

Form 5500

Annual Return/Report of Employee Benefit Plan

OMB Nos. 1210-0110 1210-0089

2024

This Form is Open to Public Inspection

Department of the Treasury Internal Revenue Service

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).

Complete all entries in accordance with the instructions to the Form 5500.

Department of Labor Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Part I Annual Report Identification Information

For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

- A This return/report is for: [ ] a multiemployer plan [ ] a multiple-employer plan... [X] a single-employer plan [ ] a DFE... B This return/report is: [ ] the first return/report [ ] the final return/report... C If the plan is a collectively-bargained plan... D Check box if filing under: [X] Form 5558 [ ] automatic extension... E If this is a retroactively adopted plan...

Part II Basic Plan Information—enter all requested information

1a Name of plan BOSCH SECURITY SYSTEMS RETIREMENT SAVINGS PLAN
1b Three-digit plan number (PN) 007
1c Effective date of plan 10/28/2002
2a Plan sponsor's name (employer, if for a single-employer plan) BOSCH SECURITY SYSTEMS, INC.
2b Employer Identification Number (EIN) 11-3707780
2c Plan Sponsor's telephone number 708-865-5200
2d Business code (see instructions) 423100

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.

Table with 4 columns: SIGN HERE, Signature of plan administrator, Date, Enter name of individual signing as plan administrator. Includes rows for employer/plan sponsor and DFE.

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

Form 5500 (2024) v. 240311

<b>3a</b> Plan administrator's name and address <input checked="" type="checkbox"/> Same as Plan Sponsor	<b>3b</b> Administrator's EIN	
	<b>3c</b> Administrator's telephone number	
<b>4</b> 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: <b>a</b> Sponsor's name <b>c</b> Plan Name	<b>4b</b> EIN	
	<b>4d</b> PN	
<b>5</b> Total number of participants at the beginning of the plan year	<b>5</b>	1207
<b>6</b> Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines <b>6a(1)</b> , <b>6a(2)</b> , <b>6b</b> , <b>6c</b> , and <b>6d</b> ). <b>a(1)</b> Total number of active participants at the beginning of the plan year ..... <b>a(2)</b> Total number of active participants at the end of the plan year ..... <b>b</b> Retired or separated participants receiving benefits..... <b>c</b> Other retired or separated participants entitled to future benefits ..... <b>d</b> Subtotal. Add lines <b>6a(2)</b> , <b>6b</b> , and <b>6c</b> ..... <b>e</b> Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. .... <b>f</b> Total. Add lines <b>6d</b> and <b>6e</b> ..... <b>g(1)</b> Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) ..... <b>g(2)</b> Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) ..... <b>h</b> Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	<b>6a(1)</b>	798
	<b>6a(2)</b>	808
	<b>6b</b>	23
	<b>6c</b>	334
	<b>6d</b>	1165
	<b>6e</b>	6
	<b>6f</b>	1171
	<b>6g(1)</b>	1137
	<b>6g(2)</b>	1011
<b>7</b> Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item) .....	<b>7</b>	

**8a** If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:  
 2A 2E 2F 2G 2J 2K 2S 2T 3H 2R

**b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

<b>9a</b> Plan funding arrangement (check all that apply)	<b>9b</b> Plan benefit arrangement (check all that apply)
(1) <input type="checkbox"/> Insurance	(1) <input type="checkbox"/> Insurance
(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts	(2) <input type="checkbox"/> Code section 412(e)(3) insurance contracts
(3) <input checked="" type="checkbox"/> Trust	(3) <input checked="" type="checkbox"/> Trust
(4) <input type="checkbox"/> General assets of the sponsor	(4) <input type="checkbox"/> 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
- (4)  **DCG** (Individual Plan Information) – Number Attached \_\_\_\_\_
- (5)  **MEP** (Multiple-Employer Retirement Plan Information)

**b General Schedules**

- (1)  **H** (Financial Information)
- (2)  **I** (Financial Information – Small Plan)
- (3)  **A** (Insurance Information) – Number Attached 0
- (4)  **C** (Service Provider Information)
- (5)  **D** (DFE/Participating Plan Information)
- (6)  **G** (Financial Transaction Schedules)

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

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**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.

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**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 2024 Form M-1 annual report. If the plan was not required to file the 2024 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 \_\_\_\_\_

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<b>SCHEDULE C</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Service Provider Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning **01/01/2024** and ending **12/31/2024**

<b>A</b> Name of plan <b>BOSCH SECURITY SYSTEMS RETIREMENT SAVINGS PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶	<b>007</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>BOSCH SECURITY SYSTEMS, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>11-3707780</b>	

**Part I Service Provider Information (see instructions)**

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

**1 Information on Persons Receiving Only Eligible Indirect Compensation**

**a** Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....  Yes  No

**b** If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**(b)** Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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**2. Information on Other Service Providers Receiving Direct or Indirect Compensation.** Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
37 64 65 71	RECORDKEEPER	44850	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

STRATEGIC ADVISORS, INC.

04-2654524

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
27	ADVISOR	44384	Yes <input type="checkbox"/> No <input checked="" type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes <input type="checkbox"/> No <input type="checkbox"/>	Yes <input type="checkbox"/> No <input type="checkbox"/>		Yes <input type="checkbox"/> No <input type="checkbox"/>

**Part I Service Provider Information (continued)**

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
<b>(a)</b> Enter service provider name as it appears on line 2	<b>(b)</b> Service Codes (see instructions)	<b>(c)</b> Enter amount of indirect compensation
<b>(d)</b> Enter name and EIN (address) of source of indirect compensation	<b>(e)</b> Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

**Part II Service Providers Who Fail or Refuse to Provide Information**

**4** Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide
<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide
<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide
<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide
<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide
<b>(a)</b> Enter name and EIN or address of service provider (see instructions)	<b>(b)</b> Nature of Service Code(s)	<b>(c)</b> Describe the information that the service provider failed or refused to provide

**Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)**  
(complete as many entries as needed)

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>a</b> Name:	<b>b</b> EIN:
<b>c</b> Position:	
<b>d</b> Address:	<b>e</b> Telephone:

Explanation:

<b>SCHEDULE D</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>	<b>DFE/Participating Plan Information</b>  This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).  <b>▶ File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <hr/> <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>BOSCH SECURITY SYSTEMS RETIREMENT SAVINGS PLAN</u>	<b>B</b> Three-digit plan number (PN)	<u>007</u>
<b>C</b> Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>BOSCH SECURITY SYSTEMS, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>11-3707780</u>	

<b>Part I</b>	<b>Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)</b> (Complete as many entries as needed to report all interests in DFEs)
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<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:	<u>ROBERT BOSCH DC RETIREMENT PLAN TR</u>		
<b>b</b> Name of sponsor of entity listed in (a):	<u>ROBERT BOSCH LLC</u>		
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<u>30-0988910-101</u>	<u>M</u>		<u>197828247</u>
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	
<b>a</b> Name of MTIA, CCT, PSA, or 103-12 IE:			
<b>b</b> Name of sponsor of entity listed in (a):			
<b>c</b> EIN-PN	<b>d</b> Entity code	<b>e</b> Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)	





<b>SCHEDULE H</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Financial Information</b>  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).  ▶ <b>File as an attachment to Form 5500.</b>	OMB No. 1210-0110  <b>2024</b>  <b>This Form is Open to Public Inspection</b>
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For calendar plan year 2024 or fiscal plan year beginning <b>01/01/2024</b> and ending <b>12/31/2024</b>	
<b>A</b> Name of plan <b>BOSCH SECURITY SYSTEMS RETIREMENT SAVINGS PLAN</b>	<b>B</b> Three-digit plan number (PN) ▶ <b>007</b>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <b>BOSCH SECURITY SYSTEMS, INC.</b>	<b>D</b> Employer Identification Number (EIN) <b>11-3707780</b>

<b>Part I</b>	<b>Asset and Liability Statement</b>
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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.

		(a) Beginning of Year	(b) End of Year
<b>Assets</b>			
<b>a</b> Total noninterest-bearing cash .....	<b>1a</b>	0	0
<b>b</b> Receivables (less allowance for doubtful accounts):			
<b>(1)</b> Employer contributions .....	<b>1b(1)</b>	1447118	1262713
<b>(2)</b> Participant contributions .....	<b>1b(2)</b>	0	0
<b>(3)</b> Other .....	<b>1b(3)</b>	0	0
<b>c</b> General investments:			
<b>(1)</b> Interest-bearing cash (include money market accounts & certificates of deposit) .....	<b>1c(1)</b>	0	0
<b>(2)</b> U.S. Government securities .....	<b>1c(2)</b>	0	0
<b>(3)</b> Corporate debt instruments (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(3)(A)</b>	0	0
<b>(B)</b> All other .....	<b>1c(3)(B)</b>	0	0
<b>(4)</b> Corporate stocks (other than employer securities):			
<b>(A)</b> Preferred .....	<b>1c(4)(A)</b>	0	0
<b>(B)</b> Common .....	<b>1c(4)(B)</b>	0	0
<b>(5)</b> Partnership/joint venture interests .....	<b>1c(5)</b>	0	0
<b>(6)</b> Real estate (other than employer real property) .....	<b>1c(6)</b>	0	0
<b>(7)</b> Loans (other than to participants) .....	<b>1c(7)</b>	0	0
<b>(8)</b> Participant loans .....	<b>1c(8)</b>	1323614	1411307
<b>(9)</b> Value of interest in common/collective trusts .....	<b>1c(9)</b>	0	0
<b>(10)</b> Value of interest in pooled separate accounts .....	<b>1c(10)</b>	0	0
<b>(11)</b> Value of interest in master trust investment accounts .....	<b>1c(11)</b>	185810738	197828247
<b>(12)</b> Value of interest in 103-12 investment entities .....	<b>1c(12)</b>	0	0
<b>(13)</b> Value of interest in registered investment companies (e.g., mutual funds) .....	<b>1c(13)</b>	0	0
<b>(14)</b> Value of funds held in insurance company general account (unallocated contracts) .....	<b>1c(14)</b>	0	0
<b>(15)</b> Other .....	<b>1c(15)</b>	0	0

<b>1d</b> Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities.....	<b>1d(1)</b>	0	0
(2) Employer real property.....	<b>1d(2)</b>	0	0
<b>e</b> Buildings and other property used in plan operation.....	<b>1e</b>	0	0
<b>f</b> Total assets (add all amounts in lines 1a through 1e).....	<b>1f</b>	188581470	200502267
<b>Liabilities</b>			
<b>g</b> Benefit claims payable.....	<b>1g</b>	0	0
<b>h</b> Operating payables.....	<b>1h</b>	0	0
<b>i</b> Acquisition indebtedness.....	<b>1i</b>	0	0
<b>j</b> Other liabilities.....	<b>1j</b>	0	0
<b>k</b> Total liabilities (add all amounts in lines 1g through 1j).....	<b>1k</b>	0	0
<b>Net Assets</b>			
<b>l</b> Net assets (subtract line 1k from line 1f).....	<b>1l</b>	188581470	200502267

**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.

<b>Income</b>		(a) Amount	(b) Total
<b>a Contributions:</b>			
(1) Received or receivable in cash from: <b>(A)</b> Employers.....	<b>2a(1)(A)</b>	3544356	
<b>(B)</b> Participants.....	<b>2a(1)(B)</b>	7917719	
<b>(C)</b> Others (including rollovers).....	<b>2a(1)(C)</b>	611179	
(2) Noncash contributions.....	<b>2a(2)</b>	0	12073254
(3) Total contributions. Add lines <b>2a(1)(A)</b> , <b>(B)</b> , <b>(C)</b> , and line <b>2a(2)</b> .....	<b>2a(3)</b>		
<b>b Earnings on investments:</b>			
<b>(1) Interest:</b>			
<b>(A)</b> Interest-bearing cash (including money market accounts and certificates of deposit).....	<b>2b(1)(A)</b>	0	111312
<b>(B)</b> U.S. Government securities.....	<b>2b(1)(B)</b>	0	
<b>(C)</b> Corporate debt instruments.....	<b>2b(1)(C)</b>	0	
<b>(D)</b> Loans (other than to participants).....	<b>2b(1)(D)</b>	0	
<b>(E)</b> Participant loans.....	<b>2b(1)(E)</b>	111312	
<b>(F)</b> Other.....	<b>2b(1)(F)</b>	0	
<b>(G)</b> Total interest. Add lines <b>2b(1)(A)</b> through <b>(F)</b> .....	<b>2b(1)(G)</b>		111312
<b>(2) Dividends:</b>			
<b>(A)</b> Preferred stock.....	<b>2b(2)(A)</b>	0	0
<b>(B)</b> Common stock.....	<b>2b(2)(B)</b>	0	
<b>(C)</b> Registered investment company shares (e.g. mutual funds).....	<b>2b(2)(C)</b>	0	
<b>(D)</b> Total dividends. Add lines <b>2b(2)(A)</b> , <b>(B)</b> , and <b>(C)</b> .....	<b>2b(2)(D)</b>		0
(3) Rents.....	<b>2b(3)</b>		0
<b>(4) Net gain (loss) on sale of assets:</b>			
<b>(A)</b> Aggregate proceeds.....	<b>2b(4)(A)</b>	0	0
<b>(B)</b> Aggregate carrying amount (see instructions).....	<b>2b(4)(B)</b>	0	
<b>(C)</b> Subtract line <b>2b(4)(B)</b> from line <b>2b(4)(A)</b> and enter result.....	<b>2b(4)(C)</b>		
<b>(5) Unrealized appreciation (depreciation) of assets:</b>			
<b>(A)</b> Real estate.....	<b>2b(5)(A)</b>	0	0
<b>(B)</b> Other.....	<b>2b(5)(B)</b>	0	
<b>(C)</b> Total unrealized appreciation of assets. Add lines <b>2b(5)(A)</b> and <b>(B)</b> .....	<b>2b(5)(C)</b>		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts .....	<b>2b(6)</b>		0
(7) Net investment gain (loss) from pooled separate accounts .....	<b>2b(7)</b>		0
(8) Net investment gain (loss) from master trust investment accounts .....	<b>2b(8)</b>		29194576
(9) Net investment gain (loss) from 103-12 investment entities .....	<b>2b(9)</b>		0
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds) .....	<b>2b(10)</b>		0
<b>c</b> Other income .....	<b>2c</b>		0
<b>d</b> Total income. Add all <b>income</b> amounts in column (b) and enter total.....	<b>2d</b>		41379142

**Expenses**

<b>e</b> Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers.....	<b>2e(1)</b>	27457515	
(2) To insurance carriers for the provision of benefits .....	<b>2e(2)</b>	0	
(3) Other.....	<b>2e(3)</b>	0	
(4) Total benefit payments. Add lines <b>2e(1)</b> through <b>(3)</b> .....	<b>2e(4)</b>		27457515
<b>f</b> Corrective distributions (see instructions) .....	<b>2f</b>		155
<b>g</b> Certain deemed distributions of participant loans (see instructions).....	<b>2g</b>		0
<b>h</b> Interest expense.....	<b>2h</b>		0
<b>i</b> Administrative expenses:			
(1) Salaries and allowances .....	<b>2i(1)</b>	0	
(2) Contract administrator fees .....	<b>2i(2)</b>	0	
(3) Recordkeeping fees .....	<b>2i(3)</b>	43043	
(4) IQPA audit fees .....	<b>2i(4)</b>	0	
(5) Investment advisory and investment management fees .....	<b>2i(5)</b>	44384	
(6) Bank or trust company trustee/custodial fees .....	<b>2i(6)</b>	0	
(7) Actuarial fees .....	<b>2i(7)</b>	0	
(8) Legal fees .....	<b>2i(8)</b>	0	
(9) Valuation/appraisal fees .....	<b>2i(9)</b>	0	
(10) Other trustee fees and expenses .....	<b>2i(10)</b>	0	
(11) Other expenses.....	<b>2i(11)</b>	0	
(12) Total administrative expenses. Add lines <b>2i(1)</b> through <b>(11)</b> .....	<b>2i(12)</b>		87427
<b>j</b> Total expenses. Add all <b>expense</b> amounts in column (b) and enter total.....	<b>2j</b>		27545097

**Net Income and Reconciliation**

<b>k</b> Net income (loss). Subtract line <b>2j</b> from line <b>2d</b> .....	<b>2k</b>		13834045
<b>l</b> Transfers of assets:			
(1) To this plan.....	<b>2l(1)</b>		0
(2) From this plan .....	<b>2l(2)</b>		1913248

**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 AND MORAN PLLC**

(2) EIN: **33-1498605**

**d** The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1)  This form is filed for a CCT, PSA, DCG 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. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
<b>a</b> 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.)		X	
<b>b</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.)		X	
<b>c</b> 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.)		X	
<b>d</b> 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.)		X	
<b>e</b> Was this plan covered by a fidelity bond?	X		15000000
<b>f</b> Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
<b>g</b> 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?		X	
<b>h</b> 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?		X	
<b>i</b> Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	X		
<b>j</b> 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.)		X	
<b>k</b> Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		X	
<b>l</b> Has the plan failed to provide any benefit when due under the plan?		X	
<b>m</b> If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		X	
<b>n</b> 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.		X	

**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)
BOSCH SAVINGS INCENTIVE PLAN	36-2903176	003

**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 \_\_\_\_\_.

<b>SCHEDULE R</b> <b>(Form 5500)</b>  <small>Department of the Treasury Internal Revenue Service</small>  <small>Department of Labor Employee Benefits Security Administration</small>  <small>Pension Benefit Guaranty Corporation</small>	<b>Retirement Plan Information</b>  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).  <b>▶ File as an attachment to Form 5500.</b>	<small>OMB No. 1210-0110</small>  <b>2024</b>  <b>This Form is Open to Public Inspection.</b>
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For calendar plan year 2024 or fiscal plan year beginning 01/01/2024 and ending 12/31/2024

<b>A</b> Name of plan <u>BOSCH SECURITY SYSTEMS RETIREMENT SAVINGS PLAN</u>	<b>B</b> Three-digit plan number (PN) ▶	<u>007</u>
<b>C</b> Plan sponsor's name as shown on line 2a of Form 5500 <u>BOSCH SECURITY SYSTEMS, INC.</u>	<b>D</b> Employer Identification Number (EIN) <u>11-3707780</u>	

<b>Part I</b>	<b>Distributions</b>
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**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..... 

<b>1</b>	
----------	--

**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): 04-6568107

**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..... 

<b>3</b>	
----------	--

<b>Part II</b>	<b>Funding Information</b> (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.**

<b>6 a</b> Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived) .....	<b>6a</b>	
<b>b</b> Enter the amount contributed by the employer to the plan for this plan year .....	<b>6b</b>	
<b>c</b> 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).....	<b>6c</b>	

**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

<b>Part III</b>	<b>Amendments</b>
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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

<b>Part IV</b>	<b>ESOPs</b> (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

**Part V Additional Information for Multiemployer Defined Benefit Pension Plans**

**13** Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (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:

<b>a</b> The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: <input type="checkbox"/> last contributing employer <input type="checkbox"/> alternative <input type="checkbox"/> reasonable approximation (see instructions for required attachment).....	<b>14a</b>	
<b>b</b> The plan year immediately preceding the current plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14b</b>	
<b>c</b> The second preceding plan year. <input type="checkbox"/> Check the box if the number reported is a change from what was previously reported (see instructions for required attachment).....	<b>14c</b>	

**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:

<b>a</b> The corresponding number for the plan year immediately preceding the current plan year .....	<b>15a</b>	
<b>b</b> The corresponding number for the second preceding plan year .....	<b>15b</b>	

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

<b>a</b> Enter the number of employers who withdrew during the preceding plan year .....	<b>16a</b>	
<b>b</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.....	<b>16b</b>	

**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) and (b):

**a** Enter the percentage of plan assets held as:  
 Public Equity: \_\_\_\_\_% Private Equity: \_\_\_\_\_% Investment-Grade Debt and Interest Rate Hedging Assets: \_\_\_\_\_%  
 High-Yield Debt: \_\_\_\_\_% Real Assets: \_\_\_\_\_% Cash or Cash Equivalents: \_\_\_\_\_% Other: \_\_\_\_\_%

**b** Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:  
 0-5 years  5-10 years  10-15 years  15 years or more

**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: \_\_\_\_\_

**Part VII IRS Compliance Questions**

**21a** Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules?  Yes  No

**21b** If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).  
 Design-based safe harbor method  
 "Prior year" ADP test  
 "Current year" ADP test  
 N/A

**22** If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter \_\_\_/\_\_\_/\_\_\_\_ (MM/DD/YYYY) and the Opinion Letter serial number \_\_\_\_\_.

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# Robert Bosch, LLC and Affiliates Defined Contribution Plans

Bosch Savings Incentive Plan  
Bosch Security Systems Retirement Savings Plan  
Robert Bosch Fuel Systems LLC Burlingame Hourly Employees' 401(k) Plan  
Bosch Braking Systems Thrift Plan

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**Financial Report**  
**December 31, 2024**

## **Robert Bosch, LLC and Affiliates Defined Contribution Plans**

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## Independent Auditor's Report

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

### **Scope and Nature of the ERISA Section 103(a)(3)(C) Audits**

We have performed audits of the financial statements of Bosch Savings Incentive Plan, Bosch Security Systems Retirement Savings Plan, Robert Bosch Fuel Systems LLC Burlingame Hourly Employees' 401(k) Plan, and Bosch Braking Systems Thrift Plan (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, 2024 and 2023 and the related statements of changes in net assets available for benefits for the year ended December 31, 2024 and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plans' 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, 2024 and 2023 and for the year ended December 31, 2024 stating that the certified investment information, as described in Note 3 to the financial statements, is complete and accurate.

### **Opinion**

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

- The amounts and disclosures in the accompanying 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 (GAAP).
- The information in the accompanying 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**

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 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 Contribution Plans

### ***Responsibilities of Management for the Financial Statements***

Management is responsible for the preparation and fair presentation of the financial statements in accordance with GAAP 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 the Plans' 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 Financial Statements***

Except as described in the *Scope and Nature of the ERISA Section 103(a)(3)(C) Audits* 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 the Plans' 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 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 GAAP.

Accordingly, the objective of the ERISA Section 103(a)(3)(C) audits is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

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.

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

**Supplemental Schedules Required by ERISA**

The supplemental schedules of assets held at end of year as of December 31, 2024 for Bosch Savings Incentive Plan, Bosch Security Systems Retirement Savings Plan, Robert Bosch Fuel Systems LLC Burlingame Hourly Employees' 401(k) Plan, and Bosch Braking Systems Thrift Plan are presented for the purpose of additional analysis and are not a required part of the financial statements but are supplemental information required by the DOL's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedules, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedules that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedules, we evaluated whether the supplemental schedules, other than the information agreed to or derived from the certified investment information, including their form and content, are presented in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedules, other than the information in the supplemental schedules that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the DOL's Rules and Regulations for Reporting and Disclosure under ERISA.
- The information in the supplemental schedules 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).

*Plante & Moran, PLLC*

Southfield, Michigan  
October 6, 2025

## Robert Bosch, LLC and Affiliates Defined Contribution Plans

### Statements of Net Assets Available for Benefits

December 31, 2024

	Bosch Savings Incentive Plan	Bosch Security Systems Retirement Savings Plan	Robert Bosch Fuel Systems LLC Burlingame Hourly Employees' 401(k) Plan	Bosch Braking Systems Thrift Plan	Total (Memorandum Only)
<b>Assets</b>					
Participant-directed investments:					
Interest in the Robert Bosch Defined Contribution Retirement Plan Trust (Note 5)	\$ 4,546,984,001	\$ 197,828,247	\$ 1,611,582	\$ 7,514,078	\$ 4,753,937,908
Collective trusts	-	-	6,722,252	-	6,722,252
Self-directed brokerage account	-	-	218,815	-	218,815
Total participant-directed investments	4,546,984,001	197,828,247	8,552,649	7,514,078	4,760,878,975
Contributions receivable - Employer	-	1,262,713	-	-	1,262,713
Participant notes receivable	39,238,889	1,411,307	99,558	130,693	40,880,447
<b>Net Assets Available for Benefits</b>	<b>\$ 4,586,222,890</b>	<b>\$ 200,502,267</b>	<b>\$ 8,652,207</b>	<b>\$ 7,644,771</b>	<b>\$ 4,803,022,135</b>

## Robert Bosch, LLC and Affiliates Defined Contribution Plans

### Statements of Net Assets Available for Benefits

December 31, 2023

	Bosch Savings Incentive Plan	Bosch Security Systems Retirement Savings Plan	Robert Bosch Fuel Systems LLC Burlingame Hourly Employees' 401(k) Plan	Bosch Braking Systems Thrift Plan	Total (Memorandum Only)
<b>Assets</b>					
Participant-directed investments:					
Interest in the Robert Bosch Defined Contribution Retirement Plan Trust (Note 5)	\$ 4,019,915,828	\$ 185,810,738	\$ 875,197	\$ 7,122,160	\$ 4,213,723,923
Mutual funds	-	-	94,073	-	94,073
Collective trusts	-	-	7,755,906	-	7,755,906
Self-directed brokerage account	-	-	166,077	-	166,077
Total participant-directed investments	4,019,915,828	185,810,738	8,891,253	7,122,160	4,221,739,979
Contributions receivable - Employer	-	1,447,118	-	-	1,447,118
Participant notes receivable	36,507,607	1,323,614	119,821	176,998	38,128,040
<b>Net Assets Available for Benefits</b>	<b>\$ 4,056,423,435</b>	<b>\$ 188,581,470</b>	<b>\$ 9,011,074</b>	<b>\$ 7,299,158</b>	<b>\$ 4,261,315,137</b>

## Robert Bosch, LLC and Affiliates Defined Contribution Plans

### Statements of Changes in Net Assets Available for Benefits

Year Ended December 31, 2024

	Bosch Savings Incentive Plan	Bosch Security Systems Retirement Savings Plan	Robert Bosch Fuel Systems LLC Burlingame Hourly Employees' 401(k) Plan	Bosch Braking Systems Thrift Plan	Total (Memorandum Only)
<b>Additions</b>					
Contributions:					
Employee	\$ 141,080,462	\$ 7,917,719	\$ 432,394	\$ 332,512	\$ 149,763,087
Employer	135,017,583	3,544,356	155,525	476,336	139,193,800
Rollovers	14,418,393	611,179	-	1,795	15,031,367
Total contributions	290,516,438	12,073,254	587,919	810,643	303,988,254
Investment income:					
Plans' interests in Robert Bosch Defined Contribution Retirement Plan Trust investment income (Note 5)	626,212,950	29,194,576	29,509	977,630	656,414,665
Net realized and unrealized gains on investments	-	-	892,419	-	892,419
Interest and dividends	-	-	9,803	-	9,803
Net investment income	626,212,950	29,194,576	931,731	977,630	657,316,887
Interest from participant notes receivable	2,795,364	111,312	8,713	11,759	2,927,148
Total additions	919,524,752	41,379,142	1,528,363	1,800,032	964,232,289
<b>Deductions</b>					
Benefits paid directly to participants or beneficiaries	389,022,834	27,457,670	1,880,983	1,449,274	419,810,761
Administrative expenses	2,615,711	87,427	6,247	5,145	2,714,530
Total deductions	391,638,545	27,545,097	1,887,230	1,454,419	422,525,291
<b>Net Increase (Decrease) before Other Changes</b>	527,886,207	13,834,045	(358,867)	345,613	541,706,998
<b>Transfers In (Out)</b> (Note 8)	1,913,248	(1,913,248)	-	-	-
<b>Net Increase (Decrease)</b>	529,799,455	11,920,797	(358,867)	345,613	541,706,998
<b>Net Assets Available for Benefits</b>					
Beginning of year	4,056,423,435	188,581,470	9,011,074	7,299,158	4,261,315,137
End of year	<u>\$ 4,586,222,890</u>	<u>\$ 200,502,267</u>	<u>\$ 8,652,207</u>	<u>\$ 7,644,771</u>	<u>\$ 4,803,022,135</u>

See notes to financial statements.

December 31, 2024 and 2023

### Note 1 - Plan Description

The Plans are defined contribution plans covering eligible full-time and part-time employees of the companies (collectively, the "Company"), as described below.

The following descriptions of Bosch Savings Incentive Plan (the "BSIP"), Bosch Security Systems Retirement Savings Plan (the "BSSI Plan"), Robert Bosch Fuel Systems LLC Burlingame Hourly Employees' 401(k) Plan (the "Burlingame Plan"), and Bosch Braking Systems Thrift Plan (the "BBST Plan") (collectively, the "Plans") provide only general information. Participants should refer to the respective plan agreements or documents for a more complete description of each plan's provisions.

#### **General**

The Plans are defined contribution plans covering eligible full-time and part-time employees, as described below.

The BSIP covers eligible employees of Robert Bosch, LLC and participating subsidiaries and affiliates that have adopted the BSIP. Full-time employees are eligible to participate on their date of hire.

The BSSI Plan covers nonunion employees of Bosch Security Systems, Inc. located in the Lancaster, Pennsylvania and Fairport, New York facilities and employees of Telex Communications, Inc., a subsidiary of Bosch Security Systems, Inc. Full-time employees are eligible to participate on their date of hire.

The Burlingame Plan covers all eligible hourly employees of Robert Bosch Fuel Systems, LLC who are represented by the DTC/UAW Local 167 DDC/EMD Labor Agreement and are age 18 or older. The Burlingame Plan also covers inactive, fully vested participants transferred from the Robert Bosch Fuel Systems Corporation New Business Unit 401(k) Plan in 2006. Full-time employees are eligible to participate upon completion of the probationary period defined in the relevant union contract.

The BBST Plan covers employees of specific participating units of Robert Bosch, LLC who are represented by a collective bargaining unit. Currently, the only active participants are individuals represented by collective bargaining agreements that cover UAW Local 383 in St. Joseph, Michigan. Full-time covered employees are eligible to participate upon completion of a 90-day probationary period (including service as a temporary employee).

Subject to the eligibility requirements described above, part-time employees are eligible to participate after one year of service consisting of 1,000 hours of service, as defined in each of the respective plan documents. The Plans are subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA).

#### **Contributions**

The Plans provide for employee contributions up to a maximum of 85 percent of annual eligible compensation subject to maximum tax-deferred limitations established by the Internal Revenue Code (IRC). For the BSIP and the BSSI Plan, unless an employee elects otherwise, eligible new employees are automatically enrolled in the respective plan with a 5 percent pretax deferral rate. The deferral rate increases by 1 percent each year until it reaches a maximum of 9 percent. Participants may also make contributions to the Plans in the form of a rollover of funds from another qualified plan.

The BSIP provides for variable employer matching contributions ranging from 0 to 100 percent of the first 9 percent of eligible compensation contributed by the participant. The percentage range is generally determined annually. The matching percentage was 75 percent for all participating employers in 2024.

The BSSI Plan provides for employer matching contributions of 50 percent of the first 6 percent of compensation deferred by the participant.

**Note 1 - Plan Description (Continued)**

The BSSI Plan also provides for employer profit-sharing contributions on behalf of each eligible Lancaster and Fairport employee hired prior to February 1, 2012 based on the employee's eligible compensation for the plan year as follows:

- (i) 3 percent of eligible compensation earned up to the 5th anniversary of the active participant's profit-sharing start date
- (ii) 4.5 percent of eligible compensation earned between the 5th anniversary and the 10th anniversary of the active participant's profit-sharing start date
- (iii) 6 percent of eligible compensation earned after the 10th anniversary of the active participant's profit-sharing start date

An adjustment may be made to the profit-sharing contribution based on year-end company financial performance, such that the adjusted profit-sharing contribution is equivalent to between 50 and 150 percent of the original base amounts described above. For 2024, the profit-sharing amounts were adjusted to 150 percent of the base amounts.

The Burlingame Plan and the BBST Plan provide for employer matching contributions of 50 percent of the first 7 percent of eligible compensation contributed by participants who have completed one year of service.

In addition, the BSIP and the BBST Plan provide for employer contributions subject to maximum amounts established by the IRC, generally ranging from 2.5 to 6.5 percent of a participant's eligible compensation, except as otherwise defined, based on the participant's age at December 31 of the current plan year.

***Participant Accounts***

Each participant's account is credited with the participant's contributions and allocations of the Company's contributions and plan earnings and charged with an allocation of administrative expenses. Allocations are based on contributions and/or account balances, as defined. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants may direct the investments of their account balances into various investment options offered by each of the Plans.

***Benefit Payments***

In the event of retirement, termination of service, death, or disability, a participant may elect to receive either a lump-sum payment or various installment payments equal to the value of the participant's vested interest in his or her account. Prior to termination of service, participants may withdraw their after-tax and rollover contributions at any time or any portion of their accounts after attaining the age of 59½.

Participants may request that a portion of their employee contribution accounts be distributed in the case of financial hardship, as defined in the respective plan document.

***Vesting***

Participants are immediately vested in their employee contributions; rollover contributions; and, for the BSSI Plan, their employer profit-sharing contributions plus actual earnings thereon. Excluding the BBST Plan employer matching contributions, a participant is generally 100 percent vested in the non-profit-sharing employer contribution portion of his or her account after three years of credited service. Accounts of participants who are actively employed at a location that is closed generally become fully vested on the closure date.

**Note 1 - Plan Description (Continued)**

The BBST Plan's employer matching contributions vest according to the following schedule:

<u>Years of Service</u>	<u>Vesting Percentage</u>
2	20 %
3	40
4	60
5 or more	100

***Forfeitures***

If a participant is not fully vested on his or her termination date, the nonvested amount of the account is forfeited. Forfeitures are used to reduce future company contributions or to pay administrative expenses of each of the respective Plans.

***Participant Notes Receivable***

Participants may borrow from their accounts subject to certain maximum and minimum amounts prescribed in each respective plan and in the IRC. Notes receivable bear interest at a market rate.

***Party-in-interest Transactions***

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

***Termination***

While it has not expressed any intent 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. Upon termination of any individual plan, participants become 100 percent vested in their account balances of the respective terminated plan.

**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.

***Investments in the Master Trust***

The Robert Bosch Defined Contribution Retirement Plan Trust (the "Master Trust") was established for the investment of assets of certain benefit plans sponsored by the Company and its affiliates. All investments of the BSIP, the BSSI Plan, and the BBST Plan are invested in the Master Trust. The Burlingame Plan participates in the Master Trust for the purpose of sharing only in the custom funds held within the Master Trust.

***Investment Valuation***

The value of the Plans' 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 and allocated administrative expenses. The Burlingame Plan and the Master Trust's investments are stated at fair value except for fully benefit-responsive synthetic guaranteed investment contracts, which are valued at contract value. Contract value represents deposits made to the contracts, plus earnings at guaranteed crediting rates, less withdrawals and fees.

**December 31, 2024 and 2023**

**Note 2 - Summary of Significant Accounting Policies (Continued)**

The collective trusts are valued at net asset value per share (NAV) (or its equivalent), which is based on the fair value of the funds' underlying net assets. There are no unfunded commitments on these investments, and the investments have redemption notice periods ranging from 0 to 30 days with unlimited redemption frequency. The interest-bearing cash is valued at fair value based on its outstanding balances. All other investments are valued based on quoted market prices reported in active markets. See Note 4 for additional information.

***Participant Notes Receivable***

Participant notes receivable are recorded at their unpaid principal balances plus any accrued interest. Participant notes receivable are written off when deemed uncollectible.

***Benefit Payments***

Benefits are recorded when paid.

***Administrative Expenses***

Various administrative costs are paid by the Company.

***Use of Estimates***

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plans' administrator to make estimates and assumptions that affect certain amounts and disclosures at the date of the financial statements and during the reporting period. Accordingly, actual results may differ from those estimates.

***Risks and Uncertainties***

The Burlingame Plan and the Master Trust invest in various investment securities. Investment securities are exposed to various risks, such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, 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 participants' account balances and the amounts reported in the financial statements.

***Subsequent Events***

The financial statements and related disclosures include evaluation of events up through and including October 6, 2025, which is the date the financial statements were available to be issued.

**Note 3 - Certified Information**

Fidelity holds the Master Trust's investments, the Burlingame Plan's investments, and participant notes receivable and executes all related transactions. The investment and participant notes receivable balances and related income and losses included in the accompanying financial statements and the supplemental schedules of assets held at end of year, including master trust information included in Note 5, are based solely on information certified by Fidelity.

**Note 4 - 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 Contribution Plans

### Notes to Financial Statements

December 31, 2024 and 2023

#### Note 4 - Fair Value Measurements (Continued)

##### Level 1

Fair values determined by Level 1 inputs use quoted prices in active markets for identical assets that the Master Trust and the Burlingame Plan have 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. The Master Trust's and the Plans' assessment of the significance of particular inputs to these fair value measurements requires judgment and considers factors specific to each asset.

The following tables present information about the net assets of the Master Trust, including those measured at fair value on a recurring basis at December 31, 2024 and 2023:

	Master Trust Net Assets at December 31, 2024		
	Master Trust Balances	Level 1	Level 2
Investments at fair value:			
Mutual funds	\$ 10,754,829	\$ 10,754,829	\$ -
Self-directed brokerage account	293,094,115	293,094,115	-
Corporate stock - Common	233,678,512	233,678,512	-
Corporate stock - Preferred	432,376,931	432,376,931	-
Interest-bearing cash	8,141,592	-	8,141,592
Total	978,045,979	\$ 969,904,387	\$ 8,141,592
Investments measured at NAV - Collective trusts	3,492,860,788		
Total investments at fair value	4,470,906,767		
Investments at contract value - Synthetic GICs	283,031,141		
Total investments	\$ 4,753,937,908		

## Robert Bosch, LLC and Affiliates Defined Contribution Plans

### Notes to Financial Statements

December 31, 2024 and 2023

#### Note 4 - Fair Value Measurements (Continued)

	Master Trust Net Assets at December 31, 2023	
	Master Trust Balances	Level 1
Investments at fair value:		
Mutual funds	\$ 183,245,386	\$ 183,245,386
Self-directed brokerage account	235,152,459	235,152,459
Total	418,397,845	\$ 418,397,845
Investments measured at NAV - Collective trusts	3,493,141,975	
Total investments at fair value	3,911,539,820	
Investments at contract value - Synthetic GICs	302,184,103	
Total investments	\$ 4,213,723,923	

The fair value of the Burlingame Plan's investments held outside the Master Trust as of December 31, 2024 and 2023 are as follows:

	Assets Measured at Fair Value on a Recurring Basis at December 31, 2024	
	Investments (at Fair Value)	Level 1
Self-directed brokerage account	\$ 218,815	\$ 218,815
Investments measured at NAV - Collective trusts	6,722,254	
Total investments at fair value	\$ 6,941,069	
	Investments at December 31, 2023	
	Investments (at Fair Value)	Level 1
Mutual fund	\$ 94,073	\$ 94,073
Self-directed brokerage account	166,077	166,077
Total	260,150	\$ 260,150
Investments measured at NAV - Collective trusts	7,755,906	
Total investments at fair value	\$ 8,016,056	

#### Note 5 - Interest in Master Trust

Each participating plan's interest in the Master Trust is based on account balances of the participants and their elected investment options.

Investment income and administrative expenses relating to the Master Trust are allocated to the individual plans based upon daily balances of the investments invested by each plan.

## Robert Bosch, LLC and Affiliates Defined Contribution Plans

### Notes to Financial Statements

December 31, 2024 and 2023

#### Note 5 - Interest in Master Trust (Continued)

The net assets of the Master Trust and the Plans' interests in master trust balances at December 31, 2024 and 2023 are as follows:

	2024				
	Master Trust Balances	Plans' Interest in Master Trust Balances			
		BSIP	BSSI Plan	Burlingame Plan	BBST Plan
Investments:					
Mutual funds	\$ 10,754,829	\$ 10,278,162	\$ 414,275	\$ 32,892	\$ 29,500
Self-directed brokerage account	293,094,115	281,372,210	11,721,905	-	-
Corporate stock - Common	233,678,512	221,638,858	11,850,536	117,589	71,529
Corporate stock - Preferred	432,376,931	414,340,082	17,262,752	384,740	389,357
Interest-bearing cash	8,141,592	7,722,119	412,884	4,097	2,492
Collective trusts	3,492,860,788	3,341,336,195	145,366,269	48,222	6,110,102
Synthetic GICs	283,031,141	270,296,375	10,799,626	1,024,042	911,098
Net assets of the Master Trust	<u>\$ 4,753,937,908</u>	<u>\$ 4,546,984,001</u>	<u>\$ 197,828,247</u>	<u>\$ 1,611,582</u>	<u>\$ 7,514,078</u>
	2023				
	Master Trust Balances	Plans' Interest in Master Trust Balances			
		BSIP	BSSI Plan	Burlingame Plan	BBST Plan
Investments:					
Mutual funds	\$ 183,245,386	\$ 171,906,170	\$ 11,126,454	\$ 24,311	\$ 188,451
Self-directed brokerage account	235,152,459	226,239,982	8,912,477	-	-
Collective trusts	3,493,141,975	3,334,204,904	153,287,272	69,249	5,580,550
Synthetic GICs	302,184,103	287,564,772	12,484,535	781,637	1,353,159
Net assets of the Master Trust	<u>\$ 4,213,723,923</u>	<u>\$ 4,019,915,828</u>	<u>\$ 185,810,738</u>	<u>\$ 875,197</u>	<u>\$ 7,122,160</u>

The net investment income for the Master Trust for the year ended December 31, 2024 is as follows:

Net realized and unrealized gains on investments	\$ 640,180,449
Interest and dividends	<u>16,234,216</u>
Total net investment income	<u>\$ 656,414,665</u>

#### Note 6 - Investment Contracts

The Master Trust holds synthetic investment contracts (synthetic GICs). The synthetic GICs provide for a fixed return on principal over a specified time through fully benefit-responsive wrapper contracts issued by insurance companies. The assets underlying the synthetic GICs substantially consist of fixed-income collective trust funds.

The contracts used by the Plans are fully benefit responsive because the wrapper contract issuers are contractually obligated to make up any shortfall in the event that the underlying asset portfolio has been liquidated and is inadequate to cover participant withdrawals and transfers at contract value. There are currently no reserves against contract values for credit risk of the contract issuers or any other risk.

**December 31, 2024 and 2023**

**Note 6 - Investment Contracts (Continued)**

The interest crediting rate, which is reset monthly and is based on a formula agreed upon with each wrapper contract issuer, can never fall below zero. The crediting rate formula smooths the impact of interest rate changes on participant returns by amortizing any difference between market value and book value over a period of years equal to the duration of the portfolio benchmark.

Certain events limit the ability of the Master Trust to transact at contract value with the issuers. These events include plant closings, layoffs, plan termination, bankruptcy or reorganization, merger, early retirement incentive programs, tax disqualification of a trust, or other events. The occurrence of one or more employer-initiated events could limit the Master Trust's ability to transact at contract value with the issuers. The Plans' administrator believes that the occurrence of any such event is not probable.

Except for the employer-initiated events above or an event of default (that was not remedied), the wrapper contract issuers may not terminate the contracts at an amount different from contract value.

**Note 7 - Tax Status**

The BSIP, the BSSI Plan, and the BBST Plan have received determination letters from the IRS indicating that those plans, as designed, are qualified for tax-exempt treatment under the applicable section of the IRC. Although these plans have been amended since receiving the respective determination letters, management believes that these plans are designed and are currently being operated in compliance with the applicable requirements of the IRC.

The Burlingame Plan uses a preapproved plan. The preapproved plan has received a favorable opinion letter from the Internal Revenue Service indicating that the Burlingame Plan, as designed, is qualified for federal income tax-exempt status. The Burlingame Plan has not individually sought its own determination letter.

**Note 8 - Plan Transfers**

During 2024, certain participants of the BSSI Plan were merged with the BSIP. Accordingly, the related assets, participants, and their related account balances of approximately \$1,913,000 were transferred into the BSIP from the BSSI Plan during 2024.

**Note 9 - Subsequent Events**

During 2025, Robert Bosch, LLC sold its security and communications technology business. Pursuant to this sale, the plan sponsor of the BSSI Plan is no longer affiliated with Robert Bosch, LLC. After the 2025 sale, the remaining assets, participants, and their related account balances associated with the BSSI Plan and totaling approximately \$198,000,000 were transferred out of the Master Trust.

During 2025, as result of the termination of the Bosch Pension Plan (the "BPP"), BPP participants were permitted to rollover their benefit from the BPP into the BSIP. The rollovers from the BPP to the BSIP totaled approximately \$55,000,000 in 2025.

**Robert Bosch, LLC and Affiliates Defined Contribution Plans**

**Schedule of Assets Held at End of Year - Bosch Savings  
Incentive Plan**

**Form 5500, Schedule H, Line 4i  
EIN 36-2903176, Plan No. 003  
December 31, 2024**

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Participants	Participant notes receivable - Interest rates ranging from 4.25 to 9.50 percent	-	\$ 39,238,889

**Robert Bosch, LLC and Affiliates Defined Contribution Plans**

**Schedule of Assets Held at End of Year - Bosch Security Systems Retirement Savings Plan**

**Form 5500, Schedule H, Line 4i  
EIN 11-3707780, Plan No. 007  
December 31, 2024**

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Participants	Participant notes receivable - Interest rates ranging from 4.25 to 9.50 percent	-	\$ 1,411,307

**Robert Bosch, LLC and Affiliates Defined Contribution Plans**

**Schedule of Assets Held at End of Year - Robert Bosch Fuel Systems LLC Burlingame Hourly Employees' 401(k) Plan**

**Form 5500, Schedule H, Line 4i  
EIN 36-3818702, Plan No. 003  
December 31, 2024**

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Fidelity Management Trust Company	Collective trusts:		
	Northern Trust Aggregate Bond Index	*	\$ 77,451
	Northern Trust Collective EAFE Index	*	13,730
	Northern Trust S&P 500 Index	*	221,131
	Northern Trust R1000 Growth Index NL	*	325,736
	State Street Target Retirement Income	*	1,615,836
	State Street Target Retirement 2020	*	64,753
	State Street Target Retirement 2025	*	289,088
	State Street Target Retirement 2030	*	572,847
	State Street Target Retirement 2035	*	763,140
	State Street Target Retirement 2040	*	1,649,789
	State Street Target Retirement 2045	*	279,254
	State Street Target Retirement 2050	*	49,959
	State Street Target Retirement 2055	*	132,731
	State Street Target Retirement 2060	*	340,384
	State Street Target Retirement 2065	*	103,028
	State Street Target Retirement 2065	*	19,606
	Northern Trust Extended Equity Market Index	*	12,709
	Prudential Core Plus Bond	*	181,993
	State Street Real Asset	*	9,087
Fidelity Management Trust Company	Self-directed brokerage account	*	218,815
Participants	Participant notes receivable - Interest rates ranging from 4.25 to 9.50 percent	-	99,558
	Total		<b><u>\$ 7,040,625</u></b>

\*Cost information not required

**Robert Bosch, LLC and Affiliates Defined Contribution Plans**

**Schedule of Assets Held at End of Year - Bosch Braking  
Systems Thrift Plan**

**Form 5500, Schedule H, Line 4i  
EIN 36-2903176, Plan No. 005  
December 31, 2024**

(a)(b) Identity of Issuer	(c) Description of Investment	(d) Cost	(e) Current Value
Participants	Participant notes receivable - Interest rates ranging from 4.25 to 9.5 percent	-	\$ 130,693

BOSCH SECURITY SYSTEMS RETIREMENT SAVINGS PLAN  
 BOSCH SECURITY SYSTEMS, INC.  
 EIN: 11-3707780 PN: 007  
 Schedule H, line 4i – Schedule of Assets (Held At End of Year)  
 12/31/2024

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(e) Current value
*	Participant Loans	Participant Loans	1,411,307
	Interest Held in Master Trust	Various (includes Registered Investment Companies, Common/Collective Trust, Self Directed Brokerage, etc.)	197,828,247
		<b>TOTAL</b>	<b>199,239,554</b>

\* Investment with party-in-interest to the Plan