



Member

International Rugby Board • Asian Rugby Football Union • Indian Olympic Association

To,
Mr. Arvind Kamath
Senior Advocate, Karnataka High Court
Partner, ALMT Legal
2, Lavelle Road, 2nd Floor
Bangalore, 560 001, India

November 22, 2021

SUB: RETURNING OFFICER – IRFU 2021 ELECTION

Dear Mr. Kamath,

We are writing to you today for and on behalf of the Indian Rugby Football Union (IRFU) in order to formalize your appointment as the 'Returning Officer' for the upcoming election of IRFU's Board of Directors ("IRFU Board") proposed to be conducted by secret ballot on December 18, 2021 at Bhubaneshwar ("IRFU 2021 Election"). On behalf of IRFU, its members and the IRFU Board, we thank you for accepting the IRFU's invitation to act as the Returning Officer for the IRFU 2021 Election.

This letter of appointment sets out the broad terms of the office of the Returning Officer, which shall be as follows:

1. The Returning Officer will oversee the entire IRFU 2021 Election process for the IRFU Board, in accordance with IRFU's current Articles of Association and Election Regulations.
2. The Ministry of Youth Affairs and Sports, Government of India ("MYAS") and the Indian Olympic Association ("IOA") may, at their discretion, appoint Observers to observe and report on the election on MYAS' and IOA's behalf. The Returning Officer will be required to extend the necessary cooperation to such Observers.
3. The Returning Officer will be supported in the conduct of the IRFU 2021 Election by external legal counsel engaged by IRFU.
4. At the conclusion of the IRFU 2021 Election, the Returning Officer will be expected to declare the results of the election and to provide IRFU with a report documenting the IRFU 2021 Election process and procedures followed ("**Election Report**"). This Election Report will be submitted by the IRFU to the MYAS.
5. The Returning Officer recognises that the office is of a nature requiring independence.

Indian Rugby-Football Union

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Member

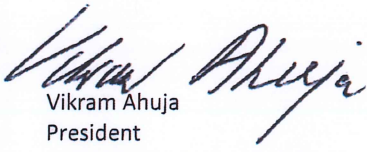
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6. The Returning Officer will be paid a fee of Rs. 1,00,000/- (Rupees One Lakh only) exclusive of applicable taxes thereon ("Fee"), in consideration of overseeing the IRFU 2021 Election. The Fee will be payable in two equal instalments as follows:
- 50% of the Fee will be payable upon the execution of this Appointment Letter; and
 - 50% of the Fee will be payable after the completion of the IRFU 2021 Election and the submission of the Election Report.
7. IRFU will make the necessary travel, lodging and boarding arrangements for the Returning Officer and one designated companion to travel to Bhubaneshwar and bear all expenses and other out of pocket expenses in relation thereto, based on actuals.

To enable the IRFU to formalize this appointment, we would be grateful if you would signify your agreement and consent to the appointment on the terms specified in this letter by signing in the space indicated below and returning a signed copy of the letter to us. Once we have your confirmation you shall immediately hold the office and the same shall be notified to all necessary stakeholders and may also be made public.

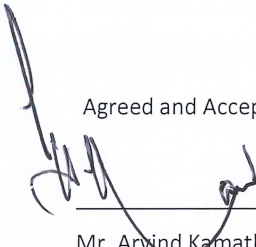
In the event that you have any queries or concerns or require any clarification regarding this letter or any of the proposed terms hereof, please do not hesitate to contact us at any time.

Yours Sincerely,


Vikram Ahuja
President
Indian Rugby Football Union



Agreed and Accepted


Mr. Arvind Kamath

Date:

Indian Rugby-Football Union

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