

LETTER OF UNDERTAKING

I, _____, Employee No.....
Department..... give this Letter of Undertaking in favour of Robert Bosch Engineering And
Business Solutions Private Limited hereinafter referred to as the “Company”, on account of the following:

- 1) That I have been assigned on a deputation to Germany from to
- 2) That my deputation to Germany for the said period is under a Gross Pay model.
- 3) That for the said period I shall be responsible for my taxes to be paid in Germany.
- 4) That the Company facilitates the computation and filing of my tax returns and handling of assessment proceedings in Germany through its appointed tax consultant in Germany, H/W/S GmbH & Co. KG (hereinafter mentioned as the “Consultant”).
- 5) That the Company supports in my German tax return filing and I shall file my German tax return through the Company’s appointed German tax consultant.
- 6) That the Company coordinates with me for the German tax return filing compliances and I shall provide all the documents relating to the German tax return as and when required by the Company. I am also aware of the penalty clause, in case I do not abide by the policy of the company in this respect.
- 7) That the Company will bear the professional fees of the Consultant for the above mentioned activities. However, the said amount will be treated as a perquisite in my hands and taxed accordingly in Germany. The tax on the same will be borne by me.
- 8) That I shall be responsible for any levies/penalties arising in Germany related to my tax obligations if such levies/penalties accrue due to my actions or inactions. The Company will not be responsible for the same under any circumstances.
- 9) That I shall be entitled to refund, if any, because of excess tax paid during my aforesaid deputation period.
- 10) That the Consultant will apply due professional diligence in computation of the tax liability. However, amount of refund is determined by the Germany Tax office through the assessment order. The Company and the Consultant are not responsible in any manner for such amount arrived at by the German Tax officer in the assessment order.
- 11) That the said refund is routed through a bank account opened by the Consultant. I give my consent to H/W/S GmbH & Co. KG to receive the refund from the German tax authorities to the said bank account and transfer to my India bank account as provided by me.
- 12) That the refund transfer from the account maintained by the Consultant will be initiated in Euro and the bank will apply the prevailing exchange rates. I agree not to hold the Consultant or the Company responsible for the exchange rate loss or gain. In addition, all bank charges relating to this amount transfer will be on my account and borne by me.
- 13) That in case of any further tax liability, as determined by the German tax office upon completion of assessment is payable by me. In case I am unable to remit the same to the German tax office, I can request the Company to pay such tax liability from their bank account and recover the same from me.
- 14) I have read and understood the contents of the “Letter of Undertaking” and agree to the same without any influence and out of my free will and consent.

Yours faithfully,

Name
Employee no.
Designation