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Bosch launches a personnel staffing service specializing in experienced human resources Dispatching retired employees on external assignments

- ▶ Bosch Management Support (BMS) system for retired experienced employees
- ▶ Expanded scope of dispatch to external assignments increase motivation
- ▶ Bosch Corporation president and representative director, Klaus Meder: "The range of projects suitable for the experience and skills of retired employees is being expanded, and this is expected to increase the retired employee's motivation and satisfaction."

Tokyo — Bosch Corporation (President and Representative Director: Klaus Meder, hereinafter Bosch) announced today that the company has launched a personnel staffing service that dispatches Bosch's retirement age associates on external assignments starting from this month. In the first phase, Bosch started introducing and dispatching human resources to Bosch Group companies, and plans to expand its services to partners and sales agents, and other affiliated companies starting in April 2021. Furthermore, the main dispatch work is expected to include project-related design, development, production, quality control, purchasing and sales. The company has already obtained permission from the Ministry of Health, Labor and Welfare for a worker dispatch service.

Bosch has been operating the Bosch Management Support (BMS) system since 2010. The system is designed to utilize the skills and experience of Bosch associates who have reached retirement age. Traditionally, the retired associates were assigned to positions within the company by matching their many years of skill and experience with Bosch's internal needs, and have been taking on the role of passing on knowledge and educating young associates. Now, the system will expand its scope to dispatching individuals on external assignments, offering retired employees a wider selection of job types and industries and helping to increase their motivation to work.

Bosch Corporation president and representative director, Klaus Meder, commented, "By expanding the range of dispatch assignments to outside of

Bosch, our senior experts can select projects that better match their own experience and skills, which is expected to help increase their motivation. In addition the company can use the vast knowledge of our retired employees for an extended scope." He continued, "Bosch has developed various initiatives such as flexible working systems and an internal recruiting system to provide a better working environment for our associates. The new measure is being launched as part of these efforts."

Bosch associates who have reached retirement age can register with BMS as desired and apply for projects according to their suitability without any upper age limit. Approximately 140 people are currently registered, and since the system started in 2010, retirement aged workers have participated in over 200 internal projects.

Robert Bosch GmbH established Bosch Management Support GmbH in Germany in 1999, and has since expanded the number of countries covered by its services to 10 countries worldwide: Germany, Japan, the United States, Mexico, Brazil, the United Kingdom, Turkey, Austria, India, and China. Robert Bosch GmbH is promoting BMS as part of its global diversity strategy. Through BMS, the company will create an environment in which individuals can utilize their skills and experience after reaching retirement age, and choose their work with a sense of motivation.

Contact persons for press inquiries:

Kiyohiko Sumiya

Aiko Furuichi

phone: +81-3-5485-3393

Bosch in Japan is currently represented in the country by Bosch Corporation, Bosch Rexroth Corporation and other affiliates. Bosch Corporation is responsible for the development, manufacturing, sales and services of automotive original equipment, automotive aftermarket products and power tools. Bosch Engineering K.K. provides engineering services, such as development and application for automotive systems. ETAS K.K. develops and provides engineering of development support tools of electrical control units. Bosch Rexroth Corporation develops and manufactures hydraulics, FA module components and other systems which contribute to industrial technologies. Bosch Security Systems Ltd. provides security and communication products and solutions to help secure the safety of lives, buildings and properties, and is also a supplier of professional sound systems. In 2019, Bosch Japan achieved sales to third parties of some 330 billion yen and employed approximately 6,700 associates.

Additional information is available online at

<http://www.bosch.co.jp> Bosch Japan Website (Japanese)

<https://twitter.com/BoschJapan> Bosch Japan Twitter (Japanese)

<https://www.facebook.com/bosch.co.jp> Bosch Japan facebook (Japanese and English)

<https://www.youtube.com/boschjp> Bosch Japan Youtube (Japanese)

The Bosch Group is a leading global supplier of technology and services. It employs roughly 400,000 associates worldwide (as of December 31, 2019). The company generated sales of 77.7 billion euros in 2019. Its operations are divided into four business sectors: Mobility Solutions, Industrial Technology, Consumer Goods, and Energy and Building Technology. As a leading IoT provider, Bosch offers innovative solutions for smart homes, Industry 4.0, and connected mobility. Bosch is pursuing a vision of mobility that is sustainable, safe, and exciting. It uses its expertise in sensor technology, software, and services, as well as its own IoT cloud, to offer its customers connected, cross-domain solutions from a single source. The Bosch Group's strategic objective is to facilitate connected living with products and solutions that either contain artificial intelligence (AI) or have been developed or manufactured with its help. Bosch improves quality of life worldwide with products and services that are innovative and spark enthusiasm. In short, Bosch creates technology that is "Invented for life." The Bosch Group comprises Robert Bosch GmbH and its roughly 440 subsidiary and regional companies in 60 countries. Including sales and service partners, Bosch's global manufacturing, engineering, and sales network covers nearly every country in the world. The basis for the company's future growth is its innovative strength. Bosch employs some 72,600 associates in research and development at 126 locations across the globe, as well as roughly 30,000 software engineers.

Additional information is available online at www.bosch.com, www.iot.bosch.com, www.bosch-press.com, www.twitter.com/BoschPresse.