, forming a framework to which we expect our business partners to adhere.

### Supplier Resiliency Assessment

In Fiscal Year 2023, our Supply Chain Resiliency team developed a process to assess new business partners' maturity around social factors and business continuity. Also aligned with RBA standards, this process allows us to better understand risk levels. We continue to work towards expanding engagement with our other business partners and have begun rolling out this program with a portion of our consumer audio and automotive business partners as follows:

**Financial assessments** (322 business partners assessed with 100% response rate)

**Supplier Code of Conduct acknowledgement** (86% of 293 responded)

**GHG Scope 3 self-assessments** (sent to our top 10 business partners, which account for 90% of our overall global spend with business partners, with 100% response rate)

Additionally, through our member compliance in RBA, business partners comprising 80% of our overall spend with business partners completed the Self-Assessment Questionnaire (SAQ). If risks or vulnerabilities are identified through these findings, we support their improvement with corrective action plans.



# Our People

At Bose, a great work environment is about more than just shared space—it's about building a culture that brings out the best in everyone. By nurturing innovation, well-being, and a sense of belonging, we're cultivating connections every day and creating a community we can all call home.

## Diversity, Equity, Inclusion & Belonging

Diversity, Equity, Inclusion, and Belonging (DEI&B) are essential aspects of a vibrant and successful company. At Bose, we strive to create an environment where all employees experience a collective sense of belonging and, at the same time, feel valued for their unique experiences and attributes. We know that a diverse and inclusive workforce not only creates opportunity for everyone, but it also invites more creative and innovative thinking. It brings voices to the table with different perspectives and experiences, as we pursue new products and solutions.

We also know that companies that value and promote DEI&B principles attract and retain talent more effectively. In our increasingly competitive global market, inclusivity—now more than ever—is critical to our success. We believe that diverse representation and greater inclusion and engagement will lead to better business outcomes.

### Understanding Inclusion Workshops

Bose delivered 55 awareness focused workshops in six languages in 2023: 22 Inclusive Leadership workshops (for managers) and 33 Inclusion and Belonging workshops (for non-managers). Both workshops were designed to create a common understanding of the concepts, language, and the roles we all play in enabling a culture that embraces diversity, equity, inclusion, and belonging at Bose. Each workshop was highly interactive and facilitated by experienced subject matter experts.

86% of our managers and 75% of non-managers participated in these workshops globally, with respondents giving the experience an average ranking of 4.4 out of 5 stars.

## Bose Diversity Council

The Bose DEI&B Council is a group of employees, including director-level leaders, that acts to elevate a culture of inclusion at the company. The Council works with Bose leaders to support a culture of belonging, and accelerate DEI&B goals.

Over the last year, pairs of council members were matched with the executive sponsor of each Bose Employee Resource Group (ERG) to host roundtable conversations about inclusion. After this listening tour, the council then identified leading themes based on these meetings to select the most impactful areas of work. One important focus was career development at Bose. To explore this topic, the Council developed a monthly series of interviews that spotlight diverse Bose leaders. These interviews, which feature questions about mentorship and other aspects of their career journey, are now featured in a monthly newsletter sent to all employees.

## Employee Resource Groups

Our leadership-sponsored Employee Resource Groups (ERGs) provide forums for learning, developing skills, and strengthening bonds within and among our diverse employee communities. With a current membership of more than 1,000 employees, our ERGs include:



API@BOSE



BLACK@BOSE



BOSEABILITIES



MEXICO LINDO



RAINBOSE



WOMEN@BOSE



PLANETEERS



SONIDOS LATINOS



BOSE YOUNG  
PROFESSIONALS

## Diversity Celebratory Months

In 2023, Bose proudly observed numerous diversity months. For Black History Month in February, our Black@Bose ERG invited the community to celebrate the 50th anniversary of Hip Hop with activities that honored the impact of Hip Hop and Black artists, including a company-wide broadcast that featured conversations with Hip Hop experts, a young poet laureate, touring DJs, and members of the Black@Bose community.

In March, Women@Bose hosted a series of events to celebrate Women's History Month that centered on supporting, empowering, and connecting with one another, while in May, API@Bose celebrated Asian and Pacific Islander Heritage Month with the Bose community, hosting a panel of Bose API leaders to discuss their journeys. In June, we raised the Progress Pride Flag at Bose facilities to celebrate LBGTQIA+ Pride Month and reaffirm our commitment to diversity, equity, inclusion, and belonging across our global community. We also sponsored activities to honor Hispanic Heritage Month, Transgender Awareness Day, and planned events to recognize the International Day of Persons with Disabilities.

## Employee Expo

In 2023, more than twenty internal "vendors" from our ERGs, Human Resources, our employee wellbeing team, Bose Community Relations, and more set up tables and booths to highlight their services and roles in creating the Bose culture of support and engagement. The festive event, which drew more than 500 attendees, featured food, music, prizes, swag bags, headshots, guided meditation sessions, product giveaways, and our Bose Pop-Up Shop. This event not only enabled "vendors" to promote their current initiatives, it also drove membership in our wide variety of ERGs. In addition to the in-person event at our Framingham headquarters, we also hosted two virtual employee expos for our non-Massachusetts and global employees. These expos included 15-minute sessions on topics including talent development, wellbeing, and all our ERGs.

**86%**

of managers globally participated in our Inclusive Leadership workshops in 2023.

# Talent Recruitment & Retention

Our dedicated and diverse workforce keeps us on the cutting edge of industry research and offers us the skillsets we need to bring innovative ideas to market. Thus, attracting, retaining, and developing the very best talent in our industry is essential to our sustainable growth. We also recognize that an authentic commitment to advancing sustainability in our company is important to attracting and retaining our employees. Our people expect the very best from us and we are dedicated to meeting that expectation.

## Hiring Practices

We are extremely thoughtful about how we grow our team at Bose, embarking on searches that raise awareness of our company and its culture. First impressions are essential to building successful, lasting relationships.

### Early Talent Internship and Coop Program

Bose's Early Talent program provides a best-in-class experience to attract and hire individuals of the highest caliber, creating a pipeline of top talent to enable our future growth. The program includes:

- Summer internships for students (typically rising seniors graduating within one year);
- Co-ops for students who are enrolled at an accredited university to take a semester off to gain industry experience related to their field of study (participants typically receive school credit); and
- Full-time employment for new graduates. This includes interns who were hired as full-time employees at graduation, and in some of our groups two-year rotational programs for new graduates in which they complete three to four rotations on different teams within the group.

### Inclusive Hiring

Bose is committed to increasing diversity across the company at all levels of employment. To pursue this we've established partnerships with the National Society of Black Engineers (NSBE), Out in Tech, and Work Without Limits to enhance our access to diverse talent. Due to the great success of our relationships with these organizations, in Fiscal Year 2024, we plan to expand by forging similar partnerships with the Society of Women Engineers (SWE), Forté Foundation, the National Society of Black Engineers (NSBE), the National Black MBA Association, the Black Marketers Association of America. We have talent acquisition diversity sourcing professionals on board and have aligned all ERGs with a talent acquisition recruiter, who liaises with the partnering organizations. Lastly, to prevent any unconscious bias in job descriptions, we use software that helps ensure our job listings are free of any racial, gender, or age bias, furthering our goal of more diverse hiring.



### Compensation & Benefits

At Bose, compensating our workforce fairly and equitably is core to our culture. We regularly perform salary analyses for all positions to ensure our compensation is aligned with the market. We also offer comprehensive health and welfare benefits, vacation, paid parental leave and adoption assistance to all U.S. employees who work over 30 scheduled hours per week, alongside educational assistance to further their professional development and a defined benefit pension to provide income at retirement. We also offer competitive compensation and benefits to our employees in other geographies.

## Professional Development

In our rapidly evolving business environment, keeping our people on the cutting edge of the knowledge economy is crucial for our growth and theirs. Thus, we offer training and development opportunities that enhance their skills, inspire new passions, and help them reach their full potential.

### Leadership and Management Development

This fiscal year, our commitment to enhancing leadership and management capabilities remained steadfast. Through a comprehensive approach, we delivered global programs across diverse formats – in person, virtually, or through online self-paced modules. We delivered team effectiveness sessions utilizing a 360-assessment tool, and the Predictive Index (PI) assessment focusing on leveraging emotional intelligence for effective leadership. To help all managers develop into great leaders, our fully virtual Global People Manager Initiative (GPMI) introduces best practices, provides key leadership tools, and equips managers to effectively support employees in the areas of performance management and engagement. Through self-paced, on-demand content, participants can explore elective coursework in human resources, employee lifecycle tasks, and attracting talent, and can use the platform for peer-to-peer collaboration across the Bose global network. The program is now also open to employees who manage project teams, program managers, and individual contributors who are interested in becoming a manager as a career path.

Recognizing the significance of remote work, we extended our support globally by offering virtual classes, workshops, and online modules to all employees. These covered essential topics like conducting engaging virtual meetings, excelling in virtual presentations, leading remote teams, and honing business skills like strategic thinking, communication, business acumen, and analytical intelligence. Our commitment to empowering our workforce continues to thrive in an ever-evolving professional landscape.



### The Gig Marketplace

The Gig Marketplace is an internal talent-sharing and mobility program that allows Bose employees to devote up to 30% of their work hours to short-term project work in an area of interest. Employees can participate as a host or a participant to mutually offer and gain diverse perspectives and work approaches to improve employee engagement, growth, and retention. Offered twice annually, the program benefits both the organization and our employees, developing cross-functional skills and encouraging networking.

In 2023, we also began to offer the opportunity for “custom” Gigs—a Gig that is run off-cycle, lasts longer than the regular cycle, is offered in a specific region or language, or is created for a specific business unit or individual.

### Development of Diverse Talent

At Bose, we recognize the significance of investing in the professional development of high-performing talent to deepen business and leadership acumen. To that end, we established a partnership — The Leadership Consortium. We incorporated the Leadership Consortium's Leaders Program into our DEI&B strategy to include high-performing and experienced diverse leaders in the program. Participants reported more engagement at work, more satisfaction in their roles, and an elevated feeling of being valued by Bose. Due to the great success of this program, Bose plans to partner with an external consultancy, Section, to create a six-month program to advance the skill development of manager nominated aspiring leaders, many from underrepresented populations. The program will leverage MBA-level curriculum and offers participation in a defined mentoring program.

# Health & Safety

At Bose, we're committed to offering programs that help our people maintain healthy bodies and resilient, engaged minds.

## Integrated Health Program

For example, in 2023 we launched our Integrated Health Program at our Tijuana production site—a program covering multiple wellness initiatives across the company in the areas of physical, mental, and psycho-emotional health. This year our efforts were largely focused on supporting physical health, and featured support for employees with medical conditions and a certificate program for pregnant women. We also sponsored multiple health campaigns such as breast cancer awareness, a dental health campaign, and a health fair, which drew over 1,200 attendees. In the future, we plan to highlight mental health initiatives, such as offering psychological support for minimal cost, promoting mental health topics throughout our facilities (such as via the intranet and café screens), and offering employee workshops in meditation and other topics.

## Wellbeing@Bose

Our global Wellbeing@Bose technology hub delivers personalized content to registered participants based on their goals for physical, emotional, intellectual, financial, and social health. With approximately 55% of employees enrolled in the hub, utilization is high for resources such as various tools that nudge employees to keep their preventive health care on track. In 2023, Wellbeing@Bose events included a global Wear Red Campaign, in honor of American Heart Month in February; Financial Wellbeing Workshops, to help employees increase their overall financial literacy; and two global step challenges to increase employees' activity level, which each attracted about 600 participants who completed over 80 million steps!

## Workplace Safety

Our commitment to wellbeing includes being diligent about preventing workplace injuries and illnesses and promoting a culture centered around health and safety. Across our global locations, our Environment, Health & Safety (EH&S) functions train employees on job-related hazards, mandatory safety procedures, and best practices for identifying and mitigating safety risks. We comply with applicable occupational health and safety regulations, and continually evaluate opportunities for improvement. Our facilities use our EH&S enterprise software system to track incidents and other important health and safety metrics. Through our STOP program, we empower our employees to raise awareness of workplace safety issues and propose on-site improvements.



FY23  
Health  
& Safety  
Metrics

**TRIR RATE**  
**0.53**

Total recordable incidents  
(TRIR) per 200,000 person-hours

**DART RATE**  
**0.45**

Total incidents resulting in days away,  
restricted or transferred (DART)  
per 200,000 person-hours



# Our Communities

At Bose, our passion for collaboration and connection goes beyond the products we create. From our headquarters in Massachusetts to our facilities around the world, we're forging creative and empowering ways to give back to the places where we work. Women, Black, and Hispanic workers continue to be underrepresented in science, technology, engineering, arts, and math (STEAM) fields. At Bose, we contribute to societal efforts to close that gap. Our philanthropic relationships not only include financial support, but also provide a framework for Bose employees to make meaningful contributions by volunteering their time.

# Promoting Education

We know that by giving students of all ages an opportunity to experience the power of sound and the science of how we bring it to the world, we can inspire our next generation of innovators in the STEAM field.

## Geek Is Glam Expo

Geek Is Glam is an annual, all-day STEAM event for middle school girls hosted by the Girl Scouts of Central and Western Massachusetts. Taking place on the Worcester Polytechnic Institute campus, more than 300 Girl Scouts in grades four to eight access top scientific and engineering minds from the region who guide them through topics related to science, technology, engineering, arts, and mathematics. Last year, Bose volunteers led engaging activities for girls to learn more about our real-world applications in sustainability, noise-cancellation, aviation, and waterproofing. Participants were amazed to see how water could “dance” when music was played through a submerged SoundLink Flex speaker! Bose staff also volunteered as panelists to share what they do and what inspired them to choose a STEAM career.

## Ron Burton Training Village

Based in Hubbardston, Massachusetts, the Ron Burton Training Village (RBTV) is designed to advance the education and leadership skills of young people through a seven-year program, offering them access to business and STEAM education and opening doors to higher education opportunities. As a long-standing program sponsor, Bose partnered with RBTV in 2023 to host a group of 60 young women for a visit to the Makerspace on our Framingham campus. Participants attended a panel presentation about women in the STEAM field and heard about career opportunities in music, ranging from acoustic engineering to instrument development to software and electrical engineering, and beyond. They were also introduced to Bose's [Turn the Dial](#) campaign and heard from women Bose engineers about how their work supports the music industry. Following the panel presentation, students were given the chance to design and build their own instruments as an engineering challenge.

Bose was also a key sponsor for RBTV's Humanitarian Award Dinner in May 2023, and donated Bose products for its STEAM Classroom and Movie Theater & Education Center.

## Winning Futures

Bose is a sponsor of Detroit-based Winning Futures, a nonprofit organization that empowers high school and college students to achieve the life they dream of through a seven-year workforce prep and mentoring program.

## Olin College Collaboration

For the Olin College of Engineering's Senior Capstone Program in Engineering (SCOPE) program this year, Bose supported a team of senior Olin students in investigating, assessing, and improving the repairability of our in-ear headphone line. Over the course of this project, the students engaged with multiple groups across the company—including Packaging, Molded Materials, Repair and Remanufacturing, and the Employee Sustainability Group—to research cradle-to-cradle and other sustainable design methodologies. They also spent time at Bose meeting the project sponsor and key groups to learn about their current approach and strategy regarding sustainable products. By the end of the project, the students had achieved realizable tools and recommendations.



# Employee & Corporate Giving

While the gift of our employees' time and talents has enriched our communities, we also look for opportunities to give resources that will support the needs of individuals and the organizations that serve them.

## 80¢ Campaign

Over a decade ago, the staff in our Tijuana, Mexico manufacturing facility collaborated to launch a campaign to raise funds for important causes in their surrounding community. Named the 80¢ Campaign, individuals could opt to have MEX80¢ a day (the equivalent of US25¢) deducted from their paychecks to support local healthcare and service organizations. Currently, over 70% of Tijuana employees participate in this campaign, and their donations support over 3,000 people annually through the following programs:

- Foundation Castro Limon, a nonprofit that raises funds to provide care for children and adolescents with cancer.
- Hospital Infantil de las Californias, a nonprofit that helps children with physical disabilities.
- Hospital Mental de Tijuana, which provides psychological and psychiatric care for people experiencing mental illness.
- Asilo el Refugio, an elder-care institution that hosts 165 seniors that do not have support of extended families.

## Product Donations

In support of both community needs and the company's product circularity priorities, every year Bose makes substantial donations of new and discontinued audio equipment to organizations across the country. This equipment fills both educational and entertainment gaps for thousands of individuals, primarily from underserved communities, bringing the power of sound into their daily lives. Over the past year donations were made to the following groups:

- Boys and Girls Club of America: 2,000 pairs of wired headphones were donated to 10 clubs across Massachusetts.
- Massachusetts Public Schools: 1,400 wired headphones were given to schools near our global headquarters in Framingham, Massachusetts.

In Fiscal Year 2024, Bose plans to expand our corporate giving to reach a broader array of STEAM organizations that serve underrepresented populations.



## Turn the Dial Campaign

Sometimes the best way we can give back is by increasing access to the power of sound to meet the needs and promote the talents of others. Only 2.8% of popular music is produced by women. Bose is working hard to "turn the dial" on this statistic by partnering with She Is The Music—a nonprofit organization dedicated to increasing the number of women working in music—and producers H.E.R., PinkPantheress, WondaGurl, and Blond:ish. By celebrating women producers and paving the way for upcoming talent, Bose is working hard to help make music as diverse as the people listening.

Bose and She is The Music have also created a "Sound is PowerImpact Board," comprised of accomplished music artists and repertoire (A&R) executives and producers who are committed to reviewing and considering submissions from up-and-coming female producers, contributing to a pipeline for the next generation of female talent.

General Disclosures		
GRI Standard / Other Source	Information /Location in Report	
<b>1. The Organization and its Reporting Practices</b>		
GRI 2: General Disclosures 2021	2-1 Organizational Details	<b>Bose Corporation:</b> Framingham, MA, United States <b>Bose Facilities Worldwide:</b> Bose's facilities are located in 25 countries worldwide. Bose is a privately held company, registered as a Delaware Corporation.
	2-2 Entities included in the organization's sustainability reporting	<b>Countries in which Bose operates that are included in emissions reporting:</b> Australia, Belgium, China, Denmark, France, Germany, Italy, Japan, Mexico, the Netherlands, Norway, Poland, Portugal, South Korea, Sweden, the United Arab Emirates, the United Kingdom, and the United States.
	2-3 Reporting period, frequency and contact point	<b>Reporting Period:</b> Fiscal Year 2023 (April 1 2022 - March 31, 2023) <b>Frequency:</b> Annual <b>Contact Point:</b> Contact us at <a href="https://support.bose.com/s/get-help-landing-page?language=en_US">https://support.bose.com/s/get-help-landing-page?language=en_US</a>
	2-4 Restatements of information	Past fiscal year carbon emissions and energy use metrics vary from past Bose ESG Reports due to a change in data collection scope.
	2-5 External assurance	Bose does not seek external assurance for its ESG Report.
<b>2. Activities and Workers</b>		
GRI 2: General Disclosures 2021	2-6 Activities, value chain and other business relationships	Pages 16 and 17
	2-7 Employees	Page 7
	2-8 Workers who are not employees	Not disclosed.
<b>3. Governance</b>		
GRI 2: General Disclosures 2021	2-9 Governance structure and composition	Bose Corporation is a privately owned company and the governance structure is not publicly disclosed. Please see page 6 for an overview of ESG Governance at Bose.
	2-10 through 2-12	Not disclosed.

GRI 2: General Disclosures 2021	2-13 Delegation of responsibility for managing impacts	Page 6
	2-14 through 2-21	Not disclosed.

## 4. Strategy, Policies and Practices

GRI 2: General Disclosures 2021	2-22 Statement on sustainable development	Page 3
	2-23 Policy commitments	Page 6
	2-24 through 2-26	Not disclosed
	2-27 Compliance with laws and regulations	Page 6
	2-28 Membership associations	<ul style="list-style-type: none"> <li>• Responsible Business Alliance</li> <li>• IPC</li> <li>• Auto ISAC</li> <li>• AIAG</li> <li>• National Association of EH&amp;S Management (NAEM)</li> <li>• National Safety Council (NSC)</li> <li>• Call 2 Recycle</li> </ul>

## 5. Stakeholder Engagement

GRI 2: General Disclosures 2021	2-29 Approach to stakeholder engagement	Page 7
	2-30 Collective bargaining agreements	None of Bose's employees are covered by collective bargaining agreements in the United States.

## Material Topics

GRI 3: Material Topics 2021	3-1 Process to determine material topics	Page 9
	3-2 List of Material Topics	Page 9

## Business Ethics and Compliance

GRI 3: Material Topics 2021	3-3 Management of Material Topics	Page 6
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	Not disclosed.

## Climate Change & GHG Emissions

GRI 3: Material Topics 2021	3-3 Management of Material Topics	Page 10
GRI 302: Energy 2016	302-1 Energy consumption within the organization	233,699 GJ Page 13 for further information.
	302-3 Energy intensity	0.076 (GJ/sq. ft.) Page 13 for further information.
	302-4 Reduction of energy consumption	Page 13
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG Emissions	3,101 MTCO <sub>2</sub> e Page 13 for further information.
	305-2 Energy indirect (Scope 2) GHG Emissions	16,952 MTCO <sub>2</sub> e (location-based) Page 13 for further information.
	305-4 GHG emissions intensity	0.0064 (CO <sub>2</sub> e/sq. ft.)
	305-5 Reduction of GHG emissions	Page 13

## Community Support and Engagement

GRI 3: Material Topics 2021	3-3 Management of Material Topics	Page 24
GRI 413: Local Communities 2016	413-1 Operations with local engagement, impact assessments, and development programs	Pages 24-26

GRI 203: Indirect Economic Impacts 2016	203-1 Infrastructure investments and services supported	Page 26
	203-2 Significant indirect economic impacts	Page 26

## Diversity, Equity, Inclusion, and Belonging (DEIB)

GRI 3: Material Topics 2021	3-3 Management of Material Topics	Pages 19 and 20
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	For diversity efforts within Bose, please refer to pages 19 and 20.

## Employee Recruitment and Retention

GRI 3: Material Topics 2021	3-3 Management of Material Topics	Pages 21 and 22
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Page 21
	401-3 Parental leave	Page 21
GRI 404: Training and Education 2016	404-2 Programs for upgrading employee skills and transition assistance	Pages 21 and 22

## Employee Health and Safety

GRI 3: Material Topics 2021	3-3 Management of Material Topics	Page 23
GRI 403: Occupational Health and Safety 2018	403-2 Hazard identification, risk assessment, and incident investigation	Page 23

## Employee Health and Safety

GRI 403: Occupational Health and Safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	Page 23
	403-5 Training on occupational health and safety	Page 23
	403-9 Work-related injuries	Page 23

## Waste and Water

GRI 3: Material Topics 2021	3-3 Management of Material Topics	Page 14
GRI 303: Water and Effluents 2018	303-5 Water consumption	2,554,851.06 cubic ft Page 14 for further information.
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	Page 14
	306-2 Management of significant waste-related impacts	Page 14
	306-3 Waste generated	6,6690.39 metric tonnes Page 14 for further information.

## Product Circularity and Responsible Supply Chain

GRI 3: Material Topics 2021	3-3 Management of Material Topics	Pages 17 and 18
GRI 301: Materials 2016	301-2 Recycled input materials used	Pages 17 and 18

**BOSE**