



**BOSCH**

Bosch Limited  
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Corporate Relationship Department  
BSE Limited  
1<sup>st</sup> Floor, New Trading Ring  
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Dalal Street, Fort  
Mumbai – 400 001  
Scrip code: 500530

The Manager  
Listing Department  
National Stock Exchange of India Ltd.  
Exchange Plaza, C-1, Block G  
Bandra-Kurla Complex  
Bandra (E)  
Mumbai – 400 051  
Scrip code: BOSCHLTD

February 17, 2026

Dear Sir/Madam,

**Sub: Disclosure under Regulation 30 read with Para A of Part A of Schedule III of the SEBI (Listing Obligations and Disclosure Requirements) Regulations, 2015 – Outcome of the Board Meeting.**

This is to inform you that the Board of Directors of Bosch Limited (the “Company”) at its meeting held today i.e. February 17, 2026, has *inter-alia*:

1. Based on the recommendations of the Nomination and Remuneration Committee, approved the appointment of Mr. Tillmann Olsen as the Chief Financial Officer of the Company with effect from June 01, 2026. He will also be a Key Managerial Personnel (KMP) from June 01, 2026.
2. We hereby inform that Ms. Karin Gilges, the current Chief Financial Officer (Key Managerial Personnel) of the Company, has tendered her resignation from the said position with effect from the close of business hours on May 31, 2026. Ms. Gilges has resigned upon her appointment to a global role within the Group, which will be based outside India. The resignation is purely on account of this new professional opportunity and there are no other material reasons for her resignation.

Based on the recommendations of the Nomination and Remuneration Committee, the Board accepted her resignation and places on record its appreciation for the valuable contributions made by Ms. Gilges during her tenure as Chief Financial Officer from May 01, 2022. The Board welcomes Mr. Tillmann Olsen as the new Chief Financial of the Company with effect from June 01, 2026.

In view of the above, we enclose herewith the following:

Details required in terms of Regulation 30 read with Schedule III of the Securities and Exchange Board of India (Listing Obligations and Disclosure Requirements) Regulations, 2015 and SEBI Master Circular No. SEBI/HO/49/14/14(7)2025-CFD-POD2/1/3762/2026 dated January 30, 2026, is enclosed herewith as **Annexure – A**; and

The meeting of Board of Directors commenced at 17.15 hrs. (IST) and concluded at 17.20 hrs. (IST).

Yours faithfully,  
**for Bosch Limited,**

**V. Srinivasan**  
**Company Secretary & Compliance Officer**

*Encl:A/a*

Details as required in terms of SEBI Master Circular No. SEBI/HO/49/14/14(7)2025-CFD-POD2/I/3762/2026 dated January 30, 2026:

**1. Mr. Tillmann Olsen**

Sr. No.	Particulars	Details
1.	Reason for change viz. appointment, <del>re-appointment,</del> resignation, removal, <del>death or otherwise;</del>	Mr. Tillmann Olsen has been appointed as the Chief Financial Officer and as KMP with effect from June 01, 2026.
2.	Date of appointment/ <del>re-appointment/cessation (as applicable) &amp; term of appointment/re-appointment;</del>	Appointed as the Chief Financial Officer and also as KMP with effect from June 01, 2026.
3.	Brief profile (in case of appointment)	<p><b>01/2022 – present</b>            Bosch Rexroth AG, Germany  <b>Executive Vice President, Leader Business Unit Mobile Components</b> (&gt; 1500 associates worldwide)</p> <ul style="list-style-type: none"> <li>➤ Full P&amp;L responsibility for worldwide business of 3 product classes (sales &gt; 400 m EUR)</li> <li>➤ R&amp;D and production activities in South and North America, Europe, India and China</li> <li>➤ Driving global sales across all channels including build up of Partner Business</li> <li>➤ Successful ramp up of new production in Mexico</li> <li>➤ Renewal of product portfolio including M&amp;A deal (IP)</li> </ul> <p><b>01/2019 – 12/2021</b>            Bosch Rexroth Africa  <b>Regional President Bosch Rexroth Africa</b> (~ 850 associates)</p> <ul style="list-style-type: none"> <li>➤ Full P&amp;L responsibility for business on African continent (sales &gt; 100 m EUR)</li> <li>➤ Definition and implementation of strategy for growth (CAGR &gt; 8%)</li> <li>➤ Expansion African footprint via new legal entities and distribution partnerships</li> <li>➤ Support sales initiatives by personal engagement with key customers</li> <li>➤ Turn around West Africa, new entity in Egypt established</li> <li>➤ Creation of Africa Management Team, leveraging knowledge across the continent</li> </ul> <p>Recruitment of local South African successor and smooth hand over</p>



		<p><b>03/2018- 12/2021</b> Bosch Rexroth South Africa Group of Companies <b>CEO</b> (15 Group Companies, legal presence in 7 African countries)</p> <ul style="list-style-type: none"><li>➤ Successful takeover of former distribution partner into Bosch Group</li><li>➤ Post Merger Integration (PMI), retaining key players as well as business and customer focus</li><li>➤ Secure lean rule set, exceptional entrepreneurial setting within a global corporation</li><li>➤ Develop &amp; roll out of new vision, mission and strategy; align entire organization on common goal</li><li>➤ Grow sales against weak market, winning market share</li><li>➤ Top level engagement with key customers, drive sales from the top</li><li>➤ Transform leadership, empower management and create collaboration across the group</li><li>➤ Establish “best of two worlds logic”: speed and flexibility of medium sized company &amp; leveraging the Bosch group network and resources</li><li>➤ Lead through the pandemic with empathy and decisiveness</li><li>➤ Introduction of functional excellence, adapt to African backdrop</li><li>➤ Smooth relocation of business into new state of the art facility.</li></ul> <p><b>08/2017 – 02/2018:</b> Hytec Holding Group of Companies South Africa <b>Deputy CEO</b> of 50:50 JV between Tesuco South Africa and Bosch Rexroth AG Germany</p> <ul style="list-style-type: none"><li>➤ Successfully prepare smooth 100 % takeover of JV</li></ul> <p>Stakeholder management with customer and partner to enable transition process, keep customers and partner companies engaged in the change</p> <p><b>From 08/2014 dual position:</b> Bosch Rexroth DSI SAS France <b>Commercial plant manager</b> for production, sales and R&amp;D activities (570 associates)</p> <ul style="list-style-type: none"><li>➤ Turn around performance and profitability of French production location (sales &gt; 100 m EUR)</li><li>➤ Restructuring and aligning sales and R&amp;D with production</li><li>➤ Integrate and convince unions into process to create profitable growth project (Croissance 100)</li><li>➤ Various new product launches realized, start of new product line human machine interface</li><li>➤ Winner of Innovation award for connected industry application (Entreprise du future)</li></ul>
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	<p>Hand over of organization to French successor</p> <p><b>From 04/2012:</b> Bosch Rexroth SAS France <b>CFO - Director for Finance and Administration</b> of Bosch Rexroth sales company in France and French speaking Africa (240 associates), responsibility for Finance, Controlling, IT, Purchasing, Logistics and Quality</p> <ul style="list-style-type: none"><li>➤ Full P&amp;L responsibility for business in France and Northern Africa (sales &gt; 100 m EUR)</li><li>➤ Driving restructuring and turn around for project business worth &gt; 10 m EUR</li><li>➤ Lead carve out and demerger of 25 m EUR business (40 associates)</li></ul> <p><b>04/2011- 03/2012: Change Management Project Leader, Bosch Rexroth DSI France</b></p> <ul style="list-style-type: none"><li>➤ Lead successful integration of two production entities (&gt; 800 associates) under one management</li><li>➤ Enabling set up of biggest Solar Modul production in France</li></ul> <p><b>01/2008-03/2011: Senior Specialist - Controlling Business &amp; Country Units, M&amp;A Bosch Rexroth AG</b> Controlling of Hydraulics Business Unit Responsible for 10 Country Units and plants (3 in Europe, 3 in the US, and 4 in Asia), supervision of year-end closing (IFRS), business planning and restructuring</p> <ul style="list-style-type: none"><li>➤ M&amp;A with successful acquisition of &gt;200 m EUR target in 2008. Responsible for valuation and commercial due diligence, Post Merger Integration</li><li>➤ Commercial lead for creation of Italian JV with US partner, demerger projects in Germany</li><li>➤ Leader of worldwide inventory reduction project, over 500 m EUR free cash generated</li></ul> <p><b>04/2004-12/2007: Purchasing Director, Bosch Rexroth China Ltd.</b></p> <ul style="list-style-type: none"><li>➤ Successful build-up of purchasing function in Bosch Rexroth China Ltd &gt; 30 associates.</li><li>➤ Installation of International Purchasing Office (IPO) for Bosch Rexroth supplies worldwide</li><li>➤ Recruitment &amp; qualification of 30 Sourcing &amp; Quality Engineers in HK, Peking, Shanghai, Wujin</li><li>➤ Successful establishment of supply basis in various Chinese provinces and material fields</li><li>➤ Initiate and lead establishment of German Purchasing Manager Association (BME) in Shanghai</li><li>➤ Drive SAP implementation in Shanghai</li></ul>
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		<p>and HK (process definition and go live) Hand-over of stable organization to Chinese successor</p> <p><b>01/2003-03/2004: Specialist - Strategic Purchasing, Bosch Rexroth AG</b></p> <ul style="list-style-type: none"> <li>➤ Design and implementation of worldwide web-based purchasing controlling. Transparency generated for 2bn EUR spend</li> </ul> <p>Responsibility to negotiate all consultancy contracts for the Group, substantial savings realized</p> <p><b>04/2001-12/2002: Project Leader - Post Merger Integration for Purchasing, Bosch Rexroth AG</b></p> <ul style="list-style-type: none"> <li>➤ Successful integration of Mannesmann Rexroth purchasing into Bosch Rexroth</li> <li>➤ Substantial savings realized through in-depth synergy identification and follow up</li> </ul> <p><b>09/1999-03/2001: International Trainee program (commercial), Robert Bosch Ltd.</b> Controlling: Robert Bosch Brazil, Campinas Logistics: Plant Homburg (Saar) Purchasing: Business Unit Diesel Systems, Stuttgart Controlling: Plant Homburg (Saar)</p>
4.	Disclosure of relationships between directors (in case of appointment of a director).	Not Applicable.

**2. Ms. Karin Gilges:**

Sr. No.	Particulars	Details
1.	Reason for change viz. <del>appointment, re-appointment,</del> resignation, <del>removal, death or otherwise;</del>	Resignation due to appointment to a Global role outside India.
2.	Date of <del>appointment/re-appointment/</del> cessation (as applicable) & term of <del>appointment/re-appointment,</del>	With effect from the close of business hours on May 31, 2026.
3.	Brief profile (in case of appointment)	Not Applicable.
4.	Disclosure of relationships between directors (in case of appointment of a director).	Not Applicable.

To  
The Board of Directors  
Bosch Limited  
Hosur Road, Adugodi,  
Bangalore – 560 030

**Subject: Resignation from the position of Chief Financial Officer and as an Alternate Director**

Dear Members of the Board,

I hereby tender my resignation from the position of Chief Financial Officer of the Company and as an Alternate Director, effective from the close of business hours on May 31, 2026, pursuant to my appointment to a global role within the Group, which will be based outside India.

This decision has been taken purely on account of this new professional opportunity and is not due to any disagreement or concern with the Company, its Board, management, or its operations.

I would like to place on record my sincere appreciation to the Board, the Audit Committee, and the management team for their guidance, support, and cooperation during my tenure. It has been a privilege to be associated with the Company and to contribute to its overall growth and governance journey from May 1, 2022.

I confirm that there are no other material reasons for my resignation. I shall ensure a smooth transition of responsibilities and extend my full cooperation during the handover period.

Thank you once again for the opportunity and support.

Yours sincerely,



Karin Gilges  
Chief Financial Officer  
PAN: DWKPG5280F

Date: February 10, 2026