# Bosch
# 09-01-2001

[translated from German]

*1. PROTOCOL TO THE AGREEMENT ON THE INFORMATION AND CONSULTATION OF THE EMPLOYEES AND EMPLOYEE REPRESENTATIVES OF THE BOSCH GROUP IN EUROPE*

1. With regard to the increasing significance for the Bosch Group of the markets in Hungary, the Czech Republic and Turkey, since the Europe Committee (EC) meeting in 2001 one employee representative of the Bosch Group from each of these countries ('guest countries') can participate in the annual EC meeting with 'guest status'.
2. 'Guest status' means that the employee representatives from these countries may participate in EC meetings with a right to speak. The EC expressly recognises that this does not constitute an extension of the existing information and consultation rights of the EC and select committee. In particular, no information and consultation takes place concerning cross-border matters which affect one EC member state and a guest country. The employee representatives from guest countries do not participate in meetings of the select committee.
3. The delegation of employee representatives from guest countries is carried out by the existing employee representative bodies in these countries in accordance with the relevant practices on the occasion of the next regular meeting. Elections by the employees or special meetings of the employee representative bodies are not held. The delegated employee representative must be an employee of the Bosch Group (including a 'dependent' company within the meaning of §6 EBRG).
4. The employee representatives from guest countries can inform the employee representative bodies in their country in writing concerning the annual EC meeting, based on the minutes. No information takes place beyond that at country level.
5. Travel and accommodation costs arising for employee representatives from the guest countries shall be borne by the undertaking, to the extent necessary. For participation in training courses and the utilisation of means of communication normal practice in the relevant location shall apply.
6. Employee representatives from guest countries are bound by the same duties of confidentiality as EC members.
7. This protocol to the agreement shall come into force on signature. It can be terminated by either side with 3 months' notice prior to the end of the year, without after-effects.

Stuttgart, 9 January 2001

Europe Committee  Robert Bosch GmbH