

Government Guarantee No. 2

[The Government Declaration (including letterhead) to be provided in English]

Fédération Internationale de
Football Association (FIFA)
Attn. Mr. Joseph S. Blatter
President
FIFA-Strasse 20
CH-8044 Zurich
Switzerland

[Place/date]

Government Guarantee No. 2 ("Guarantee") Work Permits

Dear Mr President

In relation to **[FIFA Confederations Cup 2017 and the 2018 FIFA World Cup™]** **[FIFA Confederations Cup 2021 and the 2022 FIFA World Cup™]** taking place in the Netherlands on a joint basis together with Belgium, the Government of the Netherlands, represented by the undersigned who are duly authorised to act and provide this Guarantee on behalf of the Netherlands, hereby represents, warrants, ensures and guarantees to FIFA the following:

A. Definitions

For the purposes of this Guarantee, the following definitions shall apply:

Competitions – the **[FIFA Confederations Cup 2017 and the 2018 FIFA World Cup™]** **[FIFA Confederations Cup 2021 and the 2022 FIFA World Cup™]**;

Events – the Competitions and any and all events or activities directly or indirectly related to the Competitions officially organised, sanctioned or endorsed by, or under the auspices of, FIFA, the LOC, or the Hosting Association, including, without limitation, the following:

- a) the FIFA congress, banquets, opening, closing, award and other ceremonies, the preliminary draw, the final draw and any other draws, any mascot launch and other launch activities;
- b) any seminars, meetings, conferences, workshops and press conferences;
- c) any official public viewing or other fan-related events;
- d) any cultural activities, in particular concerts, exhibitions, displays, shows or other expressions of culture;
- e) any events, activities, projects and/or programmes for social and human development as well as environmental protection, other corporate social responsibility, humanitarian or similar charity projects;

- f) any football matches and training sessions; and
- g) any other activities that FIFA considers relevant for the staging, organization, preparation, marketing, promotion or winding-up of the Competitions;

FIFA – Fédération Internationale de Football Association (FIFA), a Swiss private law association, being the world governing body of the sport of association football, as well as any FIFA Subsidiaries;

FIFA Commercial Affiliates – any entity which has been or will be granted any media, marketing, sponsorship, licensing or other commercial rights or opportunities, of whatever nature in connection with FIFA and/or the Events and/or any other competitions organised by, or under the auspices of, FIFA.

FIFA Contractors – any individuals and legal entities which have, directly or indirectly, entered into any sort of contractual relationship with FIFA, and/or any individual or entity, directly or indirectly authorised by FIFA, in relation to the Events, including, without limitation, FIFA Commercial Affiliates, FIFA Service Providers, FIFA Host Broadcaster and any other appointees, licensees or agents of FIFA, as well as sub-contractors of such legal entities.

FIFA Confederations – any confederations representing a group of FIFA Member Associations, including, without limitation:

- a) Asian Football Confederation (AFC);
- b) Confédération Africaine de Football (CAF);
- c) Confederation of North, Central American and Caribbean Association Football (CONCACAF);
- d) Confederación Sudamericana de Fútbol (CONMEBOL);
- e) Oceania Football Confederation (OFC); and
- f) Union des Associations Européennes de Football (UEFA);

FIFA Host Broadcasters – any legal entities licensed or appointed by FIFA, or by FIFA's licensees or appointees in connection with the production of any content and/or material being subject to any media rights, including, without limitation, (i) any still or moving visual-only images, (ii) any audio-only material, including dubbing and commentary, (iii) any audio-visual material, including the basic audiovisual feed (or any supplemental feed), (iv) any text and data in relation to any Events, and (v) any official film or Event-related documentaries in connection with the teams or individuals being involved in the Events;

FIFA Listed Individuals – any individuals accredited to the Events by FIFA, and/or appointees of FIFA, and/or any individuals listed by FIFA, or by any entity formally appointed by FIFA to prepare such list, to participate in any way in any of the Events (not including the general public).

FIFA Member Associations – any national football association officially affiliated to Fédération Internationale de Football Association (FIFA), whether or not participating in either or both the Competitions, and including the Hosting Association;

FIFA Service Providers – the following legal entities licensed or appointed based on any other contractual relationship, by FIFA, or by FIFA's appointees or licensees, in relation to the organization and staging of the Events:

- a) FIFA's accommodation inventory coordinators, which shall be one or more general coordinators with the obligations to create, extend, manage, intermediate or resell any inventory

of hotel rooms, office space and other facilities offered by several accommodation providers;

- b) FIFA's transportation inventory coordinators, which shall be one or more general coordinators with the obligations to create, extend, manage, intermediate or resell any inventory of transportation services offered by several transportation providers;
- c) FIFA's tour operator programme coordinators, which shall be one or more general coordinators with the obligations to manage the tour operator programme designed by FIFA and to select, appoint or license entities to sell a package of certain travel or accommodation services or products in combination with any right to attend an Event;
- d) FIFA's ticketing inventory coordinators, which shall be one or more general coordinators with the obligations to produce, manage or sell any rights to attend an Event or to administer ticket allocations as determined by FIFA or to enforce any ticket-related rights by FIFA;
- e) FIFA's hospitality providers, which shall be one or more service providers, with the obligations to produce, manage or sell a package of certain hospitality services or products provided inside or outside of an Event venue in combination with any right to attend an Event;
- f) FIFA's IT solution providers, which shall be one or more general coordinators or providers with the obligations to develop, manage, implement, operate, maintain and deliver the hardware or software components of the information technology specifically designed for FIFA in relation to the organization and staging of the Events; or
- g) providers of services or goods that are required for the Events, provided that the respective agreements provide for a compensation structure under which FIFA contractually at least bears the costs, including any fiscal charges, necessary for providing such services or goods;

FIFA Subsidiaries – any legal entity, resident in the Netherlands or not, in which FIFA owns at least 50% (fifty percent) of its capital or voting interest;

Hosting Association – “Koninklijke Nederlandse Voetbalbond”, being the national football association officially affiliated to FIFA in the Netherlands.

LOC – the local organizing committee established by the Hosting Association which is responsible for the hosting and staging of the Competitions and certain other Events, recognised by FIFA, as well as any and all legal entities in which the LOC owns at least 80% (eighty percent) of their respective capital or voting interest;

Work Permits – any work or employment permits, and/or other permits in connection with staying and working in the Netherlands that may be required under local laws to enable foreign nationals to work in the Netherlands.

B. Issuance of Work Permits

If Work Permits are required under local laws to enable foreign nationals to work in the Netherlands, the Netherlands will ensure that valid Work Permits are issued unconditionally and without delay and regardless of nationality, race or creed, to:

- (i) FIFA / FIFA Subsidiaries staff and officials and members of the FIFA delegation, including match officials;
- (ii) FIFA Confederation and FIFA Member Associations staff and officials;
- (iii) Hosting Association and LOC staff and officials;
- (iv) FIFA Service Providers staff and officials;
- (v) FIFA Host Broadcaster, FIFA Commercial Affiliates and FIFA Contractors staff and officials;
- (vi) FIFA Listed Individuals;

- (vii) other FIFA partners and their staff whose activities, services or deliveries are important for the organisation, staging, administering, marketing, rights implementation etc. in connection with the Competitions and/or Events; and
- (viii) all individuals who can demonstrate their involvement in the staging and hosting of the Competitions and/or Events;

provided that they are entering the Netherlands in connection with Competitions and/or Events related activities.

C. Further Undertakings

The Netherlands further represents and guarantees to FIFA and ensure that the applicability of any existing labour legislation (such as limitations on working hours or the use of non-trade union labour) which could restrict any of the above persons from performing their Competitions and/or Events related duties or activities in full shall be suspended in relation to the individuals outlined above for a period commencing on the date of this Guarantee and concluding on **[31 December 2018 / 31 December 2022]**.

Furthermore, the Netherlands agrees to provide expeditious and high quality administrative assistance, at no cost to FIFA or the persons listed in Sections (i) -(vii), and to nominate a single point of contact to co-ordinate all Work Permit requests or other labour law related issues.

D. General Undertakings

The Government Declaration and the Government Guarantees No 1-8 shall be read together and interpreted as a whole. When the meaning, interpretation, scope and intent as set out in Chapter F of Government Guarantee No. 8 differs from or conflicts with a provision in this Guarantee, Chapter F of Government Guarantee No. 8 shall be given absolute priority and will prevail as the only applicable, valid and binding obligation, undertaking, guarantee or assurance by the Government of the Netherlands.

Nothing in this Government Guarantee may lead to or be interpreted as leading to a breach of Constitutional rules and principles or rules and principles of public policy applicable in the Netherlands, such as for example but not limited to the state structure, the separation of powers, the non-discrimination principle and the prevalence of international law.

The Government of the Netherlands represents and guarantees to FIFA and ensures that all special laws, regulations and ordinances necessary to properly fulfil the obligations under this Guarantee have been enacted or shall be enacted and enter into force in due time.

This Guarantee shall be valid and binding as of the date of its execution and shall remain valid and binding regardless of the fact that certain laws, regulations and ordinances will be enacted at a later stage. The necessary legal framework is in place to allow FIFA to impose enforcement of this Government Guarantee. The government of Netherlands understands that all obligations under this Government Guarantee must be fulfilled and will take all necessary steps to ensure this.

If required, the government of the Netherlands, together with the LOC, will make all necessary arrangements to provide FIFA with an English translation of the relevant laws, regulations, ordinances (including circulars), other legal instruments and practice.

The government of the Netherlands confirms that all relevant correspondence and discussions shall be conducted in English language.

The signatories confirm to be competent to issue this Government Guarantee. Under the laws of the Netherlands, this Government Guarantee is and shall remain binding and valid against the Netherlands and its government and all other relevant authorities and bodies, up to, during and following the Competitions, irrespective of any change in the government of the Netherlands or in its representatives, or any change in the laws and regulations in the Netherlands.

the Netherlands