

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). <p style="text-align: center;">▶ Complete all entries in accordance with the instructions to the Form 5500.</p>	OMB Nos. 1210-0110 1210-0089 <div style="text-align: center; font-size: 24pt; font-weight: bold;">2021</div> This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2021 or fiscal plan year beginning <u>01/01/2021</u> and ending <u>12/31/2021</u>	
A This return/report is for:	☐ a multiemployer plan ☒ a multiple-employer plan (Filers checking this box must attach a list of participating employer information in accordance with the form instructions.) ☐ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information										
1a Name of plan <u>BOSCH PENSION PLAN</u> 2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) <u>ROBERT BOSCH LLC</u> <u>38000 HILLS TECH DRIVE</u> <u>FARMINGTON HILLS, MI 48331</u>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">1b Three-digit plan number (PN) ▶</td> <td style="width: 20%; text-align: center;"><u>001</u></td> </tr> <tr> <td colspan="2">1c Effective date of plan <u>01/01/1963</u></td> </tr> <tr> <td colspan="2">2b Employer Identification Number (EIN) <u>36-2903176</u></td> </tr> <tr> <td colspan="2">2c Plan Sponsor's telephone number <u>248-553-9000</u></td> </tr> <tr> <td colspan="2">2d Business code (see instructions) <u>423100</u></td> </tr> </table>	1b Three-digit plan number (PN) ▶	<u>001</u>	1c Effective date of plan <u>01/01/1963</u>		2b Employer Identification Number (EIN) <u>36-2903176</u>		2c Plan Sponsor's telephone number <u>248-553-9000</u>		2d Business code (see instructions) <u>423100</u>	
1b Three-digit plan number (PN) ▶	<u>001</u>										
1c Effective date of plan <u>01/01/1963</u>											
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2c Plan Sponsor's telephone number <u>248-553-9000</u>											
2d Business code (see instructions) <u>423100</u>											

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2022	DAVID KAPRIELIAN
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Form 5500 (2021)
v. 210624

3a Plan administrator's name and address ☐ Same as Plan Sponsor BOSCH BENEFIT PLANS COMMITTEE 38000 HILLS TECH DRIVE FARMINGTON HILLS, MI 48331		3b Administrator's EIN 36-2903176 3c Administrator's telephone number 248-553-9000
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name		4b EIN 4d PN
5 Total number of participants at the beginning of the plan year		5 14562
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year..... a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits..... c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested		<div style="background-color: #cccccc; height: 20px; margin-bottom: 5px;"></div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6a(1) 4332 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6a(2) 3898 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6b 6367 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6c 3130 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6d 13395 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6e 968 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6f 14363 </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black; margin-bottom: 5px;"> 6g </div> <div style="display: flex; justify-content: space-between; border-bottom: 1px solid black;"> 6h 0 </div>
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item).....		7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 1A 1C 1I 3H b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:		
9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	
10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)		
a Pension Schedules (1) ☒ R (Retirement Plan Information) (2) ☐ MB (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary (3) ☒ SB (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary	b General Schedules (1) ☒ H (Financial Information) (2) ☐ I (Financial Information – Small Plan) (3) ☐ <u>0</u> A (Insurance Information) (4) ☐ C (Service Provider Information) (5) ☒ D (DFE/Participating Plan Information) (6) ☐ G (Financial Transaction Schedules)	

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2021 Form M-1 annual report. If the plan was not required to file the 2021 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE SB (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Single-Employer Defined Benefit Plan Actuarial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500 or 5500-SF.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan <u>BOSCH PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF <u>ROBERT BOSCH LLC</u>	D Employer Identification Number (EIN) <u>36-2903176</u>
E Type of plan: ☐ Single ☐ Multiple-A ☒ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I	Basic Information
1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2021</u>	
2 Assets:	
a Market value	2a <u>1670022924</u>
b Actuarial value	2b <u>1519828351</u>
3 Funding target/participant count breakdown	
a For retired participants and beneficiaries receiving payment.....	(1) Number of participants <u>7074</u> (2) Vested Funding Target <u>743520090</u> (3) Total Funding Target <u>743520090</u>
b For terminated vested participants.....	<u>3156</u> <u>164667454</u> <u>164667454</u>
c For active participants	<u>4332</u> <u>287018265</u> <u>287497888</u>
d Total.....	<u>14562</u> <u>1195205809</u> <u>1195685432</u>
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)..... ☐	
a Funding target disregarding prescribed at-risk assumptions	4a
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor.....	4b
5 Effective interest rate	5 <u>4.96</u> %
6 Target normal cost.....	
a Present value of current plan year accruals.....	6a <u>0</u>
b Expected plan-related expenses	6b <u>2994309</u>
c Total (line 6a + line 6b)	6c <u>2994309</u>

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE		<u>08/15/2022</u> Date
Signature of actuary		<u>20-04099</u> Most recent enrollment number
<u>KAREN A. HIRSCHHORN</u> Type or print name of actuary		<u>847-295-5000</u> Telephone number (including area code)
<u>AON CONSULTING, INC.</u> Firm name		
<u>4 OVERLOOK POINT</u> <u>LINCOLNSHIRE, IL 60069</u> Address of the firm		

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2021
v. 201209

Part II Beginning of Year Carryover and Prefunding Balances

	(a) Carryover balance	(b) Prefunding balance
7 Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	157362652
8 Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9 Amount remaining (line 7 minus line 8)	0	157362652
10 Interest on line 9 using prior year's actual return of <u>12.84</u> %	0	20205365
11 Prior year's excess contributions to be added to prefunding balance:		
a Present value of excess contributions (line 38a from prior year)		0
b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of <u>5.40</u> %		0
b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c Total available at beginning of current plan year to add to prefunding balance		0
d Portion of (c) to be added to prefunding balance		0
12 Other reductions in balances due to elections or deemed elections	0	0
13 Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	177568017

Part III Funding Percentages

14 Funding target attainment percentage	14	112.25 %
15 Adjusted funding target attainment percentage	15	127.10 %
16 Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	112.25 %
17 If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls**18** Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
Totals ►			18(b)	0	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	0

20 Quarterly contributions and liquidity shortfalls:

- a** Did the plan have a "funding shortfall" for the prior year? ☐ Yes ☒ No
- b** If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? ☐ Yes ☐ No
- c** If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year			
(1) 1st	(2) 2nd	(3) 3rd	(4) 4th

Part V Assumptions Used to Determine Funding Target and Target Normal Cost**21** Discount rate:**a** Segment rates:1st segment:
3.32 %2nd segment:
4.79 %3rd segment:
5.47 %☐ N/A, full yield curve used**b** Applicable month (enter code)**21b**

4

22 Weighted average retirement age**22**

63

23 Mortality table(s) (see instructions) ☐ Prescribed - combined☒ Prescribed - separate☐ Substitute**Part VI Miscellaneous Items****24** Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**25** Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No**26** Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No**27** If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.**27****Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years****28** Unpaid minimum required contributions for all prior years **28** 0**29** Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a) **29** 0**30** Remaining amount of unpaid minimum required contributions (line 28 minus line 29) **30** 0**Part VIII Minimum Required Contribution For Current Year****31** Target normal cost and excess assets (see instructions):**a** Target normal cost (line 6c) **31a** 2994309**b** Excess assets, if applicable, but not greater than line 31a **31b** 2994309**32** Amortization installments:**a** Net shortfall amortization installment Outstanding Balance 0 Installment 0**b** Waiver amortization installment 0 0**33** If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount **33****34** Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33) **34** 0**35** Balances elected for use to offset funding requirement Carryover balance 0 Prefunding balance 0 Total balance 0**36** Additional cash requirement (line 34 minus line 35) **36** 0**37** Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c) **37** 0**38** Present value of excess contributions for current year (see instructions)**a** Total (excess, if any, of line 37 over line 36) **38a** 0**b** Portion included in line 38a attributable to use of prefunding and funding standard carryover balances **38b** 0**39** Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37) **39** 0**40** Unpaid minimum required contributions for all years **40** 0**Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)****41** If an election was made to use PRA 2010 funding relief for this plan:**a** Schedule elected ☐ 2 plus 7 years ☐ 15 years**b** Eligible plan year(s) for which the election in line 41a was made ☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

a Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)**a** Name of MTIA, CCT, PSA, or 103-12 IE:**b** Name of sponsor of entity listed in (a):**c** EIN-PN**d** Entity
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code**e** Dollar value of interest in MTIA, CCT, PSA, or
103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) <small>Department of the Treasury Internal Revenue Service</small> <small>Department of Labor Employee Benefits Security Administration</small> <small>Pension Benefit Guaranty Corporation</small>	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	<small>OMB No. 1210-0110</small> 2021 This Form is Open to Public Inspection
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021		
A Name of plan BOSCH PENSION PLAN	B Three-digit plan number (PN) ►	001
C Plan sponsor's name as shown on line 2a of Form 5500 ROBERT BOSCH LLC	D Employer Identification Number (EIN) 36-2903176	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash.....	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)		
(2) Participant contributions.....	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts.....	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts.....	1c(11)	1670022924	1672808342
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts).....	1c(14)		
(15) Other.....	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d	Employer-related investments:		
(1)	Employer securities.....	1d(1)	
(2)	Employer real property.....	1d(2)	
e	Buildings and other property used in plan operation	1e	
f	Total assets (add all amounts in lines 1a through 1e)	1f	1670022924 1672808342
Liabilities			
g	Benefit claims payable	1g	
h	Operating payables	1h	1086547 713710
i	Acquisition indebtedness.....	1i	
j	Other liabilities.....	1j	
k	Total liabilities (add all amounts in lines 1g through 1j)	1k	1086547 713710
Net Assets			
l	Net assets (subtract line 1k from line 1f)	1l	1668936377 1672094632

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

		(a) Amount	(b) Total
a	Contributions:		
(1)	Received or receivable in cash from: (A) Employers	2a(1)(A)	
	(B) Participants	2a(1)(B)	
	(C) Others (including rollovers).....	2a(1)(C)	
(2)	Noncash contributions.....	2a(2)	
(3)	Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)	0
b	Earnings on investments:		
(1)	Interest:		
	(A) Interest-bearing cash (including money market accounts and certificates of deposit).....	2b(1)(A)	
	(B) U.S. Government securities	2b(1)(B)	
	(C) Corporate debt instruments	2b(1)(C)	
	(D) Loans (other than to participants)	2b(1)(D)	
	(E) Participant loans.....	2b(1)(E)	
	(F) Other	2b(1)(F)	
	(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)	0
(2)	Dividends: (A) Preferred stock.....	2b(2)(A)	
	(B) Common stock	2b(2)(B)	
	(C) Registered investment company shares (e.g. mutual funds).....	2b(2)(C)	
	(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)	0
(3)	Rents	2b(3)	
(4)	Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	
	(B) Aggregate carrying amount (see instructions).....	2b(4)(B)	
	(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)	0
(5)	Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)	
	(B) Other	2b(5)(B)	
	(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)	0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		78185861
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		78185861
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	2e(1)	69045603	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other.....	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		69045603
f Corrective distributions (see instructions).....	2f		
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees.....	2i(1)		
(2) Contract administrator fees.....	2i(2)		
(3) Investment advisory and management fees.....	2i(3)		
(4) Other.....	2i(4)	5982003	
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		5982003
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		75027606
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d.....	2k		3158255
l Transfers of assets:			
(1) To this plan.....	2l(1)		
(2) From this plan.....	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☒ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☐ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: PLANTE & MORAN, PLLC

(2) EIN: 38-1357951

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l.

During the plan year:

a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....

	Yes	No	Amount
4a		X	

	Yes	No	Amount
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)			
4b		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)			
4d		X	
e Was this plan covered by a fidelity bond?	X		10000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
4f		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)			
4i		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)			
4j		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?			
4k		X	
l Has the plan failed to provide any benefit when due under the plan?			
4l		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			
5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.			
5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)			
5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)	
5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☒ Yes ☐ No ☐ Not determined If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 433565.			

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2021 This Form is Open to Public Inspection.
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For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021

A Name of plan <u>BOSCH PENSION PLAN</u>	B Three-digit plan number (PN) ▶ <u>001</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>ROBERT BOSCH LLC</u>	D Employer Identification Number (EIN) <u>36-2903176</u>

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	<u>0</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>36-3046063</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	<u>32</u>

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
----------------	---

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☒ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☒ N/A

Part III	Amendments
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9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.....	☐ Increase	☐ Decrease	☒ Both	☐ No
--	-----------------------------------	-----------------------------------	--	-----------------------------

Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

For Paperwork Reduction Act Notice, see the Instructions for Form 5500.

Schedule R (Form 5500) 2021
v. 201209

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment).....

14a

b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14b

c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....

14c

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year.....

15a

b The corresponding number for the second preceding plan year

15b

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year

16a

b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers.....

16b

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐

- 19** If the total number of participants is 1,000 or more, complete lines (a) through (c)

a Enter the percentage of plan assets held as:

Stock: 10.7 % Investment-Grade Debt: 88.1 % High-Yield Debt: 1.2 % Real Estate: 0.0 % Other: 0.0 %

b Provide the average duration of the combined investment-grade and high-yield debt:

☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☒ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate line 19(b)?

☒ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify):

- 20 PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☒ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation _____

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Bosch Pension Plan

Robert Bosch Fuel Systems LLC Hourly-Rated Employees' Pension Plan

Bosch Braking Systems Pension Plan for Hourly Employees
(Provisions Applicable to Employees Represented under the UAW Master
Agreement and Provisions Applicable to Hourly Employees of Certain Former
Plants of The Budd Company)

Pension Plan for Discontinued Operations of Robert Bosch

Financial Report
December 31, 2021

Robert Bosch, LLC and Affiliates Defined Benefit Plans

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Independent Auditor's Report

To the Plan Administrator
Robert Bosch, LLC and Affiliates Defined Benefit Plans

Scope and Nature of the ERISA Section 103(a)(3)(C) Audits for the 2021 Financial Statements

We have performed audits of the financial statements of Bosch Pension Plan, Robert Bosch Fuel Systems LLC Hourly-Rated Employees' Pension Plan, Bosch Braking Systems Pension Plan for Hourly Employees (Provisions Applicable to Employees Represented under the UAW Master Agreement and Provisions Applicable to Hourly Employees of Certain Former Plants of The Budd Company), and Pension Plan for Discontinued Operations of Robert Bosch (collectively, the "Plans"), employee benefit plans subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2021 and the related statements of changes in net assets available for benefits for the year then ended and the related notes to the financial statements (2021 financial statements).

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plans' 2021 financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's (DOL) Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plans (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2021 and for the year then ended stating that the certified investment information, as described in Note 4 to the financial statements, is complete and accurate.

Opinion on the 2021 Financial Statements

In our opinion, based on our audits and on the procedures performed as described in the *Auditor's Responsibilities for the Audits of the 2021 Financial Statements* section:

- The amounts and disclosures in the accompanying 2021 financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.
- The information in the accompanying 2021 financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion on the 2021 Financial Statements

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audits of the 2021 Financial Statements* section of our report. We are required to be independent of the Plans and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

To the Plan Administrator
Robert Bosch, LLC and Affiliates Defined Benefit Plans

Responsibilities of Management for the 2021 Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about each of the plan's ability to continue as a going concern within one year after the date that the financial statements are issued or available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments; administering the Plans; and determining that the Plans' transactions that are presented and disclosed in the financial statements are in conformity with the Plans' provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or that may become due to such participants.

Auditor's Responsibilities for the Audits of the 2021 Financial Statements

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audits for the 2021 Financial Statements* section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and, therefore, is not a guarantee that audits conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing audits in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances but not for the purpose of expressing an opinion on the effectiveness of the Plans' internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about each of the plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information except for obtaining and reading the certifications, comparing the certified investment information with the related information presented and disclosed in the 2021 financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

To the Plan Administrator
Robert Bosch, LLC and Affiliates Defined Benefit Plans

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings, and certain internal control-related matters that we identified during the audits.

Auditor's Report on the 2020 Financial Statements

We were engaged to audit the 2020 financial statements of the Plans. As permitted by 29 CFR 2520.103-8 of the DOL's Rules and Regulations for Reporting and Disclosure under ERISA, the plan administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information certified by a qualified institution. In our report dated October 6, 2021, we indicated that, (a) because of the significance of the information that we did not audit, we were not able to obtain sufficient appropriate audit evidence to provide a basis for an audit opinion, and, accordingly, we did not express an opinion on the Plans' 2020 financial statements, and (b) the form and content of the information included in the 2020 financial statements, other than that derived from the certified information, were presented in compliance with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

Plante & Moreau, PLLC

Southfield, Michigan
October 7, 2022

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Statements of Net Assets Available for Benefits

December 31, 2021

	Bosch Pension Plan	Robert Bosch Fuel Systems LLC Hourly-Rated Employees' Pension Plan	Bosch Braking Systems Pension Plan for Hourly Employees*	Pension Plan for Discontinued Operations of Robert Bosch	Total (Memorandum Only)
Assets - Interest in the Robert Bosch LLC Master Retirement Trust, at fair value (Note 5)	\$ 1,672,808,342	\$ 108,376,185	\$ 199,196,178	\$ 80,626,450	\$ 2,061,007,155
Liabilities - Accrued expenses	713,710	75,024	112,069	85,880	986,683
Net Assets Available for Benefits	\$ 1,672,094,632	\$ 108,301,161	\$ 199,084,109	\$ 80,540,570	\$ 2,060,020,472

*Bosch Braking Systems Pension Plan for Hourly Employees (Provisions Applicable to Employees Represented under the UAW Master Agreement and Provisions Applicable to Hourly Employees of Certain Former Plants of The Budd Company)

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Statements of Net Assets Available for Benefits

December 31, 2020

	Bosch Pension Plan	Robert Bosch Fuel Systems LLC Hourly-Rated Employees' Pension Plan	Bosch Braking Systems Pension Plan for Hourly Employees*	Pension Plan for Discontinued Operations of Robert Bosch	Total (Memorandum Only)
Assets - Interest in the Robert Bosch LLC Master Retirement Trust, at fair value (Note 5)	\$ 1,670,022,924	\$ 109,325,698	\$ 202,515,974	\$ 82,736,864	\$ 2,064,601,460
Liabilities - Accrued expenses	1,086,547	100,652	159,899	132,892	1,479,990
Net Assets Available for Benefits	\$ 1,668,936,377	\$ 109,225,046	\$ 202,356,075	\$ 82,603,972	\$ 2,063,121,470

*Bosch Braking Systems Pension Plan for Hourly Employees (Provisions Applicable to Employees Represented under the UAW Master Agreement and Provisions Applicable to Hourly Employees of Certain Former Plants of The Budd Company)

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Statements of Changes in Net Assets Available for Benefits

Year Ended December 31, 2021

	Bosch Pension Plan	Robert Bosch Fuel Systems LLC Hourly-Rated Employees' Pension Plan	Bosch Braking Systems Pension Plan for Hourly Employees*	Pension Plan for Discontinued Operations of Robert Bosch	Total (Memorandum Only)
Additions - Plan interest in Robert Bosch LLC Master Retirement Trust investment income (Note 5)	\$ 78,185,861	\$ 5,051,594	\$ 9,286,832	\$ 3,764,704	\$ 96,288,991
Deductions					
Benefits paid directly to participants or beneficiaries	69,045,603	4,664,827	11,767,243	5,102,925	90,580,598
Administrative expenses	5,982,003	1,310,652	791,555	725,181	8,809,391
Total deductions	75,027,606	5,975,479	12,558,798	5,828,106	99,389,989
Net Increase (Decrease)	3,158,255	(923,885)	(3,271,966)	(2,063,402)	(3,100,998)
Net Assets Available for Benefits					
Beginning of year	1,668,936,377	109,225,046	202,356,075	82,603,972	2,063,121,470
End of year	\$ 1,672,094,632	\$ 108,301,161	\$ 199,084,109	\$ 80,540,570	\$ 2,060,020,472

*Bosch Braking Systems Pension Plan for Hourly Employees (Provisions Applicable to Employees Represented under the UAW Master Agreement and Provisions Applicable to Hourly Employees of Certain Former Plants of The Budd Company)

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Statements of Changes in Net Assets Available for Benefits

Year Ended December 31, 2020

	Bosch Pension Plan	Robert Bosch Fuel Systems LLC Hourly-Rated Employees' Pension Plan	Bosch Braking Systems Pension Plan for Hourly Employees*	Pension Plan for Discontinued Operations of Robert Bosch	Total (Memorandum Only)
Additions - Plan interest in Robert Bosch LLC Master Retirement Trust investment income (Note 5)	\$ 197,574,713	\$ 12,908,433	\$ 23,957,093	\$ 9,773,298	\$ 244,213,537
Deductions					
Benefits paid directly to participants or beneficiaries	65,618,772	4,551,067	11,966,310	4,607,381	86,743,530
Administrative expenses	5,871,342	426,950	759,586	691,234	7,749,112
Total deductions	71,490,114	4,978,017	12,725,896	5,298,615	94,492,642
Transfers In (Note 8)	-	-	-	2,940,617	2,940,617
Net Increase	126,084,599	7,930,416	11,231,197	7,415,300	152,661,512
Net Assets Available for Benefits					
Beginning of year	1,542,851,778	101,294,630	191,124,878	75,188,672	1,910,459,958
End of year	<u>\$ 1,668,936,377</u>	<u>\$ 109,225,046</u>	<u>\$ 202,356,075</u>	<u>\$ 82,603,972</u>	<u>\$ 2,063,121,470</u>

*Bosch Braking Systems Pension Plan for Hourly Employees (Provisions Applicable to Employees Represented under the UAW Master Agreement and Provisions Applicable to Hourly Employees of Certain Former Plants of The Budd Company)

December 31, 2021 and 2020

Note 1 - Plan Description

The following descriptions of Bosch Pension Plan (the "BPP"), Robert Bosch Fuel Systems LLC Hourly-Rated Employees' Pension Plan (the "BFS Plan"), Bosch Braking Systems Pension Plan for Hourly Employees (Provisions Applicable to Employees Represented under the UAW Master Agreement and Provisions Applicable to Hourly Employees of Certain Former Plants of The Budd Company) (the "BSP Plan"), and Pension Plan for Discontinued Operations of Robert Bosch (the "DO Plan"), (collectively, the "Plans") provide only general information. Participants should refer to the respective plan documents for a more complete description of each of the Plans' provisions. The assets of the Plans are invested in the Robert Bosch LLC Master Retirement Trust (the "Master Trust").

General

The Plans are noncontributory, defined benefit plans covering eligible employees as described below. The Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA). Robert Bosch LLC; Robert Bosch Fuel Systems LLC; Bosch Braking Systems; and Robert Bosch Fluid Power (collectively, the "Company" or "Companies") are related through common ownership.

The BPP covers employees of Robert Bosch LLC and its participating subsidiaries and affiliates that have adopted the BPP. Employees are eligible to participate upon their date of hire, provided they are not included in a collective bargaining unit or any other group of employees to which the BPP has not been extended. Effective July 1, 2011, participation in the BPP was frozen to newly hired employees.

The BFS Plan covers hourly employees of Robert Bosch Fuel Systems LLC who are represented by the International Union, United Automobile, Aerospace & Agricultural Implement Workers of America (UAW), UAW Local 167, subject to the NAO Business Unit collective bargaining agreement, who have attained age 21 and have completed one year of service, as defined by the plan document. The BFS Plan also includes certain employees acquired under the terms of the DTC/General Motors Sales Agreement. Effective August 9, 2011, participation in the BFS Plan was frozen to newly hired employees.

The BSP Plan covers hourly employees at the St. Joseph, Michigan facility of Bosch Braking Systems who are represented by UAW Local No. 383 hired on or before August 31, 2012, as well as certain employees of former and closed plants of The Budd Company who were represented by UAW Local 2155, UAW Local 1886, and UAW Local 1910. Employees are eligible to participate in the BSP Plan upon completion of one year of service, as defined in the plan document. Effective September 1, 2012, participation in the Plan was frozen to newly hired, rehired, or transferred employees into the union.

The DO Plan was originally established for former hourly employees of Robert Bosch Fluid Power who are members of Lodge No. 437, International Association of Machinists and Aerospace Workers, A.F.L.-C.I.O. (the "Union"). Effective July 2, 2002, the covered plant was closed, and all accrued benefits of active, covered participants were frozen and became fully vested. The DO Plan also provides for pension benefits for former employees of various Robert Bosch LLC discontinued operations. Participants of the DO Plan are fully vested in their accrued benefits, and all pension accruals are frozen. The following plans sponsored by Robert Bosch LLC (each frozen to new participants and having frozen benefit accruals) have been merged into the DO Plan since 2007:

- Forest City Tool Hourly Employees' Pension Plan
- Vermont American Corporation Pension Plan for Vermont Tap and Die Company and Northeast Tool Division
- Mobile Hydraulics Division U.A.W. Retirement Income Plan
- Bosch Automotive Motor Systems Retirement Plan
- Greenville, North Carolina Division of Vermont American Corporation Restated Pension Plan
- Gilmour Manufacturing Company Hourly Employees' Pension Plan

December 31, 2021 and 2020

Note 1 - Plan Description (Continued)

- Telex Communications, Inc. Employees' Pension Plan (the "Telex Plan")
- Hagglunds Drives, Inc. Salaried Pension Plan (the "Hagglunds Plan")
- Gilmour Hose Company Hourly Employees' Pension Plan (the "Gilmour Hose Plan")
- Bosch Security Systems, Inc. Pension Plan for Hourly Employees (the "Security Systems Plan")
- Bosch LLC-New Richmond Production Hourly Retirement Plan (the "New Richmond Plan")

Contributions

Contributions are made by the Company in actuarially determined amounts. The Company's policy is to make contributions necessary to satisfy ERISA funding standards. Annual contributions meet the minimum funding requirements of ERISA. There were no contributions required for 2021 or 2020.

Payment of Benefits

The Plans provide for payment of normal, early retirement, and death benefits to participants and beneficiaries, as calculated under the provisions of the respective plan documents. The BPP, BFS Plan, and DO Plan provide for disability retirement provisions, as defined in the respective plan documents.

Under the BPP, a participant's total benefit is based on benefits earned under two different formulas. Through December 31, 2004, the BPP benefits were calculated based on a formula that included a participant's final average pay and years of credited service. Those benefits were frozen at December 31, 2004, and, effective January 1, 2005, participants under the BPP began earning a benefit based on a cash balance formula that provides for annual pension credits. Pension credits include pay credits, based on pensionable earnings and age at December 31, and interest credits applied to accumulated pension credits each December 31 using an interest crediting rate that is defined in the BPP document. No participant receives pay credits after June 30, 2011, but participants continue to receive interest credits. Participants eligible for transition pay credits continued to receive transition pay credits through December 31, 2016.

In general, benefits for the BFS Plan, BSP Plan, and DO Plan are calculated based on years of credited service and the applicable benefit class code, monthly benefit rate, factor, or multiplier defined in each respective plan document and in effect at an employee's termination or retirement. Certain benefits under the DO Plan also incorporate final average pay or pensionable earnings into the benefit formula. Under the DO Plan, the original benefit provisions of each previous plan have been incorporated into and are defined in the DO Plan document. Benefits under the former Telex Plan were calculated based on a cash balance formula. Pay credits under the Telex Plan cash balance formula have been frozen since June 30, 2003; annual interest credits on cash balance accounts are still provided. Under the BFS Plan and BSP Plan, certain participants are also eligible for supplemental early retirement benefits, as defined in those plan documents.

Under the BFS Plan, effective May 7, 2020, each participant's benefit class code was frozen. This code is used to determine the benefit rate that ultimately impacts the calculation of benefits. Under the BFS Plan and the BSP Plan effective July 1, 2020; and January 1, 2018; respectively, the accrued benefits of all participants were frozen. Participants continue to receive vesting service. The impact of the 2020 amendments for the BFS Plan described above is reflected in the actuarial present value of accumulated plan benefits as of December 31, 2020, as reported in Note 3.

December 31, 2021 and 2020

Note 1 - Plan Description (Continued)

Certain participants may be eligible for optional forms of payment if elected by the participant, if spousal consent is obtained, and as described in the respective plan documents. In general, a participant with five years of credited service (three years of service for the BPP), as defined in the respective plan documents, is fully vested. Participants who are actively employed at a location that is closed become fully vested at that date. The Plans generally provide benefits to participants and beneficiaries in the form of a monthly annuity.

Termination

Although it has not expressed any intention to do so, the Company has the right to discontinue its contributions at any time and to terminate any of the individual Plans subject to the provisions set forth in the respective plan agreement and ERISA. Should any of the individual Plans terminate at some time in the future, that plan's net assets generally will not be available on a pro rata basis to provide participants' benefits. Whether a particular participants' accumulated plan benefits will be paid depends on both the priority of those benefits and the level of benefits guaranteed by the Pension Benefit Guaranty Corporation (PBGC) at that time. Some benefits may be fully or partially provided for by the then-existing assets and the PBGC guarantee, while other benefits may not be provided at all.

Party-in-interest Transactions

Certain of the Master Trust's assets are in investment funds managed by The Northern Trust Company or its affiliates (Northern Trust). Northern Trust is the trustee of the Plans; therefore, these transactions qualify as party-in-interest transactions, as defined under ERISA guidelines.

Note 2 - Summary of Significant Accounting Policies

Memorandum-only Totals

The memorandum-only total column in the financial statements represents solely a total of the individual plans and is provided for information only.

Investment Valuation

The Master Trust was established for the investment of the Plans' assets. The fair value of the Plans' respective interests in the Master Trust is based on the beginning of the year value of each of the respective Plans' interests in the Master Trust, plus actual contributions and allocated investment income, less actual distributions for benefit payments and administrative expenses and allocated administrative expenses. The Master Trust's investments are stated at fair value.

The registered investment companies and common/collective trusts are valued at the net asset value per share (NAV) or its equivalent of the funds, which is based on the fair value of the funds' underlying net assets. There are no unfunded commitments on these investments, and each has unlimited redemption frequency. The common/collective trusts have redemption notice periods that range from 0 to 60 days. The government securities and corporate debt instruments are valued using quoted market prices and/or other market data for the same or comparable instruments and transactions in establishing the prices, discounted cash flow models, and other pricing models. These models are primarily industry-standard models that consider various assumptions, including time value and yield curve as well as other relevant economic measures. The interest-bearing cash is valued at fair value based on the outstanding balance. The certificates of deposit are valued at fair value based on their amortized cost. All other investments are valued based on quoted market prices reported in active markets, including the publicly traded partnership. See Note 6 for additional information.

Benefit Payments

Benefits are recorded when paid.

December 31, 2021 and 2020**Note 2 - Summary of Significant Accounting Policies (Continued)*****Administrative Expenses***

Various administrative costs are paid by the Company.

Actuarial Present Value of Accumulated Plan Benefits

Accumulated plan benefits are those future periodic payments and lump-sum payments that are attributable, under the respective Plans' provisions, to the eligible service employees have rendered. These include benefits expected to be paid to:

- (a) Retired or terminated employees or their beneficiaries
- (b) Beneficiaries of employees who have died
- (c) Present employees or their beneficiaries

Actuarial Assumptions

The actuarial present value of accumulated plan benefits is determined by an actuary and is the amount that results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money and probability of payment between the valuation date and the expected date of payment.

Significant actuarial assumptions used in the valuations of the Plans at December 31, 2020 and 2019 are summarized as follows:

Actuarial cost method	Standard unit credit
Interest rate	3.90 and 5.00 percent per annum at December 31, 2020 and 2019, respectively
Mortality basis	Pri-2012 Table with Scale MP-2021 at December 31, 2020 and Pri-2012 Table with Scale MP-2020 at December 31, 2019

Additional significant actuarial assumptions used in the valuation of the BPP at December 31, 2020 and 2019 are summarized as follows:

Retirement age:	
Terminated vested	Age 61 to 65
Active	25% by age 64, 100% by age 70
Cash balance interest crediting rate	3.26% and 3.71% as of December 31, 2020 and 2019, respectively

Additional significant actuarial assumptions used in the valuation of the BFS Plan at December 31, 2020 and 2019 are summarized as follows:

Retirement age:	
Terminated vested	Age 61
Active	25% by age 62 for participants with less than 30 years of service and 25% by age 55 for participants with over 30 years of service, 100% by age 70

Additional significant assumptions used in the valuation of the BSP Plan at December 31, 2020 and 2019 are summarized as follows:

Retirement age:	
Terminated vested	Age 60
Active	25% by age 62 for participants with less than 30 years of service and 50% by age 45 for participants with over 30 years of service, 100% by age 70

Notes to Financial Statements

December 31, 2021 and 2020

Note 2 - Summary of Significant Accounting Policies (Continued)

Additional significant assumptions used in the valuation of the DO Plan at December 31, 2020 and 2019 are summarized as follows:

Retirement age:	
Terminated vested	Age 63
Active	Telex Plan - 25% by age 65 and 100% by age 70; Hagglunds Plan - 100% at age 65 for participants with less than 30 years of service and 100% at age 62 for participants with over 30 years of service
Cash balance interest crediting rate (Telex)	1.68% and 2.59% as of December 31, 2020 and 2019, respectively

The foregoing actuarial assumptions are based on the presumption that the Plans will continue. Were one of the Plans to terminate, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits for that particular plan.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of additions and deductions during the reporting period. Actual results could differ from those estimates.

Risks and Uncertainties

Contributions to the Plans and the accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics. Due to the changing nature of these assumptions, it is at least reasonably possible that changes in these assumptions will occur in the near term and, due to the uncertainties inherent in setting assumptions, that the effect of such changes could be material to the financial statements. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. It is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the financial statements.

Subsequent Events

The financial statements and related disclosures include evaluation of events up through and including October 7, 2022, which is the date the financial statements were available to be issued.

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Notes to Financial Statements

December 31, 2021 and 2020

Note 3 - Accumulated Plan Benefits

The actuarial present value of accumulated plan benefits is determined by consulting actuaries. The calculation of the actuarial present value of accumulated plan benefits attributable to participants in the Plans, which was made as of December 31, 2020, the date of the most recent actuarial valuations, is as follows:

	BPP	BFS Plan	BSP Plan	DO Plan
Actuarial present value of accumulated plan benefits:				
Vested benefits:				
Participants currently receiving benefit payments	\$ 796,916,035	\$ 61,088,290	\$ 140,117,540	\$ 49,178,575
Other vested participants	554,428,290	23,921,712	22,836,080	13,919,237
Total vested benefits	1,351,344,325	85,010,002	162,953,620	63,097,812
Nonvested benefits	-	3,256,451	1,399,105	20,444
Total actuarial present value of accumulated plan benefits	<u>\$ 1,351,344,325</u>	<u>\$ 88,266,453</u>	<u>\$ 164,352,725</u>	<u>\$ 63,118,256</u>

The following summarizes the significant components of the change in the actuarial present value of accumulated plan benefits from December 31, 2019 to December 31, 2020:

	BPP	BFS Plan	BSP Plan	DO Plan
Actuarial present value of accumulated plan benefits - Beginning of year	\$ 1,197,731,678	\$ 79,402,578	\$ 152,933,926	\$ 57,100,158
Increase (decrease) during the year attributable to:				
Interest accumulation	58,278,547	3,857,740	7,351,187	2,848,246
Benefits accumulated (if any) and actuarial experience gain/loss	1,248,842	726,676	(476,356)	(301,704)
Benefits paid	(65,618,772)	(4,551,067)	(11,966,310)	(4,607,381)
Plan amendments	-	(268,456)	-	-
Changes in actuarial assumptions (primarily the change in the discount rate)	159,704,030	9,098,982	16,510,278	5,866,669
Plan mergers	-	-	-	2,212,268
Net increase	153,612,647	8,863,875	11,418,799	6,018,098
Actuarial present value of accumulated plan benefits - End of year	<u>\$ 1,351,344,325</u>	<u>\$ 88,266,453</u>	<u>\$ 164,352,725</u>	<u>\$ 63,118,256</u>

Subsequent to the December 31, 2020 actuarial valuation, the BFS Plan entered into a settlement agreement with the PBGC relating to certain former participants of the BFS Plan. As a result of the settlement, during the year ended December 31, 2021, approximately \$5,700,000 of accumulated plan benefits, and the related participants, were released from the BFS Plan. The impact of the settlement is not reflected in the actuarial present value of accumulated plan benefits as of December 31, 2020.

Note 4 - Unaudited Information

Northern Trust holds the Master Trust's investments and executes all investment transactions. The investment balances and related investment results included in the accompanying financial statements, including master trust information included in Note 5, are based solely on information certified by Northern Trust.

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Notes to Financial Statements

December 31, 2021 and 2020

Note 5 - Interest in Master Trust

The Plans' investments are in the Master Trust. Each participating plan has an undivided interest in the Master Trust.

Investment income and administrative expenses relating to the Master Trust are allocated monthly to the Plans based upon each plan's pro rata share in the net assets of the Master Trust.

At December 31, 2021 and 2020, the Plans' respective approximate interests in the Master Trust were as follows:

	2021	2020
BPP	81.16 %	80.89 %
BFS Plan	5.26	5.30
BSP Plan	9.67	9.81
DO Plan	3.91	4.00
Total	100.00 %	100.00 %

The net assets of the Master Trust and the Plans' interests in master trust balances at December 31, 2021 and 2020 are as follows:

2021					
Plan's Interest in Master Trust Balances					
	Master Trust Balances	BPP	BFS Plan	BSP Plan	DO Plan
Investments at fair value:					
Common/collective trusts	\$ 616,254,905	\$ 500,180,814	\$ 32,405,188	\$ 59,561,017	\$ 24,107,886
Registered investment companies	428,798,593	348,032,706	22,547,988	41,443,341	16,774,558
Common stock	136,568,832	110,845,560	7,181,349	13,199,364	5,342,559
Preferred stock	648,315	526,202	34,091	62,660	25,362
Corporate debt instruments - Other	684,310,618	555,418,044	35,983,858	66,138,553	26,770,163
Corporate debt instruments - Preferred	27,828,833	22,587,164	1,463,354	2,689,654	1,088,661
Government securities	193,438,128	157,003,303	10,171,770	18,695,775	7,567,280
Real estate investment trusts	2,061,048	1,672,842	108,378	199,200	80,628
Interest-bearing cash	3,022,928	2,453,547	158,958	292,166	118,257
Publicly traded partnership	357,940	290,520	18,822	34,595	14,003
Other	1,668,292	1,354,063	87,726	161,240	65,263
Total master trust investments	2,094,958,432	1,700,364,765	110,161,482	202,477,565	81,954,620
Other assets:					
Accrued interest and dividend income	9,408,011	7,635,975	494,712	909,283	368,041
Pending trades - Sales	20,263,668	16,446,926	1,065,547	1,958,482	792,713
Total master trust assets	2,124,630,111	1,724,447,666	111,721,741	205,345,330	83,115,374
Other liabilities - Pending trades - Purchases	(63,622,956)	(51,639,324)	(3,345,556)	(6,149,152)	(2,488,924)
Total master trust net assets	\$ 2,061,007,155	\$ 1,672,808,342	\$ 108,376,185	\$ 199,196,178	\$ 80,626,450

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Notes to Financial Statements

December 31, 2021 and 2020

Note 5 - Interest in Master Trust (Continued)

	2020				
	Plan's Interest in Master Trust Balances				
	Master Trust Balances	BPP	BFS Plan	BSP Plan	DO Plan
Investments, at fair value:					
Common/collective trusts	\$ 733,298,615	\$ 593,153,460	\$ 38,829,978	\$ 71,928,968	\$ 29,386,209
Registered investment companies	261,884,868	211,834,480	13,867,432	25,688,182	10,494,774
Common stock	364,474,402	294,817,475	19,299,831	35,751,148	14,605,948
Preferred stock	1,390,199	1,124,510	73,619	136,359	55,711
Corporate debt instruments - Other	543,537,702	439,658,896	28,781,626	53,315,443	21,781,737
Corporate debt instruments - Preferred	57,049,070	46,146,074	3,020,885	5,595,920	2,286,191
Government securities	86,200,019	69,725,807	4,564,498	8,455,326	3,454,388
Real estate investment trusts	5,943,106	4,807,283	314,702	582,957	238,164
Interest-bearing cash and certificates of deposit	18,110,914	14,649,627	959,016	1,776,492	725,779
Publicly traded partnership	1,144,534	925,795	60,606	112,267	45,866
Other	2,200,244	1,779,742	116,507	215,821	88,174
Total master trust investments	2,075,233,673	1,678,623,149	109,888,700	203,558,883	83,162,941
Other assets:					
Accrued interest and dividend income	7,311,458	5,914,121	387,159	717,178	293,000
Pending trades - Sales	7,244,567	5,860,014	383,617	710,617	290,319
Total master trust assets	2,089,789,698	1,690,397,284	110,659,476	204,986,678	83,746,260
Other liabilities - Pending trades - Purchases	(25,188,238)	(20,374,360)	(1,333,778)	(2,470,704)	(1,009,396)
Total master trust net assets	\$ 2,064,601,460	\$ 1,670,022,924	\$ 109,325,698	\$ 202,515,974	\$ 82,736,864

Beginning December 31, 2020, and, as a result of the merger of the New Richmond Plan into the DO Plan discussed in Note 8, all plans that participate in the Master Trust are included in these financial statements. Prior to that date, the New Richmond Plan also participated in the Master Trust. For the year ended December 31, 2020, the New Richmond Plan's interest in the investment income of the Master Trust was \$300,909. The investment income for the Master Trust for the years ended December 31, 2021 and 2020 is as follows.

	2021	2020
Net realized and unrealized gains on investments	\$ 43,273,788	\$ 210,280,518
Interest and dividend income	53,015,203	34,233,928
Total investment income	\$ 96,288,991	\$ 244,514,446

Note 6 - Fair Value Measurements

Accounting standards require certain assets and liabilities be reported at fair value in the financial statements and provide a framework for establishing that fair value. The framework for determining fair value is based on a hierarchy that prioritizes the valuation techniques and inputs used to measure fair value.

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Notes to Financial Statements

December 31, 2021 and 2020

Note 6 - Fair Value Measurements (Continued)

Level 1

Fair values determined by Level 1 inputs use unadjusted quoted prices in active markets for identical assets or liabilities that the Master Trust has the ability to access.

Level 2

Fair values determined by Level 2 inputs use other inputs that are observable, either directly or indirectly. These Level 2 inputs include quoted prices for similar assets in active markets, quoted prices for identical or similar assets in markets that are not active, and inputs other than quoted prices that are observable for the asset.

Level 3

Level 3 inputs are unobservable inputs, including inputs that are available in situations where there is little, if any, market activity for the related asset.

In instances where inputs used to measure fair value fall into different levels of the fair value hierarchy, fair value measurements in their entirety are categorized based on the lowest level input that is significant to the valuation. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following tables present information about the Master Trust's investments measured at fair value on a recurring basis at December 31, 2021 and 2020:

Master Trust Investments at December 31, 2021			
	Master Trust Balances	Level 1	Level 2
Investments at fair value:			
Common stock	\$ 136,568,832	\$ 136,568,832	\$ -
Preferred stock	648,315	648,315	-
Corporate debt instruments - Other	684,310,618	-	684,310,618
Corporate debt instruments - Preferred	27,828,833	-	27,828,833
Government securities	193,438,128	-	193,438,128
Real estate investment trusts	2,061,048	2,061,048	-
Interest-bearing cash	3,022,928	-	3,022,928
Publicly traded partnership	357,940	357,940	-
Other	1,668,292	1,668,292	-
Total	1,049,904,934	\$ 141,304,427	\$ 908,600,507
Investments measured at NAV:			
Common/collective trusts	616,254,905		
Registered investment companies (1)	428,798,593		
Total investments at fair value	\$ 2,094,958,432		

Robert Bosch, LLC and Affiliates Defined Benefit Plans

Notes to Financial Statements

December 31, 2021 and 2020

Note 6 - Fair Value Measurements (Continued)

Master Trust Investments at December 31, 2020			
	Master Trust Balances	Level 1	Level 2
Investments at fair value:			
Common stock	\$ 364,474,402	\$ 364,474,402	\$ -
Preferred stock	1,390,199	1,390,199	-
Corporate debt instruments - Other	543,537,702	-	543,537,702
Corporate debt instruments - Preferred	57,049,070	-	57,049,070
Government securities	86,200,019	-	86,200,019
Real estate investment trusts	5,943,106	5,943,106	-
Interest-bearing cash and certificates of deposit	18,110,914	-	18,110,914
Publicly traded partnership	1,144,534	1,144,534	-
Other	2,200,244	2,200,244	-
Total	1,080,050,190	\$ 375,152,485	\$ 704,897,705
Investments measured at NAV:			
Common/collective trusts	733,298,615		
Registered investment companies (1)	261,884,868		
Total investments at fair value	\$ 2,075,233,673		

- (1) This class represents investments in actively managed registered investment companies that invest primarily in fixed-income securities including, but not limited to, bonds; notes; or other investments, such as government securities, commercial paper, certificates of deposits, master notes, or variable amount notes, with the objective of providing high current income consistent with the preservation of capital and the maintenance of liquidity.

Note 7 - Tax Status

The Plans have received determination letters from the Internal Revenue Service indicating that the Plans, as designed, are qualified for tax-exempt treatment under the applicable section of the Internal Revenue Code (IRC). Although the Plans have been amended since receiving the respective determination letters, management believes that the Plans are designed and are currently being operated in compliance with the applicable requirements of the IRC.

Note 8 - Plan Merger

Effective December 31, 2020, the New Richmond Plan was merged with the DO Plan. Accordingly, assets of \$2,940,617 were transferred into the DO Plan in 2020. The effect of the merger, \$2,212,268 of accumulated plan benefits, is reflected in the actuarial present value of accumulated plan benefits of the DO Plan for the year ended December 31, 2020, as reported in Note 3.

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Bosch Pension Plan
 EIN: 36-2903176 PN: 001

Schedule SB, line 26—Schedule of Active Participant Data as of January 1, 2021

Number of Participants, Average Compensation and Average Cash Balance Account

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29			2	1						
30-34			23 \$91,195 \$174	58 \$86,650 \$2,186	3					
35-39			28 \$84,935 \$405	150 \$93,868 \$5,518	85 \$104,463 \$10,512	10				
40-44			18 \$109,273 \$8,620	151 \$104,595 \$14,420	193 \$92,543 \$14,154	126	13			
45-49			16 \$103,065 \$10,802	134 \$103,277 \$18,808	176 \$113,181 \$22,036	269	105 \$96,157 \$19,955	15		
50-54			19 \$97,987 \$12,257	119 \$104,105 \$23,909	183 \$119,239 \$27,966	264	213 \$109,657 \$26,797	93 \$96,138 \$24,669	21 \$104,691 \$23,469	
55-59			15 \$92,326 \$14,345	118 \$98,107 \$26,469	155 \$115,517 \$42,733	221	154 \$101,076 \$48,556	199 \$107,290 \$62,756	127 \$93,447 \$66,527	13
60-64			10 \$85,636 \$13,358	84 \$80,324 \$24,051	94 \$99,917 \$45,579	115	83 \$97,476 \$64,603	102 \$94,373 \$68,517	100 \$104,204 \$86,612	55 \$89,539 \$75,883
65-69			1 \$85,412 \$27,476	18 \$105,837 \$65,788	39 \$99,147 \$73,467	31	22 \$109,992 \$90,737	23	18	21 \$105,037 \$118,625
70+				5	4	5		1	3	8

N-4,332

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Bosch Pension Plan
 EIN: 36-2903176 PN: 001

Schedule SB, Part V—Statement of Actuarial Assumptions/Methods

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2020), each adjusted as needed to fall within the 25-year average interest rate stabilization corridor without regard to ARPA
1st Segment Rate	3.32%
2nd Segment Rate	4.79%
3rd Segment Rate	5.47%
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2020), without regard to interest rate stabilization
1st Segment Rate	2.22%
2nd Segment Rate	3.38%
3rd Segment Rate	3.92%
Salary Increases	
Minimum Funding Target Normal Cost	N/A
Maximum Tax Expected Benefit Increase	N/A
Cash Balance Interest Crediting Rate	3.26%
Cash Balance Annuity Conversion Rate	7.00%
Optional Payment Form Election Percentage	50% life annuity 50% joint and 100% life annuity
Optional Payment Form Conversion Interest Rate	6.00%
Optional Payment Form Conversion Mortality	Current 417(e) table
Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	Cash Balance, RBC and Rexroth: Age 61 SB and VA: Age 65
Mortality Rates	
Healthy and Disabled	2021 static mortality table for annuitants and non-annuitants per §1.430(h)(3)-1(e)
Withdrawal Rates	See Table 2
Disability Rates	See Table 3

Schedule SB Attachment (Form 5500)—2021 Plan Year
Bosch Pension Plan
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Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100%).
Surviving Spouse Benefit	It is assumed that 80% of males and 80% of females have an eligible spouse, and that males are two years older than their spouses.
Valuation Compensation	2020 Pensionable earnings rolled forward one year with the salary increase assumption.
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of \$230,000 and the IRC section 401(a)(17) compensation limit of \$290,000.
Valuation of Plan Assets	<p>Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90% nor more than 110% of fair market value.</p> <p>A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).</p>
Expected Return on Assets	
2019 Plan Year	5.00%
2020 Plan Year	5.00%
2021 Plan Year	3.90%
Trust Expenses Included in Target Normal Cost	Actual trust expenses limited to 5% of Fair Value of Assets. The prior year's actual administrative expenses adjusted for anticipated significant changes are used as a proxy for actual current year's expenses.
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2021

Schedule SB Attachment (Form 5500)—2021 Plan Year
Bosch Pension Plan
EIN: 36-2903176 PN: 001

Table 1

Retirement Rates

Age	Rate
55	5.00%
56	5.00%
57	5.00%
58	5.00%
59	7.50%
60	7.50%
61	12.50%
62	17.50%
63	10.00%
64	25.00%
65	30.00%
66	30.00%
67	30.00%
68	35.00%
69	35.00%
70+	100.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Bosch Pension Plan
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Table 2—Page 1 of 2

Withdrawal Rates

Age	Years of Service		
	0-2	3-4	5+
15	29.00%	19.60%	19.60%
16	29.00%	19.60%	19.60%
17	29.00%	19.60%	19.60%
18	29.00%	19.60%	19.60%
19	29.00%	19.60%	19.60%
20	29.00%	19.60%	16.60%
21	27.00%	18.80%	15.80%
22	25.00%	18.00%	15.00%
23	23.00%	17.20%	13.80%
24	21.00%	16.40%	12.60%
25	19.00%	15.60%	11.40%
26	17.00%	14.80%	10.20%
27	15.00%	14.00%	9.00%
28	14.80%	13.80%	8.80%
29	14.60%	13.60%	8.60%
30	14.40%	13.40%	8.40%
31	14.20%	13.20%	8.20%
32	14.00%	13.00%	8.00%
33	13.80%	12.80%	7.80%
34	13.60%	12.60%	7.60%
35	13.40%	12.40%	7.00%
36	13.20%	12.20%	6.75%
37	13.00%	12.00%	6.50%
38	12.80%	11.60%	6.25%
39	12.60%	11.20%	6.00%
40	12.40%	10.80%	5.75%
41	12.20%	10.40%	5.50%
42	12.00%	10.00%	5.25%
43	11.80%	9.60%	5.00%
44	11.60%	9.20%	4.75%

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Bosch Pension Plan
 EIN: 36-2903176 PN: 001

Table 2—Page 2 of 2

Withdrawal Rates

Age	Years of Service		
	0-2	3-4	5+
45	11.40%	8.80%	4.50%
46	11.20%	8.40%	4.25%
47	11.00%	8.00%	4.00%
48	10.80%	7.60%	4.00%
49	10.60%	7.20%	4.00%
50	10.40%	6.80%	4.00%
51	10.20%	6.40%	4.00%
52	10.00%	6.00%	4.00%
53	9.80%	5.60%	4.00%
54	9.60%	5.20%	4.00%
55	9.40%	4.80%	4.00%
56	0.00%	0.00%	0.00%
57	0.00%	0.00%	0.00%
58	0.00%	0.00%	0.00%
59	0.00%	0.00%	0.00%
60+	0.00%	0.00%	0.00%

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Bosch Pension Plan
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Table 3

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	40	0.08%	0.13%
16	0.03%	0.03%	41	0.09%	0.15%
17	0.03%	0.03%	42	0.10%	0.17%
18	0.03%	0.03%	43	0.12%	0.19%
19	0.03%	0.03%	44	0.14%	0.22%
20	0.03%	0.03%	45	0.16%	0.24%
21	0.03%	0.03%	46	0.18%	0.27%
22	0.03%	0.03%	47	0.21%	0.30%
23	0.03%	0.03%	48	0.25%	0.33%
24	0.03%	0.03%	49	0.28%	0.36%
25	0.03%	0.03%	50	0.33%	0.40%
26	0.03%	0.03%	51	0.39%	0.44%
27	0.03%	0.03%	52	0.46%	0.49%
28	0.03%	0.04%	53	0.53%	0.54%
29	0.03%	0.04%	54	0.61%	0.59%
30	0.03%	0.04%	55	0.69%	0.64%
31	0.03%	0.05%	56	0.77%	0.69%
32	0.03%	0.05%	57	0.86%	0.74%
33	0.03%	0.06%	58	0.95%	0.80%
34	0.03%	0.06%	59	1.05%	0.85%
35	0.04%	0.07%	60	1.15%	0.90%
36	0.04%	0.08%	61	1.26%	0.96%
37	0.05%	0.09%	62	1.38%	1.01%
38	0.06%	0.10%	63	1.51%	1.05%
39	0.07%	0.12%	64	1.64%	1.09%
			65+	0.00%	0.00%

Multiple-Employer Plan Participating Employer Information
Bosch Pension Plan
EIN: 36-2903176 Plan Number 001

Participating Employer Name	EIN	% of Total Contributions
Robert Bosch LLC	36-2903176	0
FHP Manufacturing Company	58-2483956	0

Note: No contributions were made for the 2021 plan year.

**SCHEDULE SB
(Form 5500)**Department of the Treasury
Internal Revenue ServiceDepartment of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

**Single-Employer Defined Benefit Plan
Actuarial Information**

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2021**This Form is Open to Public
Inspection**For calendar plan year 2021 or fiscal plan year beginning 01/01/2021 and ending 12/31/2021▶ **Round off amounts to nearest dollar.**▶ **Caution:** A penalty of \$1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan Bosch Pension Plan	B Three-digit plan number (PN) ▶ 001
C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF Robert Bosch LLC	D Employer Identification Number (EIN) 36-2903176
E Type of plan: ☐ Single ☐ Multiple-A ☒ Multiple-B	F Prior year plan size: ☐ 100 or fewer ☐ 101-500 ☒ More than 500

Part I Basic Information

1 Enter the valuation date: Month <u>01</u> Day <u>01</u> Year <u>2021</u>			
2 Assets:			
a Market value	2a	1,670,022,924	
b Actuarial value	2b	1,519,828,351	
3 Funding target/participant count breakdown	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	7,074	743,520,090	743,520,090
b For terminated vested participants	3,156	164,667,454	164,667,454
c For active participants	4,332	287,018,265	287,497,888
d Total	14,562	1,195,205,809	1,195,685,432
4 If the plan is in at-risk status, check the box and complete lines (a) and (b)	☐		
a Funding target disregarding prescribed at-risk assumptions	4a		
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	4b		
5 Effective interest rate	5	4.96%	
6 Target normal cost			
a Present value of current plan year accruals	6a	0	
b Expected plan-related expenses	6b	2,994,309	
c Total (line 6a + line 6b)	6c	2,994,309	

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

**SIGN
HERE***Karen A. Hirschhorn*

Signature of actuary

08/15/2022

Date

Karen A. Hirschhorn

2004099

Type or print name of actuary

Most recent enrollment number

AON Consulting, Inc.

847-295-5000

Firm name

Telephone number (including area code)

4 Overlook Point

Lincolnshire IL 60069

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions ☐

For Paperwork Reduction Act Notice, see the Instructions for Form 5500 or 5500-SF.

Schedule SB (Form 5500) 2021
v. 201209

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:				
a Segment rates:	1st segment: 3.32 %	2nd segment: 4.79 %	3rd segment: 5.47 %	☐ N/A, full yield curve used
b Applicable month (enter code)				21b 4
22 Weighted average retirement age				22 63
23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute				

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment.....	☐ Yes ☒ No
26 Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment.....	☒ Yes ☐ No
27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment.....	27

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	28	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a).....	29	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	30	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):			
a Target normal cost (line 6c)	31a	2,994,309	
b Excess assets, if applicable, but not greater than line 31a	31b	2,994,309	
32 Amortization installments:	Outstanding Balance	Installment	
a Net shortfall amortization installment	0	0	
b Waiver amortization installment	0	0	
33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	33		
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33).....	34	0	
	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0
36 Additional cash requirement (line 34 minus line 35)	36	0	
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	37	0	
38 Present value of excess contributions for current year (see instructions)			
a Total (excess, if any, of line 37 over line 36)	38a	0	
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	38b	0	
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	39	0	
40 Unpaid minimum required contributions for all years	40	0	

Part IX Pension Funding Relief Under Pension Relief Act of 2010 (See Instructions)

41 If an election was made to use PRA 2010 funding relief for this plan:	
a Schedule elected	☐ 2 plus 7 years ☐ 15 years
b Eligible plan year(s) for which the election in line 41a was made	☐ 2008 ☐ 2009 ☐ 2010 ☐ 2011

Schedule SB Attachment (Form 5500)—2021 Plan Year
 Bosch Pension Plan
 EIN: 36-2903176 PN: 001

Schedule SB, line 22—Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	5.00%	1.0000	2.78
56.5	5.00%	0.9500	2.68
57.5	5.00%	0.9025	2.59
58.5	5.00%	0.8574	2.51
59.5	7.50%	0.8145	3.63
60.5	7.50%	0.7534	3.42
61.5	12.50%	0.6969	5.36
62.5	17.50%	0.6098	6.67
63.5	10.00%	0.5031	3.19
64.5	25.00%	0.4528	7.30
65.5	30.00%	0.3396	6.67
66.5	30.00%	0.2377	4.74
67.5	30.00%	0.1664	3.37
68.5	35.00%	0.1165	2.79
69.5	35.00%	0.0757	1.84
70	100.00%	0.0492	3.44
Weighted Average			62.98

Schedule SB Attachment (Form 5500)—2021 Plan Year
Bosch Pension Plan
EIN: 36-2903176 PN: 001

Schedule SB, Part V—Summary of Plan Provisions

Effective Date	January 1, 2005. Restated effective January 1, 2018.
Eligibility for Participation	All non-union participants in the RBC Plan, Skil-Bosch, or Vermont American Plan and a group of former Chicago union participants become participants immediately on December 31, 2004. Full-time employees who were not participants on December 31, 2004, become participants on their date of hire. Part-time employees become participants on first day of the month following completion of 1,000 hours in one year. Effective July 1, 2011, the plan was frozen to new participants and participants stopped accruing base pay credits.
Pensionable Earnings	<p>Base salary or wages, overtime, shift differential, commissions and certain management bonuses, plus Section 125, 401(k) deferrals, non-qualified deferred compensation, Section 132(f), and payments for time not worked including vacations, sick time, and short-term disability paid through payroll.</p> <p>Effective January 1, 2010, pensionable earnings will exclude any pay received after the later of (i) the end of the calendar year during which employment terminates, or (ii) two and one-half months after employment terminates.</p> <p>Effective April 3, 2012, additional bonuses (excluding gain sharing, goal sharing, signing, project and retention bonuses) are included.</p> <p>Effective February 1, 2016, for purposes of determining pensionable earnings, an employee who transfers to employment with BMSN will be treated as having a termination of employment.</p>
Pension Credits	The sum of interest credits, pay credits and transition credits.
Interest Credits	Interest credits are determined by multiplying the account balance at the beginning of the year by the 30-year Treasury rate for November of the prior year. The rate shall not be less than 3.00%.

Schedule SB Attachment (Form 5500)—2021 Plan Year

Bosch Pension Plan

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Pay Credits

Pay credits are credited to the account on the last day of the plan year. They are determined by multiplying the participant's pensionable earnings for the year by a percentage based on the participant's age in completed year as of December 31 of the current year. The percentages are as follows:

Age	Pay Credit Percentage
0–24	2.00%
25–29	2.50%
30–34	3.00%
35–39	3.50%
40–44	4.00%
45–49	4.50%
50–54	5.00%
55–59	5.50%
60–64	6.00%
65+	6.50%

Effective July 1, 2011, base pay credits were frozen. The pay considered for benefits in 2011 was limited by the plan to \$122,500.

Transition Credits

Prior plan participants from the RBC Plan are eligible for transition credits if they had attained age 40 and five years of vesting service as of December 31, 2004.

Prior plan participants from the Skil–Bosch Plan are eligible for transition credits if they had attained age 40 and 10 years of vesting service as of December 31, 2004.

Prior Vermont American participants are not eligible for transition credits.

Transition credits are determined in the same manner as pay credits using the following percentages:

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 Bosch Pension Plan
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RBC/Rexroth Transition Credits

Attained Age + Vesting Service at December 31, 2004	Transition Credits in		
	2005	2006	2007–2016
45–49	0.50%	0.75%	1.25%
50–54	1.00%	1.50%	2.25%
55–59	1.50%	2.25%	3.25%
60–64	2.00%	3.00%	4.25%
65–69	2.50%	4.25%	5.25%
70–74	3.00%	4.75%	6.25%
75–79	3.50%	5.50%	7.25%
80–84	4.00%	6.00%	8.25%
85–89	4.50%	7.00%	9.25%
90–94	5.00%	7.50%	10.25%
95+	5.50%	8.50%	11.25%

Skil–Bosch Transition Credits

Attained Age + Vesting Service at December 31, 2004	Transition Credits in	
	2005–2016	
0–49	0.00%	
50–54	2.00%	
55–59	2.00%	
60–64	2.00%	
65–69	3.00%	
70–74	3.00%	
75–79	3.00%	
80–84	3.00%	
85–89	4.00%	
90–94	4.00%	
95+	4.00%	

As of January 1, 2017, all transition credits ceased.

Normal Retirement

Eligibility

Age 62.

Benefit

A monthly amount equal to (1) plus (2):

- (1) The accrued prior plan monthly benefit frozen as of December 31, 2004.
- (2) The pension credits as described above, converted to a single life annuity using the applicable mortality table under IRS 417(e) and an interest rate of 7.00%.

Schedule SB Attachment (Form 5500)—2021 Plan Year
Bosch Pension Plan
EIN: 36-2903176 PN: 001

Early Retirement
Eligibility

Age 55.

Benefit

A monthly benefit equal to the sum of (1) plus (2):

- (1) The accrued prior plan monthly benefit frozen as of December 31, 2004 adjusted for early retirement using the prior plan's early retirement factors.
- (2) The pensions credits projected to the normal retirement age of 62, divided by the age 62 annuity factor and then reduced by 5% for each year the early retirement precedes age 62.

Vested Termination
Eligibility

Three years of vesting service or age 55.

Benefit

The same benefit amount as for normal retirement, assumed to commence at age 62.

Surviving Spouse
Eligibility

Three years of vesting service or age 55.

Benefit

A monthly benefit payable to the surviving spouse beginning at the employee's earliest retirement age equal to 100% of the amount payable if the participant had retired early with a 100% joint and survivor benefit reduced for commencement prior to normal retirement age.

Normal Form of Benefit

For a single participant, pension credits are converted into a single life annuity payable monthly. For a married participant, pension credits are converted into an actuarial equivalent 100% joint and survivor annuity.

Participants who commence benefits between July 1, 2011 and July 1, 2012 had the option of rolling over their balances from the Robert Bosch Defined Contribution Plan into the Bosch Pension Plan (no later than October 31, 2012). The balances will be converted to an annuity and added to the pension plan benefit.

Participants who terminated employment prior to January 1, 2013 with a deferred vested benefit were offered a one-time lump sum during 2013. Forms of payment were lump sum or immediate annuity.

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Bosch Pension Plan

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Participants who terminated employment prior to January 1, 2016 but were not eligible for the previous lump sum window which took place in 2013, with a deferred vested benefit were offered a one-time lump sum during 2016. Forms of payment were lump sum or immediate annuity.

Participants who terminated employment prior to April 1, 2019 with a deferred vested benefit were offered a one-time lump sum during 2019. Forms of payment were lump sum or immediate annuity.

Optional Forms of Annuity

Ten year certain and life annuity, a 50% joint and survivor annuity and a level income option is available on all payment forms. If a participant in the plan on December 1, 2004, if the monthly benefit is less than \$100, a lump sum can be elected. In addition, some participants have protected optional forms on the frozen benefits from predecessor plans.

Actuarial Equivalence

417(e)(3) applicable mortality and 6% interest rate.

Plan Changes Since the Prior Year

The funding valuation does not reflect any plan changes.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Under the American Rescue Plan Act of 2021 (ARPA), the stabilized interest rates for certain purposes will be adjusted once the ARPA stabilization is applied. By default, this stabilization would have applied starting with the 2020 plan year.

On September 21, 2021 Robert Bosch LLC made an explicit election not to apply the ARPA interest rate stabilization (for any purposes) to the Bosch Pension Plan for the 2021 plan year. Therefore, this Schedule SB reflects stabilized 2021 minimum funding interest rates without regard to ARPA.

Schedule SB Attachment (Form 5500)—2021 Plan Year
Bosch Pension Plan
EIN: 36-2903176 PN: 001

Schedule SB, line 24—Change in Actuarial Assumptions

The funding valuation reflects the following assumption change:

- A change in the cash balance crediting rate from 3.71% to 3.26%.
- A change in the expected return on assets (before limited by the 3rd segment rate) from 5.00% for 2020 to 3.90% for 2021.

These changes were made to better reflect the anticipated plan experience. Neither of these assumption changes reduced the funding shortfall; as such, approval of the Commissioner is not required.