

Report 2024

The Foundation, Facts & Figures



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Dear Readers,

As a foundation, we are committed to ensuring that controversies can be resolved, that people can always change their perspective, learn to accept differences and find compromises. Under the motto, ↗ “Our democracy depends on us,” we have established a core theme for 2025 and are supporting numerous projects in Germany where people are actively involved in public life. These include, for example, new formats for civic participation and local projects in which people come together in everyday spaces such as sports clubs or hair salons. We are convinced of this: democracy needs social interaction.

Our founder Robert Bosch already recognized the value of helping shape society as a citizen, taking responsibility and helping improve people’s lives. Since it was established in 1964, the Foundation has furthered his legacy. For me personally, it was a great honor to welcome around 100 representatives from politics, business and society to our anniversary event, ↗ “60 years of the Robert Bosch Stiftung,” last June. We asked ourselves: Where has the Foundation made a difference over the past six decades?

The ↗ milestones in the Foundation’s history reflect the major social challenges of the past decades: overcoming the Iron Curtain in Europe, the shock of Germany’s poor performance in the PISA education study, the refugee influx in 2015/2016 and the ongoing Russian war of aggression in Ukraine. It is thanks to Robert Bosch’s foresight that we have been able to react to these developments. He bequeathed us the task of constantly adapting our work to the needs of the times.

In 2024, we were active in 26 countries, launched over 300 new projects and invested nearly 219 million euros in our three funding areas of Health, Education and Global Issues. We invested around 151 million euros in the area of health, in particular in the expansion of the Bosch Health Campus (BHC). The campus brings together the Robert Bosch Hospital, several research institutes, an education center and the Robert Bosch Center for Innovation in Healthcare in Stuttgart. With this unique combination, we want to react proactively to the upcoming changes in

the healthcare sector and actively shape the transformation. By the end of this decade, we will have invested more than half a billion euros in the BHC for a sustainable healthcare system.

Thinking and acting across borders – this is what two other institutions that celebrated their tenth anniversary last year stand for. Since its founding, more than 100 Fellows from nearly 50 countries have worked together on the major issues of our time at the ↗ **Robert Bosch Academy** in our Berlin location. And at the ↗ **UWC Robert Bosch College** in Freiburg, around 900 students from more than 130 countries have earned an International Baccalaureate (IB) diploma and learned that peaceful coexistence is possible despite differences of opinion and political conflicts.

The following pages will give you an insight into the work of the Robert Bosch Stiftung and our activities over the past year. None of this would be possible without the extraordinary commitment of our colleagues and partners. Their tireless commitment is an expression of the view Robert Bosch modeled for us: taking responsibility together for the society in which we live.



Dr. Bernhard Straub



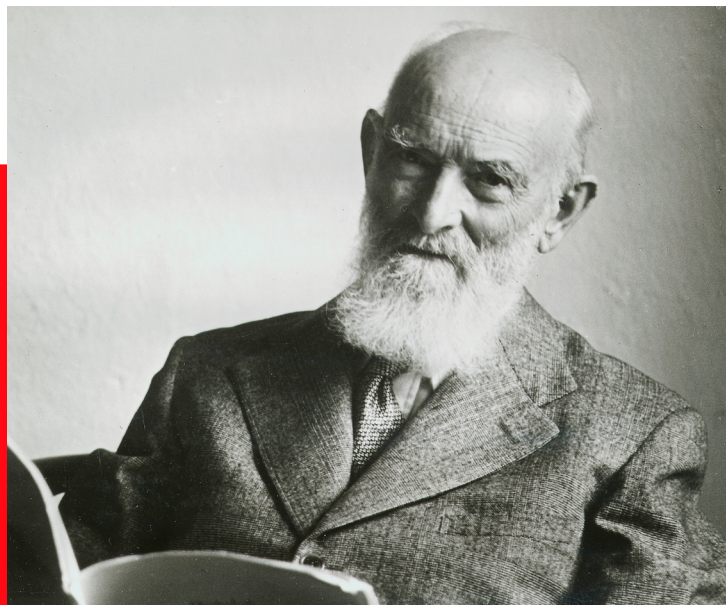
Dr. Bernhard Straub,
Chief Executive
Officer of the Robert
Bosch Stiftung GmbH
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Who we are

The Robert Bosch Stiftung is active in the areas of Health, Education and Global Issues. Through our funding, we work for a just and sustainable future. The Foundation is non-profit, independent and non-partisan. Its roots are in the legacy of the entrepreneur and founder Robert Bosch, who formulated the dual mission of securing the future of the company and furthering his social engagement.

Today, around 170 people are employed at the Stuttgart and Berlin locations. As a foundation, we maintain our own facilities, develop innovative projects and provide support at both the international and local level. We are active in Germany and Europe, in the Middle East and in selected regions of Sub-Saharan Africa. We contribute the findings from our funding to the professional world and public debate.

In the Health funding area, we are committed to a sustainable healthcare system that puts people and their health literacy at its center. With the Bosch Health Campus in Stuttgart, we have efficiently brought together treatment, research, education and support so that patients and science benefit equally.



In the Education funding area, we are committed to a high-performing education system that offers equal opportunities and is geared toward the well-being of children and young people.

In the Global Issues funding area, we work on the major social challenges of our time. In particular, we focus on the topics of peace, inequality, climate change, democracy, migration and immigration society.

Through our special division on Ukraine, we strengthening the resilience of Ukrainian civil society and supporting its efforts in the country's recovery process.

We support interdisciplinary exchange between science, politics and society as well as evidence-based political decision-making. With the Robert Bosch Academy fellowships, we enable leading figures from around the world to work in Berlin and thus contribute to a network of international experts and opinion leaders.

The Foundation is the sponsor of the Bosch Health Campus in Stuttgart. This includes the Robert Bosch Hospital, the Dr. Margarete Fischer-Bosch Institute of Clinical Pharmacology, the Robert Bosch Center for Tumor Diseases and the Robert Bosch Center for Innovative Health. We are also a shareholder of an international school in Freiburg, the Robert Bosch College UWC, and the International Alumni Center (iac) in Berlin.

The Foundation holds around 94 percent of the shares in Robert Bosch GmbH and is financed by its dividends. As a charitable foundation, we do not have any entrepreneurial activities. We have transferred the voting rights of the shares to Robert Bosch Industrietreuhand KG. Since the Foundation was established in 1964, we have spent more than 2.5 billion euros on our charitable work.

60 JAHRE YEARS Robert Bosch Stiftung



In June 2024, the Robert Bosch Stiftung celebrates its 60th anniversary with an annual reception in Berlin and a jubilee celebration in Stuttgart.

The events focus on the question of where the foundation has made a difference over the past six decades and what challenges lie ahead in the future.

© Manuel Frauendorf



A special highlight of the celebrations in Stuttgart is the unveiling of a stele in front of Robert Bosch's former residence. It depicts the founder together with his bicycle.

Among the guests are partners from the foundation's program work, as well as representatives from politics, business, and civil society – including members of the Bosch family and company.

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Global Issues

Promoting Peace Locally

In 2024, more people died in armed conflicts than in any year since 1994. In an age of increasing violence across the globe, the Stiftung considers how lasting peace can be built. “We have to involve the local populace,” Dylan Matthews says. Matthews is CEO of the peacebuilding organization Peace Direct, which has received funding from the Robert Bosch Stiftung since 2021. It calls its approach “local peacebuilding.” The idea behind this is that conflicts are best solved by the people most affected by them. The organization works together with partners in 14 countries that are severely affected by conflicts, including Pakistan, Sudan, and Myanmar.

Peace Direct works to give the local populace more political influence and access to important resources. It also provides opportunities for interaction with other groups. The aim is to empower local people to build peace themselves. Despite the growing number of global conflicts, Dylan Matthews is optimistic for the future. While he is also troubled by the constant stream of negative posts on social media, he firmly believes peace is possible – with the right mindset, targeted investment, and the necessary staying power. The Robert Bosch Stiftung shares this conviction, which is why it supports many [local peace initiatives](#) like this one.

*Conflicts are best solved
by the people most affected
by them.*

Joint Commitment to Ukraine

In 2024, Ukraine was a war zone that was once again particularly in the public eye, as well as a focus of our funding. The attack on Ukraine is also an assault on European values such as peace and stability – values that were central for the entrepreneur and philanthropist Robert Bosch. In mid-June, many heads of government, international organizations, and finance institutions gathered for the Ukraine Recovery Conference in Berlin, Germany.

At the invitation of the Robert Bosch Stiftung, 80 representatives of civic organizations came together, united in their desire to strengthen Ukraine's civic society and help shape the country's recovery, but not without serious concerns. "There is no money for humanitarian aid in 2025," the spokesperson of a Ukrainian NGO warned. International commitments are lacking, and uncertainty is growing. This situation has prompted the Robert Bosch Stiftung to continue its support in the years ahead and to focus more on strong networks and collaboration – as in the case of the ↗["Foundations for Ukraine"](#) initiative, which was initiated in 2024 together with the Charles Stewart Mott Foundation, a major US foundation. Its aim is to bring together philanthropic organizations from around the world to better coordinate aid for Ukraine and make more purposeful use of funding.

Sparkling Global Debate and Injecting Ideas

For the Robert Bosch Academy, or RBA, 2024 was a special year: its tenth anniversary. Since it was established, the academy has admitted 118 fellows from 49 countries. It provides a forum for constructive exchange and interdisciplinary work on issues of global significance. In this way, the academy convenes perspectives from all around the world in the German capital and brings the world a little closer to Berlin. "Over the course of my political and academic career, I've attended many forums, but the Bosch Academy's work is truly unique," says Carlos Alvarado Quesada, an academy fellow and former president of Costa Rica.

The academy brings together voices from different sectors and countries. Only through shared dialogue can the great challenges of our age



Welcoming the world to Berlin: at the 10th Richard von Weizsäcker Forum, the Robert Bosch Academy brings together fellows and high-caliber guests from science, politics, and society.

© David Ausserhofer

be addressed. To mark its anniversary, the academy invited some 70 current and former fellows, as well as high-caliber guests from science, politics, and society to the [10th Richard von Weizsäcker Forum in Berlin](#). Speaking at the ceremony, the former fellow and ex-president of the UN General Assembly, Maria Fernanda Espinosa, said: “The world needs more formats like this – more room for reflection and dialogue.” In 2024, the RBA initiated numerous discussions, study trips, and op-eds, all focused on the changing global order, issues arising from multipolarity, and the role of non-governmental players.

Making Parliaments More Diverse

“In politics, people with a migrant background frequently have to overcome a burden of doubt,” says Iftikhar Malik, a lawyer and member of the Hamburg parliament. Malik was born in Germany, and his parents come from Pakistan. Again and again, he has the irksome task of allaying people’s doubts: accusations of misogyny, for example, or of being undemocratic. He is not alone in this. ↗ [The RepChance study commissioned by the Robert Bosch Stiftung](#) shows that people from a migrant background are still underrepresented in German parliaments and frequently encounter discrimination there. While more than one-quarter of the German population has a migrant background, they make up only 11.4 percent of the federal parliament, and just 7.3 percent of state parliaments. In the eastern German state parliaments, their share is just 1.5 percent. The authors of the study found migrants lack detailed knowledge about political processes and access to informal networks.

For the former Bundestag representative Dr. Karamba Diaby, networks are an especially important way of opening doors and sparking enthusiasm for a career in politics among people with a migrant background.

© Sedat Mehder



It is precisely this that Malik wants to change, so people with a migrant background can enter politics more easily. Since entering the Hamburg parliament, he has already offered nearly 60 internships to young people. “Many of them tell me that I have opened doors for them,” Malik says. For the Stiftung, participation such as this is an important signal. There is clear evidence that the feeling of not being represented politically leads to mistrust and dissatisfaction with democracy. Apart from Germany, the RepChance study analyzes the situation in the Netherlands, Switzerland, Spain, and the United Kingdom. The findings of this comparative study were published in March 2025.

Migrant Workers' Rights

Europe attracts migrant workers like no other region. Nearly one-quarter of the working population in northern, southern, and western Europe comes from outside Europe. They are the backbone of many industries: nursing, agriculture, meat-processing, to name a few. But their living and working conditions are often appalling. Overdependence on employers, poor pay, unpaid overtime, inhumane working conditions – many



Workshop at the Migrants Rights Centre: The focus is on the voices of those affected, the migrant workers.

© Mark McGuinness

Poor pay, unpaid overtime, inhumane working conditions – many migrant workers are barely able to defend themselves against exploitation.

migrant workers are barely able to defend themselves against exploitation. Irene Jagoba has experienced these precarious working conditions for herself. For many years, she had no residence permit, working hard but without security. But then she joined a high-profile campaign of the Migrant Rights Centre Ireland (MRCI), which works to protect the rights of workers with and without documentation. The campaign has been a success. Looking back, she says that the campaign was a rollercoaster for her. There were ups and downs, but it was worthwhile: “It got 9,200 people a permanent residence permit,” she says proudly. Jagoba has also finally been granted documented status, and now her family can join her.

The MRCI has been fighting for the rights of migrant workers for 15 years now, drawing public attention to grievances and giving people a voice. But this work doesn’t stop at national borders. Through the [PICUM network supported by the Stiftung](#), the center has also brought its concerns to the attention of EU policymakers – for a future in which fair working conditions are a matter of course for all.

Health

The Future of Nursing

In certain industries and countries, a new career in a foreign country can mean not only an uncertain legal status but also other unexpected problems. Shibina Jose has experienced this for herself. Full of expectations, the 37-year-old nurse came from India to Germany in August 2023. Since then, she has been working in the St. Ludwig nursing home in Schwäbisch Gmünd. But starting a new life isn't easy. The German language is an obstacle, and German culture and daily life are foreign to her.

Shibina Jose has found help with Sigrid Hegele. Now a pensioner, Hegele works as a mentor in the [↗ “Bosch Health Campus’s StaF” \(social inclusion of foreign nursing personnel\) project](#). With her patience and experience, she helps Jose find her bearings in her new home – whether learning German or filling out official forms. Sigrid Hegele assists her in navigating daily life: How does public transport work? How do I use a library? How can I get involved in my local community or find new personal interests? At ten locations in Germany, staff receive support through civic engagement and personal assistance during the integration process.

*How does public transport work?
How do I use a library? How can I
get involved in my local community
or find new personal interests?*



Through the StaF mentoring program, Sigrid Hegele and Shibina Jose became firm friends. They now meet up regularly.

© Anne Ackermann

Bosch Health Campus as a Driver of Innovation

Apart from cutting-edge research and patient-centered healthcare, pilot projects such as StaF are typical of the Bosch Health Campus. Through this campus, which includes the Robert Bosch Hospital, several research institutes, a training center, and the Robert Bosch Center for Innovative Health, the Stiftung aims to promote solutions that benefit people directly. What such solutions may look like is shown by the [↗ “Ideas for Impact Award,”](#) which was conferred for the first time in 2024. The winner was the “Stay@Home – Treat@Home” project, which uses innovative telehealth applications to monitor and treat people in need of care in their own homes. This frees up hospital beds and eases the burden on the health system.

Digitalization, technological innovation, and the breaking down of sectoral barriers open up completely new possibilities in treatment and care. To actively play a part in shaping this change, the Stiftung will be investing more than half a billion euros in the Bosch Health Campus over the next five years, with the aim of creating healthcare that is fit for the future.

Education

Artificial Intelligence in the Classroom

Whether in medicine, GPS, or refrigerators, artificial intelligence (AI) is regarded as the new industrial revolution and has already made inroads into many areas of our lives. But what about schools? “In the case of past technological developments, teachers could still choose whether to integrate them into their classrooms,” says Christine Bywater, associate director of the Stanford Graduate School of Education’s Center to Support Excellence in Teaching (CSET). But with AI, she says, the situation is different. It is already a part of children’s and adolescents’ daily lives.

Bywater heads up the ↗ [“M.E.T.A. – Maximizing Effective Teaching AI”](#) program. Since September 2024, this train-the-trainer program involving the Robert Bosch Stiftung and Stanford University has been instructing teacher-trainers in how to deal with AI. The Stanford researchers’ focus is on AI maturity: What do students need to know and understand in order to deal maturely with AI? What do teachers need to learn in order to pass on the necessary skills to their students? And what does this mean for teacher-trainers and school principals?

For a year, the Stanford experts will train the participants before they themselves train teachers in the use of AI. In this way, the Stiftung is helping to initiate meaningful changes in the education system and to improve the quality of teaching.

Teaching Democracy in Schools

Schools not only have to grapple with structural challenges, they also face problems due to the increasing polarization of society. And the classroom is no barrier against fake news, hate, and exclusion. Susanne Gehlen is the principal of the Genoveva high school in Cologne, Germany. The days following the Hamas attack on Israel in October 2023 are still fresh in her memory. Her colleagues were unsure how these events should be dealt with at a school with many children and adolescents from a Muslim background. “There was a fear of conflicts that we, as teachers, might not be able to handle,” Gehlen says.

With its ↗ “#IchStehAuf – Schulen für Demokratie und Vielfalt” (I stand up – schools for democracy and diversity) initiative, the Robert Bosch Stiftung wants to allay this fear. Together with ARD, Germany’s biggest public-service broadcaster, and the ZEIT publishing group, the Stiftung is helping teachers incorporate democracy as a subject in their lessons.

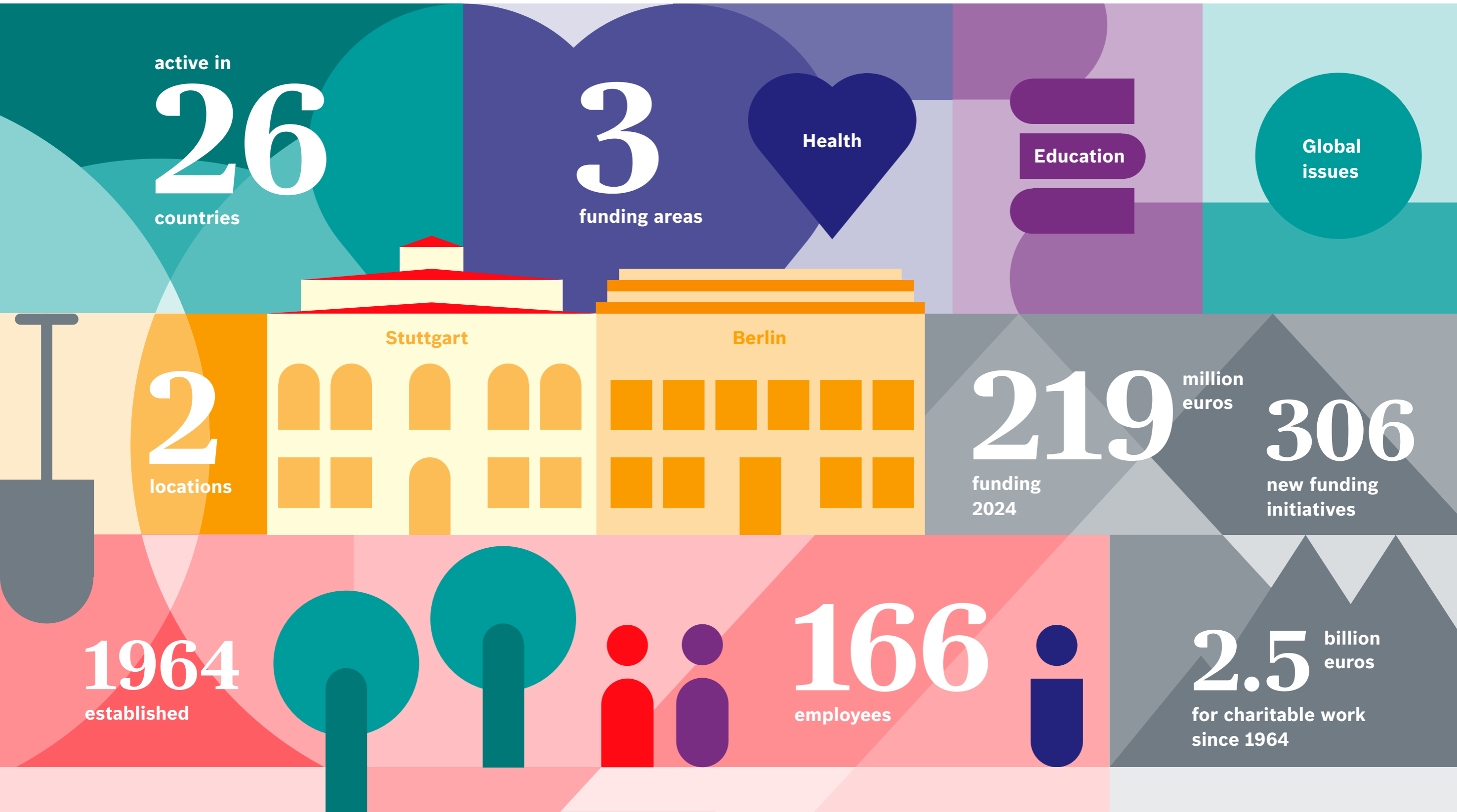
More than 100 organizations are supporting this initiative, whose patron is the German Federal President Frank-Walter Steinmeier. The initiative culminated in a nationwide day of action in June 2024, where more than 1,700 schools with over 300,000 students took a stand for democracy and diversity. In the years ahead, the Stiftung will further extend its funding to promote democracy education for students and teachers.



Summer 2024: under the #IchStehAuf motto, students from the Waldpark school in Heidelberg take a stand for democracy and diversity – together with more than 1,700 schools across Germany.

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The Foundation, Facts & Figures 2024



Funding by area



Health

Investments in the Bosch Health Campus/Robert Bosch Hospital, medical research funding (RBMF) and Robert Bosch Center for Innovative Health

151.09
million euros



Global issues

Project funding and Berghof Foundation

40.35
million euros



Education

Project funding and Robert Bosch College UWC

14.15
million euros



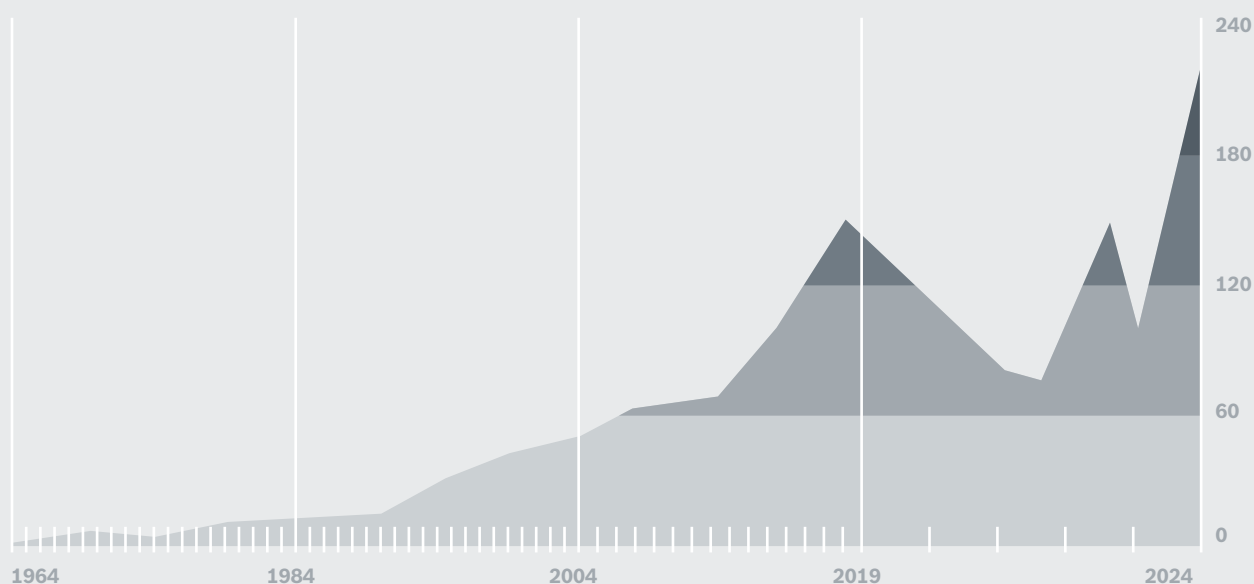
Overall funding

Project funding, International Alumni Center (iac)

13.16
million euros

Annual funding 1964 – 2024

219
million euros
2024



Funding in detail

Health	
Topic	Funding
Investments in the Bosch Health Campus/Robert Bosch Hospital	123,324,000.00 €
Medical research funding (RBMF)	20,267,000.00 €
Robert Bosch Center for Innovative Health	7,500,000.00 €
Total	151,091,000.00 €

Global issues	
Topic	Funding
Migration	6,900,000.00 €
Climate Change	6,200,000.00 €
Peace	6,200,000.00 €
Democracy	5,600,000.00 €
Immigration Society	4,900,000.00 €
Inequality	4,800,000.00 €
Berghof Foundation	2,096,207.00 €
Free funding	3,650,000.00 €
Total	40,346,207.00 €

Education	
Topic	Funding
Good schools and preschools	7,179,384.57 €
Future-proof education system	5,629,907.48 €
Robert Bosch College UWC	850,000.00 €
German School Academy	208,000.00 €
Free funding	280,816.92 €
Total	14,148,108.97 €

Overall funding	
Strategic Partnership and Robert Bosch Academy	Funding
Politics and partnerships	2,320,000.00 €
Robert Bosch Academy	1,700,000.00 €
Free funding	130,000.00 €
Total	4,150,000.00 €
Engagement for Ukraine	
Project funding	4,000,000.00 €
Total	4,000,000.00 €
Funding by the management	
International Alumni Center	1,750,000.00 €
Overarching strategic projects	1,468,420.00 €
Emergency aid and support for partners	1,000,000.00 €
Gänsheide-Stiftung	490,000.00 €
Strengthening philanthropy	300,000.00 €
Total	5,008,420.00 €
Total	218,743,735.97 €

Balance sheet

December 31, 2024

This is not a publication that complies with the statutory format (Section 328 (2) HGB).

	Dec. 31, 2024 (€)	Dec. 31, 2023 (TSD€)
Assets		
A Fixed assets		
I. Immaterielle Vermögensgegenstände		
1. Concessions, industrial property rights and similar rights and assets acquired for consideration, as well as licenses to such rights and assets	872,773.62	1,093
	872,773.62	1,093
II. Property, plant and equipment		
1. Land, land rights and buildings, including buildings on third-party land	61,139,362.88	38,535
2. Other equipment, factory and office equipment	1,067,687.04	1,197
3. Prepayments made and assets under construction	28,029.29	23
	62,235,079.21	39,755
II. Financial assets		
1. Shares in affiliated companies	5,541,573.52	318
2. Participating interests	5,054,694,331.51	5,054,694
3. Investment securities	297,840,133.94	298,487
	5,358,076,038.97	5,353,499
	5,421,183,891.8	5,394,347
B Current assets		
I. Receivables and other assets		
1. Receivables from companies, with which a participating interest is held	35,901,130.24	46,998
2. Other assets	1,066,108.87	661
	36,967,239.11	47,659
II. Cash on hand and bank balances	0.00	82
	36,967,239.11	47,741
C Separate assets Otto und Edith Mühlischlegel Stiftung	-	51,394
D Separate assets Gänsheide Stiftung	3,749,342.14	3,745
Total	5,461,900,473.05	5,497,228

	Dec. 31, 2024 (€)	Dec. 31, 2023 (TSD€)
Liabilities		
A Equity		
I. Subscribed capital	72,000.00	72
less nominal amount of treasury shares acquired	1,000.00	1
	71,000.00	71
II. Capital reserve	0.00	7,487
III. Retained earnings		
1. Restricted funds	5,146,153.024	5,095,770
2. Reserves in acc. with the Foundation's bylaws	140,192,532.66	102,582
3. Free reserve	100,178,694.27	172,656
4. Rebalancing result	9,165,836.7	3,560
	5,395,690,087.63	5,374,568
V. Net retained profit excl. separate assets	0	0
	5,395,761,087.63	5,382,127
B Provisions		
1. Provisions for pensions and similar obligations	25,330,916	25,192
2. Other provisions	3,083,102.65	2,367
	28,414,018.65	27,559
C Liabilities		
1. Trade payables	715,587.14	509
2. Liabilities to companies in which a participating interest is held	462,928.48	221
3. Liabilities for services in acc. with the Foundation's bylaws	32,572,492.54	31,389
4. Other liabilities	225,016.47	283
	33,976,024.63	32,403
D Separate assets Otto und Edith Mühlischlegel Stiftung**	-	51,394
E Separate assets Gänsheide Stiftung*		
*thereof net retained profit €0.00 (previous year: €0.00)	3,749,342.14	3,745
Total	5,461,900,473.05	5,497,228

Income statement

December 31, 2024

This is not a publication that complies with the statutory format (Section 328 (2) HGB).

1. Income from participating interests	152,269,378	144,627
2. Other interest and similar income	3,617,178.2	4,869
3. Interest and similar expenses	455,616	440
	155,430,940.2	149,056
4. Other income from foundation activities	13,491,891.04	12,326
5. Personnel expenses		
a) Wages and salaries	13,444,684.72	12,802
b) Social security, pension and other benefit costs; thereof for pensions € 1.289.973,42 (previous year: € 945 thousand)	3,479,513.58	3,215
	16,924,198.3	16,017
6. Amortization of intangible assets and depreciation of property, plant and equipment	2,146,306.17	1,958
7. Other expenses from foundation activities		
a) Non-personnel expenses	9,106,853.24	7,938
b) Expenses for services in acc. with the Foundation's bylaws	178,341,438.05	127,090
	187,448,291.29	135,028
8. Earnings after taxes/net income (previous year: net loss)	-37,595,964.52	8,380
9. Withdrawals from capital reserve	7,487,155.01	
10. Withdrawals from other revenue reserves		
a) Restricted funds	10,719,293.44	7,167
b) Reserves in acc. with the Foundation's bylaws	181,183,644.08	131,239
c) Free reserve	84,829,928.56	0
d) Rebalancing result	3,560,205.56	6,943
	280,293,071.64	145,349

	2024 (€)	2023 (TSD€)
11. Transfer to other revenue reserves		
a) Restricted funds	9,872,155.01	0
b) Reserves in acc. with the Foundation's bylaws	218,793,857.44	97,838
c) Free reserve	12,352,412.98	52,331
d) Rebalancing result	9,165,836.7	3,560
	250,184,262.13	153,729
12. Net retained profit excluding separate assets	0	0
13. Net retained profit separate assets Otto und Edith Mühlschlegel Stiftung	0	0
14. Net retained profit separate assets Gänsheide-Stiftung	0	0

Responsibility for a Sustainable Future

The vision of a sustainable and just future defines our work. The Robert Bosch Stiftung is not only committed to social change through our funding programs. We also see sustainability as an obligation for our own actions. This requires courage, staying power and, above all, a commitment to continuous learning within our organization. We have enshrined this conviction in ↗ our mission statement.

For us, acting responsibly means incorporating economic, ecological and social aspects equally into our decisions. To bring this commitment to life, we develop concrete measures and integrate them into our structures. We regularly measure our impact on the environment and nature and systematically develop initiatives to reduce our greenhouse gas emissions. With our diversity strategy, we actively work to promote and integrate different perspectives into the foundation landscape. As a member of the ↗ “Transparent Civil Society Initiative,” we have also committed ourselves to making basic information about our work publicly accessible – an important building block for creating trust and documenting our work in an accessible manner.

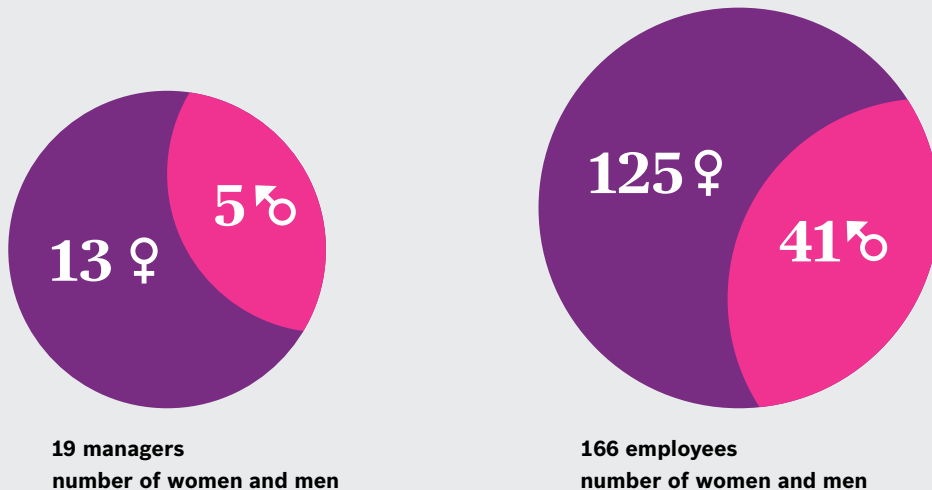
Moderator Karen Taylor at the presentation of the RepChance study on the political participation of people with a migrant background – a key concern of the Robert Bosch Stiftung.

© Sedat Mehder



Diversity as a Strength: Our Commitment to Greater Diversity

status: January, 2025

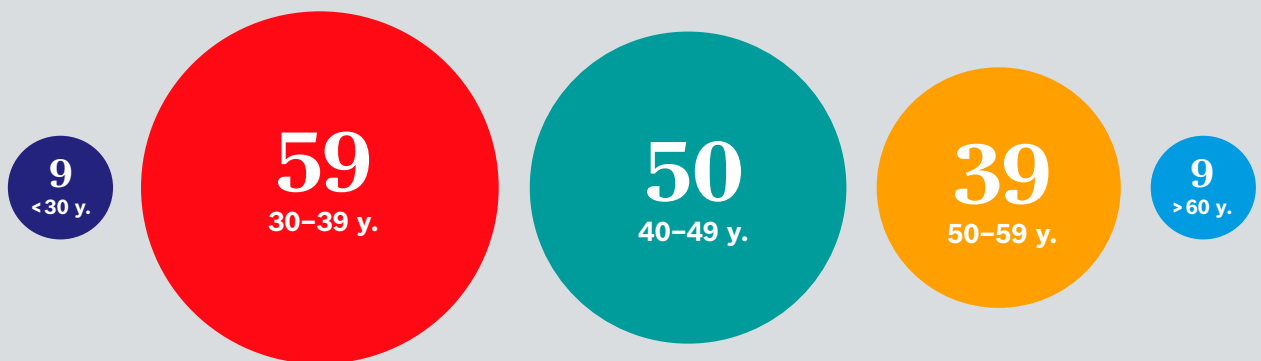


We see diversity as an enriching aspect of our social reality. As early as 2023, we appointed a diversity officer and an advisory committee. They work together to implement our diversity strategy. This strategy is based on the interplay of four dimensions: diversity, equity, inclusion and belonging.

Last year, we took concrete steps to further anchor diversity in our organization:

- We introduced mandatory training for all employees and managers to raise awareness of unconscious bias and help us make decisions more objectively.
- An employee survey has given us valuable insights into the diversity of our organization. We have used the results in a targeted manner to make our application processes more inclusive and remove structural barriers.
- By signing the [Diversity Charter](#), we set a clear example for the outside world. Our active participation in German Diversity Day and the Weeks Against Racism underscores our clear commitment to an open and tolerant society.

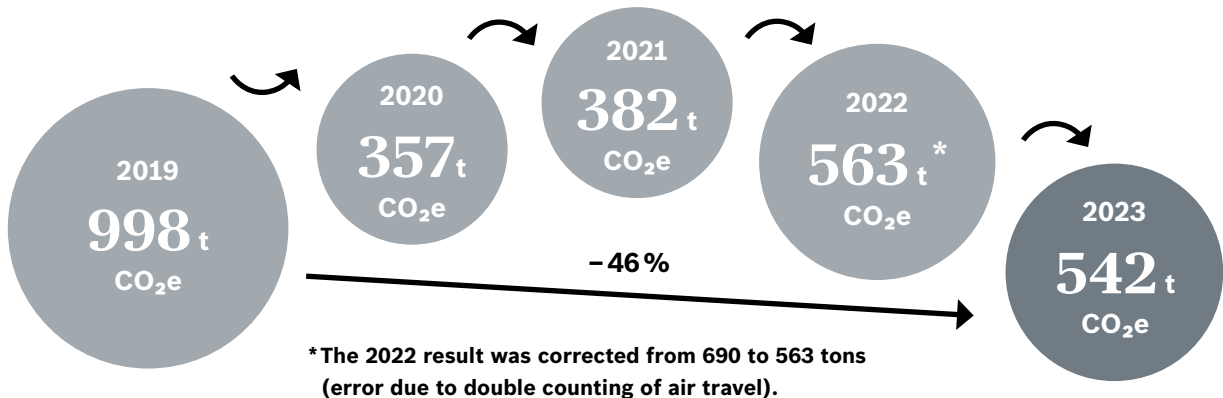
- Together with our partners, we launched the “Vielfalt stiften!” (Fund diversity!) program to draw young graduates with a migration background into the Foundation’s work and thus sustainably strengthen the diversity of perspectives in the German foundation landscape.



**age distribution employees
number by age group**

Reduction of Greenhouse Gas Emissions

CO₂e emissions of Robert Bosch Stiftung (in metric tons)



In our actions, we are guided by the goals of the Paris Climate Agreement and the United Nations 2030 Agenda. Since 2019, we have systematically recorded our greenhouse gas balance in accordance with the ↗ GHG Protocol. We use these measurements to identify ways to reduce the greenhouse gas emissions caused by our operational business. Our goal is to reduce our emissions by at least 50% by 2030 compared to the base year 2019. In 2023, we reduced total emissions to 542 metric tons of CO₂e. Compared to the base year, with 998 metric tons of CO₂e, this already corresponds to a reduction of around 46%. The majority of emissions are still caused by business trips. We want to take targeted countermeasures in this area in the coming years.

To reduce our emissions, we use only green electricity at all locations. Since 2022, we have offered vegetarian-only days in our cafeteria. We have been able to significantly reduce food waste by pre-ordering meals. Business trips are made by train whenever possible. We support the use of local public transport by subsidizing the Germany ticket of the Deutsche Bahn rail service for our employees. Since 2020, we have offset flights through internationally recognized and independently certified projects. In addition, we have offset our residual emissions since 2023 in cooperation with the Stuttgart-based organization TREEO through tree planting projects, among other things.

You can find more information at:

↗ www.bosch-stiftung.de/en/sustainability-at-robert-bosch-stiftung

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