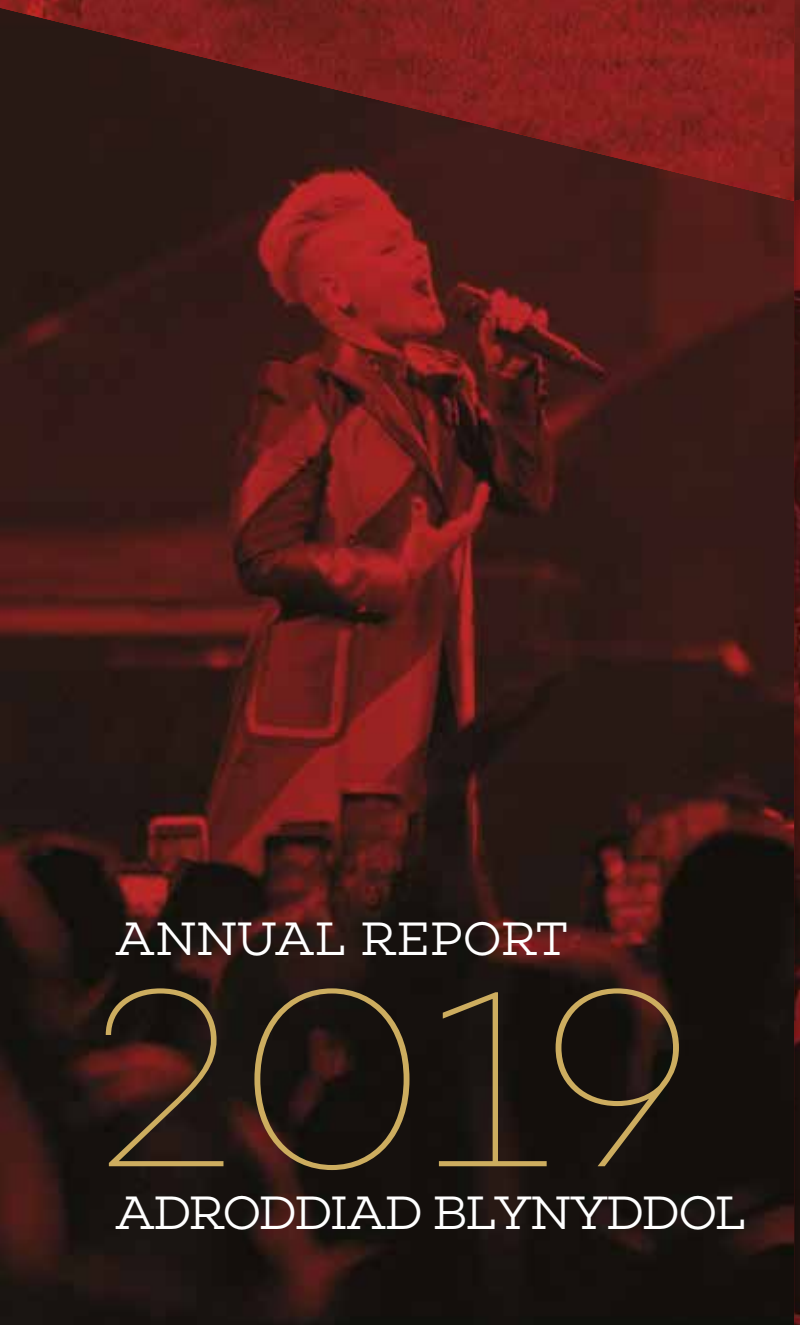
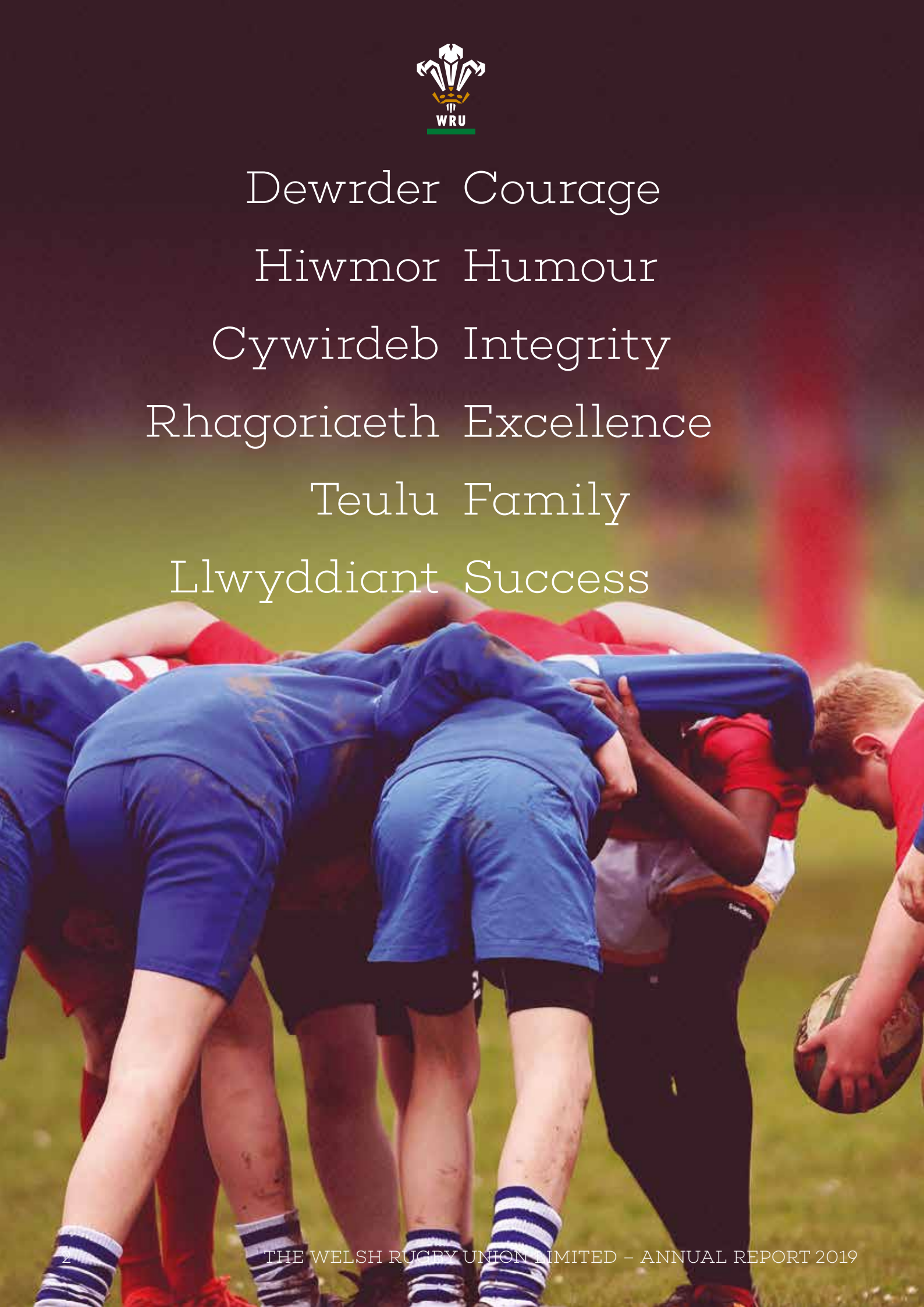






ANNUAL REPORT 2019

ADRODDIAD BLYNYDDOL


Dewrder Courage
Hiwmor Humour
Cywirdeb Integrity
Rhagoriaeth Excellence
Teulu Family
Llwyddiant Success

UNDEB RYGBI CYMRU CYFYNGEDIG

ADRODDIAD BLYNYDDOL A DATGANIADAU ARIANNOL CYFUNOL AR GYFER Y FLWYDDYN A DDAETH I BEN AR 30 MEHEFIN 2019

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Dennis Gethin OBE

Neges y Llywydd

Mae Llywydd Undeb Rygbi Cymru yn cael cyfleoedd breintiedig iddo i gysylltiad â phob agwedd ar rygbi yng Nghymru, yn enwedig y gamp ar lefel clybiau ac ar lefel gymunedol. Yn ystod y 12 mlynedd diwethaf roedd yn fwriad gennyf gefnogi rygbi ar lawr gwlad oherwydd yno, yn fy marn i, y mae corff ac enaid ein camp fendigedig.

Yn ôl pob sôn, y lleoedd gorau i fynd iddynt os ydych am gael darlun sydyn o fywyd yw gorsaf drenau neu faes awyr. I'r sawl sy'n awyddus i ddysgu am rygbi yng Nghymru, ei helyntion, ei eiliadau o wychder a llawenydd mawr a'i eiliadau o dorcalon, mae cyfnod hir yn esgidiau Llywydd Undeb Rygbi Cymru yn ffordd unigryw o feithrin dealltwriaeth o'r gamp.

Yn ystod fy nghyfnod fel Llywydd, mae hefyd wedi bod yn fraint ac yn bleser cyflwyno capiau rhyngwladol i unigolion sydd wedi gwisgo'r crys coch am y tro cyntaf a'r sawl sydd wedi cyrraedd carreg filltir arbennig ac wedi ennill 50 neu hyd yn oed 100 o gapiau.

Mae'r rhain yn achlysuron arbennig iawn i'r chwaraewyr a'u teuluoedd. Fodd bynnag, mae cyflwyno tlysau i'r sawl sy'n ymwneud â'r gamp ar lawr gwlad yn weithred yr un mor werthfawr i fi ac i Undeb Rygbi Cymru.

Rwyf o'r farn ei bod yn bwysig i'ch Llywydd ymrwymo i fod yn bresennol a chynnig cefnogaeth yn bersonol pryd bynnag y bo modd. Yn yr un modd, rwyf o'r farn bod Gwobr Cyflawniad Oes Llywydd Undeb Rygbi Cymru yn bwysig – gwobr sy'n cydnabod gwasanaeth eithriadol gwirfoddolwyr. Hyd y gwn i, mae rygbi yng Nghymru yn unigryw o ran y modd y mae'n rhoi'r gydnabyddiaeth sy'n ddyledus i'r grŵp hwn o unigolion ymroddgar sy'n gweithio y tu ôl i'r llenni, ac rwy'n falch dros ben bod y drefn wobrwyo hon wedi dechrau yn ystod fy nghyfnod i yn y swydd.

Rwyf wedi cael y fraint o fynychu ciniawau clybiau rygbi ar hyd a lled Cymru a'r fraint o siarad â phobl sy'n greiddiol i'n camp genedlaethol, mewn gemau cymunedol o amgylch y wlad.

Wrth gwrs, rwyf hefyd wedi bod yn ddigon ffodus i deithio o amgylch y byd gyda Chymru i gyflawni dyletswyddau swyddogol, ac wrth wneud hynny rwyf wedi cael cyfle i wylio reslo Swmo yn Japan ac ymweld â'r Tŷ Gwyn yn yr Unol Daleithiau ac, yn ôl pob tebyg, wedi cael fy anrhydeddu â mwy o Hakas a Pōwhiris na'm holl ragflaenwyr gyda'i gilydd. Mae pob un ohonynt wedi creu atgof arbennig ac yn fy atgoffa o allu rygbi i uno pobl. Waeth pa wlad yr ydym yn hanu ohoni, rydym i gyd yn siarad yr un iaith ym maes chwaraeon.

Rwyf hefyd yn falch tu hwnt bod fy nghyfnod i gydag Undeb Rygbi Cymru yn cyd-fynd â chyfnod yr hyfforddwr mwyaf llwyddiannus sydd wedi bod yng ngofal ein tîm cenedlaethol erioed. Yn fy nhymor cyntaf fel Llywydd, llwyddodd Cymru i gipio'r Gamp Lawn ym Mhencampwriaeth y Chwe Gwlad dan arweiniad Warren Gatland, gan wneud hynny am y trydydd tro yn 2019 gyda Warren wrth y llyw – mae'n llwyddiant aruthrol ac yn orchest na chaiff ei chyflawni fyth eto efallai.

Dechreuodd Warren a fi gyda'n gilydd a byddwn yn rhoi'r gorau iddi gyda'n gilydd ar ôl Cwpan Rygbi'r Byd 2019 yn Japan. Fy unig obaith yw y bydd fy ymdrechion personol i er mwyn hybu rygbi yng Nghymru yn ystod y 12 mlynedd diwethaf yn esgor ar o leiaf ychydig o'r effaith a'r dylanwad cadarnhaol y mae ymdrechion Warren wedi'u cael. Hoffwn ei ganmol ef a'i dîm o hyfforddwyr arbenigol am eu cyfraniad i rygbi yng Nghymru.

"Rydym wedi cael ein bendithio â chriw dawnus o unigolion sydd wedi cydweithio â'i gilydd i feithrin etheg gwaith ardderchog sydd wedi gwireddu potensial ein chwaraewyr ac wedi creu carfan genedlaethol a all gystadlu ag unrhyw dîm yn y byd."

Rhaid i fi gyfeirio'n arbennig at Rob Howley, Robin McBryde a Shaun Edwards yn y cyd-destun hwn. Yn ogystal, byddwn ar fai pe na bawn yn rhoi teyrnged i Reolwr y Tîm, Alan Phillips, ac aelodau eraill y tîm rheoli a fydd yn parhau yn eu swyddi ac a fydd, rwy'n gwybod, yn rhannu eu gwybodaeth a'u profiad gwerthfawr â'r criw newydd.

Fel sy'n wir am bob camp arall, gall chwarae rygbi arwain at anaf. Mae ein dull o reoli hynny a'n dull o ddiogelu pob un o'n chwaraewyr yn hollbwysig. Yn rhinwedd fy swydd fel Cadeirydd Ymddiriedolaeth Elusennol Rygbi Cymru, rwy'n dod i gysylltiad yn rheolaidd â chriw bach ond eithriadol o bwysig o bobl sy'n perthyn i'r gymuned rygbi yng Nghymru, sef y sawl sydd wedi dioddef anafiadau a newidiodd eu bywyd. Mae'n agwedd bwysig ar rôl Llywydd Undeb Rygbi Cymru, sydd wedi rhoi llawer iawn o foddhad i fi. Mae wedi bod yn fraint cael fy nghroesawu i'w cartrefi a'u teuluoedd a chael cydweithio â grŵp bach ond ymroddgar o ymddiriedolwyr gwirfoddol i ddarparu help a chefnogaeth pryd bynnag y mae eu hangen. Rydym yn ymrwymo i'r criw unigryw hwn o ddynion a menywod gydol eu hoes, a hoffwn ddiolch i bob un ohonynt. Rhaid hefyd i fi roi teyrnged i'n Noddwr, Dug Caergrawnt, sy'n gwneud gwaith aruthrol y tu ôl i'r llenni i godi arian i'r achos hwn. Mae ei ymdrechion ef yn unig wedi codi tua £500,000 sydd wedi galluogi'r Ymddiriedolaeth i dalu am gerbydau arbennig, cadeiriau olwyn â modur, addasiadau i gartrefi a llawer mwy er mwyn ei gwneud yn bosibl i bobl fyw'n annibynnol.

Gyda thristwch mawr hoffwn roi teyrnged hefyd i Sam Simon a oedd yn gyn-aelod o un o bwyllgorau Undeb Rygbi Cymru ac yn un o hoelion wyth Pontypridd; Billy Mainwaring, Ken Braddock, Garfield Owen a Hayden Mainwaring a fu'n chwarae dros Gymru; a Frances Margerison a oedd yn flaenllaw ym maes rygbi menywod, a fu farw yn ystod y flwyddyn ddiwethaf. Rwy'n gwybod bod adran hwy wedi'i neilltuo i'w cyflawniadau nhw yn nes ymlaen yn yr adroddiad hwn, felly digon yma yw dweud bod y gweinyddwyr, y chwaraewyr, yr hyfforddwyr a'r swyddogion sy'n eu dilyn yn gwerthfawrogi'n fawr eu holl ymdrechion er budd rygbi yng Nghymru.

Wrth i mi ddod â'm neges i ben am y tro olaf, rwy'n gwneud hynny â chalon drom ond â llwyth o atgofion melys a grëwyd ar hyd pob un o'r llwybrau rwyf wedi'u troedio wrth ymwneud â rygbi yng Nghymru. Rwyf wedi bod yn dyst i'r buddugoliaethau gorau erioed i lawer ac wedi cael y fraint o gyflwyno tlysau, medalau a chapiau ar achlysuron a oedd yn diffinio gyrfaoedd. Rwyf wedi gweld y sawl a drechwyd mewn gemau'n ymateb yn raslon i hynny, ac wedi gweld y cyfeillgarwch sy'n dod â gelynion ar y cae ynghyd mewn clybiau rygbi ledled Cymru a'r byd pan fydd y gêm drosodd.

Rwyf wedi cael amser wrth fy modd ac rwy'n rhyfeddu wrth feddwl am yr holl bobl rwyf wedi cyfarfod â nhw. Fodd bynnag, rwy'n gwybod bod dyfodol y gamp yn nwylo diogel grŵp o unigolion y mae rygbi yng Nghymru yn agos iawn at eu calon. Ac yma hoffwn fanteisio ar y cyfle breintiedig sydd gennyf fel Llywydd i gymeradwyo Wayne Pivac, olynydd Warren, a fydd yn sicr yn cael yr un gefnogaeth ag a roddwyd i'w ragflaenydd gan genedl ddisgwylgar yn ystod y blynyddoedd sydd i ddod. Mae hefyd yn haeddu amynedd y sawl sy'n gwylio rygbi, er mwyn gallu ein harwain i gyfnod newydd o lwyddiant.

Yr eiddoch yn ddiolchgar ac o an chwaraeon

Dennis Gethin OBE
Llywydd



Undeb Rygbi Cymru Cyfyngedig

Datganiad y Cad

O ganlyniad i'r newidiadau mwyaf sylweddol i drefniadau llywodraethu Undeb Rygbi Cymru ers i'r gamp droi'n broffesiynol yn 1995, mae gennym bellach Fwrdd llai o faint a mwy hyblyg a deinamig ynghyd â Chyngor y mae ei gylch gorchwyl a'i arbenigedd penodol yn ymwneud â diogelu dyfodol ein camp gymunedol.

Mae gennym ragor o waith i'w gyflawni yn y maes hwnnw ac, wrth i ni chwilio am aelodau newydd i'r Cyngor pan fydd cyfnodau aelodau unigol yn eu swyddi'n dod i ben yn naturiol, mae'n hanfodol ein bod yn parhau i gynyddu'r amrywiaeth o gefndiroedd a'r amrywiaeth o sgiliau a gaiff eu cynrychioli, gan sicrhau ar yr un pryd ein bod yn dal gafael ar y 130 mlynedd o dreftadaeth a hanes sydd wedi creu'r hyn ydym ni yn 2019.

Ond yn awr mae strwythur newydd ac addas i'w ddiben wedi'i gyflwyno sy'n rhoi i'r Bwrdd Rygbi Proffesiynol, sy'n adrodd yn uniongyrchol i'r Bwrdd, y rhyddid a'r dylanwad i ddarganfod atebion i'r problemau a'r heriau cyfarwydd sy'n effeithio ar y gamp broffesiynol mewn tirwedd sy'n newid.

Mae ein rhaglen i foderneiddio trefniadau llywodraethu wedi arwain hefyd at newid yr un mor bwysig a sylweddol i'r modd y caiff y gamp gymunedol ei rheoli. Erbyn hyn, caiff y gamp gymunedol ei goruchwylio gan y Bwrdd Rygbi Cymunedol sydd hefyd yn adrodd yn uniongyrchol i'r Bwrdd.

Er bod y Bwrdd Rygbi Proffesiynol yn awr yn gallu elwa o'i ymdrechion ac felly'n gallu gweithredu'n ddeinamig wrth iddo gynrychioli Cymru ym maes rygbi proffesiynol ledled y byd, mae cyllid i'n camp gymunedol wedi'i neilltuo.

Bydd y newidiadau hyn yn cymryd amser i ymsefydlu ac mae'n bosibl iawn y bydd yna broblemau cychwynnol ar hyd y daith, ond mae'r ffordd newydd hon o feddwl yn dwyn ffrwyth yn barod gan fod gemau Cynghrair Genedlaethol Specsavers ac Uwch Gynghrair Grŵp Indigo wedi'u cyhoeddi ym mis Gorffennaf eleni a bod problemau'n ymwneud â disgyn a chodi i gynghreiriau eraill wedi'u datrys – mae pawb yn gwybod ble maent yn sefyll.



Syr Tasker Watkins VC oedd ein Llywydd pan drodd ein camp yn broffesiynol yn 1995, ac mae'n briodol bod un arall o weision mwyaf ffyddlon rygbi yng Nghymru wedi bod yn goruchwylio'r cyfnod hanesyddol diweddaraf hwn.

Pan fydd tymor Dennis Gethin OBE yn ei swydd yn dod i ben yn y Cyfarfod Cyffredinol Blynyddol ddiwedd mis Tachwedd, bydd wedi bod yn Llywydd am 12 mlynedd, sef blwyddyn yn hwy na Syr Tasker. Mae ei gyfnod yn y swydd yn cyd-fynd â chyfnod Warren Gatland fel prif hyfforddwr, a dylai cyfraniad Dennis dros y degawd diwethaf a chyn hynny gael ei gydnabod lawn cymaint â chyfraniad Warren.

Byddwn yn gweld eisiau Dennis yn fawr. Mae ei Lywyddiaeth wedi bod yn unigryw ac mae wedi cynrychioli rygbi Cymru o amgylch y byd gydag urddas, carisma a hynawsedd heb eu hail – heb os, mae wedi gosod safonau uchel iawn ar gyfer ei olynydd.

Ac o sôn am Warren Gatland, allai Warren ddim bod wedi cael diweddglo gwell i'w dymor olaf fel prif hyfforddwr Cymru ym Mhencampwriaeth y Chwe Gwlad. Roedd cipio'r Gamp Lawn am y trydydd tro wrth iddo nesáu at ddiwedd ei gyfnod wrth y llyw gyda'r tîm cenedlaethol yn llwyddiant ysgubol.

Rydym yn gwybod ei fod ef a'i garfan bob amser yn awchu am ragor o lwyddiant, ac oherwydd mai Cwpan Rygbi'r Byd yn Japan fydd ei ymgyrch olaf gyda ni mae pawb wedi bod yn gobeithio am ddiweddglo epig i'w gyfnod gyda Chymru wrth i'r tîm ddringo i'r ail safle yn rhestr detholion y byd World Rugby cyn gêm agoriadol y twrnamaint. Mae'n anodd troi ein golygon at y cyfnod a fydd yn dilyn holl gyffro Cwpan y Byd, ond arwydd o'r pwys y mae ein Bwrdd a'n Tîm Gweithredol yn ei roi ar feddwl a chynllunio ar gyfer y dyfodol yw'r ffaith ein bod wedi penodi olynydd Warren, sef Wayne Pivac, ym mis Gorffennaf 2019.

eirydd



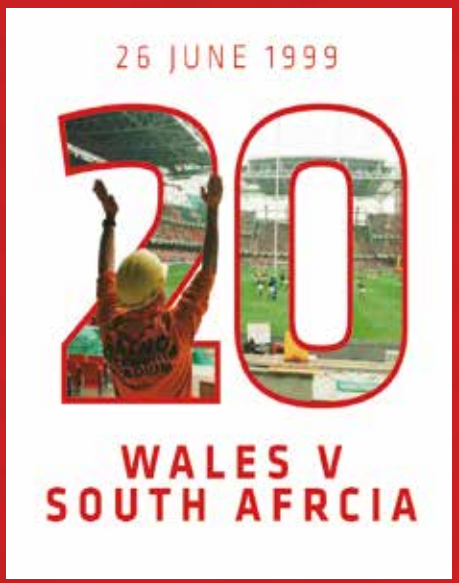
Gareth Davies

Bydd Wayne yn awyddus i dorri ei gwys ei hun, ac rwy'n gwybod y bydd cefnogaeth y genedl gyfan iddo yr un fath â'r gefnogaeth a gafodd Warren yn 2008. Bydd dilyn Warren yn anodd ond yn her y bydd Wayne yn ei mwynhau, ac rydym yn hyderus ein bod wedi rhoi iddo'r amser paratoi a'r adnoddau - na welwyd eu tebyg yn y gamp ar lefel ryngwladol - i'w alluogi i osod y sylfeini ar gyfer creu ei lwyddiant ei hun yn hanes rygbi yng Nghymru.

"Yn olaf, dathlodd Stadiwm Principality ei ben-blwydd yn 20 oed ym mis Mehefin, a gwnaethom gyhoeddi adroddiad annibynnol a oedd yn amcangyfrif bod effaith economaidd gadarnhaol y stadiwm ar economi Cymru yn oddeutu £2.75 biliwn yn ystod y cyfnod dan sylw."

Pan sicrhaodd tîm Cymru ei fuddugoliaeth gyntaf erioed yn erbyn De Affrica yn 1999, roeddem i gyd yn gwybod bod dyfodol arbennig iawn o'n blaen ar ein maes cenedlaethol newydd sbon a oedd eisoes yn eiconig.

Mae ein lleoliad unigryw yng nghanol y ddinas yn golygu bod arwyneb y tir lle saif y stadiwm yn llai na'r rhan fwyaf o stadia tebyg sydd o amgylch y byd, felly mae'r gwylwyr bob amser yn agos i'r cae ac yn gallu gweld cymaint ag sy'n bosibl o'r hyn sy'n digwydd arno, ble bynnag y maent yn eistedd. At hynny, mae gennym do sy'n agor ac yn cau'n gyfan gwbl ac wyneb chwarae y gellir ei addasu, ac mae'r hyblygrwydd hwnnw wedi denu hyrwyddwyr a pherchnogion digwyddiadau o bob sector yn y diwydiant cerddoriaeth a'r diwydiant chwaraeon rhyngwladol.



Rydym yn lleoliad eiconig a hyblyg tu hwnt, a gallwn ymateb yn hwylus i holl ffrwyth dychymyg ein staff ymroddgar a'r sawl sy'n rheoli pob math o berfformiadau a digwyddiadau.

Yr eiddoch yn gywir o ran rygbi



Gareth Davies
Cadeirydd
Undeb Rygbi Cymru Cyfyngedig



Crynodeb Prif Weithredwr y Grŵp

Mae wedi bod yn flwyddyn o heriau a boddhad i rygbi yng Nghymru – blwyddyn a oedd yn cynnwys Camp Lawn dderbyniol i dîm y dynion ym mis Mawrth ym Mhencampwriaeth y Chwe Gwlad Guinness.

Mae'r gamp ar lefel fyd-eang yn newid yn barhaus wrth i arferion cymdeithas ddatblygu ac rydym bob amser yn ceisio addasu i farchnad sy'n mynd yn fwyfwy cystadleuol. Mae timau proffesiynol yn cystadlu'n fwy ffyrnig nag erioed am nawdd a buddsoddiad gan ddarlledwyr, ac ar lefel gymunedol rydym yn cystadlu am amser hamdden pobl sy'n gallu dewis o blith mwy o weithgareddau nag erioed o'r blaen.

O safbwynt busnes, roedd yn flwyddyn a aeth rhagddi'n ôl y disgwyl i raddau helaeth. Roedd ein perfformiad gwell na'r disgwyl yn ystod y flwyddyn a ddaeth i ben yn 2018 o gymorth, oherwydd gwnaethom golled fwriadol o £4.3 miliwn yn ystod y flwyddyn a ddaeth i ben yn 2019. Gwnaethom fuddsoddi £6.5 miliwn yn fwy yn y gamp broffesiynol a chyflwyno trefn "neilltuo cyllid" ar gyfer y gamp gymunedol a gafodd fuddsoddiad o £11.8 miliwn i gyd.


Martyn Phillips

Yn y gorffennol roedd y gamp broffesiynol yn elwa o incwm contractau ac incwm sicr, ac roedd y gamp gymunedol yn cael pa gyllid bynnag oedd yn weddill ar ôl cyflawni rhwymedigaethau contractau. Yn y flwyddyn a ddaeth i ben yn 2019 gwnaethom gytuno ar ddull newydd o weithredu, sy'n golygu bod y gamp gymunedol yn sicr o gael ei buddsoddiad blynyddol hi a bod y gamp broffesiynol i bob pwrpas yn gorfod ymdopi â manteision ac anfanteision unrhyw amrywiad mewn buddsoddiad blynyddol. Fel undeb o glybiau ymddengys fod hynny'n hollol briodol, ac rydym yn falch o fod wedi cael sêl bendith ar y dull newydd ac arloesol hwn o ariannu'r gamp yng Nghymru.

Fel y nodwyd uchod gwnaethom gynyddu ein buddsoddiad yn y gamp broffesiynol oherwydd bod ein model ar gyfer llwyddiant yn y Tîm Cenedlaethol yn ddibynnol iawn ar sicrhau bod pedwar tîm proffesiynol yn cymryd rhan yn y cystadlaethau perthnasol i glybiau.

Roedd yn flwyddyn brysur o ran llywodraethu, a gwelwyd y gamp yng Nghymru islaw lefel y Bwrdd yn elwa o arweinyddiaeth glir a phenodol gan y Bwrdd Rygbi Proffesiynol a'r Bwrdd Rygbi Cymunedol.

Mae gan yr is-fyrddau hyn islaw Bwrdd URC yr awdurdod, yr adnoddau a'r gallu o ddydd i ddydd i arwain yr agweddau ar ein camp sy'n berthnasol iddyn nhw, gyda mwy o eglurder ac ymdeimlad o bwrpas. Megis dechrau y mae'r gwaith hwn ond mae'r arwyddion cynnar yn galonogol. Mae'n bosibl bod yna feini tramgwydd i ddod wrth i ni addasu i fodel newydd, ond rydym yn ffyddiog bod y newidiadau pwysig hyn wedi'u cyflwyno ar yr adeg gywir er mwyn i'r gamp gyfan yng Nghymru gael budd cynaliadwy ohonynt yn y dyfodol.

RYGBI RHYNGWLADOL

Y dynion

Ar lefel ryngwladol mae tîm y dynion wedi cael blwyddyn well nag erioed, ac ar ddiwedd y flwyddyn ariannol roedd y tîm yn parhau'n ddiguro yn dilyn 14 gêm. Ers hynny rydym wedi cyrraedd y brig am y tro cyntaf erioed yn rhestr World Rugby o ddetholion; ni yw pencampwyr presennol Pencampwriaeth y Chwe Gwlad Guinness ar ôl cyflawni'r Gamp Lawn; a byddwn yn mynd i Gwpan Rygbi'r Byd yn Japan yn llawn hyder. Roedd parhau'n ddiguro erbyn diwedd cyfres yr hydref, a oedd yn cynnwys buddugoliaethau yn erbyn Awstralia a De Affrica, yn gam calonogol ymlaen o safbwynt meithrin hyder yn ein gallu i guro gwledydd Hemisffer y De yn rheolaidd.

Roedd ennill Pencampwriaeth y Chwe Gwlad Guinness â Champ Lawn yn deyrnged gwbl briodol i Warren Gatland, Rob Howley, Shaun Edwards, Robin McBryde a Neil Jenkins, ac roedd y cyfan yn y fantol ar ddechrau'r gêm olaf yn Stadiwm Principality yn dilyn tair buddugoliaeth oddi cartref. Bydd y fuddugoliaeth yn erbyn Iwerddon yn aros yn y cof am amser hir; roedd yn fuddugoliaeth swmpus yn y glaw ac roedd seremoni cyflwyno'r tlws wedyn yn brofiad eithaf swreal.

"Mae ein chwaraewyr wedi bod yn llysgenhadon heb eu hail i'n camp ledled y byd, ac rwy'n gwybod y byddant yn teithio i Japan gyda'n dymuniadau gorau a'n ffydd ni ynddynt."

Hoffwn achub ar y cyfle hwn i ddiolch i Warren, Rob, Shaun a Robin, yn enwedig, a fydd yn gadael eu swyddi ar ôl Cwpan Rygbi'r Byd. Hoffwn ddiolch hefyd i bob aelod o'r tîm am eu teyrngarwch, eu hymrwymiad a'u harweinyddiaeth wrth alluogi Cymru i fod mor flaenllaw ar lefel y gamp yn fyd-eang.



Y menywod

Mae gennym strategaeth benodol a manwl ar waith i atgyfnerthu a hybu twf ym maes rygbi menywod, sy'n canolbwyntio'n benodol ar y gamp greiddiol i dimau 15 bob ochr ond sydd hefyd yn canolbwyntio o'r newydd ar y gamp i dimau 7 bob ochr wrth gamu i'r flwyddyn nesaf a thu hwnt.

Roedd ein tîm cenedlaethol, dan arweiniad yr hyfforddwr cymwys Rowland Phillips, yn gystadleuol unwaith eto yn ystod ymgyrch Cymru ym Mhencampwriaeth y Chwe Gwlad. Roedd perfformiad y chwaraewyr yn gwbl ysbrydoledig yng ngêm olaf y twrnamaint yn erbyn Iwerddon, ar ôl dechrau'r tymor ar nodyn uchel yn dilyn buddugoliaethau yn erbyn De Affrica a Hong Kong ym Mharc yr Arfau yn ystod yr hydref.

Mae Rowland, ei dîm hyfforddi a'i chwaraewyr yn haeddu pob clod am eu holl waith caled drwy gydol y flwyddyn, ac rwy'n gwybod eu bod yn disgwyl gwneud mwy fyth o gynnydd y tymor nesaf.

Rygbi proffesiynol

Roedd blwyddyn y gamp broffesiynol yng Nghymru yn un o newid mawr, fel yr oedd hefyd mewn gwledydd eraill ar lwyfan y gamp yn fyd-eang. Rydym mewn cyfnod na welwyd ei debyg o'r blaen wrth i'r gamp broffesiynol gyrraedd trobwynt yn ei datblygiad.

Mae rygbi'n datblygu yn gyflym ac mae partneriaid a buddsoddwyr trydydd parti wrthi'n ddiwyd yn archwilio'r opsiynau strategol ar gyfer y gamp broffesiynol.

"Mae rygbi yn gamp sydd wedi ennill ei phlwyf yn y byd ond hefyd yn gamp a allai dyfu'n sylweddol a chyrraedd tipyn yn rhagor o bobl."

Mae'r potensial i newid yn debyg iawn i'r hyn ydoedd pan drodd y gamp yn broffesiynol tua 20 mlynedd yn ôl. Rydym yn wynebu ystod o opsiynau, a bydd yr hyn a ddewiswn yn pennu dyfodol y gamp yng Nghymru.

Rydym yn cydweithio'n agos ac yn effeithiol â'n partneriaid ym Mhencampwriaeth y Chwe Gwlad, World Rugby a gwledydd SANZAAR. Mae'n hollbwysig ein bod yn cydweithredu'n effeithiol â'n gilydd er mwyn sicrhau'r cyfleoedd gorau posibl ar gyfer rygbi.

Yn nes adref rydym wedi symud i Gytundeb Rygbi Proffesiynol newydd gyda'n pedwar rhanbarth, sy'n disodli'r hen Gytundeb Gwasanaethau Rygbi yr oedd disgwyl iddo ddod i ben ym mis Mehefin 2020.

Gwnaethom benderfynu gwneud y newid hwn yn gynharach na'r disgwyl er mwyn hwyluso camp broffesiynol sy'n fwy cydlynus, a fydd o fantais i ni i gyd wrth i ni bwyso a mesur yr amryw opsiynau strategol sydd ar gael.

Mae'r Bwrdd Rygbi Proffesiynol newydd yn rheoli'r gamp broffesiynol yng Nghymru gan adrodd i Fwrdd URC. Rydym yn genedl fach, ac mae ein gallu i weithredu'n gydlynus a rhannu ein syniadau a'n hadnoddau yn hanfodol i sicrhau ein llwyddiant yn y dyfodol. Mae gennym nodau clir ar y cae ac oddi arno.

Ein huchelgais ar y cae yw gwarchod ac adeiladu pedwar tîm proffesiynol llwyddiannus a chynaliadwy. Ein nod yw gweithredu mewn modd "Cymreig" gan rannu pan fo hynny'n gwneud synnwyr ond gan warchod hunaniaeth ein timau a theyrngarwch pobl iddynt.

“Ein nod pennaf oddi ar y cae yw sicrhau sefydlogrwydd ariannol a, thrwy gydweithio â’n gilydd, sicrhau cynifer o gyfleoedd masnachol ag sy’n bosibl.”



Mae’r Bwrdd Rygbi Proffesiynol yn llywodraethu ein holl fuddiannau masnachol o bwys. Os gall y Bwrdd hwnnw wneud yn fawr o’r asedau dan sylw, bydd y gamp broffesiynol ar ei hennill. Ond os na wnawn ni hynny, y gamp broffesiynol fydd yn gorfod ymdopi â’r risg. Mae gennym bob rheswm i gydweithio’n effeithiol â’n gilydd er budd pawb.

Rygbi yn ein clybiau

Mae’r Bwrdd Rygbi Cymunedol newydd wedi’i sefydlu, fell rydym yn canolbwyntio o’r newydd ar y gamp yn ein clybiau a’n cymunedau.

Roedd newid yn amlwg hefyd ar lefel yr Uwch-gynghrair wrth i ni symud o 16 i 12 o dimau, gyda Merthyr yn fuddugol ac yn cyrraedd brig y gynghrair am yr ail flwyddyn yn olynol. Mae’r gystadleuaeth, sydd ar ei newydd wedd ar gyfer tymor 19/20, wedi’i threfnu a pharheir i ddarlledu’r gemau ar BBC/S4C, sy’n sianelau nad oes yn rhaid tanysgrifio iddynt. Mae gan yr Uwch-gynghrair brif noddwr newydd hefyd, sef Grŵp Indigo, ynghyd â rhestr o gemau wythnosol. Mae timau’r Uwch-gynghrair yn cynnwys rhai o frandiau mwyaf cyfarwydd y byd rygbi ac mae’n gystadleuaeth lle gall pob un o’r timau drechu ei gilydd pan fônt ar eu gorau.



Helpodd y digwyddiad ‘Ffordd i Principality’ yn Stadiwm Principality ym mis Ebrill a mis Mai i arddangos yr amrywiaeth amgen a chynhwysol o weithgarwch y gall rygbi yng Nghymru ei gynnig. Cafodd y digwyddiad ei gynnal am yr ail flwyddyn, a gwnaethom lwyddo unwaith eto i ehangu apêl rygbi gyda thimau a oedd yn cynrychioli amryw ffurfiau ar y gamp. Mae prif ddigwyddiad y gamp gymunedol yn dathlu cyfranogiad mewn pob math o rygbi, ac ynddo mae dros 100 o dimau clybiau, timau ysgolion a thimau cynrychioliadol yn cymryd rhan mewn gemau terfynol, gwyliau a gemau unswydd. Eleni roedd y digwyddiad yn cynnwys diwrnod a neilltuwyd ar gyfer rygbi cynhwysiant, pan welwyd chwaraewyr rygbi cerdded, chwaraewyr gallu cymysg a chwaraewyr hoyw i gyd yn chwarae rygbi, ynghyd â phlant o Ysgol Gynradd Glan-yr-afon a fu’n cymryd rhan mewn rhaglen gymunedol a gyflwynwyd gan ein prentisiaid datblygu rygbi.

Llongyfarchiadau i’r timau buddugol ym mhob un o’n cystadlaethau – cystadleuaeth y gynghrair genedlaethol a chystadlaethau’r cwpan, y plât a’r bowlen.

Erbyn hyn caiff y gamp ei chwarae'n rheolaidd ar draws ystod o fformatau. Roedd partneriaeth yr Urdd ac URC yn cynnwys saith diwrnod o gemau i dimau 7 bob ochr ac mae cynllun i brentisiaid yn y gogledd, rygbi traeth a rygbi ysgolion cynradd i gyd wedi cyfrannu at gadw diddordeb y genedl mewn rygbi drwy gydol y flwyddyn.

Mae rygbi menywod a merched wedi parhau i dyfu'n gryf gan fodloni uchelgais strategol allweddol y Grŵp, fel y nodwyd uchod.

Mae swyddogion penodedig sy'n hybu rygbi i fenywod a merched wedi ymuno â'n rhwydwaith o unigolion sy'n gwella cyfranogiad ledled Cymru, a chynyddodd nifer y merched sy'n chwarae rhyw fath o rygbi'n rheolaidd mewn ysgolion uwchradd, colegau a phrifysgolion sydd â swyddog hybu rygbi i dros 18,000 yn ystod y flwyddyn. Cafwyd ymgyrch hefyd i gynyddu nifer y menywod ymhlith hyfforddwyr a dyfarnwyr ledled Cymru.

Curodd Tîm Datblygol Menywod Cymru Dîm Datblygu Dan 18 Lloegr o 26-20 yn Stadiwm Principality ym mis Ebrill. Roedd yn gêm sy'n argoeli'n dda ar gyfer y dyfodol, oherwydd caiff llwybr y menywod ei ategu erbyn hyn gan raglen ranbarthol ar ei newydd wedd, sydd ar waith yn ystod mis Gorffennaf a mis Awst.

Rydym yn awr yn gallu cynnig darpariaeth reolaidd ar draws amryw fformatau drwy gydol y flwyddyn, sy'n fwy addas ar gyfer pob aelod o'r gymuned rygbi yng



Nghymru, a bydd ein hawydd i sicrhau bod rygbi mor gynhwysol ag sy'n bosibl yn golygu y bydd y gamp yn dal i gael ei hehangu mewn amrywiaeth o ffyrdd.

Rydym yn ddiolchgar tu hwnt i'n partneriaid sy'n ein cefnogi yn yr agwedd hon ar ein gweithgarwch, yn enwedig StreetGames, yr Urdd a Chyngor Caerdydd

RHAGLENNI PERFFORMIAD UWCH

Rydym yn parhau i ganolbwyntio ar raglenni perfformiad uwch. Mae ein strategaeth yn eang i raddau helaeth ond mae ganddi hefyd dri maes ffocws cyfredol,



sef ein rhaglen datblygu hyfforddwyr a sicrhau olyniaeth, ein rhaglen ar gyfer alltudion a'n rhaglen o ran llwybrau.

Bwriad a ffocws pob un ohonynt yw datblygu chwaraewyr a hyfforddwyr o Gymru fel eu bod yn cyrraedd lefelau proffesiynol y gamp. Yr hyn sydd wrth wraidd ein strategaeth ar gyfer y gamp broffesiynol yw ymrwymiad i ddarparu timau sy'n cynnwys llawer o chwaraewyr o Gymru a gaiff eu hyfforddi gan hyfforddwyr o Gymru. Weithiau bydd y ffocws ar ddatblygu yng Nghymru, a bryd arall ar ddatblygu y tu allan i Gymru, os yw'r rhaglenni sydd wedi'u teilwra yn argymell y dylid gwneud hynny.

Mae'r rhain hefyd yn rhaglenni hirdymor sy'n gofyn am lawer o fuddsoddiad, lle byddwn yn disgwyl gweld ffrwyth ein llafur ymhen amser.

DIGWYDDIADAU YN STADIWM PRINCIPALITY

Rydym yn parhau i ganolbwyntio ar ein busnes digwyddiadau, sy'n gynyddol bwysig i'n lles ariannol. Unwaith eto llwyddodd y cyngherddau a'r digwyddiadau Monster Jam a Speedway sy'n dychwelyd i'r Stadiwm dro ar ôl tro i ddenu torfeydd mawr, ac rydym yn falch o allu parhau i gynnal digwyddiadau o'r fath.

Oherwydd gemau Cyfres yr Haf Under Armour ym mis Awst 2019, er mwyn paratoi ar gyfer Cwpan Rygbi'r Byd, roedd ein tymor cyngherddau ychydig yn fyrrach nag arfer ond rhaid canmol ein tîm digwyddiadau am sicrhau mai yn Stadiwm Principality y cafodd y gêm rhwng Manchester United ac AC Milan yng Nghwpan y Pencampwyr Rhyngwladol ei chynnal er mwyn gwneud yn fawr o'r ffaith bod y cae ar gael yn ystod misoedd yr haf. At hynny, roeddem yn falch o gyhoeddi y byddwn yn cynnal Gemau'r Byd Nitro Cymru ym mis Mai 2020. Hwn fydd y tro cyntaf i'r digwyddiad a drefnir gan Nitro Circus gael ei gynnal y tu allan i'r Unol Daleithiau.

Gwnaethom gyhoeddi hefyd y byddwn yn agor gwesty moethus newydd, sef Gwesty a Sba Porth y Gorllewin, ar Heol y Porth erbyn dechrau 2021. Bydd y fenter newydd hon ar gyfer URC yn ategu ein busnes digwyddiadau ac yn darparu ffynhonnell incwm hirdymor i ni.

RHAGOLYGON AR GYFER Y FLWYDDYN SYDD I DDOD

Bydd y flwyddyn sydd i ddod yn llawn cyffro ar gyfer URC ac rydym yn edrych ymlaen at Gwpan Rygbi'r Byd yn Japan.



Bydd y gamp ar lefel ryngwladol ac ar lefel broffesiynol yn cael ei thrawsnewid, yn ôl pob tebyg, ar gyfer dynion a menywod. Hoffem groesawu Wayne Pivac a'i dîm hyfforddi a fydd, rwy'n gwybod, yn adeiladu ar ein llwyddiant yn ddiweddar.

Ar lefel y clybiau, rydym wedi ailwampio Uwch-gynghrair Grŵp Indigo ac mae'r gamp gymunedol yn elwa o gael mwy o sylw gan y Bwrdd Rygbi Cymunedol. At hynny, byddwn yn parhau i arloesi gyda fformatau'r gamp, ehangu ein darpariaeth a sicrhau bod y gamp yn fwy cynhwysol fyth. Byddwn yn gwneud hynny gydag ystod o bartneriaid gwerthfawr a dibynadwy.

Mae llawer yn newid ym maes rygbi ac rydym mewn sefyllfa dda i arwain y newid hwnnw.

Yn olaf hoffwn ddiolch i bawb sy'n ymwneud â rygbi yng Nghymru, o'r Bwrdd a'r Cyngor, y Tîm Gweithredol a'r tîm yng Ngrŵp URC i'n holl wirfoddolwyr gwerthfawr na fyddai gennym gamp o gwbl hebddynt.



Martyn Phillips
Group Chief Executive,
The Welsh Rugby Union Limited

Strategic Report



THE GROUP'S BUSINESS AND OBJECTIVES

Group activities

The Welsh Rugby Union Limited's ("Company") purpose and principal activity is to promote rugby to encourage more people to engage with the game, more often with more enjoyment and more success. The Company majority owns Millennium Stadium plc ("MS"), Millennium Stadium Experience Limited ("MSEL"), WRU National Centre of Excellence Ltd ("WRUNCE"), WRU Gwent Region Limited (and its subsidiaries), WRU Supporters Club Ltd ("WRUSC"), WRU Properties Limited ("WPL") and Westgate Hotel Cardiff Limited ("WHL"). Collectively, the Company and these subsidiaries are referred to as the Group.

WRU Gwent Region Limited (including its subsidiaries: WRU Gwent Rugby Limited and WRU Gwent Stadium Limited) own and manage the professional rugby team known as the Dragons and the land and other assets at Rodney Parade (collectively, "WRU Gwent").

KEY PERFORMANCE INDICATORS (KPIs)

The KPIs of the Group are:

Participation in rugby

- Participation levels in community rugby; including men's, women's and junior numbers

An analysis of the Group's performance against these measures is shown in the "A year in Community Rugby" section in this Annual Report.

Rugby performance

- Success of the national squads – men and women
- Performance of the four Welsh Regions
- Performance of the Group's age-grade teams

An analysis of the Group's performance against these measures is shown in the "A year in Professional Rugby" section in this Annual Report.

Financial performance

- Generation of sufficient earnings before interest, depreciation, amortisation, allocations and exceptional items ("EBITDA"), over the medium term, to fulfil the Group's principal activity and primary objective
- Number of and attendances at international rugby matches featuring the Welsh team at Principality Stadium
- Provision of consistent and affordable levels of funding to clubs and affiliated organisations to allow them to implement long term plans to fulfil their objectives

An analysis of the Group's performance against these financial measures is shown below.

FINANCIAL STRATEGY

Given the existing net asset base of the Group, the Group's strategy is typically to annually seek to re-invest more into the game rather than retaining any profits to enhance net assets. Furthermore, the Group is prepared to adjust its reinvestment which may create retained profits and/or losses provided there is no material change, in the aggregate, to the net asset base over the medium term.

In accordance with the above, as reported in YE18, the Group retained profits in YE18 in anticipation of the retained loss in YE19 as set out in this Annual Report. Net assets as at 30 June 2019 of £23.4m are not materially different to the net assets amount stated as at 30 June 2017 of £25.3m.

EU REFERENDUM

Following the decision to leave the EU, there has been increased economic uncertainty, exchange rate volatility and an impact on consumer confidence in the UK market. This is likely to continue until EU exit negotiations are complete. These negotiations may result in further changes to regulation and operational frameworks which may impact on the Group's operations. This risk has increased due to the continuing uncertainty as to the operational implications of the decision to leave the EU and the impact on trading performance. Given the ongoing uncertainty, the actual impact on the Group of the UK's decision to leave the EU is unclear. At the present time, the Directors consider the short-term impact on the Group to be not material and have therefore decided to exclude this from current principal risks. The Directors will reassess the risk to the Group once a withdrawal agreement has been finalised.

BANK – REFINANCING

During the year, the Group refinanced its debt requirements to National Westminster Bank PLC from Barclays Bank PLC. This resulted in a revised suite of facilities available to the Group on different commercial terms and subject to differing financial covenants. The Group are pleased to now be working with National Westminster Bank PLC and are grateful to Barclays Bank PLC for the support provided to the Group over the previous 20 years including part-financing the construction of what is now Principality Stadium.



WESTGATE HOTEL

During the year, the Group acquired a building on Westgate Street, Cardiff, with a view to consolidating that with a building already owned by the Group and operating it as a hotel. These buildings were subsequently sold to Legal and General Pensions Limited with a commitment to lease back to the Group. As at the balance sheet date, the expenditure on the property amounted to £16.3m and a related liability was held at £15.0m. It is currently anticipated that the hotel will become operational by early 2021.

PROFESSIONAL RUGBY AGREEMENT

During the year, the Group negotiated a Professional Rugby Agreement ("PRA") with the four Regions which replaced the previous Rugby Services Agreement ("RSA") signed in 2014. This was done ahead of the contractual expiry date of the RSA to avoid unnecessary disruption to the professional game during these times of significant change in the world game. The execution of the PRA resulted in significant increased reinvestment into the four Regions as highlighted elsewhere in this Annual Report.

HEADLINES OF THE FINANCIAL PERFORMANCE – YE19 v YE18

As reported last year, the Group have made a loss in the year and given the financial strategy outlined above, the following demonstrate the resulting outcomes:

	2019 £'m	2018 £'m
Turnover	**90.5**	97.0
Re-investment in the game	**49.6**	42.8
Group share of retained (loss)/ profit for the year	**(4.3)**	2.3
Net bank debt	**9.0**	6.1

DYNAMICS OF THE BUSINESS

The activities, both operational and financial, of each company in the Group are so intrinsically linked that there is little merit in assessing individual performance. Whilst they are all separate legal entities and are obliged to prepare separate financial statements, it is the Group's performance that is the only meaningful measure.

The Group must deliver on its commercial activities to allow re-investment in community rugby, performance rugby and Principality Stadium.

Accordingly, the Group's income generation is paramount to delivering on its principal activity and primary objective. The key economic income driver of the Group's business is the hosting of events at Principality Stadium; particularly, the hosting of international rugby events featuring the Welsh team and especially a winning Welsh team. The more matches that are played, the greater the Group's revenues that are available for re-investment in Welsh rugby. The Group welcomed 393,000 (2018: 482,000) rugby spectators to Principality Stadium for the Under Armour Series and the Guinness Six Nations, analysed as follows:

	2019 No. of home matches	**2019 '000**	2018 No. of home matches	2018 '000
Under Armour Series	**4**	**246**	4	270
Guinness Six Nations	**2**	**147**	3	212
	6	**393**	7	482

The primary reason that the overall attendance decreased in YE19 was due to playing six home fixtures compared to seven in YE18. The average attendance per match was 66,000 (2018: 69,000) and equated to an average of 89% (2018: 93%) when expressed as a measure of capacity attendance.

The average ticket income per attendee at matches held at Principality Stadium in YE19 was £49 (2018: £46).

Within reason, the Group's operational cost base is relatively fixed; albeit there are incremental costs if more Group controlled events are staged. As a consequence, incremental events should mean incremental revenue, costs and ultimately incremental profits which can be re-invested into the game across all levels.



FINANCIAL PERFORMANCE

Overview of performance

The Group generates income from its international matches (including sponsorship and broadcast rights) and incremental revenue from the use of Principality Stadium. This income meets the operating costs of the Group to allow the majority of the surplus to be "invested" in "Welsh rugby", as follows:

	2019 £'m	2018 £'m
Group income	**90.5**	97.0
Less: operational business costs		
• Business and administration	**(7.5)**	(8.6)
• Hospitality and catering costs	**(6.5)**	(9.8)
• Direct costs	**(19.4)**	(21.2)
• Stadia costs	**(7.2)**	(6.2)
Total	**(40.6)**	(45.8)
Surplus	**49.9**	51.2

Group income is analysed as follows:

	2019 £'m	2018 £'m
Match income	**44.9**	44.9
Competition income	**11.9**	11.7
Commercial income	**14.2**	14.2
Hospitality and catering income	**14.0**	18.0
Other event income	**2.4**	4.8
Other income	**3.1**	3.4
Total	**90.5**	97.0

The Group earned some £90.5m (2018: £97.0m) predominantly from international rugby matches staged at Principality Stadium. These matches generated 50% (2018: 46%) of the Group's overall income.

Match income remained constant at £44.9m, with one less home fixture being offset by higher average ticket prices and increased broadcast income.

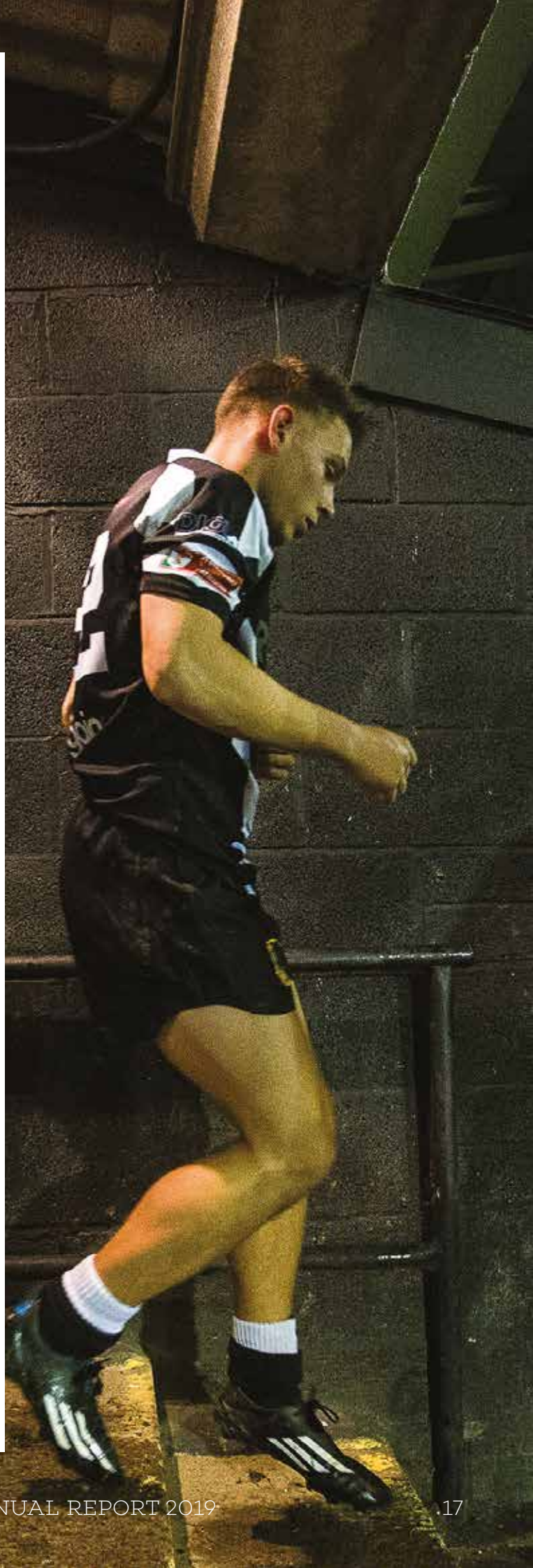
Commercial income remained constant at £14.2m. Commercial income contributes 16% (2018: 15%) of the Group's overall income.

Hospitality and catering income amounted to £14.0m (2018: £18.0m) with the decrease largely driven by reduced events in Principality Stadium, contributing 15% (2018: 19%) of overall income.

Other event income decreased to £2.4m due to fewer non-Group events at Principality Stadium. Other event income represents events staged at Principality Stadium apart from rugby matches featuring the senior Men's National Squad - including, in the two years indicated above, music concerts, boxing and motorsport.

Competition income represents the income from competitions including the Champions Cup, the Challenge Cup and the Guinness PRO14 (see Note 2 for further details).

The remaining income arises from ancillary activities and various grant sources. During YE19, the Group received £0.9m (2018: £0.9m) of grant funding from Sport Wales.





OPERATIONAL BUSINESS COSTS

The business and administration costs represent the costs of managing the Group; the direct costs represent the costs of staging both international rugby matches and other events held at Principality Stadium and Rodney Parade; the stadia costs represent the costs of managing the stadia other than those directly attributable to events.

The Group's operational business costs have reduced during the year to £40.6m (2018: £45.8m).

Business and administration costs have decreased by 13% to £7.5m due mainly to some one-off costs in YE18 not being repeated in YE19.

Direct costs are costs incurred directly in relation to attaining revenues and will include all National Squad costs and third-party costs incurred in delivering events at Principality Stadium and Rodney Parade. These costs have decreased by £1.8m mainly as a result of:

- a decrease in event costs from hosting fewer events at Principality Stadium
- being offset by an increase in international player costs of £1.4m

The increase in the player costs shown above is driven by an increased bonus payment as a result of achieving the Grand Slam in the Guinness Six Nations 2019 as compared to second in 2018, offset by there being no overseas tour in YE19.

Hospitality and catering costs decreased to £6.5m (2018: £9.8m). The decrease year on year is due to the reduced number of home matches and other events in the year, and is in line with the reduced turnover.

Stadia costs have increased by some £1.0m to £7.2m mainly due to increased utility costs, increased stadia maintenance costs and other inflationary increases.

SURPLUS INVESTED IN RUGBY

The surplus of £49.9m (2018: £51.2m) made by the Group which is invested in "Welsh rugby" can be analysed as follows:

	2019 £'m	2018 £'m
Operational costs		
• Performance rugby	**5.5**	5.5
• Community rugby	**4.9**	4.6
• WRU Gwent – regional rugby	**7.6**	6.0
	18.0	16.1
Allocations to affiliates		
• Regions (professional)	**25.4**	20.5
• Clubs (semi-professional)	**1.7**	1.7
• Community rugby	**4.5**	4.5
	31.6	26.7
Total investment in "Welsh rugby"	**49.6**	42.8
The balance is analysed as follows:		
• Surplus	**49.9**	51.2
• Total investment in "Welsh rugby"	**(49.6)**	(42.8)
	0.3	8.4
Depreciation and amortisation (net of grants)	**3.7**	3.9
Exceptional items (see Note 4)	**0.2**	0.1
Interest costs	**0.6**	0.6
Non-controlling interests	**0.4**	0.4
Tax (credit)/charge	**(0.3)**	1.1
Transferred to reserves	**(4.3)**	2.3
	0.3	8.4



Investment in "Welsh rugby"

The Group's investment in "Welsh rugby" has increased during the year to £49.6m (2018: £42.8m).

The costs in respect of performance rugby have remained constant at £5.5m and include managing the age-grade structures, the national 7s sides, player development, referee costs, National Centre of Excellence and insurance which collectively amount to some 70% (2018: 69%) of the total with the balance of the 30% (2018: 31%) comprising staff costs.

The costs in respect of community rugby have increased by 8% to £4.9m. Community rugby costs include coach development, referee costs, school club hub costs, digital strategy investment and insurance which amount to some 60% (2018: 58%) of the total with the balance of the 40% (2018: 42%) comprising staff costs. The increase in the year is due to the primary schools' initiative, additional spending on School Hub Officers and further investment in women and girls' community programmes.

The allocations to the three Regions not within the Group are £25.4m (2018: £20.5m). The allocations in YE19 are pursuant to the PRA whereas the allocations in YE18 were pursuant to the RSA. Both the PRA and the RSA payments cover all international player release and provide financial support for the four Regions in accordance with the PRA (which was signed in November 2018) and the RSA (which was signed in August 2014).

The allocation to the Group's semi-professional league has remained in line with the prior year at £1.7m.

The allocations to the Group's community clubs have remained at £4.5m. The total investment in the community game is:

	2019 £'m	2018 £'m
Operational costs	**4.9**	4.6
Allocations	**4.5**	4.5
	9.4	9.1

EBITDA and net result

One of the key measures of the Group is the earnings before interest, tax, depreciation, amortisation, exceptional items and allocations to affiliates ("EBITDA"). This is a key measure as it is the best proxy for cash generated from the Group's operational activities. This provides the cash to fund the Group's primary objective.

The Group's EBITDA was £31.9m (2018: £35.1m). The Group's pre-exceptional loss before tax and non-controlling interests was £4.0m (2018: profit of £3.9m); after exceptional items, a loss before tax and non-controlling interests of £4.2m (2018: profit of £3.8m). This can be analysed as follows:

	2019 £'m	2018 £'m
Group EBITDA	**31.9**	35.1
Allocations to affiliated organisations	**(31.6)**	(26.7)
Exceptional items	**(0.2)**	(0.1)
Depreciation and amortisation (net of grant release)	**(3.7)**	(3.9)
Operating (loss)/profit	**(3.6)**	4.4
Net interest	**(0.6)**	(0.6)
(Loss)/profit before tax	**(4.2)**	3.8
Tax	**0.3**	(1.1)
Non-controlling interests	**(0.4)**	(0.4)
Retained (loss)/profit	**(4.3)**	2.3

On a pre-exceptional basis, the Group generated an operating loss of £3.4m (2018: profit of £4.5m) from which net debt service of £0.6m (2018: £0.6m) is deducted resulting in a loss before exceptional items, non-controlling interests and tax of £4.0m (2018: profit £3.9m).

NET INTEREST EXPENSE

The Group's net interest expense is analysed as follows:

	2019 £'m	2018 £'m
Bank interest payable	**0.3**	0.4
Bank charges	**0.3**	0.2
Total	**0.6**	0.6

Interest expenses have remained constant, with higher bank charges and a higher net debt position over the course of the year offset by a reduction in the interest margin paid.

The Group has derivative instruments that hedge the majority of the Group's debt, as shown in Note 14. These instruments ensure that, for a proportion of the Group's debt, the rate of interest paid will not exceed a defined interest rate.

EXCEPTIONAL ITEMS

During YE19 and YE18, the Group incurred charges that due to their size and nature were considered "exceptional". The Group's definition of exceptional items includes the identification of significant non-recurring items that enable the "normal" financial performance of the Group to be better understood. As shown in Note 4, the exceptional items in YE19 and YE18 arose from some restructuring costs.

	2019 £'m	2018 £'m
Restructuring costs	**(0.2)**	(0.1)

COMMUNITY RUGBY BOARD

The expenditure within the remit of the CRB was as follows:

	2019 £'m	2018 £'m
Operational costs – community rugby	**4.9**	4.6
Allocations to affiliated organisations – community rugby	**4.5**	4.5
Allocations to affiliated organisations – Premiership	**1.7**	1.7
Certain other costs included within performance rugby	**0.7**	0.9
Total	**11.8**	11.7

The amount for YE18 is included for illustrative purposes only as CRB did not exist last year.

INVESTMENT IN PROFESSIONAL RUGBY

The investment in professional rugby was as follows:

	2019 £'m	2018 £'m
Operational costs – WRU Gwent	**7.6**	6.0
Allocations to affiliated organisations – Regions	**25.4**	20.5
Total	**33.0**	26.5



CASHFLOW

The Group's net cash inflows from operating activities were as follows:

	2019 £'m	2018 £'m
EBITDA	**31.9**	35.1
Allocations to affiliated organisations	**(31.6)**	(26.7)
Exceptional items	**(0.2)**	(0.1)
Working capital movements	**2.8**	(0.9)
Net cash inflows from operating activities	**2.9**	7.4

NET DEBT

Net debt, which is defined as bank loans, debenture loans, finance lease obligations (including creditors that will be settled by a future finance lease agreement) less cash balances, as at 30 June 2019 was £62.0m (2018: £43.7m). The net debt position of the Group is as follows:

	June 30 2019 £'m	June 30 2018 £'m
Debt		
Bank loans	**11.2**	6.2
Debenture loans	**38.0**	37.6
Other creditor to be ultimately settled by a future finance lease agreement	**15.0**	-
Cash	**(2.2)**	(0.1)
Net debt	**62.0**	43.7

Net bank debt, which is bank loans less cash balances, was £9.0m (2018: £6.1m). The net bank debt position of the Group is as follows:

	2019 £'m	2018 £'m
Loans		
Term loan	**-**	1.3
Regions loan	**2.0**	2.4
Revolving credit facility ("RCF")	**9.2**	2.5
	11.2	6.2
Cash	**(2.2)**	(0.1)
Net bank debt	**9.0**	6.1

The increase in net bank debt during the year of £2.9m includes: (i) a £1.3m repayment of the term loan; (ii) a £6.7m increase in the RCF; (iii) a reduction in the Regions' loan of £0.4m due to repayments from the Regions; (iv) offset by the increase in cash balances of £2.1m. The loans to the Regions were secured to further their ambitions in conjunction with the PRA and the RSA; further details of the amounts due from the Regions are set out in Note 11.

The RCF was £9.2m drawn as at 30 June 2019, £2.5m drawn as at 30 June 2018 and had a maximum draw of £11.7m during the year. The RCF was also fully repaid at certain points during the year.

As at 30 June 2019, the Group had unutilised facilities of £25.8m (2018: £16.5m).

As part of its banking agreements, the Group has to comply with bank covenants which require the Group to, inter alia, meet certain levels of cashflows and surpluses. This enforces normal business practices on the Group but limits the extent to which the Group can invest, make allocations to affiliated organisations and access the facilities above.

These bank covenants are typical of those applying to commercial businesses. It is in the Group's best interests to comply with these covenants as a breach would be a default of the loan agreements. The Group's financial management and controls are structured so that the Group complies with these covenants.

CAPITAL EXPENDITURE

During YE19, the Group invested in some £19.9m of capital expenditure; the main categories of investment were as follows:

	£'m
Catering equipment and improvements	**0.4**
Westgate Hotel – asset in the course of construction	**16.3**
Diesel rotary uninterrupted power supply ("DRUPS") - asset in the course of construction	**1.7**
Stadium improvements	**0.4**
Gym and related extension	**1.1**
Total	**19.9**

The Westgate Hotel is explained earlier in this report.



BALANCE SHEET AND RESERVES

The Group's reserves attributable to the Company have decreased by £4.4m to £23.4m. This decrease arises from the retained loss for the year and the loss recognised in the Consolidated Statement of Comprehensive Income.

The fixed assets of the Group increased by some £14.5m, reflecting the capital expenditure of £19.9m offset by the depreciation charged in the year of £5.2m and £0.2m net book value of assets disposed of.

Operating working capital fluctuates from year to year depending upon the timing of events arising immediately prior to the year end.



COMMERCIAL ACTIVITY

Throughout the year, a series of significant commercial agreements were achieved or renewed by the Group. These include:

New:

- Channel 4 broadcasting the Under Armour Summer Series and Wales v Barbarians in November
- Indigo Group appointed to be the title sponsor of the Premiership for the next 4 years
- Specsavers are now an Official Partner as well as being the title sponsor of the Community Leagues for the next four years
- Total Gas & Power ("TGP") appointed to be "Official Business and Commercial Energy Supplier" for the next four years. In addition, Amber Energy will work on activating a centralised purchasing project, supporting the community game in Wales, utilising TGP as the elected energy supplier
- Dove Men+Care appointed as an Official Partner
- The RWC legacy activity, after success in Kitakyushu was expanded to Oita and Kumamoto – where Wales play group games in the RWC
- Welsh Government/Visit Wales will utilise rights for a twelve-month period to support a Global Activation and marketing campaign during the RWC year
- Britvic appointed as an Official Supplier for soft drinks in a deal through to 2022
- Perform Better are now an Official Supplier having kitted out the new gym at the National Centre of Excellence

Renewal:

- BBC & S4C are to continue broadcasting club rugby in Wales
- Ignition have renewed the agreement to supply the Official Welsh Rugby match programmes for an additional four year period

WELSH LANGUAGE

The Group continues to work in accordance with its Welsh Language Policy. Where possible, the Group ensures that the Welsh language is widely used in its operations and continually considers whether it can do more through the medium of Welsh.

PRINCIPAL RISKS AND MITIGATION STRATEGIES

As outlined earlier in this report, the Group's primary objective is to promote rugby to encourage more people to engage with the game, more often with more enjoyment and more success, which is achieved by re-investment in community rugby, performance rugby and Principality Stadium.

The Directors' assessment of the principal risks to delivering this objective, their potential effect and the steps taken by the Group to mitigate these risks are set out below:

Income generation – the ability to generate income dictates the level of re-investment the Group is able to make in all forms of rugby. A sustained fall in income would lead to a reduction in financial resource available for re-investment in rugby.

Some 74% (2018: 69%) of the Group's income is predominantly derived from staging international matches featuring the Welsh team and the commercial activities associated with the Welsh team. Given its significance, the mitigation of income risk is therefore focused on match and commercial incomes.

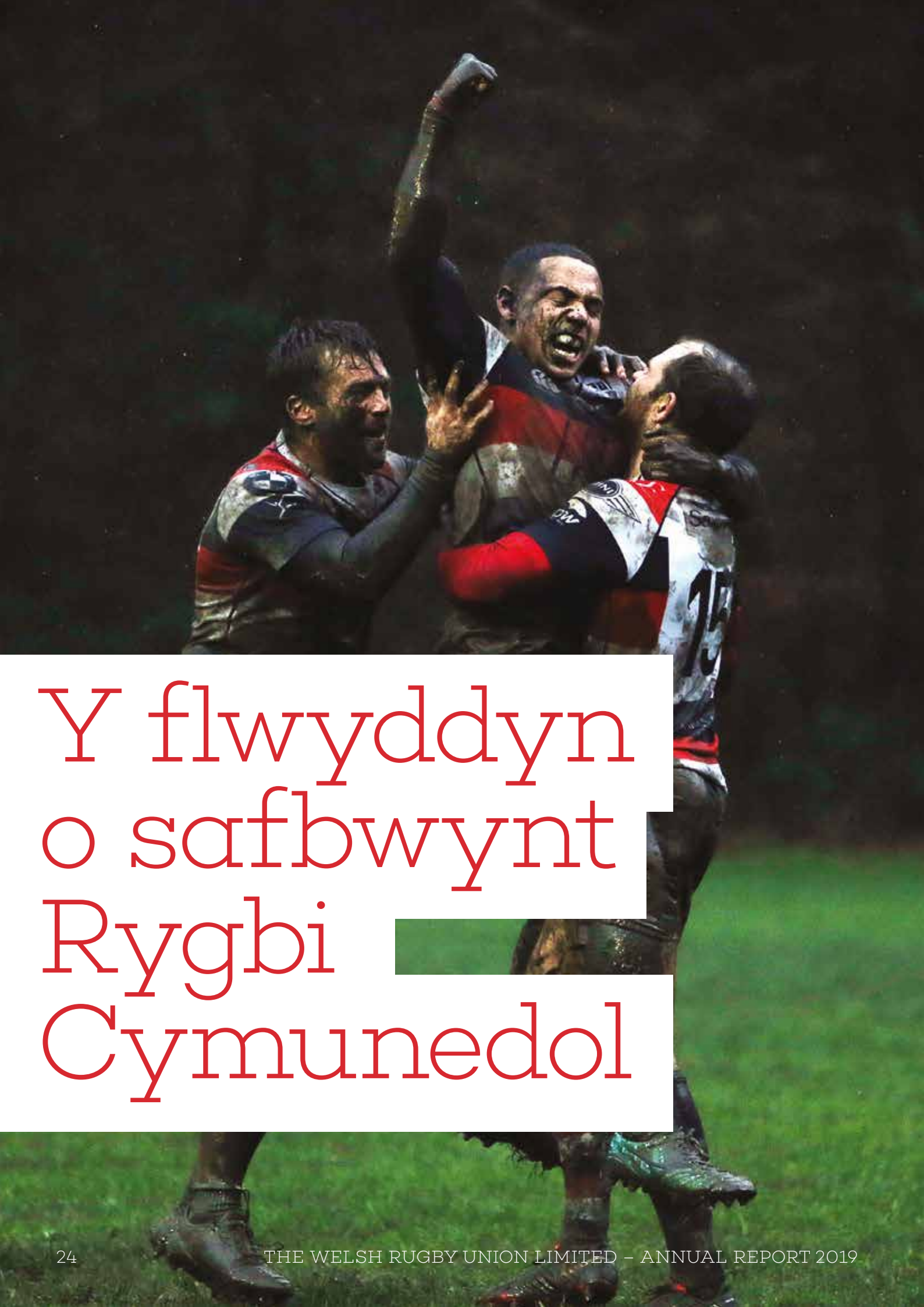


The Group seeks to mitigate risk to income by, where possible, entering into long term arrangements with its broadcasters, sponsors and other commercial partners. The Group's ticket pricing strategy is focused on maintaining a balance between the highest possible attendances and strong financial returns. The Group's ticket prices are reviewed annually with reference to market conditions and the opposition faced.

As noted above, 74% (2018: 69%) of the Group's income is derived from activities associated with the Welsh team. The performance of the Welsh team will have an impact on the Group's ability to generate income, particularly over the medium to long term. The Group aims to ensure the success of the Welsh team by recruiting a world class coaching and medical team to provide the best possible support to its international players, securing additional preparation time for the Welsh team and extensive investment in training facilities, to ensure the Welsh team has the best possible environment in which to train.

The provision of adequate banking facilities – the Group is financed by a mixture of bank and debenture debt. The continued availability of the bank debt facilities, at competitive rates, is crucial to the future prospects of the Group. The Group's banking facilities are subject to compliance with financial covenants and non-compliance of these covenants could significantly impact on the Group's banking facilities. Ensuring adherence to the financial covenants forms a key part of all policy and strategy and the Group has a rigorous annual budgeting process that is focused on covenant compliance. The Group reviews performance against this budget throughout the year in order to identify any potential risks to compliance. The Group continually communicates with its bankers, in respect of the Group's activities and performance.

The maintenance, physical security and insurance of its main assets, primarily Principality Stadium – the majority of the Group's income is derived from the staging of international matches at Principality Stadium and should Principality Stadium not be available to host matches the Group would have to seek alternative venues, which would likely incur significant costs and may not have similar capacity. Loss of or restricted access to the Group's other assets, such as the National Centre of Excellence ("NCE"), would also have a severely detrimental impact on the Group. The training facilities at the NCE are amongst the best in the world and National Squad performance may suffer as a result of loss of access to those facilities. The Group takes extensive measures to safeguard its assets. The Group employs a team of maintenance and facility management staff who undertake a thorough preventative maintenance programme at all of the Group's facilities. The Group procures comprehensive insurance policies that, in the event of damage to assets, provide recompense for rectification of damage and for loss of earnings due to business interruption.



Y flwyddyn o safbwynt Rygbi Cymunedol

Y CLYBIAU

Daeth Merthyr i'r brig unwaith eto yn yr Uwch-gynghrair gan ennill yr hawl i'w galw eu hunain yn glwb gorau Cymru yn ystod tymor 2018/2019, ond Caerdydd gafodd y gair olaf yng nghystadleuaeth y Cwpan wrth iddynt drechu eu gelynion o 25-19 a chodi'r tlws hynaf yn hanes rygbi yng Nghymru ar ddiwedd gêm derfynol y tymor yn Stadiwm Principality.

Buodd cyfanswm o chwe thîm yn cystadlu am dlysau yng nghartref rygbi yng Nghymru ddydd Sul 28 Ebrill pan gafodd prif ddigwyddiad y calendr ar gyfer rygbi clybiau, sef Diwrnod Rowndiau Terfynol y Tlysau Cenedlaethol, ei gynnal yn Stadiwm Principality. Cyn buddugoliaeth Caerdydd, roedd Aberhonddu wedi trechu Bôn-y-maen i ennill y Plât Cenedlaethol ac roedd y Fenni wedi sicrhau buddugoliaeth dros Oakdale i gipio'r Bowlen.

Pont-y-pŵl enillodd y Bencampwriaeth ond ni fyddai'r clwb yn cael ei ddyrchafu, er iddo gipio'r teitl am y pedwerydd tro'n olynol, oherwydd iddo golli'r gêm ailchwarae yn erbyn Llanelli yn Aberafan. Er hynny, mae'r clwb yn gwybod erbyn hyn y bydd dringo i gynghrair uwch a disgyn i gynghrair is y tymor nesaf yn rhywbeth a fydd yn digwydd yn awtomatig.

Rydym wedi croesawu noddwr newydd o ran teitl i Uwch-gynghrair Grŵp Indigo ac rydym wedi lleihau nifer y timau sydd yn yr Uwch-gynghrair o 16 i 12. Bydd y clybiau a ddisgynnodd o'r Uwch-gynghrair, sef Castell-nedd, Bargod, Crosskeys a Bedwas, yn awyddus i ddringo'n ôl iddi yn syth.

Aeth y Bwrdd Rygbi Cymunedol newydd ati i adolygu ein cystadlaethau cwpan a chytuno ar gemau'r clybiau yn gynharach nag erioed o'r blaen, gan helpu'r clybiau i gynllunio ar gyfer y tymor sydd i ddod. At hynny, mae prosiect peilot i gofrestru chwaraewyr ar-lein yn ystod y flwyddyn yn golygu bod gennym 38,000 o chwaraewyr mini a chwaraewyr iau ar gronfa ddata URC yn awr. Mae'r system yn rhoi darlun cywir o'r gamp i ni, a fydd yn arwain at benderfyniadau gwell a gwybodus gan y Bwrdd Rygbi Cymunedol a'r Cyngor, ac mae'r system wedi'i chyflwyno ar gyfer chwaraewyr hŷn yn y tymor sydd i ddod.

Cafodd y tîm Datblygu Clybiau ei drosglwyddo yn ystod y flwyddyn i'r Adran Rygbi Cymunedol sy'n gyfrifol am ddatblygu busnes, cyfleoedd i wirfoddoli a chyfleusterau ar gyfer clybiau. O ganlyniad, bwriedir lansio strategaeth "clwb ar gyfer y dyfodol" yn ystod y flwyddyn nesaf, a fydd yn canolbwyntio ar arweinyddiaeth, pobl, cyfleusterau, partneriaethau a chydweithio.

Mae cyfres o brosiectau peilot cymorth busnes wedi'u cynnal ar gyfer clybiau ledled Cymru, sydd wedi bod yn cynnig arweiniad ynghylch sicrhau bod cyfleusterau'n cydymffurfio â'r gofynion ac arweiniad ynghylch arbedion a chyfleoedd sy'n gysylltiedig â thechnoleg/ynni adnewyddadwy, a bydd ymarfer cwmpasu trefniadau llywodraethu'n dilyn yn 2019/20 ar y cyd â Phrifysgol De Cymru.

Eleni hefyd, cwblhawyd yr achos cyntaf o Drosglwyddo Asedau Cymunedol yng Nghyngor Bwrdeistref Sirol Pen-y-bont ar Ogwr, wrth i Glwb Rygbi Bryncethin agor Canolfan Gymunedol Bryncethin ar ei newydd wedd yn swyddogol yn dilyn buddsoddiad gan ystod eang o gyllidwyr, a oedd yn cynnwys cyfraniad o £15,000 gan y Grant Cyfleusterau.

Mae Grantiau Cyfleusterau gwerth dros £900,000 wedi'u dyfarnu i 54 o glybiau ar gyfer gwaith ar ystod o brosiectau gwella.

Mae modelau cydweithio newydd wedi'u sefydlu ar gyfer clybiau, sy'n cynnwys Cwmni Buddiannau Cymunedol Neyland/Clwb Rygbi Neyland, Ysgol Uwchradd Llanisien/Clwb Rygbi Llanisien a Chanolfan Dysgu Cymunedol Queensferry/Clwb Rygbi Shotton.

O ran addysgu hyfforddwyr, rydym yn dal i gynyddu nifer y bobl sy'n cael eu denu i ddilyn ein cyrsiau Datblygiad Proffesiynol Parhaus. Mae'r gwaith hwnnw'n cynnwys ymgyrch o bwys gan ein rhwydwaith o Swyddogion Datblygu Hyfforddwyr yng nghyswllt y gamp i fenywod a merched, sy'n golygu bod ein ffigurau ar gyfer cydbwysedd rhwng y rhywiau wedi gwella'n sylweddol yn ystod y pedair blynedd diwethaf; menywod yw 20% o'r holl bobl sy'n dilyn ein cyrsiau erbyn hyn.

Mae ein cwrs 'cyswllt cynnar' newydd sy'n benodol i oedran ac sydd wedi'i anelu at hyfforddwyr ym maes y gamp i chwaraewyr iau – o dimau dan 9 i dimau dan 11 – wedi cael croeso cynnes, a chafodd 22 o gyrsiau ar gyfer 360 o hyfforddwyr eu cynnal drwy gydol y flwyddyn.

At hynny, rydym wedi cynnal bron 500 o ddigwyddiadau Datblygiad Proffesiynol Parhaus gydag ymhell dros 4,000 o hyfforddwyr yn bresennol, sef y nifer fwyaf a welwyd yn ystod y chwe blynedd diwethaf. Gellir priodoli'r cynnydd hwnnw i'r gwaith da y mae'r swyddogion hybu rygbi'n ei wneud yn y gymuned.

Y GAMP GYMUNEDOL

Helpodd y digwyddiad 'Ffordd i Principality' yn Stadiwm Principality ym mis Ebrill a mis Mai i arddangos yr amrywiaeth amgen a chynhwysol o weithgarwch y gall rygbi yng Nghymru ei gynnig. Cafodd prif ddigwyddiad y gamp gymunedol, sy'n para wythnos, ei gynnal am yr ail flwyddyn ac mae'n dathlu cyfranogiad mewn pob math o rygbi gyda thros 100 o dimau clybiau, timau ysgolion a thimau cynrychioliadol yn cymryd rhan mewn gemau terfynol, gwyliau a gemau unswydd. Eleni roedd y digwyddiad yn cynnwys diwrnod a neilltuwyd ar gyfer rygbi cynhwysiant, pan welwyd chwaraewyr rygbi cerdded, chwaraewyr gallu cymysg a chwaraewyr hoyw i gyd yn chwarae rygbi, ynghyd â phlant o Ysgol Gynradd Glan-yr-afon a fu'n cymryd rhan mewn rhaglen gymunedol a gyflwynwyd gan ein prentisiaid datblygu rygbi. Buodd ein prentisiaid hefyd yn cydweithio â phrentisiaid yr Urdd i gyflwyno prosiect gwaddol cyntaf yr Urdd ac URC ar gyfer timau 7 bob ochr mewn ardaloedd o Gyngor Caerdydd, a oedd yn cynnwys Grangetown, y Sblot a Threlái. Cafodd gemau terfynol ysgolion iau, ysgolion canolradd ac ysgolion hŷn eu chwarae hefyd yn ystod y gyfres 'Ffordd i Principality', ynghyd â gêm Tîm XV Datblygol Menywod Cymru, Diwrnod Gemau Terfynol y Timau Ieuenctid, Gemau Terfynol Rygbi Cyffwrdd, Gemau Terfynol y Timau dan 18 ac Uwch-gwpan y Timau Menywod.

Cafodd y gweithgarwch hwn ei gynnal yng nghartref rygbi yng Nghymru yn ystod wythnosau olaf y tymor, ond roedd yn ganlyniad rhaglen ymgysylltu a oedd ar waith drwy gydol y flwyddyn.

Yn ystod penwythnos gêm Cwpan Doddie Weir yn erbyn yr Alban ym mis Tachwedd, gwnaethom wireddu ein Strategaeth Rygbi Anabledd newydd drwy gynnal gêm drawsffiniol i chwaraewyr gallu cymysg, a drodd y strategaeth yn realiti.

Mewn meysydd eraill mae partneriaeth yr Urdd ac URC, a oedd yn cynnwys saith diwrnod o gemau i dimau 7 bob ochr, cynllun i brentisiaid yn y gogledd, rygbi traeth a rygbi ysgolion cynradd, wedi llwyddo i gadw diddordeb tua 14,000 o bobl ifanc drwy gydol y flwyddyn.

Mae adolygiad o'r rheoliadau ar gyfer cystadlaethau rygbi cymunedol wedi arwain at gyflwyno rheoliadau llai caeth, ac mae hynny wedi talu ar ei ganfed eisoes ar draws y gamp yng Nghymru. At hynny, rydym wedi cyflwyno newidiadau i'r Model Cyllid Cymunedol, unwaith eto ar ôl cael adborth gan y clybiau, yn unol â'n Strategaeth Rygbi Cymunedol.

Rydym hefyd wedi ailwampio ein Cynghreiriau Ieuenctid, sydd wedi arwain at welliant sylweddol yn nifer y gemau a gaiff eu cwblhau. Erbyn hyn, mae cyfradd cwblhau gemau'r cynghreiriau yn 94%.

Rydym wedi cynnal Adolygiad Rygbi mewn Addysg URC, sef ymgynghoriad annibynnol ynghylch y gamp i fechgyn/dynion ac i ferched/menywod mewn lleoliadau addysg. Nid yw'r canfyddiadau wedi'u cyhoeddi eto, ond yn y cyfamser rydym wedi lansio rhaglen newydd, sef Rhaglen Ysgolion Cynradd URC. Mae'r rhaglen hon wedi bod yn dylunio, yn treialu ac yn cyflwyno adnodd rygbi digidol newydd ar gyfer yr ystafell ddosbarth, sy'n seiliedig ar y cwricwlwm newydd ac sydd ar gael yn rhad ac am ddim i athrawon ysgolion cynradd. Mae cynnwys y platfform a'r deunyddiau cynorthwyol wedi'i greu gan addysgwyr ar gyfer addysgwyr, ac mae'n



cynnig mynediad unigryw i rygbi yng Nghymru ac i'w werthoedd o safbwynt iechyd a lles, diwylliant a'r gymuned. Mae gan y rhaglen hon y potensial i gynnwys disgyblion oedran cynradd mewn 1,261 o ysgolion ledled Cymru a disgwylir y bydd y prosiect, pan gaiff ei lansio'n llawn, yn cael effaith bellgyrhaeddol yn ystod y flwyddyn sydd i ddod.

Rydym yn dal i ganolbwyntio ar ddiogelu integriti'r gamp drwy gydweithio'n rhagweithiol â chlybiau, rhanbarthau a phartneriaid i gynnal amgylchedd diogel a chadarnhaol ar gyfer rygbi yng Nghymru, ac rydym yn ddyledus iawn i'r gwirfoddolwyr diwyd mewn clybiau, sy'n ymgymryd â rolau Swyddogion Diogelu Clybiau a Swyddogion Integriti Clybiau. Mae'r unigolion hynny'n rheoli materion sy'n gysylltiedig ag integriti'r gamp yn lleol, ac maent hefyd yn parhau i hyrwyddo diwylliant ac agweddau cadarnhaol ein camp.

Rydym wedi llwyddo i gynnal Lefel Tri y Safonau Diogelu Cenedlaethol yn ystod yr adolygiad blynyddol gydag Uned Amddiffyn Plant mewn Chwaraeon yr NSPCC a Chwaraeon Cymru, ac rydym wedi cynyddu ein capasiti i ddarparu hyfforddiant i chwaraewyr, swyddogion cymorth, rhieni a staff ynghylch atal camddefnyddio cyffuriau mewn chwaraeon. Mae naw o Addysgwyr UKAD newydd ar gael i'w defnyddio yn ystod y tymor sydd i ddod.

Drwy gydol y flwyddyn cafodd ein gwirfoddolwyr hyfforddiant ynghylch cymorth cyntaf, hyfforddiant meddygol a hyfforddiant ynghylch ymwybyddiaeth o gyfergyd drwy eu clybiau, ac erbyn hyn mae Strategaeth Feddygol Gymunedol wedi'i datblygu a fydd yn cael ei lansio yn ystod tymor 2019/20. Mae ein Tîm Integriti wedi ymdrin â thros 700 o achosion y tymor hwn drwy ein gweithdrefnau disgyblu, diogelu ac atal camddefnyddio cyffuriau mewn chwaraeon.



Y CANOLFANNAU

Erbyn hyn mae 88 o ysgolion a cholegau ledled Cymru yn rhan o'n Rhaglen Canolfannau 2 sydd am y tro cyntaf yn cynnwys Ysgol Anghenion Addysgol Arbennig, sef Ysgol Pen-y-bryn yn Abertawe. Erbyn hyn hefyd, mae gennym bump o Swyddogion Hybu Rygbi mewn Prifysgolion a dau Swyddog Hybu Rygbi i ferched, a gyflogir ar y cyd â Sefydliad Cymunedol Gleision Caerdydd.

Mae rygbi menywod a merched wedi parhau i dyfu'n gryf gan fodloni uchelgais strategol allweddol y Grŵp drwy waith y swyddogion hybu rygbi a'r canolfannau hybu rygbi yn y gymuned i fenywod a merched, gyda chymorth mentrau megis 'Recriwtio Chwaraewyr Newydd' a 'Mynd â Ffrind'. Mae'r prif ffigurau'n dangos bod degau o filoedd o ferched wedi ymwneud â rygbi drwy gydol y flwyddyn mewn amrywiaeth o wahanol ddarpariaethau, o RugbyFit i rygbi tag a'r gamp greiddiol i dimau 15 bob ochr. Yn benodol mae tua 3,000 yn cymryd rhan yn y canolfannau hybu rygbi i fenywod a merched yn y gymuned, a llwyddodd yr wythnos 'Recriwtio Chwaraewyr Newydd' i ddenu tua 11,000 o ferched newydd i'r gamp. Mae dros 18,000 o ferched yn chwarae rhyw fath o rygbi'n rheolaidd mewn ysgolion uwchradd, colegau a phrifysgolion sydd â swyddog hybu rygbi.

Mae ein gwaith ymgysylltu ag ysgolion drwy ein rhwydwaith o swyddogion hybu rygbi wedi cael effaith fawr ar y cyrsiau arweinwyr rygbi yr ydym wedi bod yn eu cynnal. Mae 83 o gyrsiau wedi'u cynnal yn yr ysgolion, gyda thros 1,500 o fyfyrwyr yn mynychu'r rhaglen ac yn cymryd rhan ynddi gyda'u hysgol, yn y gymuned ac ardal yr ysgol gynradd.

Mewn ysgolion yn unig, llwyddodd 3,383 o ddisgyblion ysgol (bechgyn a merched) i ddatblygu o fewn ein rhaglen Arweinwyr Rygbi Lefel 1 a chynlluniau dyfarnu, ochr yn ochr ag amrywiaeth o gyfleoedd i wirfoddoli.

Cafwyd ymgyrch hefyd i gynyddu nifer y menywod ymhlith hyfforddwyr a dyfarnwyr, ac mae swyddogion penodedig sy'n hybu rygbi i fenywod a merched wedi ymuno â'n rhwydwaith o unigolion sy'n gwella cyfranogiad ledled Cymru.



CLYBIAU BUDDUGOL 2018/19:

Y Cwpan

Caerdydd 25 - 19 Merthyr

Y Plât

Bôn-y-maen 21 - 23 **Aberhonddu**

Y Bowlen

Y Fenni 27 - 23 Oakdale

Uwch-gynghrair Principality

Merthyr

Y Bencampwriaeth

Pont-y-pŵl

Y Cynghreiriau Cenedlaethol

1 Y Dwyrain	**Aberhonddu**
2 Y Dwyrain	**Trefynwy**
3 Y Dwyrain A	**Oakdale**
3 Y Dwyrain B	**Rhymni**
3 Y Dwyrain C	**Saraseniaid Casnewydd**
3 Y Dwyrain D	**Betws**
1 Canol Y Dwyrain	**Crwydriaid Morgannwg**
2 Canol Y Dwyrain	**St Peters**
3 Canol Y Dwyrain A	**Treharris**
3 Canol Y Dwyrain B	**Treganna**
3 Canol Y Dwyrain C	**Hirwaun**
1 Canol Y Gorllewin	**Ystalyfera**
2 Canol Y Gorllewin	**Gellifedw**
3 Canol Y Gorllewin A	**Bridgend Sports**
3 Canol Y Gorllewin B	**Baglan**
3 Canol Y Gorllewin C	**Pen-Y-Groes**
1 Y Gorllewin	**Felin-Foel**
2 Y Gorllewin	**Pen-Clawdd**
3 Y Gorllewin A	**Aberdaugleddau**
3 Y Gorllewin B	**Nantgaredig**
1 North	**Llandudno**
2 North	**Cobra**
3 North	**Shotton Steel**





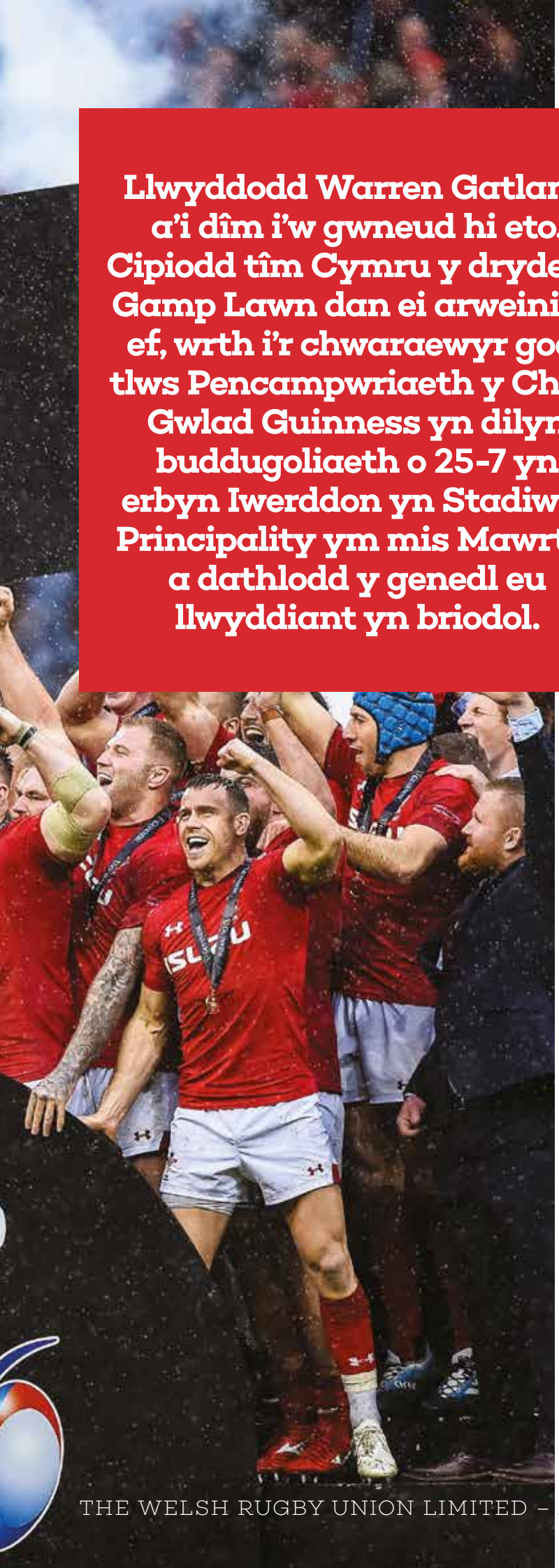






Y flwyddyn o safbwynt Rygbi Proffesiynol





Llwyddodd Warren Gatland a'i dîm i'w gwneud hi eto. Cipiodd tîm Cymru y drydedd Gamp Lawn dan ei arweiniad ef, wrth i'r chwaraewyr godi tlws Pencampwriaeth y Chwe Gwlad Guinness yn dilyn buddugoliaeth o 25-7 yn erbyn Iwerddon yn Stadiwm Principality ym mis Mawrth, a dathlodd y genedl eu llwyddiant yn briodol.

Bydd yn anodd ffarwelio â'r hyfforddwr mwyaf llwyddiannus yn hanes y gamp yng Nghymru, a'r gŵr sydd wedi treulio'r cyfnod hiraf yn y swydd, ond rydym wedi cael digon o amser i gynllunio ar gyfer ei ymadawiad anochel a byddwn yn gwneud popeth posibl i sicrhau bod yr awenau'n cael eu trosglwyddo'n hwylus i'r prif hyfforddwr newydd, Wayne Pivac.

Cadarnhawyd ym mis Gorffennaf 2018 mai Pivac fyddai prif hyfforddwr nesaf Cymru, a gwnaed defnydd doeth o'r amser ers hynny. Rydym wedi osgoi'r holl symud o gwmpas sy'n digwydd yn naturiol ar ôl twrnamaint Cwpan Rygbi'r Byd, pan fydd hyfforddwyr yn mynd yn eu blaen a phan fydd y sawl sy'n cynnig y cyflog uchaf yn cael yr hyfforddwr y maent yn dymuno ei gael, ac rydym yn credu'n bendant bod gennym y gŵr iawn sydd â'r adnoddau iawn a'r arbenigedd priodol i'n harwain i gyfnod newydd o lwyddiant.

Wrth adolygu tymor 2018/19 rhaid i ni nodi hefyd bod Cymru yn parhau'n ddiguro ar ddiwedd y flwyddyn ariannol yn dilyn 14 gêm, sy'n record, ac mai ni sydd ar frig rhestr World Rugby o ddetholion; mae'r ddau beth hynny'n argoeli'n dda ar gyfer Cwpan Rygbi'r Byd yn Japan, y mae disgwyl mawr amdano.

Mae'r garfan genedlaethol wedi bod yn paratoi'n drwyadl ar gyfer Japan. Mae gwersylloedd hyfforddi wedi'u cynnal yn Fiesch yn y Swistir, ac rydym hefyd wedi bod yn cymryd rhan mewn ymgyrch sicrhau gwaddol er mwyn cael pobl i'n mabwysiadu ni fel eu hoff dîm yng Nghwpan Rygbi'r Byd 2019 – ar ôl eu gwlad eu hunain.

Yn ystod y 12 mis diwethaf rydym wedi bod yn cyflwyno rhaglen ymgysylltu a sicrhau gwaddol yn ninas Kitakyushu. Mae'r ddinas wedi mabwysiadu Cymru fel ei thîm ar gyfer y twrnamaint, ac rydym wedi bod yn anfon hyfforddwyr ac addysgwyr hyfforddwyr ar nifer o ymweliadau â Japan er mwyn rhannu rygbi yng Nghymru â miloedd o blant ysgol ledled y wlad.

Gan fod y berthynas â Kitakyushu wedi bod mor llwyddiannus, gwnaed trefniadau tebyg gyda dwy ddinas arall sy'n cynnal gemau Cwpan Rygbi'r Byd, sef Oita a Kumamoto, a does dim amheuaeth na fydd y gwaith hwn yn esgor ar fudd i Gymru o safbwynt masnachol ac o safbwynt cyfranogiad.

Dechreuodd y tymor rhyngwladol â'r Gyfres Under Armour wrth i ni groesawu'r Alban, ein gwrthwynebwyr cyntaf o Hemisffer y Gogledd, i Stadiwm Principality ym mis Tachwedd i gystadlu am Gwpan Doddie Weir. Cafodd swm sylweddol o arian ei godi ar gyfer elusen y cyn-chwaraewr rhyngwladol o'r Alban, sy'n dioddef o Glefyd Niwronau Motor ac sydd wedi ymroi i ddod o hyd i ffordd o'i wella. Bydd y tlws hwn yn cael ei gyflwyno bob tro y bydd Cymru a'r Alban yn herio ei gilydd, a deiliaid y tlws ar hyn o bryd yw'r Cymry wrth gwrs.

Llwyddodd tîm cenedlaethol y menywod i orffen yn y pedwerydd safle yn eu cystadleuaeth nhw ym Mhencampwriaeth y Chwe Gwlad, gan sicrhau dwy fuddugoliaeth yn dilyn ei gilydd yn y ddwy rownd olaf a gorffen ar nodyn uchel wrth drechu Iwerddon o 24-5 gyda phwynt bonus. Yn y rownd flaenorol,











Mae pob un ohonom yn gwybod bod yna newidiadau yn yr arfaeth ar gyfer rygbi ar y llwyfan rhyngwladol, ond rydym yn credu ein bod mewn sefyllfa dda i ymdopi â'r newidiadau hynny. .

roedd y tîm wedi curo'r Alban oddi cartref ar ôl colli yn erbyn Lloegr a Ffrainc a chael gêm gyfartal 3-3 yn erbyn yr Eidal.

Dechreuodd y tymor ar nodyn uchel yn ogystal yn dilyn buddugoliaethau dros Dde Affrica a Hong Kong yng ngornestau'r hydref ar Barc yr Arfau. Y gwrthwynebwyr yn nhrydedd gêm y gyfres oedd Canada, ac er i'r Cymry golli o 21-38 gall y chwaraewyr ymfalchïo yn y ffaith eu bod wedi achosi



mwy o lawer o broblemau i'r tîm sy'n rhif pedwar yn y byd nag a wnaethant yn ystod y ddwy gêm yng Nghwpan y Byd 2017, lle'r oedd Canada ymhell ar y blaen iddynt. Mae'n amlwg bod y tîm wedi gwella, ac ni wnaeth y ddwy golled yn erbyn Ffrainc a Lloegr ym Mhencampwriaeth y Chwe Gwlad atal y chwaraewyr a'r hyfforddwyr rhag dyfalbarhau. Cafwyd sgôr gyfartal dderbyniol yn erbyn yr Eidal cyn colli yn erbyn Ffrainc, ond daeth y ddwy fuddugoliaeth yn erbyn yr Alban ac Iwerddon wedyn.

Mae'r Bwrdd Rygbi Proffesiynol newydd eisoes wedi cyflwyno newidiadau sylweddol er gwell i'r modd y caiff rygbi proffesiynol yng Nghymru ei reoli. Cafodd Model Contractio Chwaraewyr Proffesiynol Cymru, sy'n fodel newydd, ei gyflwyno yn ystod y flwyddyn ar ôl ymgynghori â'r chwaraewyr, Cymdeithas Chwaraewyr Rygbi Cymru, asiantiaid a phob rhanddeiliad perthnasol arall.

Mae'r model yn cynnwys strwythur newydd ar gyfer bandiau cyflog, y bwriedir iddo sicrhau cysondeb, tryloywder a chwarae teg ar gyfer pob chwaraewr proffesiynol yng Nghymru.

Mae adolygiad strategol o'r gamp i dimau 7 bob ochr rhyngwladol a'n model ar gyfer cyfranogiad yn y dyfodol wedi'i gynnal hefyd, ac mae cynrychiolaeth gyffredinol gref gyda'r rhanbarthau yng nghyswllt Cystadleuaeth y PRO14 Guinness a Rygbi Clybiau Proffesiynol Ewrop (EPCR) wedi sicrhau, er enghraifft, bod gemau'r tymor nesaf i gyd wedi'u cyhoeddi yn gynharach nag o'r blaen, sy'n galluogi'r cefnogwyr a busnesau perthnasol i gynllunio ar gyfer y tymor sydd i ddod.

Cadwodd ein tîm 7 bob ochr cenedlaethol ei safle yng Nghyfres y Byd, ac mae'n elfen bwysig o'n llwybr o hyd wrth iddo ddatblygu chwaraewyr a hyfforddwyr y dyfodol ar gyfer y gamp i dimau 7 bob ochr a'r gamp i dimau 15 bob ochr proffesiynol creiddiol.

Uchafbwynt y tymor ar gyfer ein tîm dan 20 oedd buddugoliaeth agos o 8-7 yn erbyn Seland Newydd ym Mhencampwriaeth Rygbi'r Byd Dan 20 yn Rosario yn yr Ariannin. Gorffennodd tîm dan 20 Cymru yn y chweched safle yn y twrnamaint – sef ei safle uchaf yn ystod y tri thymor diwethaf – gan drechu'r Ariannin, a oedd yn cynnal y gystadleuaeth, yn ogystal â thîm iau'r Crysau Duon.

Roedd y tymor diwethaf yn un o ailadeiladu ar gyfer tîm dan 18 Cymru. Yn y Gyfres Ryngwladol flynyddol i dimau dan 18 yn Ne Affrica, collodd tîm Chris Horsman o 43-40 yn erbyn Ysgolion De Affrica mewn gêm lle sgoriwyd llawer iawn o bwyntiau, ac ymatebodd y tîm yn dda i'r golled drwy drechu Lloegr wedyn o 26-20. Roedd Ffrainc yn rhy bwerus i'r crysau cochion yn y gêm olaf lle collodd Cymru o 52-7.

Ym Mhencampwriaeth y Chwe Gwlad a gynhaliwyd ym mis Ebrill, sicrhaodd Cymru fuddugoliaeth yn erbyn yr Alban yng Nghaerwrangon, ar ôl colli yn erbyn Lloegr a chyn colli wedyn yn erbyn yr Eidal. Gorffennodd y Cymry yn ail yn y tabl flwyddyn yn ôl, ar ôl ennill dwy gêm o dair, ond doedd eu safle terfynol eleni ddim yn adlewyrchiad teg o'u perfformiad wedi iddynt chwarae'n arbennig o dda i guro'r Alban. Ac er iddynt gael eu trechu gan yr Eidal yn eu gêm olaf, roedd Ioan Evans wedi rhoi Cymru ar y blaen ar un adeg ac roedd sgiliau amddiffyn ardderchog y chwaraewyr yn amlwg wrth iddynt lwyddo am gyfnodau hir i atal yr Azzurrini rhag sgorio.

Curodd Tîm Datblygol Menywod Cymru Dîm Datblygu Dan 18 Lloegr o 26-20 yn Stadiwm Principality ym mis Ebrill. Roedd yn gêm sy'n argoeli'n dda ar gyfer y dyfodol, oherwydd caiff llwybr y menywod ei ategu erbyn hyn gan raglen ranbarthol ar ei newydd wedd, sydd ar waith yn ystod mis Gorffennaf a mis Awst.

Un uchelgais strategol hirdymor a nodwyd yw y dylai fod gan Gymru dîm menywod sy'n cystadlu yng Nghyfres 7 Bob Ochr y Byd.

Ar lefel ranbarthol, y Gweilch oedd yr unig ranbarth o Gymru i sicrhau lle yng Nghwpan Pencampwyr Heineken y tymor nesaf, wrth iddynt guro'r Scarlets o 21-10 yng ngêm ailchwarae cystadleuaeth y PRO14 Guinness yn Stadiwm Liberty. Bydd y Gleision, y Scarlets a'r Dreigiau yn chwarae yn y Cwpan Her y flwyddyn nesaf.

Unwaith eto roedd Dydd y Farn yn ddigwyddiad pwysig yn y calendr rygbi yng Nghymru, a gwelwyd llawer o sêr rhyngwladol Cymru yn mynd benben â'i gilydd fel gwrthwynebwyr yng nghrysau eu rhanbarthau o flaen torf sylweddol ar gyfer cystadleuaeth y PRO14 Guinness yn Stadiwm Principality.





Cafodd Dean Ryan ei benodi'n Gyfarwyddwr Rygbi newydd ar gyfer y Dreigiau, Brad Mooar fydd prif hyfforddwr newydd y Scarlets, ac rydym yn edrych ymlaen unwaith eto at weld ein pedwar tîm cystadleuol yn chwifio baner Cymru yng nghystadleuaeth y PRO14 Guinness y flwyddyn nesaf.

Yng nghystadleuaeth newydd y Cwpan Celtaidd, gwelwyd pob rhanbarth yn chwarae yn erbyn timau A Gwyddelig mewn cystadleuaeth 8 tîm a chwaraewyd ar draws dau grŵp. Yn y rownd derfynol, gwelwyd tîm cynrychioliadol ifanc o'r Scarlets a thîm A Leinster yn herio ei gilydd ym Mharc y Scarlets, a chyflwynwyd y tlws i'r ymwelwyr yn dilyn buddugoliaeth o 15-8.




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Directors' Report

FOR THE YEAR ENDED 30 JUNE 2019



As anticipated last year, the Group has made a loss for the year and the Directors present their report and the Group and the Company's audited financial statements for the year ended 30 June 2019.

Principal activity and review of the business

The principal activity of the Group is to promote rugby in Wales and to encourage more people to engage with the game, more often, with more enjoyment and more success. This activity, together with the primary objective and the likely future development of the Group are reviewed in the Chairman's Statement, the Group Chief Executive's Summary and the Strategic Report.

Financial risk factors

The Group is exposed to financial risks from interest bearing assets and liabilities and interests in overseas companies. These expose the Group to financial risks including foreign currency risk, interest rate risk, credit risk and liquidity risk.

Foreign exchange risk

Where applicable, the Group mitigates foreign exchange risk with the use of forward contracts. As at 30 June 2019, the Group has no material foreign exchange risk (2018: £nil).

Interest rate risk

The Group has interest bearing liabilities. As shown in Note 14, the Group's policy is to hedge against the majority of any interest risk on liabilities by using derivative instruments to effectively hedge the interest rate risk. The Group has interest bearing assets which are invested at differing interest rates; these interest rates are fixed at the outset of the investment.

Credit risk

The Group has no significant concentration of credit risk. The Group has implemented policies that require appropriate credit checks on potential credit customers before sales commence. Interest bearing assets are only invested with financial institutions that have excellent credit ratings.

Liquidity risk

The Group maintains a balance between continuity of funding and flexibility. As at 30 June 2019, 39% (2018: 15%) of the borrowings were due to expire within five years.

Directors

The Directors who held office during the year and up to the date of signing the financial statements are listed in the 'Welsh Rugby Union Governance' section of this Annual Report. During the year, as part of the Governance changes that were approved at the 2018 Annual General Meeting, the composition of the Board of Directors changed and the number of Directors reduced to 12 (from 20) in March 2019.

Company Secretary

As reported in the 2018 Annual Report, Rhodri Lewis (Group General Counsel) was appointed Company Secretary on 1 August 2018, following the retirement of Gareth Williams.

Donations

The Group's primary charitable donation was £82,000 (2018: £119,000) to the Welsh Rugby Charitable Trust. This trust, which is independent from the Group, was set up to provide support to players who were injured whilst playing rugby in Wales. There were no political donations (2018: £nil).

Corporate social responsibility

The Group is aware of its responsibilities to local communities and its contribution to society. The Group recognises its responsibilities to the communities which are affected by its businesses and reviews its policies with regard to social, ethical and environmental matters as necessary. Any matters in any of these categories which may materially affect the business of the Group are reviewed as required by the Board.



Going Concern

The Directors have reviewed the financial position of the Group for the period to 31 October 2020 against the expected recurring operational income, expenditure and interest costs in conjunction with the Group's banking covenants. On this basis, the Directors consider that the Group has more than sufficient resources to continue in operational existence for the foreseeable future. For this reason, the Directors continue to adopt the going concern basis in preparing the Group's financial statements.

Statement of Directors' responsibilities in respect of the financial statements

The Directors are responsible for preparing the Annual Report and the financial statements (the "financial statements") in accordance with applicable law and regulation.

Company law requires the Directors to prepare financial statements for each financial year. Under that law, the Directors have prepared the financial statements in accordance with United Kingdom Accounting Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS102, "The Financial Reporting Standard Applicable in the UK and Republic of Ireland", and applicable law).

Under company law, the Directors must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Group and the Company and of the profit or loss of the Group and Company for that period. In preparing the financial statements, the Directors are required to:

- select suitable accounting policies and then apply them consistently;
- state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- make judgements and accounting estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the Group and Company will continue in business.



The Directors are also responsible for safeguarding the assets of the Group and the Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The Directors are responsible for keeping adequate accounting records that are sufficient to show and explain the Company's transactions and disclose with reasonable accuracy at any time the financial position of the Group and the Company and enable them to ensure that the financial statements comply with the Companies Act 2006.

Disclosure of information to auditors

(a) So far as the Directors are aware, there is no relevant audit information of which the Company's auditors are unaware; and

(b) The Directors have taken all the steps that they ought to have taken as a Director in order to make themselves aware of any relevant audit information and to establish that the Company's auditors are aware of that information.

Independent auditors

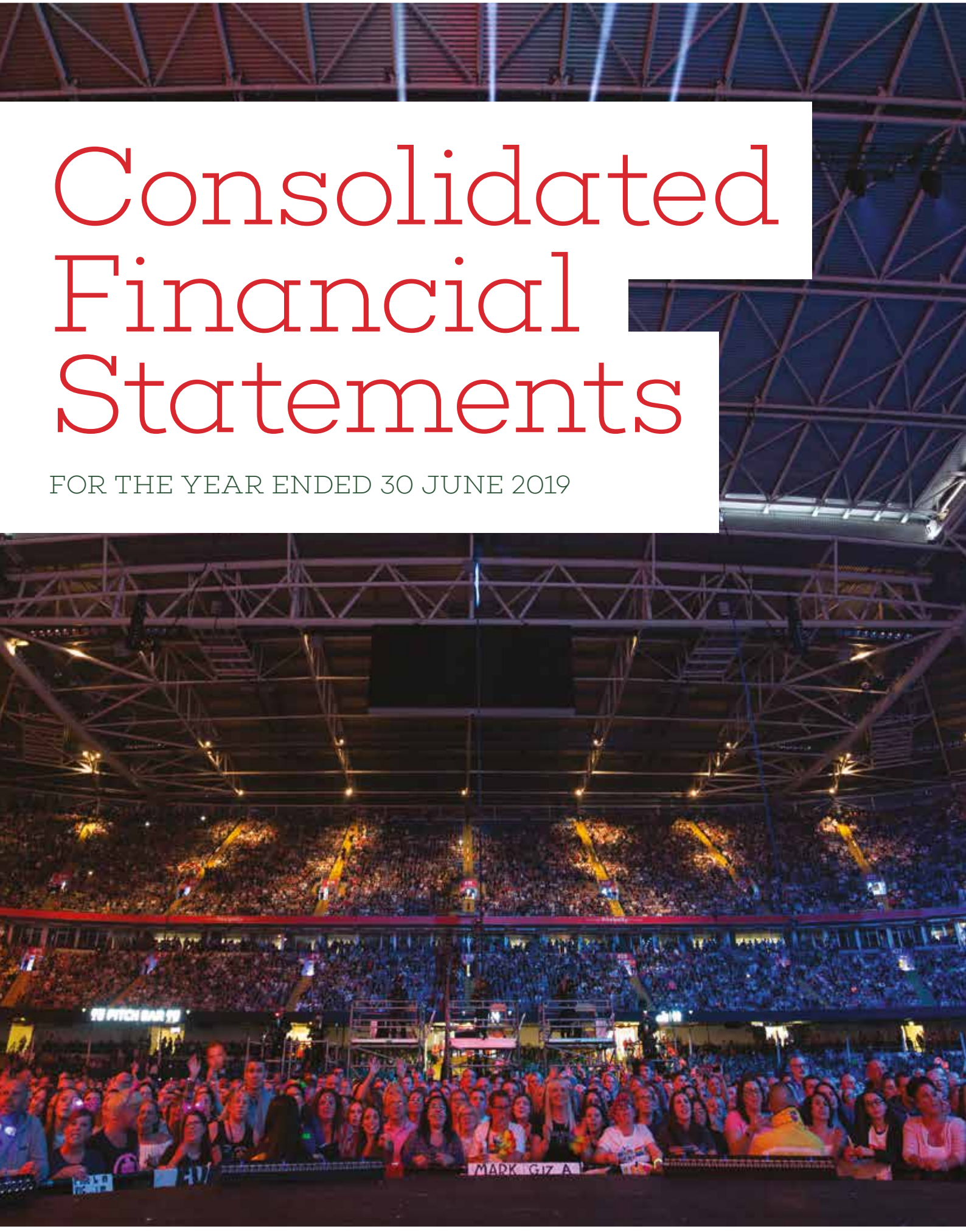
A resolution to reappoint PricewaterhouseCoopers LLP as the Group's auditors will be proposed at the Annual General Meeting in November.

By Order of the Board

Rhodri Lewis
Company Secretary
4 September 2019

Consolidated Financial Statements

FOR THE YEAR ENDED 30 JUNE 2019



CONSOLIDATED INCOME STATEMENT

for the year ended 30 June 2019

	Note	Total 2019 £'m	Total 2018 £'m
Match, commercial, hospitality and other income		**78.6**	85.3
Competition income		**11.9**	11.7
Turnover	2 (a)	**90.5**	97.0
Operating expenses	2 (b)	**(94.1)**	(92.6)
Operating profit before depreciation, exceptional items and allocations to affiliated organisations ("EBITDA")		**31.9**	35.1
Allocations to affiliated organisations	2 (d)	**(31.6)**	(26.7)
Exceptional items	4	**(0.2)**	(0.1)
Depreciation and amortisation (net of grant release)	4	**(3.7)**	(3.9)
Operating (loss)/profit		**(3.6)**	4.4
Interest payable and similar charges	3	**(0.6)**	(0.6)
(Loss)/profit on ordinary activities before tax	4	**(4.2)**	3.8
Tax on loss/(profit) on ordinary activities	6	**0.3**	(1.1)
(Loss)/profit for the financial year		**(3.9)**	2.7
(Loss)/profit attributable to:			
Company		**(4.3)**	2.3
Non-controlling interest		**0.4**	0.4
		(3.9)	2.7

The turnover and operating profit shown above are derived from continuing operations.

CONSOLIDATED STATEMENT OF COMPREHENSIVE INCOME

for the year ended 30 June 2019

	Note	Total 2019 £'m	Total 2018 £'m
(Loss)/profit for the financial year		**(3.9)**	2.7
Other comprehensive (expense)/income:			
Cash flow hedges			
• Reclassifications to profit and loss of foreign exchange hedging instruments		**(0.1)**	–
• Change in value of foreign exchange hedging instruments	14	**–**	0.2
Other comprehensive (expense)/income for the year		**(0.1)**	0.2
Total comprehensive (expense)/income for the year		**(4.0)**	2.9
Total comprehensive (expense)/income attributable to:			
Company		**(4.4)**	2.5
Non-controlling interest		**0.4**	0.4
		(4.0)	2.9

CONSOLIDATED AND COMPANY BALANCE SHEETS

for the year ended 30 June 2019

	Note	2019 Group £'m	2018 Group £'m	2019 Company £'m	2018 Company £'m
Fixed assets					
Intangible asset	7	**1.7**	2.1	**-**	-
Tangible fixed assets	8	**132.0**	117.5	**38.1**	38.5
Investments	9	**-**	-	**22.9**	22.9
		133.7	119.6	**61.0**	61.4
Current assets					
Stock	10	**0.3**	0.3	**-**	-
Deferred tax asset	16	**-**	-	**0.3**	-
Financial assets					
• Derivative financial instruments	14	**-**	0.2	**-**	0.2
• Debtors	11	**10.7**	13.2	**60.8**	59.9
• Cash at bank and in hand	12	**2.2**	0.1	**2.3**	
		13.2	13.8	**63.4**	60.1
Current liabilities					
Creditors – amounts falling due within one year	13	**(26.8)**	(31.2)	**(20.9)**	(27.5)
Net current (liabilities)/assets		**(13.6)**	(17.4)	**42.5**	32.6
Total assets less current liabilities		**120.1**	102.2	**103.5**	94.0
Creditors – amounts falling due after more than one year	13	**(64.7)**	(39.7)	**(48.9)**	(39.7)
Accruals and deferred income	15	**(29.6)**	(31.6)	**-**	-
Provisions for liabilities	16	**(0.5)**	(0.8)	**-**	-
Net assets		**25.3**	30.1	**54.6**	54.3
Capital and reserves					
Other reserves		**-**	2.3	**-**	2.6
Profit and loss reserve brought forward		**25.5**	23.2	**51.7**	48.2
Transfer from other reserves		**2.3**	-	**2.6**	-
(Loss)/profit for the year attributable to the Group/Company		**(4.4)**	2.3	**0.3**	3.5
Profit and loss reserve		**23.4**	25.5	**54.6**	51.7
Capital and reserves attributable to Company		**23.4**	27.8	**54.6**	54.3
Capital and reserves attributable to non-controlling interests		**1.9**	2.3	**-**	-
Total capital and reserves		**25.3**	30.1	**54.6**	54.3

These financial statements were approved by the Board of Directors on 4 September 2019 and signed on its behalf by:



Gareth Davies Chairman



Martyn Phillips Group Chief Executive Officer

The notes on pages 47 to 75 form an integral part of these financial statements.

The Welsh Rugby Union Limited **Company Number 03419514**

CONSOLIDATED STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2019

	Note	Other reserves £'m	Hedging reserve £'m	Profit and loss reserve £'m	Non-controlling interest £'m	Total £'m
Balance as at 1 July 2017		**2.3**	**(0.2)**	**23.2**	**2.4**	**27.7**
Profit for the year		-	-	2.3	0.4	2.7
Other comprehensive income for the year:						
Fair value gain on foreign exchange derivative financial instruments	14	-	0.2	-	-	0.2
Total other comprehensive income for the year		-	0.2	-	-	0.2
Total comprehensive income for the year		-	0.2	2.3	0.4	2.9
Investment received from non-controlling interest		-	-	-	0.1	0.1
Dividends		-	-	-	(0.6)	(0.6)
Balance as at 30 June 2018		**2.3**	**-**	**25.5**	**2.3**	**30.1**
Balance as at 1 July 2018		**2.3**	**-**	**25.5**	**2.3**	**30.1**
(Loss)/profit for the year		-	-	(4.3)	0.4	(3.9)
Other comprehensive income/(expense) for the year:						
Reclassifications to profit and loss of foreign exchange hedging instruments	14	-	-	(0.1)	-	(0.1)
Total other comprehensive expense for the year		-	-	(0.1)	-	(0.1)
Total comprehensive (expense)/income for the year		-	-	(4.4)	0.4	(4.0)
Transfer from other reserves to profit and loss reserve		(2.3)	-	2.3	-	-
Dividends		-	-	-	(0.8)	(0.8)
Balance as at 30 June 2019		**-**	**-**	**23.4**	**1.9**	**25.3**

Other reserves related to reserves pre-incorporation in 1997. These have been transferred to the profit and loss reserve in the year.

The hedging reserve is used to record transactions arising from the Group's cash flow hedging arrangements.

COMPANY STATEMENT OF CHANGES IN EQUITY

for the year ended 30 June 2019

	Note	Other reserves £'m	Hedging reserve £'m	Profit and loss reserve £'m	Total £'m
Balance as at 1 July 2017		**2.6**	**(0.2)**	**48.2**	**50.6**
Profit for the year		-	-	3.5	3.5
Other comprehensive income/(expense) for the year:					
Fair value gain on foreign exchange derivative financial instruments	14	-	0.2	-	0.2
Reclassifications to profit and loss of foreign exchange hedging instruments	14	-	(0.1)	-	(0.1)
Deferred tax on other comprehensive income	6	-	0.1	-	0.1
Total other comprehensive income for the year		-	0.2	-	0.2
Total comprehensive income for the year		-	0.2	3.5	3.7
Balance as at 30 June 2018		**2.6**	-	**51.7**	**54.3**
Balance as at 1 July 2018		**2.6**	**-**	**51.7**	**54.3**
Profit for the year		-	-	0.4	0.4
Other comprehensive expense for the year:					
Reclassifications to profit and loss of foreign exchange hedging instruments	14	-	-	(0.1)	(0.1)
Total other comprehensive expense for the year		-	-	(0.1)	(0.1)
Total comprehensive income for the year		-	-	0.3	0.3
Transfer from other reserves to profit and loss reserve		(2.6)	-	2.6	-
Balance as at 30 June 2019		**-**	**-**	**54.6**	**54.6**

Other reserves related to reserves pre-incorporation in 1997. These have been transferred to the profit and loss reserve in the year.

The hedging reserve is used to record transactions arising from the Company's cash flow hedging arrangements

CONSOLIDATED STATEMENT OF CASH FLOWS

for the year ended 30 June 2019

	Note	2019 £'m	2019 £'m	2018 £'m	2018 £'m
Net cash from operating activities	21	**2.9**		7.4	
Taxation paid		**(0.8)**		(0.9)	
Net cash generated from operating activities			**2.1**		6.5
Cash flow from investing activities					
Purchase of tangible fixed assets		**(19.9)**		(0.5)	
Sale of tangible fixed assets		**1.0**		-	
Acquisition of tangible fixed assets		**-**		(1.3)	
Net cash used in investing activities			**(18.9)**		(1.8)
Cash flow from investing activities					
Purchase of tangible fixed assets		**(19.9)**		(0.5)	
Sale of tangible fixed assets		**1.0**		-	
Acquisition of tangible fixed assets		**-**		(1.3)	
Net cash used in investing activities			**(18.9)**		(1.8)
Cash flow from financing activities					
Interest paid		**(0.6)**		(0.7)	
Grant repaid		**(0.1)**		(0.1)	
Drawdown of bank loans		**11.2**		2.5	
Repayment of bank loans		**(6.2)**		(6.4)	
Receipt from other creditor in respect of agreement that will ultimately be settled by a finance lease	13	**15.0**		-	
Debenture issue		**0.4**		-	
Investment received from non-controlling interest		**-**		0.1	
Dividends paid to non-controlling interests		**(0.8)**		(0.6)	
Net cash generated from/(used in) financing activities			**18.9**		(5.2)
Net increase/(decrease) in cash and cash equivalents	22		**2.1**		(0.5)
Cash and cash equivalents at the beginning of the year			**0.1**		0.6
Cash and cash equivalents at the end of the year			**2.2**		0.1

The notes on pages 47 to 75 form an integral part of these financial statements.

1. ACCOUNTING POLICIES

a. General information

The Company is limited by guarantee and is incorporated in England and Wales and domiciled in the UK. The address of its registered office is Principality Stadium, Westgate Street, Cardiff, CF10 1NS.

b. Statement of compliance

The Group and individual financial statements of The Welsh Rugby Union Limited have been prepared in compliance with United Kingdom Accounting Standards, including Financial Reporting Standard 102, "The Financial Reporting Standard applicable in the United Kingdom and the Republic of Ireland" ("FRS102") and the Companies Act 2006. The Welsh Rugby Union Limited is considered by the Directors to be a Public Benefit Entity under the definition in FRS102.

c. Summary of significant accounting policies

The principal accounting policies applied in the preparation of these consolidated and separate financial statements are set out below. These policies have been consistently applied to all the years presented, unless otherwise stated.

d. Basis of preparation

These consolidated and separate financial statements are prepared on the going concern basis, under the historical cost convention, as modified by the recognition of certain financial assets and liabilities measured at fair value.

The preparation of financial statements requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the Group and Company accounting policies. The areas including a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in notes (x) to (y).

The Company has not presented its own income statement, as permitted by section 408 of the Companies Act 2006.

e. Going concern

The Directors have reviewed the financial position of the Group for the period to 31 October 2020 against the expected recurring operational income, expenditure and interest costs in conjunction with the Group's banking covenants. On this basis the Directors consider that the Group has more than sufficient resources to continue in operational existence for the foreseeable future. For this reason, the Directors continue to adopt the going concern basis in preparing the Group's financial statements.

f. Exemptions for qualifying entities under FRS102 for the separate financial statements

FRS102 allows a qualifying entity certain disclosure exemptions, subject to certain conditions, which have been complied with, including notification of, and no objection to, the use of exemptions by the Company's board members.

The Company has taken advantage of the following exemptions for the separate financial statements:

(i) from preparing a statement of cash flows, on the basis that it is a qualifying entity and the consolidated statement of cash flows, included in these financial statements, includes the Company's cash flows;

(ii) from the financial instrument disclosures, required under FRS102 paragraphs 11.41 to 11.48 and paragraphs 12.26 to 12.29, as the information is provided in the consolidated financial statement disclosures; and

(iii) from disclosing the Company key management personnel compensation, as required by FRS102 paragraph 33.7.

g. Basis of consolidation

The consolidated financial statements incorporate the financial statements of The Welsh Rugby Union Limited and its subsidiaries, Millennium Stadium plc, WRU Supporters Club Limited, WRU National Centre of Excellence Limited, WRU Gwent Region Limited, WRU Gwent Rugby Limited, WRU Gwent Stadium Limited, WRU Properties Limited, Westgate Hotel Cardiff Limited and Millennium Stadium Experience Limited, all of which are made up to 30 June 2019 and prepared using consistent accounting policies. All intergroup transactions are eliminated on consolidation.

h. Foreign currency

The Group's financial statements are presented in pounds sterling and rounded to the nearest hundred thousand. The Group's functional and presentational currency is pounds sterling.

Foreign currency transactions are translated into the functional currency using the exchange rates prevailing at the dates of the transactions or valuation. Where items are re-measured, foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognised in the income statement, except when deferred in other comprehensive income as qualifying cash flow hedges.

i. Turnover

The Group, when acting as principal, recognises revenue when (a) the significant risks and rewards of ownership have been transferred to the buyer; (b) it retains no continuing involvement or control over the goods; (c) the amount of revenue can be measured reliably; (d) it is probable that future economic benefits will flow to it and (e) when the specific criteria relating to each of its sales channels have been met, as described below.

Turnover represents amounts invoiced, excluding net of returns, discounts and rebates allowed by the Group and value added taxes, in respect of the sale of goods and services. Ticket income, sale of hospitality packages, competition income and other event income are recognised as revenue when the related event is staged. Revenue determined by commercial agreements, which makes up the majority of broadcasting revenue, sponsorship and royalty revenue and lease of hospitality boxes is recognised based on the relevant contractual terms.

Where consideration is received in kind, income and expenditure are grossed up on the basis of arms' length commercial rates.

Incoming resources from non-exchange transactions, with the exception of grant income (see note 1.r.), are recognised as follows:

(a) transactions that do not impose specified future performance-related conditions on the recipient are recognised in income when the resources are received or receivable;

(b) transactions that do impose specified future performance-related conditions on the recipient are recognised in income only when the performance-related conditions are met; and

(c) where resources are received before the revenue recognition criteria are satisfied, a liability is recognised.

Incoming resources from non-exchange transactions are measured as follows:

(a) donated services and facilities that would otherwise have been purchased are measured at the value to the entity; and

(b) all other incoming resources from non-exchange transactions are measured at the fair value of the resources received or receivable.

j. Exceptional items

In order to improve the understanding of the financial statements, the Directors have identified separately, on the face of the income statement, those items of income and charge which by their size, nature and/or incidence are exceptional to the financial statements for the year. These are shown as exceptional within the categories of expenditure to which they relate.

k. Intangible fixed assets

Intangible assets comprise Hospitality Catering Rights. These are initially recognised at fair value and are then amortised on a straight-line basis over the contracted period of 10 years. The carrying value of intangible assets is reviewed for impairment when events or changes in circumstances indicate the carrying values may not be recoverable.

l. Tangible fixed assets

Tangible fixed assets are stated at historic cost less accumulated depreciation and accumulated impairment losses. Cost includes the original purchase price of the asset and the costs attributable to bringing the asset to its working condition for its intended use.

The tangible fixed assets of the Group, excluding land, are depreciated on a straight-line basis calculated to write down their cost to estimated residual values over their estimated useful economic lives as follows:

Stadium	Up to 50 years
Other buildings	Up to 50 years
Centre of Excellence	Up to 10 years
Other fixed assets	Up to 10 years

No depreciation is charged on assets under construction. Depreciation charges commence once the asset is completed and brought in to use. The depreciation rate charged is then based on the asset class as per the above table.

m. Investments in subsidiaries

Investments in subsidiaries are included at cost less any accumulated impairment losses. In accordance with the Companies Act 2006, the Group has taken advantage of the exemption afforded to certain subsidiary companies to be audited. The Welsh Rugby Union Limited has given a guarantee to its subsidiary WRU Supporters Club Limited under section 479A of the Companies Act 2006.

n. Leased assets

Where the Group enters into a lease which entails taking substantially all the risks and rewards of an asset, the lease is treated as a "hire purchase arrangement". The present value of the minimum lease payments is recorded in the balance sheet as a tangible fixed asset. Future instalments under such leases, net of finance charges, are included within creditors. Rentals payable are apportioned between the finance element, which is charged to the income statement, and the capital element which reduces the outstanding hire purchase liability.

All other leases are accounted for as "operating leases" and their rentals are charged to the income statement on a straight-line basis over the life of the lease.

o. Stock

Stock is valued at the lower of cost and estimated selling price less costs to sell and consists of finished goods purchased for resale and raw materials for use in the supply of catering services. Where necessary, provision is made for obsolete, slow moving and defective stock. Cost is determined on a first in first out basis.

p. Current and deferred tax

The tax expense comprises current and deferred tax. The current tax charge is calculated on the basis of tax laws enacted or substantively enacted at the balance sheet date.

Deferred tax arises from timing differences that are differences between taxable profits and total comprehensive income as stated in the financial statements. These timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in the financial statements.

Deferred tax is recognised on all timing differences at the reporting date except for certain exceptions. Unrelieved tax losses and other deferred tax assets are only recognised when it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

q. Pension costs

For defined contribution schemes the amount charged to the income statement in respect of pension costs and other post-retirement benefits is the contributions payable in the year. Differences between contributions payable in the year and contributions actually paid are shown as either accruals or prepayments in the balance sheet.

r. Grants

Grants receivable in respect of tangible fixed assets are credited to the income statement over the expected useful economic lives of the relevant assets to which they relate. Grants received but not yet released to the income statement are included as deferred income in the balance sheet. Revenue grants are released to the income statement in the same year as the related expense incurred.

s. Capitalisation of interest

Interest is capitalised on major development projects and capital works in progress where appropriate. Capitalisation ceases when substantially all the activities necessary to get the asset ready for use are completed. Capitalised interest is amortised to the income statement over the useful economic life of the asset to which it relates.

t. Financial instruments

The Group has chosen to adopt Sections 11 and 12 of FRS102 in respect of financial instruments.

(i) Financial assets

Basic financial assets, including trade and other debtors, cash and bank balances and loans due from Regions and clubs, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest.

Such assets are subsequently carried at amortised cost using the effective interest method.

At the end of each reporting period financial assets measured at amortised cost are assessed for objective evidence of impairment. They are first assessed individually for impairment, or collectively where the debtors are not individually significant. Where there is no objective evidence of impairment for an individual debtor, it is included in a group of debtors with similar credit risk characteristics and these are assessed collectively for impairment based on their ageing.

If an asset is impaired the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in profit or loss.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been had the impairment not previously been recognised. The impairment reversal is recognised in profit or loss.

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price.

Such assets are subsequently carried at fair value and the changes in fair value are recognised in profit or loss, except that investments in equity instruments that are not publicly traded and whose fair values cannot be measured reliably are measured at cost less impairment.

Financial assets are de-recognised when (a) the contractual rights to the cash flows from the asset expire or are settled, or (b) substantially all the risks and rewards of the ownership of the asset are transferred to another party or, (c) despite having retained some significant risks and rewards of ownership, control of the asset has been transferred to another party who has the

practical ability to unilaterally sell the asset to an unrelated third party without imposing additional restrictions.

(ii) Financial liabilities

Basic financial liabilities, including trade and other payables, bank loans and loans from fellow Group companies that are classified as debt, are initially recognised at transaction price, unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

The derivative instruments utilised by the Group are interest rate swaps and foreign exchange forward contracts.

Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value on the market price data from relevant counterparties. Changes in the fair value of derivatives are recognised in profit or loss in finance costs or finance income as appropriate, unless they are included in a hedging arrangement.

Financial liabilities are de-recognised when the liability is extinguished, which is when the contractual obligation is discharged, cancelled or expires.

(iii) Offsetting

Financial assets and liabilities are offset and the net amounts presented in the financial statements when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

(iv) Hedging arrangements

The Group applies hedge accounting in respect of forward foreign exchange contracts held to manage the cash flow exposures of forecast transactions denominated in foreign currencies. These foreign exchange hedges have been designated as cash flow hedges.

The Group also applies hedge accounting for transactions entered into to manage the cash flow exposures of borrowings. Interest rate swaps are held to manage the interest rate exposures and are designated as cash flow hedges of floating rate borrowings.

Changes in the fair values of derivatives designated as cash flow hedges, and which are effective, are recognised directly in equity. Any ineffectiveness in the hedging relationship (being the excess of the cumulative change in fair value of the hedging instrument since inception of the hedge over the cumulative change in the fair value of the hedged item since inception of the hedge) is recognised in the income statement.

The gain or loss recognised in other comprehensive income is reclassified to the income statement when the hedge relationship ends. Hedge accounting is discontinued when the hedging instrument expires, no longer meets the hedging criteria, the forecast transaction is no longer highly probable, the hedged debt instrument is de-recognised, or the hedging instrument is terminated.

u. Public Benefit Entity concessionary loans (including debentures)

Concessionary loans arrangements, when received for the purpose of furthering the primary objective of the Group, which include any debentures or loans received below the prevailing market rate of interest are initially measured at the amount received or paid. In subsequent years, the carrying amount of

concessionary loans in the financial statements is adjusted to reflect any accrued interest payable or receivable.

To the extent that a loan that has been made is irrecoverable, an impairment loss shall be recognised in the income statement.

v. Cash and cash equivalents

Cash at bank and in hand includes highly liquid investments that are readily convertible into known amounts of cash and which are subject to an insignificant risk of change in value.

Restricted cash relates to amounts held on deposit charged to cover the contingent liability in respect of Club Loans set out in Note 18.

w. Recognition of constructive liabilities

Where an event occurs that creates a constructive or legal obligation on the Group and it is probable that an outflow of resources, which can be reliably estimated, will be required to settle the obligation a liability is recognised in full in the period when the event occurred.

Constructive liabilities are measured at the present value of expenditures expected to be required to settle the obligation. In certain circumstances the transfer of cash to settle the liability may occur in subsequent periods.

x. Critical judgments in applying the Group's accounting policies

(i) Control of MSEL (note 9)

Assessing whether the Group controls MSEL requires judgment. The Group holds 83.5% of the voting rights of MSEL and has a 75% majority representation on the board but through the shareholders' agreement there are a number of decisions that require the unanimous consent of all the shareholders. The Directors have assessed that the decisions that require unanimous consent give protective rights only and that the control of the day to day operating decisions and strategic financial decisions is retained by the Group. Therefore, the Directors consider that MSEL is a subsidiary of the Company and the results of MSEL are included in the Group consolidated financial statements.

(ii) Qualification of Group as a Public Benefit Entity

Assessing whether the Group qualifies as a Public Benefit Entity requires judgment. The Directors have reviewed the definition of a Public Benefit Entity, as provided by the FRS102 Glossary of Terms, and consider that this has been met as the primary objective of the Group is to promote, foster, encourage, control and improve rugby football throughout Wales with any wealth created by the Group, given its legal status, being re-invested back into Welsh Rugby rather than providing a financial return to its members. Therefore, the Directors have adopted the FRS102 public benefit entity standards when preparing the Group consolidated financial statements.

(iii) Acting as principal in respect of competition income

Assessing whether the Group acts as agent or principal in the receipt of competition incomes requires judgment. The Group receives revenue from the organisers of competitions in which the Regions participate, namely the PRO14, the European Champions Cup and the European Challenge Cup. The net revenue is passed on to the Regions. The Group assessed the factors presented in the respective agreements with the Regions and the competition providers and concluded that its ability to establish the commercial returns and to perform its contractual commitment to determine the competition participants provided sufficient evidence that it is the principal in the transaction with the relevant competition provider.

y. Key accounting estimates and assumptions

The Group makes estimates and assumptions concerning the future. The resulting accounting estimates will, by definition, seldom equal the related actual results. The Directors consider that there are no key accounting estimates and assumptions in the preparation of these financial statements.

2. BUSINESS ANALYSIS

All income is derived from activities within the UK. The information below is provided as additional information.

(a) Turnover

Turnover is analysed as follows:	2019 £'m	2018 £'m
Match income	**44.9**	44.9
Commercial income	**14.2**	14.2
Hospitality and catering income	**14.0**	18.0
Other event income	**2.4**	4.8
Other income	**3.1**	3.4
	78.6	85.3
Competition income	**11.9**	11.7
	90.5	97.0

Other event income represents amounts receivable in respect of staging fees and other similar income arising within Principality Stadium for events which are not promoted by the Company.

Other income includes income from grants and royalties.

Competition income represents amounts received from European Professional Club Rugby, and Celtic Rugby Designated Activity Company in consideration for the participation of teams nominated by the Group in the respective tournaments of those entities. To the extent that the nominated teams have participated in those tournaments the Group remits any competition income, less any costs incurred by the Group in respect of the competitions, to them.

(b) Operating expenses

	2019 £'m	2018 £'m
Operational costs (see (c) below)	**58.6**	61.9
Exceptional items (see note 4)	**0.2**	0.1
Depreciation and amortisation – net of grant release (see note 4)	**3.7**	3.9
Allocations to affiliated organisations (see (d) below)	**31.6**	26.7
	94.1	92.6

2. BUSINESS ANALYSIS (CONTINUED)

(c) Operational costs

	2019 £'m	2018 £'m
Business and administration	**7.5**	8.6
Direct	**19.4**	21.2
Hospitality and catering costs	**6.5**	9.8
Stadia	**7.2**	6.2
Performance rugby	**5.5**	5.5
Community rugby	**4.9**	4.6
WRU Gwent – regional rugby	**7.6**	6.0
	58.6	61.9

(d) Allocations to affiliated organisations

These are analysed as follows:	2019 £'m	2018 £'m
Competition income (see note 2(a))	**11.9**	11.7
Competition income due to WRU Gwent	**(3.0)**	(2.9)
Competition income payable external to WRU Group	**8.9**	8.8
National Dual Contracts (see below)	**-**	2.6
Directly from Company	**16.5**	9.1
Regions – professional rugby	**25.4**	20.5
Clubs – semi-professional rugby	**1.7**	1.7
Clubs – community rugby and affiliates	**4.5**	4.5
	31.6	26.7

The Group incurred costs in respect of National Dual Contracted players ("NDC"). Following the commencement of the Professional Rugby Agreement ("PRA"), all NDC costs were charged back to the Region to which the NDC was seconded to. The total costs of the NDCs for the provision of their services (including commercial obligations) amounted to £3.5m (2018: £4.3m), for which a contribution of £3.5m (2018: £1.7m) was received from the Regions (£3.4m (2018: £1.6m) received from outside the Group). The balance of £nil (2018: £2.6m) was treated as an allocation to the Regional organisations.

3. INTEREST PAYABLE AND SIMILAR CHARGES

	2019 £'m	2018 £'m
Interest payable on bank and similar loans	**0.3**	0.4
Bank charges	**0.3**	0.2
Total	**0.6**	0.6

4. (LOSS)/PROFIT ON ORDINARY ACTIVITIES BEFORE TAX

(Loss)/profit on ordinary activities before tax is arrived at after charging/(crediting):

	Note	2019 £'m	2018 £'m
Depreciation on owned assets	8	**5.2**	5.4
Amortisation of intangible assets	7	**0.4**	0.3
Release of deferred income (grant release)		**(1.9)**	(1.8)
Net charge to the income statement		**3.7**	3.9
Rental of land and buildings		**0.4**	0.4
Exceptional items			
Restructuring costs		**0.2**	0.1
Total exceptional items		**0.2**	0.1

During YE19 and YE18, the Group incurred costs that due to their size and nature were considered "exceptional". In order to assist in understanding the Group's results, the Directors believe that it was appropriate to show separately the operating profit of the Group before exceptional items on the face of the income statement as additional information. In both years these costs are in respect of restructuring costs that were considered exceptional.

During the year, the Group obtained the following services from the Group's auditor:

	2019 £'000	2018 £'000
Fees payable to the Company auditor for the audit of the parent company and consolidated financial statements	**25**	24
Fees payable to the Company's auditor for other services:		
The audit of the Company's subsidiaries pursuant to legislation	**45**	38
Taxation compliance services	**27**	27
Other non-audit services	**48**	43

5. STAFF NUMBERS AND COSTS

Staff numbers	**2019 Group**	2018 Group	**2019 Company**	2018 Company
The monthly average number of employees, including directors with a service contract, during the year was:				
Management and administration	**87**	85	**69**	67
Direct	**24**	23	**22**	21
Stadia	**47**	46	**-**	-
Performance rugby	**39**	39	**39**	39
Community rugby	**70**	68	**68**	66
WRU Gwent – regional rugby	**91**	80	**-**	-
	358	341	**198**	193

The above staff numbers do not include any players representing national teams (including those on National Dual Contracts), stewards engaged for events nor do they include the non-executive Directors of the Company.

Staff costs	**2019 Group £'m**	2018 Group £'m	**2019 Company £'m**	2018 Company £'m
The staff costs during the year were as follows:				
Wages and salaries	**15.6**	14.3	**8.2**	8.0
Social security costs	**1.7**	1.6	**0.9**	0.9
Pension costs – defined contribution schemes	**1.0**	0.9	**0.8**	0.7
	18.3	16.8	**9.9**	9.6

The above numbers do not include costs in respect of National Dual Contracted players. The total costs of these players for the provision of their services (including commercial obligations) amounted to £3.5m (2018: £4.3m), for which a contribution of £3.5m (2018: £1.7m) was received from the Regions. Of the £3.5m contribution, £3.4m (2018: £1.6m) was received from outside the Group.

In addition to the above amounts, £5.0m (2018: £3.8m) is paid as remuneration to players whilst representing the senior men's national squad. These costs are included in Direct costs within Operational costs (see Note 2 (c)).

Directors' emoluments	**2019 £'000**	2018 £'000
The directors' emoluments, during the year, were as follows:		
• Aggregate emoluments	403	403
• Benefits	3	10
• Company contributions to defined contribution pension scheme	1	1
	407	414

5. STAFF NUMBERS AND COSTS (CONTINUED)

The emoluments above include fees of £55,000 (2018: £66,000) payable to the Chairman. The Group received £5,000 (2018: £16,000) from third parties in respect of these emoluments. There is one director accruing benefits under a defined contribution pension scheme (2018: one).

Emoluments of the highest paid director

The emoluments of the highest paid director, during the year, were as follows:

	2019 £'000	2018 £'000
Aggregate emoluments	**348**	336
Benefits	**3**	10
	351	346

Key management compensation

Key management includes certain directors and the Executive Board. The compensation paid or payable to key management, including the amounts shown as Directors' emoluments above, is shown below:

	2019 £'000	2018 £'000
Salaries and other short-term benefits	**1,440**	1,414
Company contributions to defined contribution pension scheme	**159**	153
	1,599	1,567

6. TAX ON LOSS/(PROFIT) ON ORDINARY ACTIVITIES

(a) Tax expense included in the income statement

	2019 £'m	2018 £'m
Current tax		
UK corporation tax on result for the year	**-**	(1.3)
Total current tax charge	**-**	(1.3)
Deferred tax		
Origination and reversal of timing differences	**0.3**	0.2
Total deferred tax credit	**0.3**	0.2
Total tax credit/(charge) on (loss)/profit on ordinary activities (Note 6(b))	**0.3**	(1.1)

6. TAX ON LOSS/(PROFIT) ON ORDINARY ACTIVITIES (CONTINUED)

(b) Reconciliation of tax (credit)/charge

The current tax assessed for the year is higher (2018: higher) than the standard rate of corporation tax in the UK of 19% (2018: 19%). The differences are explained below:

	2019 £'m	2018 £'m
(Loss)/profit on ordinary activities before tax	**(4.2)**	3.8
(Loss)/profit multiplied by standard rate of corporation tax in the UK of 19% (2018: 19%)	**(0.8)**	0.7
Effects of:		
Expenses not deductible for tax purposes and income not taxable	**0.5**	0.4
Total tax (credit)/charge for year (Note 6(a))	**(0.3)**	1.1

Changes to the UK corporation tax rate were enacted as part of Finance Bill 2016 on 15 September 2016. These changes reduce the main corporation tax rate to 17% from 1 April 2020. Deferred taxes at the balance sheet date have been calculated at 17% on the basis that the majority of the underlying timing differences are expected to reverse at 17%.

7. INTANGIBLE ASSET

	Hospitality Catering Rights £'m	Group Total £'m
Cost		
At 1 July 2018 and 30 June 2019	**3.3**	**3.3**
Accumulated amortisation		
At 1 July 2018	1.2	1.2
Charge for the year	0.4	0.4
At 30 June 2019	**1.6**	**1.6**
Net book value		
At 30 June 2019	**1.7**	**1.7**
At 30 June 2018	2.1	2.1

8. TANGIBLE FIXED ASSETS

	Stadium £'m	Centre of Excellence £'m	Other buildings £'m	Land £'m	Other fixed assets £'m	Group Total £'m	Company Total £'m
Cost							
At 1 July 2018	138.8	3.6	1.7	41.8	10.0	195.9	40.7
Additions	-	1.1	16.3	-	2.5	19.9	-
Disposals	-	-	(0.4)	-	(0.1)	(0.5)	(0.5)
At 30 June 2019	**138.8**	**4.7**	**17.6**	**41.8**	**12.4**	**215.3**	**40.2**
Accumulated depreciation							
At 1 July 2018	68.5	2.2	1.6	-	6.1	78.4	2.2
Charge for the year	4.1	0.2	-	-	0.9	5.2	0.2
Disposals	-	-	(0.2)	-	(0.1)	(0.3)	(0.3)
At 30 June 2019	**72.6**	**2.4**	**1.4**	**-**	**6.9**	**83.3**	**2.1**
Net book value							
At 30 June 2019	**66.2**	**2.3**	**16.2**	**41.8**	**5.6**	**132.0**	**38.1**
At 30 June 2018	70.3	1.4	0.1	41.8	3.9	117.5	38.5

Included in the cost of the stadium are cumulative capitalised interest costs of £4.6m (2018: £4.6m). The depreciation charge includes an amount of £0.1m (2018: £0.1m) representing the depreciation of interest previously capitalised.

Other fixed assets comprise plant and machinery and fixtures and fittings. Included within other fixed assets is £1.7m of assets under construction at the year end. The asset under construction is the installation of a diesel rotary uninterrupted power supply.

During the year, the Group has acquired certain buildings and is currently refurbishing these buildings in order for them to be used as a hotel, and as such are deemed to be assets under construction. The cost of the buildings and all subsequent refurbishment costs are being funded through an agreement that will ultimately be settled by a finance lease. The additions to Other Buildings in the year of £16.3m relate to the acquisition of these buildings and the refurbishment costs incurred to 30 June 2019.

With the exception of the hotel buildings mentioned above, all land and buildings held by the Group within tangible fixed assets are freehold assets.

The tangible fixed assets of the Company predominantly relate to land.

9. INVESTMENTS

The Group holds no material investments (2018: nil).

The Company held a £50,000 equity investment in Millennium Stadium plc, a £10,000 equity investment in WRU National Centre of Excellence Limited, a £6,400,000 equity investment in WRU Gwent Region Limited and a £16,500,000 equity investment in Millennium Stadium Experience Limited at both 30 June 2019 and 30 June 2018. All investments are held at historical cost.

Subsidiary and other investments held directly and indirectly by the Company and in which the Company has a beneficial interest as at 30 June 2019 were:

Company	Principal activity	Country of incorporation	% holding of ordinary shares
Subsidiaries - Direct			
Millennium Stadium plc	Stadium operation	United Kingdom	100%
Millennium Stadium Experience Limited	Hospitality and catering provision	United Kingdom	83.5%
WRU Supporters Club Limited	Marketing	United Kingdom	100%
WRU National Centre of Excellence Limited	Provision of training facilities	United Kingdom	100%
WRU Gwent Region Limited	Holding company	United Kingdom	80%
WRU Properties Limited	Holding company	United Kingdom	100%
Subsidiaries – Indirect			
WRU Gwent Rugby Limited	Regional Rugby franchise	United Kingdom	80%
WRU Gwent Stadium Limited	Stadium operation	United Kingdom	80%
Westgate Hotel Cardiff Limited	Hotel operator	United Kingdom	75%

The above subsidiaries all have their registered address at: Principality Stadium, Westgate Street, Cardiff. CF10 1NS

Other investments	Principal activity	Country of incorporation	% holding of ordinary shares
Six Nations Rugby Limited: First Floor, Simmonscourt House, Simmonscourt Road, Ballsbridge, Dublin 4, Ireland. (See note below)	Competition management	Republic of Ireland	17%
Celtic Rugby Designated Activity Company: Suite 208 Alexandra House, The Sweepstakes, Ballsbridge, Dublin 4, Ireland	Competition management	Republic of Ireland	33%
British Lions Designated Activity Company: First Floor, Simmonscourt House, Simmonscourt Road, Ballsbridge, Dublin 4, Ireland.	Overseas rugby tours	Republic of Ireland	25%
Great Britain Rugby Sevens Limited: Rugby House, 200 Whitton Road, Twickenham, London, UK. TW2 7BA	Olympic Sevens competition	United Kingdom	33%

9. INVESTMENTS (CONTINUED)

Six Nations Rugby Limited's share capital is beneficially owned by Six Nations Council. Six Nations Council is an unincorporated members' association formed by The Rugby Football Union, the Irish Rugby Football Union Limited, The Welsh Rugby Union Limited, the Scottish Rugby Union Limited, La Federation Francaise de Rugby and La Federazione Italiana Rugby (together the "Member Unions"). Six Nations Rugby Limited operates as an agent on behalf of the Six Nations Council and the Member Unions.

The other investments above were the same as at 30 June 2018.

In addition to the shareholdings above the Company is one of nine members of European Professional Club Rugby, a Swiss association whose principal activity is managing the relevant European club competitions.

Given the disposition of the other investments, the Group's inability to exercise significant influence over the investments above with less than 100% shareholdings and the immateriality of their net surpluses and net assets after receipt of income by the Group in the other investments above, the Directors do not believe that these investments should be treated as associate companies. Fixed asset investments are stated at the lower of cost and valuation.

The Group's previous bankers hold one share in Millennium Stadium plc (2018: one share) and this share has the same rights as the shares held by the Company. In addition, Cardiff County Council ("CCC") holds one share in Millennium Stadium plc (2018: one share); this share grants only certain rights and does not grant CCC any dividends nor any rights to amounts receivable upon winding up.

10. STOCK

	Group 2019 £'m	Group 2018 £'m	**Company 2019 £'m**	Company 2018 £'m
Goods for resale	**0.3**	0.2	**-**	-
Raw materials	**-**	0.1	**-**	-
	0.3	0.3	**-**	-

11. DEBTORS

	Group 2019 £'m	Group 2018 £'m	Company 2019 £'m	Company 2018 £'m
Amounts due within one year:				
Trade debtors	**3.3**	6.1	**1.7**	4.1
Loans due from clubs	**0.6**	0.6	**0.7**	0.6
Loans due from Regions	**0.3**	0.3	**0.3**	0.3
Less: provision for impairment of receivables	**(0.9)**	(1.6)	**(0.8)**	(1.2)
	3.3	5.4	**1.9**	3.8
Prepayments and other debtors	**5.7**	5.7	**5.0**	5.3
	9.0	11.1	**6.9**	9.1
Amounts due after more than one year:				
Amounts owed by Group undertakings	**-**	-	**52.2**	48.7
Loans due from Regions	**1.7**	2.1	**1.7**	2.1
Total debtors	**10.7**	13.2	**60.8**	59.9

The amounts due from subsidiary undertakings are unsecured and have no fixed dates of repayment. An interest charge at equivalent rates to the bank loan arrangements is levied on outstanding amounts due from subsidiary undertakings.

The carrying amount of debtors is a reasonable approximation of fair value and the carrying amounts of the Group's debtors are all denominated in pounds sterling ("GBP").

12. CASH AT BANK AND IN HAND

	Group 2019 £'m	Group 2018 £'m	Company 2019 £'m	Company 2018 £'m
Cash balance at bank	**1.0**	0.1	**1.1**	-
Restricted cash	**1.2**	-	**1.2**	-
	2.2	0.1	**2.3**	-

Restricted cash relates to amounts held by Barclays Bank plc ("Barclays") and charged as security for loans to Clubs made by Barclays. As at the balance sheet date, this was a temporary measure whilst alternative security was arranged. The restrictions on this cash were removed shortly after the year end when alternative security was granted by the Group.

13. CREDITORS

	Group 2019 £'m	Group 2018 £'m	Company 2019 £'m	Company 2018 £'m
Amounts falling due within one year:				
Bank loans	**0.3**	4.1	**0.3**	4.1
Trade creditors	**2.6**	3.7	**1.2**	1.1
Capital creditors	**2.1**	-	**-**	-
Amounts owed to Group undertakings	**-**	-	**4.2**	6.6
Corporation tax	**-**	0.8	**0.4**	-
Other tax and social security	**0.8**	1.3	**0.5**	1.1
Other creditors	**0.7**	0.5	**0.2**	0.9
Accruals and deferred income	**20.3**	20.8	**14.1**	13.7
	26.8	31.2	**20.9**	27.5
Amounts falling due after more than one year:				
Bank loans	**10.9**	2.1	**10.9**	2.1
Debentures	**38.0**	37.6	**38.0**	37.6
Other creditor to be ultimately settled by a future finance lease agreement	**15.0**	-	**-**	-
Deferred income	**0.8**	-	**-**	-
	64.7	39.7	**48.9**	39.7

The other creditor above relates to funding received in respect of the Westgate Hotel development. Post the balance sheet date, the Group will enter into a finance lease arrangement. This finance lease will fund the remaining costs associated with the Westgate Hotel development and settle the other creditor shown above.

The Group refinanced its debt obligations during the year. All previous obligations with Barclays were repaid and new facilities with National Westminster Bank plc ("NatWest") were taken.

Maturity analysis

Bank loans are due	Group 2019 £'m	Group 2018 £'m	Company 2019 £'m	Company 2018 £'m
Within one year	**0.3**	4.1	**0.3**	4.1
Between one and two years	**0.3**	2.1	**0.3**	2.1
Between two and five years	**10.6**	-	**10.6**	-
	11.2	6.2	**11.2**	6.2

13. CREDITORS (CONTINUED)

The principal terms of these loans are set out below:

Bank loans	Interest and capital repayment terms	2019 £'m	2018 £'m
Previous Barclays Facilities			
Revolving credit facility	LIBOR plus 1.75%, loan repayable on maturity date	**-**	2.5
Facility A	LIBOR plus 1.75%, loan repayment in instalments by 2019	**-**	1.3
Facility B – Loans to Regions	LIBOR plus 1.75%, loan repayment in instalments by 2019	**-**	2.4
New NatWest Facilities			
Revolving credit facility A	LIBOR plus 1.40%, loan repayable on maturity date	**-**	-
Revolving credit facility B	LIBOR plus 1.40%, loan repayable on maturity date	**9.2**	-
Facility C – Loans to Regions	LIBOR plus 1.40%, loan repayment in instalments by 2019	**2.0**	-
		11.2	6.2

The Barclays Facility B and NatWest Facility C above are in respect of the loans due from Regions referred to in Note 11.

The principal terms of the bank loans shown above relate to the primary instrument and do not take account of derivative instruments.

Interest on amounts drawn on the revolving credit facilities is referenced to the LIBOR rate applicable to the draw period. At 30 June 2019 the revolving credit facility B was drawn for a period of 1 month. Interest on the Facility C loan is re-priced every 3 months and referenced to 3-month LIBOR.

The carrying amounts of the Group's borrowings, which include bank loans and debenture loans, approximate their fair value. The carrying amounts of the Group's borrowings are all denominated in GBP.

Debentures have been treated as public benefit entity concessionary loans as they were received below the prevailing market rate of interest and for the purpose of furthering the primary objective of the Group.

Security provided on bank loans

Bank loans totalling £11.2m (2018: £6.2m) are secured by fixed and floating charges over the assets of the Company and certain of its subsidiaries.

Borrowing facilities

The Group had £25.8m (2018: £16.5m) of undrawn committed borrowing facilities available at 30 June 2019, of which £14.0m (2018: £16.5m) has all conditions precedent met at that date.

13. CREDITORS (CONTINUED)

Debenture loans are repayable in:	Group 2019 £'m	Group 2018 £'m
2021	**0.4**	0.4
2024	**9.0**	9.9
2026	**0.3**	0.5
2027	**1.6**	2.4
2028	**0.3**	0.3
2030	**2.9**	4.8
2035	**2.0**	1.8
2050	**21.6**	17.6
	38.1	37.7
Unamortised issue costs	**(0.1)**	(0.1)
	38.0	37.6

All debenture loans are unsecured and bear no interest.

During the year the Group invited debenture holders of the 410, 420, 430, 440, 450, 460, 470 and 480 Series to extend the redemption date of their debenture from either 2024, 2026, 2027 or 2030 to 2050. Some 365 debenture holders involving some 736 seats accepted this invitation resulting in the redemption of some £0.9m being extended from 2024 to 2050, £0.2m being extended from 2026 to 2050, £0.9m being extended from 2027 to 2050, and £1.9m being extended from 2030 to 2050.

During the year the Group also invited debenture holders of the 050 and 100 Series to extend the redemption date of their debenture to either 2035 or 2050, in exchange for an additional investment. Some 33 debenture holders involving some 68 seats accepted this invitation resulting in an additional investment of £0.4m, with £0.2m repayable in 2035 and £0.2m repayable in 2050. This exercise is ongoing and additional investment is expected to be secured in 2020.

Bank and debenture loans repayable by instalments wholly or partly after 5 years

Bank loans, with a total value of £11.2m (2018: £6.2m), are repayable wholly or partly from the balance sheet date by instalments. Of these amounts, £nil (2018: £nil) is repayable after five years.

Concessionary debenture loans, with a total value of £38.1m (2018: £37.7m), are repayable wholly from the balance sheet date. Of this amount, £28.7m (2018: £37.3m) is repayable after five years.

14. FINANCIAL INSTRUMENTS

Treasury policy

Treasury activity is focused on monitoring working capital, managing external funding and managing interest rate risk. Treasury activity is not a profit centre and the Group neither enters into transactions of a speculative nature nor trades in financial instruments. Treasury risk management policies are summarised below:

- **Foreign exchange risk** - where applicable, the Group mitigates foreign exchange risk with the use of forward contracts. As at 30 June 2019 the Group had no material foreign exchange risk (2018: £nil).
- **Interest rate risk** – operations are financed through a mixture of bank borrowings and concessionary loans. The Group currently borrows in floating rates of interest and uses derivative financial instruments to generate the desired interest profile and to manage exposure to interest rate fluctuations.
- **Liquidity risk** – the Group's policy is to maintain a balance between continuity of funding and flexibility. As at 30 June 2019, 39% (2018: 15%) of borrowings were due to mature within five years, some 27% (2018: 41%) were due to mature between five years and fifteen years and some 34% (2018: 44%) were due to mature after fifteen years.

The Group has the following financial instruments:

	Note	**Group 2019 £'m**	Group 2018 £'m	**Company 2019 £'m**	Company 2018 £'m
Financial assets that are debt instruments measured at amortised cost:					
• Trade debtors	11	**2.4**	4.5	**0.8**	2.8
• Loans due from Regions	11	**2.0**	2.4	**2.0**	2.4
• Loans due from clubs	11	**0.6**	0.6	**0.6**	0.6
• Other debtors	11	**1.2**	1.7	**1.1**	2.0
		6.2	9.2	**4.5**	7.8
Financial assets measured at fair value through other comprehensive income:					
• Derivative financial instruments		**-**	-	**0.2**	-
Financial liabilities measured at amortised cost:					
• Bank loans	13	**11.2**	6.2	**11.2**	6.2
• Trade creditors	13	**2.6**	3.7	**1.2**	1.1
• Capital creditors	13	**2.1**	-	**-**	-
• Other creditors and accruals	13	**22.6**	23.4	**15.2**	15.7
• Other creditor to be ultimately settled by a future finance lease agreement	13	**15.0**	-	**-**	-
		53.5	33.3	**27.6**	23.0
Financial liabilities measured at fair value through other comprehensive income:					
• Derivative financial instruments		**-**	-	**-**	-

14. FINANCIAL INSTRUMENTS (CONTINUED)

Derivative financial instruments – forward contracts

The Group enters into forward foreign currency contracts to mitigate the exchange rate risk for certain future foreign currency receivables. The forward currency contracts are measured at fair value, which is determined using valuation techniques that utilise observable inputs. The key inputs used in valuing the derivatives are the forward exchange rates. The fair value of the forward-foreign currency contract asset is £nil (2018: £0.2m).

Cash flows on foreign exchange contracts are received annually. During 2019, a hedging gain of £nil (2018: £0.2m) was recognised in other comprehensive income for changes in the fair value of the foreign exchange forward contracts and £nil (2018: £nil) was reclassified from the hedge reserve to profit and loss through the Consolidated Income Statement during the year.

At 30 June 2019, the notional principal amounts of derivatives were £5.6m and are analysed as follows:

	Notional amount £'m	Fair market value £'m	Maturity date
EUR - forward exchange contracts	4.7	–	30 June 2020
EUR - forward exchange option	0.9	–	30 April 2020

At 30 June 2018, the notional principal amounts of derivatives were £11.2m and are analysed as follows:

	Notional amount £'m	Fair market value £'m	Maturity date
EUR - forward exchange contracts	4.5	0.1	30 June 2019
EUR – forward exchange contracts	4.7	0.1	30 June 2020
USD – forward exchange contracts	1.1	-	30 June 2019
EUR - forward exchange option	0.9	-	30 April 2019

14. FINANCIAL INSTRUMENTS (CONTINUED)

Derivative financial instruments – interest rate

The Group hold interest rate derivatives, which cap the interest rate liability on its debt to 1.25%. The cap is based on a current principal amount of £4.7m, equating to approximately 42% of the principal amount of the Group's bank debt as at 30 June 2019, and matures in July 2019. The Group is currently in discussion regarding new interest rate derivatives.

The derivative is used to hedge the Group's exposure to interest rate movements on the bank debt. The derivative fixes the total interest payable on a proportion of the bank debt at a maximum of 1.25%. The fair value of the interest rate derivative is £nil (2018: nil).

Cash flows on interest rate derivatives are paid quarterly until July 2019. Cash flows on Facility C are paid three times per annum. Cash flows on the revolving credit facilities are paid in line with the draw period. During 2019, a hedging loss of £0.1m (2018: £nil) was recognised in other comprehensive income for changes in the fair value of the interest rate derivative and £nil (2018: £nil) was reclassified from the hedge reserve to profit and loss reserve.

At 30 June 2019 and 30 June 2018, the notional principal amounts of derivatives were £4.7m and are analysed as follows:

	Notional amount £'m	Fair market value £'m	Maturity date
Interest rate cap 1.25%	4.7	–	31 July 2019

During the years to 30 June 2019 and 30 June 2018, the Group's derivatives qualified for hedge accounting under FRS102. These derivatives are carried at fair value which, as at 30 June 2019 and 30 June 2018, was £nil.

15. ACCRUALS AND DEFERRED INCOME

	Group 2019 £'m	Group 2018 £'m	**Company 2019 £'m**	Company 2018 £'m
At start of year	**31.6**	33.5	**-**	-
Amounts repaid	**(0.1)**	(0.1)	**-**	-
Released to the income statement	**(1.9)**	(1.8)	**-**	-
At end of year	**29.6**	31.6	**-**	-

During the year, some £1.9m (2018: £1.8m) was released to the income statement from the grants amount shown above.

15. ACCRUALS AND DEFERRED INCOME (CONTINUED)

Included within the grants amount above is an amount received from the Big Lottery Fund (formerly the Millennium Commission) amounting to £22.4m (2018: £23.6m). This grant will be released to the income statement as follows:

	Group 2019 £'m	Group 2018 £'m	**Company 2019 £'m**	Company 2018 £'m
Within one year	**1.2**	1.2	**-**	-
Between one and two years	**1.2**	1.2	**-**	-
Between two and five years	**3.6**	3.6	**-**	-
In more than five years	**16.4**	17.6	**-**	-
	22.4	23.6	**-**	-

In certain circumstances, the above grant can become repayable if the Group fails to meet the monitoring requirements of the grant. The Group is currently in full compliance with the monitoring requirements such that no monies are repayable under the terms of the grant.

16. PROVISIONS FOR LIABILITIES

Deferred tax

The movement on deferred tax is as follows:

	Group 2019 £'m	Group 2018 £'m	**Company 2019 £'m**	Company 2018 £'m
Liability at start of the year	**0.8**	1.0	**-**	-
Credited to the profit and loss account	**(0.3)**	(0.2)	**(0.3)**	-
At end of the year	**0.5**	0.8	**(0.3)**	-
Deferred tax provided is made up as follows:				
Accelerated capital allowances	**0.8**	0.8	**-**	-
Tax losses carried forward	**(0.3)**	-	**(0.3)**	-
	0.5	0.8	**(0.3)**	-

The Group's deferred tax liability expected to reverse in the next 12 months is £0.2m. This primarily relates to the reversal of timing differences on fixed assets. The Company's deferred tax asset expected to reverse in the next 12 months is £0.3m and this primarily relates to the expected utilisation of tax losses carried forward in the next 12 months.

17. COMPANY LIMITED BY GUARANTEE

The liability of the members is limited. Every member of the Company undertakes to contribute such amounts as may be required (not exceeding £1) to the Company's assets if it should be wound up while the member is a member, or within one year after a member ceases to be a member, for payment of the Company's liabilities contracted before a member ceased to be a member. At the balance sheet date, the number of members was 329 (2018: 329).

18. CONTINGENT LIABILITIES

Group

The Group had the following contingent liabilities as at 30 June 2019:

- The Group has guaranteed the performance of some member clubs in respect of loans that the member clubs have received from Barclays and from NatWest. The amounts due are £1.1m (2018: £1.2m) and £0.1m (2018: £nil), respectively.
- The Group has guaranteed the performance of Celtic Rugby Designated Activity Company in respect of certain financing received. The amounts guaranteed are €0.1m (2018: €0.1m).
- In 2018 the Group had guaranteed the performance of two Regions in respect of loans that the Regions received from Barclays. The amounts guaranteed were £2m. No similar guarantee exists in 2019.
- In 2018 the Group had guaranteed the performance of the three Regions not within the Group in respect of loans that the Regions have received from Barclays. The amounts guaranteed in 2019 are £nil (2018: £0.2m).

Company

The Company had the following contingent liabilities as at 30 June 2019:

- The Company has guaranteed the performance of one of its subsidiaries under the terms of grant arrangements amounting to £29.6m (2018: £31.6m).
- The Company has guaranteed the performance of some member clubs in respect of loans that the member clubs have received from Barclays and from NatWest. The amounts due are £1.1m (2018: £1.2m) and £0.1m (2018: £nil), respectively.
- The Company has guaranteed the performance of Celtic Rugby Designated Activity Company in respect of certain financing received. The amounts guaranteed are €0.1m (2018: €0.1m).
- In 2018 the Company had guaranteed the performance of two Regions in respect of loans that the Regions received from Barclays. The amounts guaranteed were £2m. No similar guarantee exists in 2019.
- In 2018 the Company had guaranteed the performance of the three Regions not within the Group in respect of loans that the Regions have received from Barclays. The amounts guaranteed in 2019 are £nil (2018: £0.2m).

The Group and Company are dealing with a small number of legal claims. The Directors have reviewed all of these claims and, on the basis of legal advice received, believe that no provision is necessary. Consequently, no provision for these claims has been included in these financial statements.

It is currently impracticable to make any additional disclosures in relation to the estimated financial effects, their timing and the possibility of any reimbursement.

19. COMMITMENTS

Capital commitments of the Group:

	2019 £'m	2018 £'m
Authorised and contracted	**2.0**	-

The Company had no capital commitments at 30 June 2019 or 30 June 2018.

Operating lease commitments:

At the balance sheet date, the Group had the following future minimum lease payments, under non-cancellable operating leases for each of the following periods:

	2019 £'m	2018 £'m
• One year	**0.4**	0.4
• One to two years	**0.4**	0.4
• Two to five years	**1.2**	1.2
• More than five years	**3.9**	4.1

20. PENSION COSTS

The Group operates defined contribution schemes. The assets of the defined contribution pension schemes are held separately from those of the Group, under independent administration. The pension cost charge for these schemes represents contributions payable by the Group to the schemes in the year amounting to some £1.0m (2018: £0.9m). There are no material amounts included in creditors in respect of these pension costs in 2019 or 2018.

21. RECONCILIATION OF OPERATING PROFIT TO NET CASH INFLOW FROM OPERATING ACTIVITIES

	2019 £'m	2018 £'m
EBITDA	**31.9**	35.1
Allocations to affiliated organisations	**(31.6)**	(26.7)
Exceptional items	**(0.2)**	(0.1)
Depreciation and amortisation	**(5.6)**	(5.7)
Release of deferred grant income	**1.9**	1.8
Operating (loss)/profit	**(3.6)**	4.4
Non-cash items:		
Depreciation and amortisation	**5.6**	5.7
Release of deferred grant income	**(1.9)**	(1.8)
	3.7	3.9
Working capital adjustments:		
Decrease in stock	**-**	0.2
Decrease/(increase) in debtors	**2.5**	(2.2)
Increase in creditors	**0.3**	1.1
	2.8	(0.9)
Net cash inflow from operating activities	**2.9**	7.4

22. RECONCILIATION OF NET CASH FLOW TO MOVEMENT IN NET DEBT

	2019 £'m	2018 £'m
Increase/(decrease) in cash in the year	**2.1**	(0.5)
Cash (inflow)/outflow from movement in debt	**(20.4)**	3.8
(Increase)/decrease in net debt during the year	**(18.3)**	3.3
Net debt at the beginning of the year	**(43.7)**	(47.0)
Net debt at the end of the year	**(62.0)**	(43.7)

23. ANALYSIS OF NET DEBT

	Cash £'m	Bank debt due within one year £'m	Bank debt due after one year £'m	Other creditor* £'m	Debentures £'m	Total £'m
At 1 July 2018	**0.1**	**(4.1)**	**(2.1)**	**-**	**(37.6)**	**(43.7)**
Cash flow	2.1	4.1	(9.1)	(15.0)	(0.4)	(18.3)
Non-cash changes	-	(0.3)	0.3	-	-	-
At 30 June 2019	**2.2**	**(0.3)**	**(10.9)**	**(15.0)**	**(38.0)**	**(62.0)**
At 1 July 2017	0.6	(6.3)	(3.7)	-	(37.6)	(47.0)
Cash flow	(0.5)	3.8	-	-	-	3.3
Non-cash changes	-	(1.6)	1.6	-	-	-
At 30 June 2018	**0.1**	**(4.1)**	**(2.1)**	**-**	**(37.6)**	**(43.7)**

*Other creditor to be ultimately settled by a future finance lease agreement

24. RELATED PARTY TRANSACTIONS

See note 5 for disclosure of the Directors' remuneration and key management compensation.

The tables below show the transactions and balances between Group companies where one or more party is not 100% owned (directly or indirectly) by the Company.

The following abbreviations are used in the tables:

"MS" – Millennium Stadium plc

"MSEL" – Millennium Stadium Experience Limited

"**WRUGRE"** – WRU Gwent Region Limited

"WRUGR" – WRU Gwent Rugby Limited

"WHCL" – Westgate Hotel Cardiff limited

"**RAP"** – Rightacres Property Company Limited

"**Compass"** – Compass Contract Services (UK) Limited

2019 COMPANY

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
MS	3.4	-	-	-	-	1.4	-	50.1
MSEL	0.6	1.5	-	-	0.1	-	2.9	-
WRUGRE	-	-	-	-	-	0.2	-	-
WRUGR	6.3	0.6	-	0.2	-	-	-	-
WHCL	-	1.1	-	-	-	-	-	1.2

24. RELATED PARTY TRANSACTIONS (CONTINUED)

MS

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
Company	-	3.4	-	-	1.4	-	50.1	-
MSEL	0.7	1.2	-	-	-	-	-	0.5

MSEL

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
Company	1.5	0.6	-	-	-	0.1	-	2.9
MS	1.2	0.7	-	-	-	-	0.5	-
Compass	4.2	-	-	-	-	-	-	-

WRUGR

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
Company	0.6	6.3	0.2	-	-	-	-	-

WRUGRE

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
Company	-	-	-	-	0.2	-	-	-

WHCL

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
Company	1.1	-	-	-	-	-	1.2	-
RAP	14.2	-	-	-	-	-	0.1	-

24. RELATED PARTY TRANSACTIONS (CONTINUED)

2018
COMPANY

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
MS	3.9	-	-	-	-	1.3	-	48.7
MSEL	0.5	1.4	-	-	0.1	-	5.7	-
WRUGRE	-	-	-	-	-	0.1	-	-
WRUGR	6.2	0.5	-	-	-	-	-	-

MS

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
Company	-	3.9	-	-	1.1	-	48.7	-
MSEL	0.6	2.1	-	-	-	-	-	1.2

MSEL

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
Company	1.4	0.5	-	-	-	0.1	-	5.7
MS	2.1	0.6	-	-	-	-	1.2	-
Compass	4.2	-	-	-	-	-	-	-

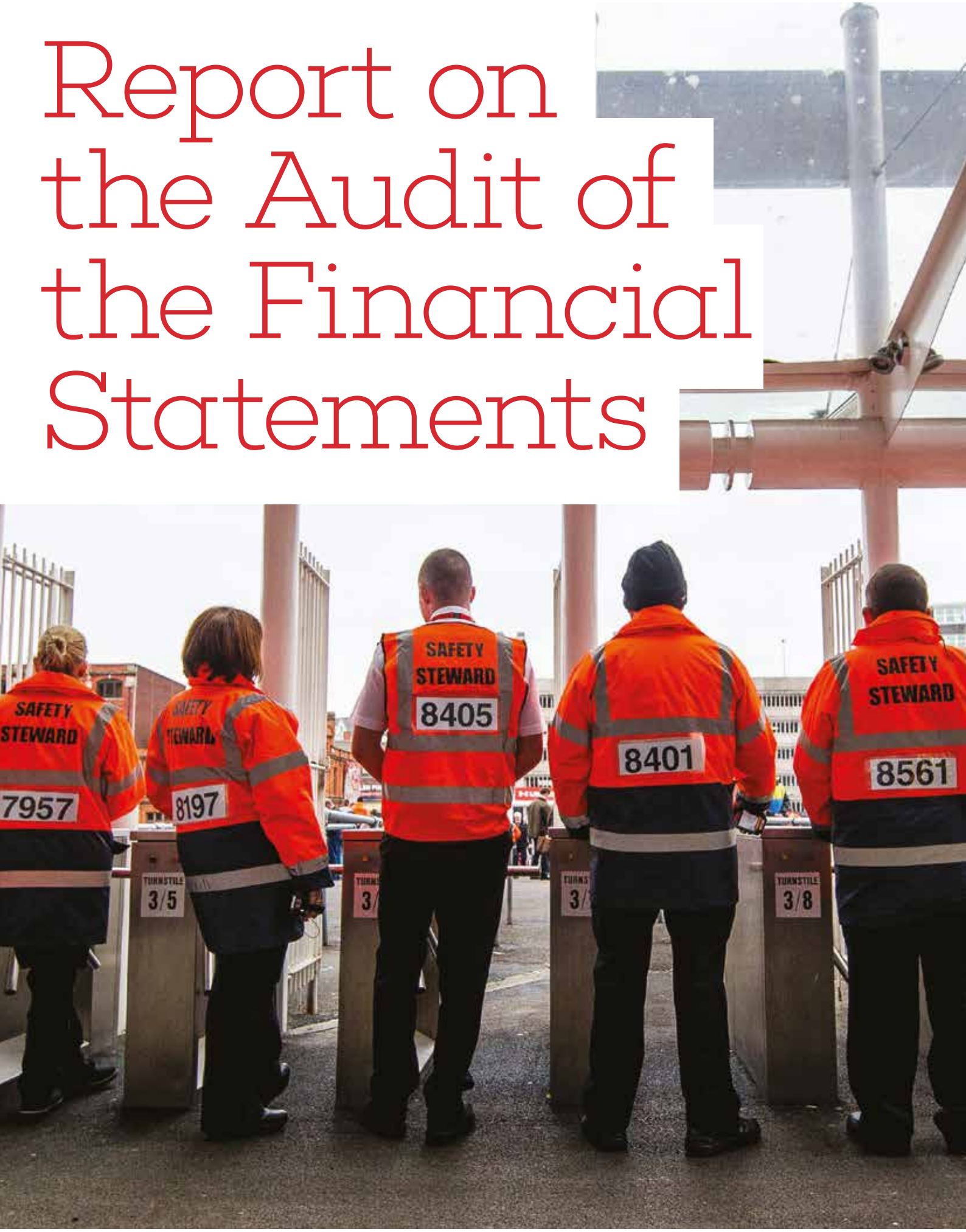
WRUGR

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
Company	0.5	6.2	-	-	-	-	-	-

WRUGRE

Group company	Services acquired from £'m	Services provided to £'m	Trade Debtor at year-end £'m	Trade Creditor at year-end £'m	Interest payment £'m	Interest receipt £'m	Financing creditor £'m	Financing debtor £'m
Company	-	-	-	-	0.1	-	-	-

Report on the Audit of the Financial Statements



INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF THE WELSH RUGBY UNION LIMITED

Opinion

In our opinion, The Welsh Rugby Union Limited's group financial statements and company financial statements (the "financial statements"):

- give a true and fair view of the state of the group's and of the company's affairs as at 30 June 2019 and of the group's loss and cash flows for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards, comprising FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland", and applicable law); and
- have been prepared in accordance with the requirements of the Companies Act 2006.

We have audited the financial statements, included within the Annual Report and Consolidated Financial Statements (the "Annual Report"), which comprise: the consolidated and company balance sheets as at 30 June 2019; the consolidated income statement and consolidated statement of comprehensive income, the consolidated statement of cash flows, and the consolidated and company statements of changes in equity for the year then ended; and the notes to the financial statements, which include a description of the significant accounting policies.

BASIS FOR OPINION

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities under ISAs (UK) are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remained independent of the group in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, which includes the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

CONCLUSIONS RELATING TO GOING CONCERN

ISAs (UK) require us to report to you when:

- the directors' use of the going concern basis of accounting in the preparation of the financial statements is not appropriate; or
- the directors have not disclosed in the financial statements any identified material uncertainties that may cast significant doubt about the group's and company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

We have nothing to report in respect of the above matters.

However, because not all future events or conditions can be predicted, this statement is not a guarantee as to the group's and company's ability to continue as a going concern. For example, the terms on which the United Kingdom may withdraw from the European Union are not clear, and it is difficult to evaluate all of the potential implications on the group's trade, customers, suppliers and the wider economy.

Reporting on other information

The other information comprises all of the information in the Annual Report other than the financial statements and our auditors' report thereon. The directors are responsible for the other information. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except to the extent otherwise explicitly stated in this report, any form of assurance thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with

the financial statements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. If we identify an apparent material inconsistency or material misstatement, we are required to perform procedures to conclude whether there is a material misstatement of the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report based on these responsibilities.

With respect to the Strategic Report and Directors' Report, we also considered whether the disclosures required by the UK Companies Act 2006 have been included.

Based on the responsibilities described above and our work undertaken in the course of the audit, ISAs (UK) require us also to report certain opinions and matters as described below.

Strategic Report and Directors' Report

In our opinion, based on the work undertaken in the course of the audit, the information given in the Strategic Report and Directors' Report for the year ended 30 June 2019 is consistent with the financial statements and has been prepared in accordance with applicable legal requirements.

In light of the knowledge and understanding of the group and company and their environment obtained in the course of the audit, we did not identify any material misstatements in the Strategic Report and Directors' Report.

RESPONSIBILITIES FOR THE FINANCIAL STATEMENTS AND THE AUDIT

Responsibilities of the directors for the financial statements

As explained more fully in the Statement of Directors' Responsibilities in respect of the financial statements set out on pages 38–39 of this Annual Report, the directors are responsible for the preparation of the financial statements in accordance with the applicable framework and for being satisfied that they give a true and fair view. The directors are also responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the directors are responsible for assessing the group's and the company's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless the directors either intend to liquidate the group or the company or to cease operations, or have no realistic alternative but to do so.





Auditors' responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

A further description of our responsibilities for the audit of the financial statements is located on the FRC's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditors' report.

Use of this report

This report, including the opinions, has been prepared for and only for the company's members as a body in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and for no other purpose. We do not, in giving these opinions, accept or assume responsibility for any other purpose or to any other person to whom this report is shown or into whose hands it may come save where expressly agreed by our prior consent in writing.

OTHER REQUIRED REPORTING

Companies Act 2006 exception reporting

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- we have not received all the information and explanations we require for our audit; or
- adequate accounting records have not been kept by the company, or returns adequate for our audit have not been received from branches not visited by us; or
- certain disclosures of directors' remuneration specified by law are not made; or
- the company financial statements are not in agreement with the accounting records and returns.

We have no exceptions to report arising from this responsibility.



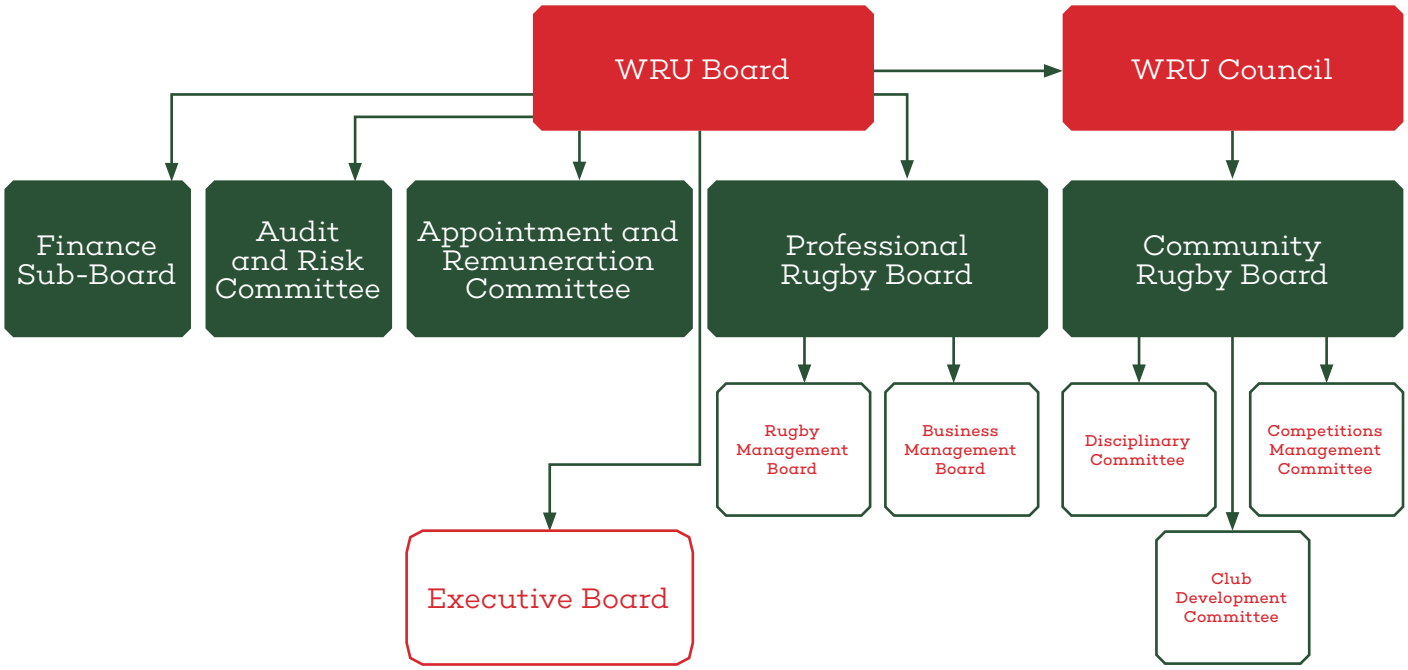
Jason Clarke
(Senior Statutory Auditor)
For and on behalf of PricewaterhouseCoopers LLP, Chartered Accountants and Statutory Auditors

Cardiff, 4 September 2019

Governance



WELSH RUGBY UNION GOVERNANCE STRUCTURE



WELSH RUGBY UNION GOVERNANCE

Year ended 30 June 2019

Patron

His Royal Highness The Duke of Cambridge

President

Dennis Gethin OBE

Governance of Welsh Rugby

The principal activity of the Company is to promote rugby union in Wales, to encourage more people to engage with the game more often, with more enjoyment and more success. The Board of The Welsh Rugby Union Limited (the "Board") is responsible for ensuring that the principal activity is managed, which it does through the Executive Board.

As referred to elsewhere in this Annual Report, during the year, as part of the Governance changes that were approved at the 2018 Annual General Meeting, the composition of the Board changed and the number of Directors reduced to 12 (from 20) in March 2019.

The Board is responsible for the stewardship of the Company, overseeing its strategy, conduct and affairs. It is responsible for the long-term success of the Company.

The Board comprises 11 non-executive Directors and one executive Director (being the Group Chief Executive). Of the 11 non-executive Directors, eight are Council Members who are elected to the Board by the Welsh Rugby Union Council, two are appointed by the Board and one is appointed to the Board following appointment as the Chair of the Professional Rugby Board.

The non-executive Chair of the Board is elected from one of the eight Council Members.



THE BOARD OF DIRECTORS OF THE WELSH RUGBY UNION LIMITED

Non-executive Chair: Gareth Davies

Executive: Martyn Phillips (Group Chief Executive)

Non-executive:

Alan Jones (non-executive vice Chairman)	(resigned on 18 March 2019)
Anthony Buchanan	
Gwyn Bowden	(resigned on 18 March 2019)
Martin Davies	(resigned on 14 October 2018)
Geraint Edwards	(resigned on 18 March 2019)
Gordon Eynon	
Brian Fowler	(resigned on 18 March 2019)
Robert Butcher	
Tim Griffin	
Bryn Parker	(resigned on 18 March 2019)
Anthony John	(resigned on 14 October 2018)
Alwyn Jones	(resigned on 14 October 2018)
Ian Jeffery	(resigned on 18 March 2019)
Chris Morgan	
Aileen Richards	
Phil Thomas	
Ray Wilton	(resigned on 18 March 2019)
David Young	
Hywel Roberts	(appointed on 14 October 2018)
David Lovett	(appointed on 27 February 2019)

Anthony Buchanan has indicated that he will not be seeking re-election as a National Council Member and he will therefore cease being a Council Member and therefore also a Director at the end of the forthcoming AGM.

Company Secretary

Rhodri Lewis (appointed 1 August 2018)

WELSH RUGBY UNION COUNCIL

The Council is responsible for setting the strategy for Community Rugby in Wales, which is presented for consideration and approval by the Board. The Council is comprised of five National Council Members and 14 District Council Members, all of whom are elected by member clubs.

The Council elects, from within its membership:

(a) two National Council Members for appointment to the Board;

(b) five District Council members for appointment to the Board; and

(c) the Chair of the Community Rugby Board, who is also appointed to the Board.

One of the Council Members is elected by the Board as the non-Executive Chair of the Board.

Members of the Welsh Rugby Union Council

National Council Members:
Gareth Davies, Anthony Buchanan, Mark Taylor, Colin Charvis and Jon Morgan OBE

District Council Members:

District A	Ian Jeffery and Bryn Parker
District B	Gwyn Bowden and Dave Young
District C	Robert Butcher and Ray Wilton
District D	Alan Jones and Chris Morgan
District E	Geraint Edwards and Phil Thomas
District F	Brian Fowler
District G	Chris Jones
District H	Gordon Eynon
District J	Hywel Roberts


Shadow
Scaffolding

WELSH RUGBY UNION GROUP – EXECUTIVE BOARD

Chairman: Martyn Phillips (Group Chief Executive)

Executive:

Geraint John	Community Director
Ryan Jones	Performance Director
Mark Killingley	Head of Digital and Communications
Rhodri Lewis	Group General Counsel and Company Secretary
Craig Maxwell	Head of Group Sales and Marketing
Julie Paterson	Operations Director
Steve Phillips	Group Finance Director
Mark Williams	Stadium Manager

DEVELOPMENT OF CORPORATE GOVERNANCE

The Group is committed to adopting the principles of best practice in corporate governance.

Both the Board and the Executive Board remain committed to the continuing development of governance structures, in order to meet the evolving needs of the game of rugby union and acknowledge the value of the principles of good governance in discharging their respective obligations.

In March 2016, the Board committed to support the Sport Wales Governance and Leadership Framework for Wales (the "Framework"). In order to consider how best to implement the Principles and Behaviours set out in the Framework in a way that best fits the Group and how it can maintain and improve good governance and leadership within the Group, the Board established a Governance Working Group which met and reported regularly to the Board on governance matters. The Governance Working Group was chaired by Gareth Davies and comprised Aileen Richards, Robert Butcher, Gordon Eynon, Martyn Phillips and Rhodri Lewis. The Governance Working Group's work included recommending appropriate changes to the Company's governance structures, to ensure that the Group's commitment to best practice in corporate governance is met – these governance changes were proposed by the Board for approval at the 2018 Annual General Meeting. As the changes were supported by the necessary majority at the 2018 Annual General Meeting, they were approved and implemented during the year. This included the establishment of the Welsh Rugby Union Council comprising of five National Council members and 14 District Council Members and reducing the number of Directors to 12 in total.

The Group will ensure that each member of the Board undergoes training in the role of the non-executive Director to be delivered by an appropriate organisation (such as the Institute of Directors). The Group is committed to further training and development of the Board and of Council Members.

SUB-BOARDS & SUB-COMMITTEES

The Board has established the sub-boards and sub-committees listed below to manage the business in a more effective manner with more emphasis on agile decision-making in areas that were considered by the Board as being strategically important, as identified in the Group's Strategic Plan. These sub-boards and sub-committees have delegated authority to carry out certain tasks.

The roles and membership of these sub-boards were as follows:

Community Rugby Board ("CRB")

Chaired by Robert Butcher, membership of the CRB is open to all National Council members and all District Council Members. Julie Paterson and Geraint John are also members given their respective Executive responsibilities. The CRB is responsible for managing and delivering the execution of the strategy for Community Rugby as set by the Welsh Rugby Union Council and approved by the Board from time to time.

Professional Rugby Board ("PRB")

Chaired by David Lovett, comprised Martyn Phillips, Steve Phillips, David Buttress, Robert Davies, Alun Jones and Nigel Short. Ryan Jones and Julie Paterson also attend meetings, given their respective Executive responsibilities. The PRB is responsible for overseeing, managing and delivering the execution of the agreed strategy for professional rugby.

Finance Sub–Board

Chaired by Ian Jeffery, comprised Gareth Davies, Martyn Phillips, Aileen Richards, Craig Maxwell and Steve Phillips. The Finance Sub-Board is responsible for all financial matters of the Group, other than dealing with the Group's auditors.

In addition to the sub-boards, during the year, the Board continued to operate two sub-committees to assist in its business. The role and membership of these sub-committees were as follows:

Appointments and Remuneration Committee

Chaired by Aileen Richards, comprised Gareth Davies, Robert Butcher, Alan Jones and Ian Jeffery. Whilst not a member, Martyn Phillips is invited to attend the Committee. The Appointments and Remuneration Committee determines, on behalf of the Board, the remuneration and terms and conditions of the Group Chief Executive and the Executive Board. The Committee also reviews performance and succession planning for the Executive Board and it participates in, reviews and recommends Executive appointments to the Board. The Committee relies on appropriate independent professional advice when deemed necessary.

Audit and Risk Committee

Chaired by Tim Griffin, comprised David Young and Alan Jones and included Dyfrig John and Geraint Davies as independent members. The Audit and Risk Committee is responsible for assisting the Board to discharge its responsibilities for accounting policies, financial reporting, internal control and risk management and liaising with the Group's auditors.

BOARD AND EXECUTIVE BOARD

There is a clear division of responsibility between the role of non-executive Chair and Group Chief Executive. The Chair is responsible for the leadership and management of the Board and for promoting high ethical standards. The Group Chief Executive is responsible for the executive leadership and day-to-day management of the Group.

There is a detailed written limit of authority protocol in place for both the Board and the Executive Board. All Executive Board members have detailed job descriptions in addition to limits of authority.

The Board meets at least on a quarterly basis and considers all matters under its terms of reference which include the development and monitoring of the Group's strategic plan, allocation of financial resources, reviewing the performance of the Group Chief Executive and Executive Board and approval of annual budgets. In addition, the Board considers the recommendations of the various sub-boards and sub-committees, whose respective responsibilities are as explained above.

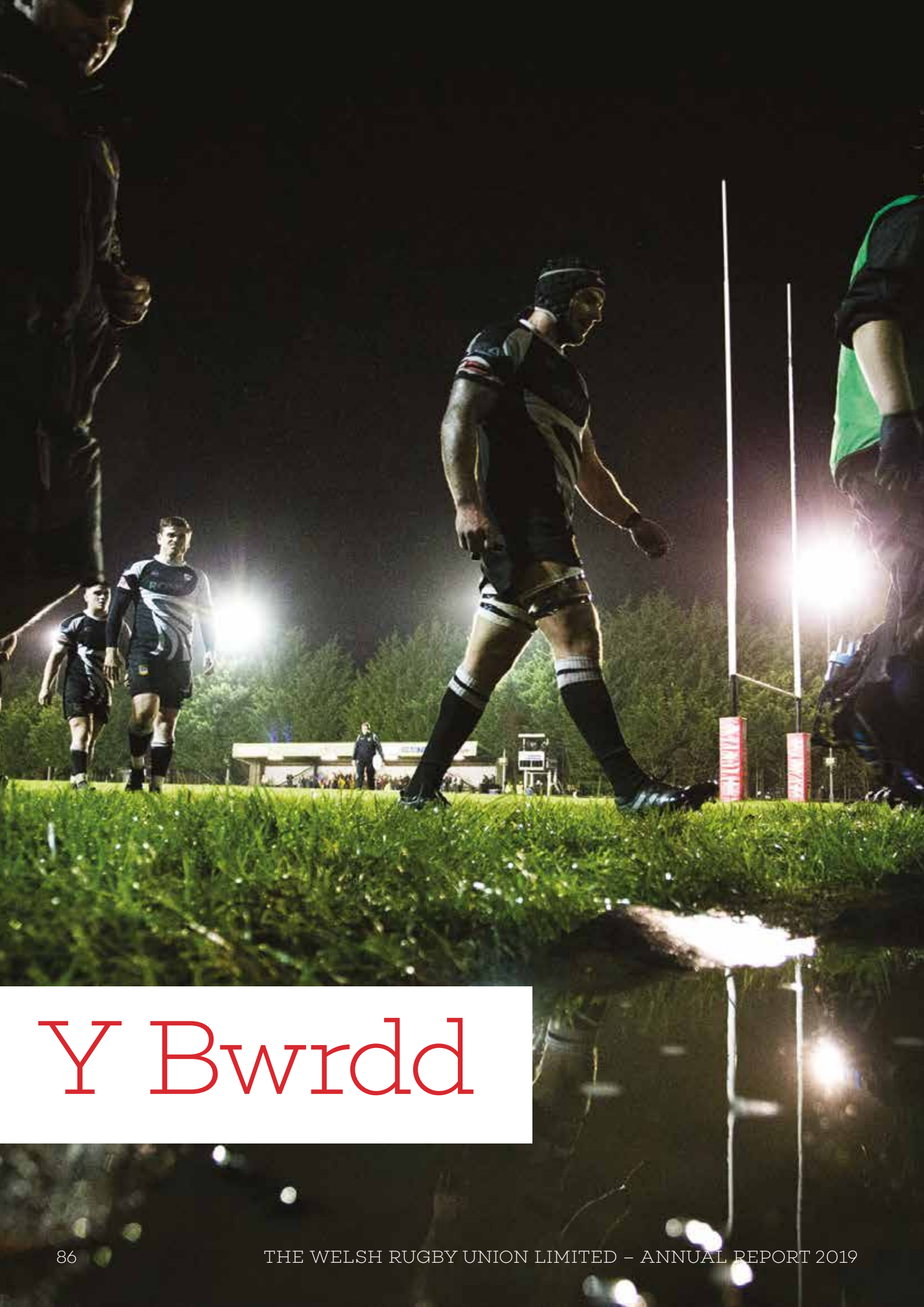
REMUNERATION OF THE BOARD

Under the Group's remuneration policy, no fees are payable to non-executive Directors, other than the non-executive Chair who receives an annual fee of £50,000.

In addition, the Board is represented on other rugby bodies including World Rugby, Six Nations Rugby Limited, European Pro Club Rugby, British Lions Designated Activity Company and Celtic Rugby Designated Activity Company, some of whom have a policy of financially compensating the representatives serving on these bodies. No Executive Director or member of the Executive Board retains any such compensation from these bodies.

REGISTERED OFFICE

Principality Stadium
Westgate Street
Cardiff
CF10 1NS



Y Bwrdd



Cadeirydd anweithredol

GARETH DAVIES

Ymunodd â'r Bwrdd yn 2014 a chafodd ei ethol yn Gadeirydd yn yr un flwyddyn. Cafodd ei ailethol i'r Bwrdd ym mis Mawrth 2019 a pharhaodd yn Gadeirydd yn dilyn y cyfnod pontio ar gyfer y newidiadau llywodraethu a gymeradwywyd yng Nghyfarfod Cyffredinol Blynyddol 2018. Mae hefyd yn Aelod Cenedlaethol o'r Cyngor.

Mae'n aelod o Gyngor a Phwyllgor Gweithredol World Rugby, ac mae'n un o gyfarwyddwyr Rugby World Cup Limited, Six Nations Rugby Limited a British Lions Designated Activity Company.

Mae'n gyn-faswr rhyngwladol a deithiodd gyda'r Llewod yn 1980. Enillodd 21 o gapiau dros ei wlad a bu'n gapten Cymru bum gwaith.

Bu'n uwch-swyddog gweithredol gyda Dreigiau Casnewydd Gwent, CBI Cymru, BBC Cymru, Clwb Rygbi Caerdydd, S4C, Cyngor Chwaraeon Cymru, y Post Brenhinol a Busnes Rhyngwladol Cymru (sef asiantaeth y Llywodraeth a gymerodd le Awdurdod Datblygu Cymru) – lle bu'n arwain y swyddfa yn Sydney, Awstralia. Mae'n gyn-Ddeon Cyfadran Carnegie ym Mhrifysgol Fetropolitan Leeds.



Cyfarwyddwr gweithredol

MARTYN PHILLIPS

Prif Weithredwr y Grŵp

Prif Weithredwr y Grŵp Ymunodd â'r Bwrdd yn 2015.

Mae'n aelod o Gyngor y Chwe Gwlad ac yn un o gyfarwyddwyr British Lions Designated Activity Company a Celtic Rugby Designated Activity Company.

Arferai fod yn Brif Weithredwr B&Q ac yn un o gyfarwyddwyr anweithredol Hydrogen Group plc.

Yn 2013 dyfarnwyd Doethuriaeth Anrhydeddus iddo gan Brifysgol Solent Southampton am ei wasanaeth i fyd busnes. Cafodd ei addysg yn Ysgol Ramadeg Abergwaun ac yn Athrofa Prifysgol Cymru Caerdydd cyn symud ymlaen i astudio yng Ngholeg Oxford Brookes a Choleg Templeton, Rhydychen.

Tra oedd yn yr ysgol enillodd gapiau rhyngwladol ar lefel y tîm dan 15, ac roedd yn aelod o garfan tîm dan 18 Ysgolion Cymru.



ANTHONY BUCHANAN

Ymunodd â'r Bwrdd yn 2014 a chafodd ei ailethol i'r Bwrdd ym mis Mawrth 2019 yn dilyn y cyfnod pontio ar gyfer y newidiadau llywodraethu a gymeradwywyd yng Nghyfarfod Cyffredinol Blynyddol 2018. Mae hefyd yn Aelod Cenedlaethol o'r Cyngor.

Mae'n aelod o Gyngor World Rugby.

Bu'n chwarae i Gymru yn safle'r prop, ac enillodd bump o gapiau gan chwarae ym mhencampwriaeth gyntaf Cwpan Rygbi'r Byd yn 1987. Chwaraeodd dros 230 o weithiau i Glwb Rygbi Llanelli, a daeth yn rheolwr y tîm yn 1991 gan arwain y clwb drwy'r cyfnod o bontio o'r oes amatur i'r oes broffesiynol, a gyfrannodd at ei 30 mlynedd a mwy o wasanaeth i'r clwb.

Ffitiwr glofa ydoedd yn wreiddiol, ond symudodd wedyn i swydd reoli gyda chwmni cemegolion.



GORDON EYNON

Ymunodd â'r Bwrdd yn 2011 a chafodd ei ailethol i'r Bwrdd ym mis Mawrth 2019 yn dilyn y cyfnod pontio ar gyfer y newidiadau llywodraethu a gymeradwywyd yng Nghyfarfod Cyffredinol Blynyddol 2018. Mae hefyd yn Aelod Rhanbarthol o'r Cyngor ar gyfer Rhanbarth H.

Bu'n chwarae rygbi i dimau hŷn Hendy-gwyn, Gwernyfed, Sir Frycheiniog, Cwins Caerfyrddin a Chrymych.

Bu'n brif hyfforddwr Clwb Rygbi Crymych am dair blynedd cyn dod yn ysgrifennydd y clwb yn 1989. Mae'n cyflawni'r swydd honno hyd heddiw ac mae'n aelod oes o'r clwb erbyn hyn. Bu'n aelod o bwyllgor Rhanbarth H ers 1995 ac roedd yn gadeirydd y rhanbarth rhwng 2009 a 2011. Mae wedi bod yn cynrychioli URC yn Rugby Europe ers 2014, ac mae'n aelod o Gomisiwn Rygbi Saith Bob Ochr y corff hwnnw.

Arferai fod yn bennaeth ysgol, ac ar hyn o bryd mae'n rhedeg fferm yn Sir Benfro.



ROBERT BUTCHER

Ymunodd â'r Bwrdd yn 2015 a chafodd ei ailethol i'r Bwrdd ym mis Mawrth 2019 ar ôl cael ei ethol yn Gadeirydd Bwrdd y Gamp Gymunedol yn dilyn y cyfnod pontio ar gyfer y newidiadau llywodraethu a gymeradwywyd yng Nghyfarfod Cyffredinol Blynyddol 2018. Mae hefyd yn Aelod Rhanbarthol o'r Cyngor ar gyfer Rhanbarth C.

Mae wedi bod yn driw i Glwb Rygbi Bargod gydol ei oes, ers i'w gysylltiad â'r clwb ddechrau pan adawodd yr ysgol ddiwedd yr 1960au, a derbyniodd aelodaeth oes o'r clwb yn ddiweddar. Bu'n gapten y clwb am bum mlynedd yn olynol rhwng canol a diwedd yr 1970au.

Pan ddaeth ei yrfa fel chwaraewr i ben, ymunodd â phwyllgor y clwb. Mae wedi rhoi gwasanaeth di-dor i Glwb Bargod sy'n agos iawn at ei galon, ac yn 2015 cwblhaodd ei 20fed flwyddyn fel ysgrifennydd anrhydeddus y clwb.

Ar ôl gadael y coleg, cafodd swydd athro yng Nghyngor Bwrdeistref Sirol Merthyr Tudful a mwynhaodd yrfa ym maes addysg nes iddo ymddeol yn ddiweddar.



TIM GRIFFIN

A benodwyd yn gyfarwyddwr anweithredol annibynnol

Ymunodd â'r Bwrdd yn 2015 a chafodd ei ailbenodi yn 2018..

Erbyn hyn mae Tim yn Rheolwr Gyfarwyddwr DCC Technology, sy'n rhan o DCC sy'n un o gwmnïau'r FTSE 100. Mae'n gyn-Brif Weithredwr Dell UK, a chyn hynny bu'n gweithio yn Singapôr ac Awstralia mewn amrywiaeth o swyddi uwch gyda'r cwmni.

Yn ystod ei yrfa, mae wedi dal swyddi rheoli uwch gyda nifer o gwmnïau mawr sy'n cynnwys PriceWaterhouseCoopers, NCR a'r BBC.

Bu'n astudio yng Ngholeg Prifysgol Cork a Choleg Templeton Rhydychen. Mae ganddo wreiddiau yng Nghymru, ac yn ogystal â chwarae rygbi i Drecelyn bu'n gapten Clwb Rygbi Cross Keys a thîm dan 23 Sir Fynwy. Bu'n chwarae hefyd i Brifysgol Caerdydd, Prifysgolion Cymru a Phrifysgolion Prydain ac roedd yn aelod o dîm y Crawshays a enillodd gystadleuaeth 7 bob ochr Dubai.



CHRIS MORGAN

Ymunodd â'r Bwrdd yn 2014 a chafodd ei ailethol i'r Bwrdd ym mis Mawrth 2019 yn dilyn y cyfnod pontio ar gyfer y newidiadau llywodraethu a gymeradwywyd yng Nghyfarfod Cyffredinol Blynyddol 2018. Mae hefyd yn Aelod Rhanbarthol o'r Cyngor ar gyfer Rhanbarth D.

Bu'n chwarae rygbi i dimau Glyncorrwg, Ton-mawr a'r Môr-filwyr Brenhinol cyn symud i faes hyfforddi, lle mae ei gefndir yn ymwneud yn bennaf â chryfder a chyflyru. Bu'n gweithio yn y maes hwnnw ar lefel yr Uwch-gynghrair gydag Abertawe ac Aberafan, treuliodd dair blynedd ar lefel ranbarthol gyda charfan hŷn y Gweilch, a chwaraeodd ran bwysig yn nhrefn reoli a hyfforddi Tîm Rygbi Byddar Cymru a enillodd Gwpan y Byd yn Seland Newydd yn 2002.

Bu'n uwch-swyddog heb gomisiwn gyda'r Môr-filwyr Brenhinol am 18 mlynedd, ac mae wedi dal swyddi uchel yn ystod ei yrfa ddisglair.



AILEEN RICHARDS

A benodwyd yn gyfarwyddwr anweithredol annibynnol

Ymunodd â'r Bwrdd yn 2015 a chafodd ei hailbenodi yn 2018.

Cyn hynny bu'n gweithio yn yr Unol Daleithiau am 7 mlynedd fel Is-lywydd Gweithredol ac fel Is-lywydd â chyfrifoldeb am Bobl a Threfniadaeth i Mars Incorporated.

Cafodd ei magu y tu allan i Gaerdydd, lle dechreuodd ei hoffter o Rygbi Cymru, ac mae ganddi radd BSc Anrhydedd mewn astudiaethau busnes. Treuliodd ei gyrfa, a barodd 30 mlynedd, yn gweithio ar draws strwythur rheoli Mars mewn nifer o swyddi uchel yn y DU, Gwlad Belg a'r Unol Daleithiau.

Mae wedi ymddeol o'i rôl fel Swyddog Gweithredol erbyn hyn, ac mae'n Gyfarwyddwr anweithredol i sawl corff.



PHIL THOMAS

Ymunodd â'r Bwrdd yn 2015 a chafodd ei ailethol i'r Bwrdd ym mis Mawrth 2019 yn dilyn y cyfnod pontio ar gyfer y newidiadau llywodraethu a gymeradwywyd yng Nghyfarfod Cyffredinol Blynyddol 2018. Mae hefyd yn Aelod Rhanbarthol o'r Cyngor ar gyfer Rhanbarth E.

Mae'n dod o Glydach, a chwaraeodd i dîm Ysgolion Cymru dan 16 a thîm ieuenctid Treforys cyn ymuno â Faerdre lle daeth yn ysgrifennydd, yn is-gadeirydd ac yna'n gadeirydd y clwb yn 2012.

Ymddeolodd yn 2018 yn dilyn 40 mlynedd o wasanaeth yn Adran Gyllid Cyngor Dinas a Sir Abertawe.



DAVID YOUNG

Ymunodd â'r Bwrdd yn 2014 a chafodd ei ailethol i'r Bwrdd ym mis Mawrth 2019 yn dilyn y cyfnod pontio ar gyfer y newidiadau llywodraethu a gymeradwywyd yng Nghyfarfod Cyffredinol Blynyddol 2018. Mae hefyd yn Aelod Rhanbarthol o'r Cyngor ar gyfer Rhanbarth B.

Bu'n chwarae i dîm ieuenctid a thîm hŷn Ystum Taf, ac ar ôl dioddef anaf ymunodd â'r pwyllgor ac mae erbyn hyn yn ysgrifennydd rygbi. Cafodd aelodaeth oes ar ôl 23 o flynyddoedd o wasanaeth. Mae'n ddewiswr, yn is-gadeirydd ac yn ysgrifennydd cystadlaethau Undeb Rygbi Rhanbarth y Dwyrain ar hyn o bryd.

Mae'n beiriannwr trydanol siartredig sydd wedi ymddeol, ac arferai fod yn rheolwr dylunio ac adeiladu i Gyngor Caerdydd.



HYWEL ROBERTS

Ymunodd â'r Bwrdd yn 2018 a chafodd ei ailethol i'r Bwrdd ym mis Mawrth 2019 yn dilyn y cyfnod pontio ar gyfer y newidiadau llywodraethu a gymeradwywyd yng Nghyfarfod Cyffredinol Blynyddol 2018. Mae hefyd yn Aelod Rhanbarthol o'r Cyngor ar gyfer Rhanbarth J.

Cafodd ei fagu yng Ngwynedd a bu'n Gyfarwyddwr Lleol i fanc y NatWest. Mae wedi ymddeol erbyn hyn ond mae ganddo ddiddordeb byw o hyd mewn busnes a phob math o chwaraeon. Mae'n byw yn Llandudno.

Mae ei brofiadau yn ystod ei yrfa yn cynnwys cael ei benodi i Fyrddau amryw gyrff ym myd busnes ac addysg.

Bu'n gadeirydd ac yn is-gadeirydd Rhanbarth J a Chlwb Rygbi'r Trallwng ac mae'n un o sylfaenwyr Cyngor Rygbi Gogledd Cymru/ RGC. Bu'n chwarae rygbi yng nghanolbarth Lloegr a Llundain.



DAVID LOVETT

Ymunodd â'r Bwrdd ym mis Chwefror 2019, ar ôl cael ei benodi'n Gadeirydd y Bwrdd Rygbi Proffesiynol.

Mae'n gyfrifydd siartredig ac arferai fod yn uwch-bartner yng nghwmni Arthur Andersen ac yn is-gadeirydd AlixPartners, sef cwmni rheoli blaenllaw sy'n arbenigo mewn datrys heriau busnes cymhleth a difrifol. Mae wedi ymddeol erbyn hyn ac mae'n gadeirydd ei fusnes teuluol sy'n gweithio ym maes cerddoriaeth a lletygarwch.



Ysgrifennydd y Cwmni

RHODRI LEWIS

A benodwyd ar 1 Awst 2018

Ymunodd â'r Grŵp yn 2010 fel Pennaeth Materion Cyfreithiol a chafodd ei benodi hefyd yn Ysgrifennydd y Cwmni ar 1 Awst 2018. Mae ganddo gyfrifoldeb gweithredol dros swyddogaethau Adnoddau Dynol a Chyflogres y Grŵp ac mae'n Ysgrifennydd Cwmni i nifer o gwmnïau'r Grŵp.

Dechreuodd ar ei yrfa ym maes y gyfraith yn Freshfields Bruckhaus Deringer, sef cwmni rhyngwladol o gyfreithwyr yn Llundain, cyn ymuno â'r adran gyfreithiol fasnachol yn UEFA (corff llywodraethu pêl-droed Ewrop, sydd â'i bencadlys yn y Swistir) lle bu'n gweithio'n bennaf ar faterion yn ymwneud â Chynghrair y Pencampwyr, Cynghrair Europa a Phencampwriaethau Pêl-droed Ewropeaidd UEFA.

Gadawodd UEFA i fod yn Uwch-gyfreithiwr Grŵp y Gymdeithas Bêl-droed, lle'r oedd yn gyfrifol am ystod eang o faterion cyfreithiol yn ymwneud â'r Gymdeithas Bêl-droed (gan gynnwys materion yn ymwneud â Chwpan y Byd FIFA 2010) a Stadiwm Wembley.

Yn 2015, cafodd ei enwi'n Gyfreithiwr Mewnol y Flwyddyn gan y cylchgrawn The Lawyer.

Bu'n chwarae rygbi drwy gydol ei gyfnod yn Ysgol Gyfun Gymraeg Glantaf a bu'n chwarae i dîm Dinas Powys, timau yn Llundain, Gwlad y Thai, Hong Kong, Awstralia a'r Swistir ac i Brifysgol Llundain.

Cyngor Undeb Rygbi Cymru

Cafodd Cyngor URC ei sefydlu ym mis Mawrth 2019, yn dilyn y cyfnod pontio ar gyfer y newidiadau llywodraethu a gymeradwywyd yng Nghyfarfod Cyffredinol Blynyddol 2018. Yn unol â'r Erthyglau Cymdeithasu, mae'r Cyngor yn cynnwys 14 Aelod Rhanbarthol o'r Cyngor a phum Aelod Cenedlaethol o'r Cyngor.

Mae'r Cyngor yn gyfrifol am y canlynol:

(a) pennu'r strategaeth ar gyfer Rygbi Cymunedol yng Nghymru, i'w chymeradwyo gan Fwrdd Cyfarwyddwyr URC; ac

(b) ethol y canlynol o blith aelodau'r Cyngor:

(i) dau Aelod Cenedlaethol o'r Cyngor, i'w penodi i Fwrdd Cyfarwyddwyr URC;

(ii) pum Aelod Rhanbarthol o'r Cyngor, i'w penodi i Fwrdd Cyfarwyddwyr URC; a

(iii) Chadeirydd Is-Fwrdd y Gamp Gymunedol, a fydd hefyd yn cael ei benodi i Fwrdd Cyfarwyddwyr URC.



ALAN JONES

Ymunodd â'r Bwrdd yn 2003 fel Cyfarwyddwr Penodedig Rhanbarthol ar gyfer Rhanbarth D ac mae bellach yn Aelod Rhanbarthol o'r Cyngor ar gyfer y Rhanbarth hwnnw.

Cafodd ei ethol yn Is-gadeirydd URC yn 2015, a bu'n cyflawni'r swydd honno tan yn gynharach eleni. Mae'n aelod o Bwyllgor Rhanbarth D ers 15 mlynedd.

Mae wedi bod yn driw i Glwb Rygbi Bryn-coch lle bu hefyd yn gapten, a bu'n gadeirydd y clwb am 10 mlynedd. Cafodd aelodaeth oes o'r clwb yn 2009 ac mae'n ysgrifennydd y clwb ers 25 a mwy o flynyddoedd.

Mae ganddo radd anrhydedd mewn Gwyddorau Mathemategol o Brifysgol Birmingham, ac ar ôl graddio daliodd amryw swyddi rheoli a swyddi technegol ym maes TG gyda Nwy Cymru, BP a BT.

Ers ymddeol, mae wedi bod yn gwirfoddoli gyda'r elusen Age Concern drwy helpu pobl hŷn i ddysgu sgiliau TG.



GWYN BOWDEN

Ymunodd â'r Bwrdd yn 2015 fel Cyfarwyddwr Penodedig Rhanbarthol ar gyfer Rhanbarth B ac mae bellach yn Aelod Rhanbarthol o'r Cyngor ar gyfer y Rhanbarth hwnnw.

Ar lefel timau ysgol ac ieuenctid, bu'n chwarae i'r Eglwys Newydd cyn ymuno â thîm ieuenctid Ffynnon Taf lle'r aeth ymlaen i chwarae i'r tîm ieuenctid rhanbarthol ac i dîm cyntaf Ffynnon Taf. Yna bu'n ysgrifennydd gemau ac yn gadeirydd y clwb, ac mae bellach yn aelod oes ohono. Bu'n chwarae hefyd i dimau Beddau a Rhiwbeina.

Daeth yn un o ddyfarnwyr URC yn 1980 ac aeth yn ei flaen i ddyfarnu ar lefel uchel cyn ymddeol yn 1999, gan ddod yn gynghorydd/hyfforddwr dyfarnwyr yn ddiweddarach. Yn ystod y cyfnod hwnnw, bu hefyd yn swyddog penodi dyfarnwyr ar gyfer Undeb Rygbi Caerdydd a'r Cylch ac ardal Rhanbarth y Gleision.

Yn fwy diweddar, mae wedi bod yn Gomisiynydd Gwysio mewn gemau yng nghystadlaethau'r PRO14 a Chwpan Ewrop ac mewn gemau rhyngwladol. Mae ganddo gysylltiadau cryf o hyd â Chymdeithas y Dyfarnwyr.

Mae wedi ymddeol erbyn hyn ond arferai fod yn hunangyflogedig ac yn wneuthurwr dodrefn pwrpasol, a bu'n uwch-ymgynghorydd dylunio i gwmni cenedlaethol.



GERAINT EDWARDS

Ymunodd â'r Bwrdd ar 6 Mai 1993 fel Cyfarwyddwr Penodedig Rhanbarthol ar gyfer Rhanbarth E ac mae bellach yn Aelod Rhanbarthol o'r Cyngor ar gyfer y Rhanbarth hwnnw.

Mae'n aelod o Glwb Rygbi Dynfant ers mis Medi 1958, fel chwaraewr i ddechrau cyn ymuno â phwyllgor y clwb lle bu'n cyflawni swydd yr ysgrifennydd gemau ar wahanol adegau dros gyfnod o 25 mlynedd a swydd y cadeirydd am 9 mlynedd.

Mae'n aelod o Fwrdd URC ers 26 blynedd, ac yn ystod y cyfnod hwnnw bu'n is-gadeirydd ac yna'n gadeirydd y Pwyllgor Rheoleiddio ac yn gadeirydd Pwyllgor Disgyblu URC am y rhan fwyaf o'r cyfnod. Roedd yn Gomisiynydd Gwysio yn ystod rownd derfynol y gystadleuaeth Cwpan Heineken yng Nghaeredin yn 2009.

Dechreuodd ar ei yrfa drwy gyflawni prentisiaeth bum mlynedd fel gwneuthurwr offer gydag ICI a threuliodd amser yn gweithio i Gwmni Moduron Ford yn Abertawe. Roedd yn aelod o'r Tîm Rheoli Cynhyrchu yn British Leyland yn Llanelli pan ymddeolodd.

Yng Nghinio Blynyddol y Gweilch yn y Gymuned yn 2019, cafodd Wobr Cyflawniad Oes am ei wasanaeth i'r gamp.



BRIAN FOWLER

Ymunodd â'r Bwrdd yn 2002 fel Cyfarwyddwr Penodedig Rhanbarthol ar gyfer Rhanbarth F ac mae bellach yn Aelod Rhanbarthol o'r Cyngor ar gyfer y Rhanbarth hwnnw.

Bu'n chwarae rygbi i Goleg Sant Luc Caerwysg, Llanelli, Rhydaman, Brynaman a Thŷ-croes. Yn ddiweddarach, bu'n ysgrifennydd Clwb Rygbi Rhydaman am 23 o flynyddoedd.

Mae wedi ymddeol erbyn hyn, ond bu'n swyddog llywodraeth leol gyda Chyngor Sir Caerfyrddin ar ôl gweithio'n flaenorol i'r Bwrdd Glo Cenedlaethol.

Mae'n aelod oes o Glwb Rygbi Rhydaman a chafodd ei ethol i Bwyllgor Rheoli Undeb Rygbi Gorllewin Cymru yn 1995 gan ddod yn is-gadeirydd yn 2000. Cafodd aelodaeth oes o Undeb Rygbi Gorllewin Cymru yn 2016.



BRYN PARKER

Ymunodd â'r Bwrdd yn 2016 fel Cyfarwyddwr Penodedig Rhanbarthol ar gyfer Rhanbarth A ac mae bellach yn Aelod Rhanbarthol o'r Cyngor ar gyfer y Rhanbarth hwnnw.

Yn ystod gyrfa gynhyrchiol fel chwaraewr bu'n chwarae i Flaenafon, Pont-y-pŵl, Tal-y-waun, Garndiffaith a Chroesyceiliog. Mae hefyd wedi bod yn rheoli ac yn hyfforddi Blaenafon, Tal-y-waun, Garndiffaith a Chroesyceiliog.

Roedd yn ysgrifennydd anrhydeddus Clwb Rygbi Cwmbrân o 2006 i 2018 ac mae bellach yn aelod oes o'r clwb ac yn aelod o'r Pwyllgor. Mae'n rheolwr tîm Sir Fynwy ers 2004.

Mae Bryn yn gweithio mewn amryw ysgolion yn cynorthwyo plant o bob oedran a gallu sy'n dangos pob math o ymddygiad. Cyn hynny roedd yn uwch-weithredwr prosesau technegol ac yn swyddog hyfforddiant. Mae hefyd wedi bod yn fentor/cydlynydd plant ar gyfer Plant mewn Angen.

Mae'n gyn-gynghorydd cymuned a chafodd ei benodi'n gadeirydd Cyngor Cymuned Pont-y-pŵl yn 2016.



IAN JEFFERY

Ymunodd â'r Bwrdd yn 2015 fel Cyfarwyddwr Penodedig Rhanbarthol ar gyfer Rhanbarth A ac mae bellach yn Aelod Rhanbarthol o'r Cyngor ar gyfer y Rhanbarth hwnnw.

Mwynhaodd yrfa flaengar yn y sector adeiladu a'r sector datblygu preifat gan ddal swyddi ar fyrddau tri chwmni adeiladu tai cenedlaethol, gan ymuno â Persimmon & Charles Church Homes yn ddiweddar fel Cyfarwyddwr Masnachol Rhanbarthol.

Dechreuodd chwarae rygbi pan oedd yn 11 oed a dechreuodd ar ei yrfa fel chwaraewr hŷn yng Nghaerwysg, gan symud i gynghreiriau Caerloyw cyn ymuno â Brynbuga yn 2004. Ymddeolodd o'r gamp maes o law yn 2011.

Tra oedd yn chwarae bu hefyd yn gwasanaethu ar bwyllgorau clybiau am 24 o flynyddoedd, gan ymuno â chyfarfodydd Rhanbarth A yn 2010 fel cynrychiolydd Brynbuga.



RAY WILTON

Ymunodd â'r Bwrdd yn 1998 fel Cyfarwyddwr Penodedig Rhanbarthol ar gyfer Rhanbarth C ac mae bellach yn Aelod Rhanbarthol o'r Cyngor ar gyfer y Rhanbarth hwnnw.

Mae'n Gomisiynydd Gwysio i lefel gemau prawf.

Mae'n aelod o bwyllgor Clwb Rygbi Tylorstown ers dros 30 mlynedd, a bu'n cynrychioli'r clwb ar Bwyllgor Rhanbarth Canol De Cymru o 1971 ymlaen. Daeth yn gadeirydd dewiswyr Rhanbarth Canol De Cymru.

Bu'n beiriannydd datblygu yn y diwydiant pŵer a bu'n gweithio hefyd i Hoover am dros 30 mlynedd.



CHRIS JONES

Ymunodd â'r Bwrdd yn 2018 fel Cyfarwyddwr Penodedig Rhanbarthol ar gyfer Rhanbarth G ac mae bellach yn Aelod Rhanbarthol o'r Cyngor ar gyfer y Rhanbarth hwnnw.

Roedd yn un o sylfaenwyr Clwb Rygbi Castellnewydd Emlyn ac mae wedi bod yn driw i'r clwb hwnnw gydol ei oes. Bu'n ysgrifennydd y clwb ers ei sefydlu yn 1977. Mae'n aelod oes o'r clwb ac yn gyn-chwaraewr, capten a hyfforddwr.

Mae'n gyn-hyfforddwr tîm rhyngwladol canolradd Ysgolion Cymru (dan 16 oed). Bu hefyd yn gadeirydd y Grŵp Canolradd a'r Cyngor Ysgolion. Bu'n gynrychiolydd yr Ysgolion ar hen bwyllgor URC.

Cafodd ei addysg yn Ysgol Ramadeg Llandysul a Choleg Loughborough. Bu'n athro Ymarfer Corff am 35 o flynyddoedd tan iddo ymddeol yn 2010.



MARK TAYLOR

Ymunodd Mark Taylor, cyn-ganolwr a chapten Cymru, â'r Bwrdd yn 2018 fel Cyfarwyddwr Penodedig Cenedlaethol ac mae'n Aelod Cenedlaethol o'r Cyngor ar hyn o bryd.

Mae'n gyfrifydd rheoli yn y cwmni cyfrifyddiaeth adnabyddus Bevan & Buckland ac mae'n dod â llwyth o brofiad i'r Cyngor o safbwynt chwarae a rheoli.

Ar ôl gyrfa wych fel chwaraewr, bu'n rheolwr tîm dan 18 Cymru a thîm dan 20 Cymru cyn symud i rôl debyg gyda thîm rhanbarthol y Scarlets.

Bydd campau Taylor fel sgoriwr ceisiau yn rhan o chwedloniaeth rygbi Cymru am byth gan mai ef oedd y chwaraewr cyntaf i sgorio cais yn Stadiwm y Mileniwm (Stadiwm Principality erbyn hyn) a oedd newydd gael ei adeiladu, a hynny yn erbyn De Affrica yn 1999 pan gipiodd gwŷr Graham Henry fuddugoliaeth brin dros y Sbringbocs.

Mae ei hanes fel chwaraewr clwb yr un mor drawiadol. Bu'n chwarae i'w dref enedigol Blaenafon yn ystod ei yrfa fel chwaraewr ieuenctid ac i dimau hŷn Pont-y-pŵl, Abertawe, y Scarlets, Sale a'r Gweilch rhwng 1992 a 2008.



COLIN CHARVIS

Cafodd ei ethol yn Aelod Cenedlaethol o'r Cyngor ym mis Mai 2019.

Erbyn hyn mae'n rhedeg ei fusnes ei hun ac mae'n is-gadeirydd ac yn aelod o Fwrdd Clwb Rygbi Abertawe. Mae'n Llysgennad i'r elusen blant Sparks; i'r ymgyrch Show Racism the Red Card; i'r Gymdeithas Sglerosis Ymledol ac i Sefydliad JAG. Bu'n Llysgennad i Shelter Cymru cyn hynny.

Mae'n gyn-gapten Cymru ac enillodd ei gap cyntaf yn 1996. Cynrychiolodd y Llewod hefyd yn 2001.



JON MORGAN OBE

Cafodd ei ethol yn Aelod Cenedlaethol o'r Cyngor ym mis Mai 2019.

Mae'n weithiwr proffesiynol sydd â bron 35 mlynedd o brofiad ym maes chwaraeon a hamdden. Yn ystod ei yrfa cyflawnodd nifer o uwch-swyddi arwain mewn awdurdodau lleol, asiantaethau chwaraeon cenedlaethol a chyrff llywodraethu chwaraeon cenedlaethol a rhyngwladol.

Yn 2017, rhoddodd y gorau i'w rôl fel Prif Weithredwr Chwaraeon Anabledd Cymru, a oedd yn swydd y bu ynddi ers 2002. Yn ystod y cyfnod hwnnw, roedd yn gyfrifol am arwain datblygiad strategol chwaraeon anabledd a chwaraeon cynhwysol, gan roi cyngor i Lywodraeth Cymru, Chwaraeon Cymru ac amryw randdeiliaid ynghylch cyfeiriad o ran polisi ac ynghylch gweithredu rhaglenni. Caiff Chwaraeon Anabledd Cymru ei ystyried yn sefydliad sy'n arwain y byd o safbwynt datblygu chwaraeon anabledd.

Rhoddwyd OBE iddo yn Rhestr Anrhydeddau'r Flwyddyn Newydd 2017 am ei wasanaeth i Chwaraeon Anabledd yng Nghymru.

Fel y nodwyd yn yr adran am y Bwrdd Cyfarwyddwyr yn yr Adroddiad Blynyddol hwn, mae Gareth Davies ac Anthony Buchanan yn Aelodau Cenedlaethol o'r Cyngor ac mae Rob Butcher, Dave Young, Chris Morgan, Phil Thomas, Gordon Eynon a Hywel Roberts yn Aelodau Rhanbarthol o'r Cyngor.




WRU



Y Bwrdd Gweithredol



MARTYN PHILLIPS

Prif Weithredwr y Grŵp

Gweler y bywgraffiad yn yr adran 'Bwrdd Cyfarwyddwyr' ar dudalen 87 yr Adroddiad Blynyddol hwn.



GERAINT JOHN

Cyfarwyddwr y Gamp Gymunedol

Ymunodd â'r Grŵp yn 2015 a chafodd ei benodi'n Bennaeth Perfformiad Rygbi yn 2016. Ym mis Ionawr 2019 cafodd ei benodi i rôl Cyfarwyddwr y Gamp Gymunedol.

Dychwelodd i Gymru ym mis Medi 2015 fel Rheolwr Datblygu Hyfforddwyr Elît y Grŵp. Cyn hynny, roedd wedi treulio 10 mlynedd yn gweithio dramor – gyda Rygbi Canada fel Rheolwr Perfformiad Uwch ac yna fel Prif Hyfforddwr y Tîm Saith Bob Ochr, cyn ymuno ag Undeb Rygbi Awstralia fel Cyfarwyddwr y Rhaglen Rygbi Saith Bob Ochr a Phrif Hyfforddwr Tîm Saith Bob Ochr y Dynion ym mis Mehefin 2014.

Mae'n gyn-hyfforddwr cynorthwyol Cymru a bu'n hyfforddi hefyd yn Llanelli, Prifysgol Metropolitan Caerdydd a Gleision Caerdydd.

Bu'n chwarae i Gaerdydd a Llanelli, bu'n cynrychioli Cymru ar bob lefel ar gyfer ysgolion ac aeth yn ei flaen i chwarae i Dîm A Cymru.



RYAN JONES

Cyfarwyddwr Perfformiad

Ymunodd â'r Grŵp yn 2016 fel Pennaeth Cyfranogiad Rygbi a chafodd ei benodi'n Gyfarwyddwr Perfformiad yn 2019.

Enillodd 75 o gapiau dros Gymru, bu'n gapten Cymru a bu'n chwarae i'r Llewod hefyd. Mae'n un o'r ychydig rai sydd wedi llwyddo i gipio'r Gamp Lawn dair gwaith wrth chwarae i Gymru (yn 2005, 2008 a 2012) a chwaraeodd ran allweddol hefyd pan lwyddodd chwaraewyr Cymru i ddal eu gafael ar dlws Pencampwriaeth y 6 Gwlad RBS yn 2013.

Bu'n gapten y Gweilch rhwng 2007 a 2010 ac mae ei lwyddiannau'n cynnwys ennill cystadleuaeth y Pro12 bedair gwaith.



MARK KILLINGLEY

Pennaeth Marchnata Digidol a Chyfathrebu

Ymunodd â'r Grŵp yn 2016.

Ymunodd â'r Bwrdd Gweithredol ar ôl bod yn gweithio i Undeb Rygbi Lloegr lle'r oedd yn Bennaeth Rheoli Cysylltiadau Digidol a Chysylltiadau â Chwsmeriaid. Yn y swydd honno, bu'n goruchwylio'r gwaith o lansio gwefan Rygbi Lloegr ar ei newydd wedd yn ogystal â phlatfform digidol newydd i hybu cyfranogiad yn y gamp ar draws Lloegr cyn, yn ystod ac ar ôl Cwpan Rygbi'r Byd 2015.

Cyn ymuno ag Undeb Rygbi Lloegr, roedd yn Gyfarwyddwr Marchnata'r Gynghrair Bêl-droed Americanaidd Genedlaethol ("NFL"). Yno, roedd yn gyfrifol am bob gweithgarwch digidol a gweithgarwch marchnata a digwyddiadau arobryn a helpodd i sefydlu'r NFL yn y DU i'r fath raddau nes bod y timau'n chwarae llawer o gemau ac yn mwynhau cynulleidfaoedd teledu na welwyd eu tebyg o'r blaen.

Bu'n chwarae rygbi i Glwb Amersham a Chiltern, Prifysgol Leeds a Swydd Buckingham.



RHODRI LEWIS

Cwnsler Cyffredinol y Grŵp ac Ysgrifennydd y Cwmni

Gweler y bywgraffiad yn yr adran 'Bwrdd Cyfarwyddwyr' ar dudalen 91 yr Adroddiad Blynyddol hwn.



CRAIG MAXWELL

Pennaeth Gwerthu a Marchnata'r Grŵp

Ymunodd â'r Grŵp yn 2010.

Ymunodd â'r Grŵp ar ôl bod gydag Under Armour lle'r oedd wedi bod yn gweithio ers 2008 fel Pennaeth Marchnata Chwaraeon yn y DU ac Iwerddon ar gyfer y cwmni dillad chwaraeon sydd â'i bencadlys yn yr Unol Daleithiau. Tra oedd gydag Under Armour, bu'n gweithio ar ymgyrch lansio esgidiau'r brand a chwaraeodd ran allweddol yn y gwaith o ymestyn brand Under Armour ar draws pob camp yn y DU ac Iwerddon.

Roedd wedi bod yn gweithio i'r Grŵp o'r blaen rhwng 2004 a 2008 mewn amryw swyddi yn y tîm lletygarwch, cyn cael ei benodi'n Rheolwr Nawdd y Grŵp.

Mae Craig hefyd yn un o gyfarwyddwyr Clwb Cefnogwyr Undeb Rygbi Cymru Cyf ac un arall o gwmnïau'r Grŵp, sef "Profiad Principality Stadium" sy'n hynod o lwyddiannus ac sy'n rheoli'r holl drefniadau lletygarwch, cynadledda ac arlwyo ar ran Stadiwm Principality. Mae'n aelod hefyd o bwyllgorau masnachol y PRO14 a Six Nations Limited.

Yn frodor o Sir Benfro, magwyd Craig yn Cosheston a mynychodd Ysgol Greenhill yn Ninbych-y-pysgod. Bu'n chwarae rygbi, criced a phêl-droed yn lleol, gan gynrychioli'r sir a Dyfed yn y tair camp, a bu'n chwarae pêl-fasged dros Gymru dan 18 oed.



JULIE PATERSON
Pennaeth Gweithrediadau

Ymunodd â'r Grŵp yn 1989 a chafodd ei phenodi i'r Bwrdd Gweithredol yn 2006.

Cyn hynny bu'n gweithio mewn nifer o feysydd ar draws y busnes lle bu'n ymdrin yn uniongyrchol â materion strategol a gweithredol a oedd yn ymwneud â rheoli rygbi ar lefel ryngwladol a rhanbarthol ac ar lefel clybiau. Roedd yn Bennaeth Cydymffurfio'r Grŵp ers 2005, ac yna symudodd i swydd y Pennaeth Gweithrediadau Rygbi cyn cael ei phenodi'n fwy diweddar yn Gyfarwyddwr Gweithrediadau.

Mae'n gyfrifol am reoli a gweinyddu'r Cytundeb Rygbi Proffesiynol ac mae'n cadeirio'r Bwrdd Rheoli Rygbi yng Nghymru. Mae ei chylch gwaith hefyd yn cynnwys yr holl faterion rheoleiddiol a meddygol a'r holl faterion sy'n ymwneud ag yswiriant ac integriti ar draws y gamp yng Nghymru. Mae Julie hefyd yn gyfrifol am gysylltu â chyrff eraill sy'n llywodraethu rygbi ac am gysylltu â rhanddeiliaid, partneriaid neu gyrff cyswllt eraill megis Llywodraeth Cymru, Chwaraeon Cymru ac awdurdodau lleol. Mae hefyd yn cynrychioli Rygbi Cymru ar Gyngor World Rugby, Bwrdd Rygbi Clybiau Proffesiynol Ewrop (EPCR), Bwrdd y Pro 14 a Bwrdd Prydain Fawr ar gyfer rygbi 7 bob ochr y Gemau Olympaidd.



STEVE PHILLIPS
Cyfarwyddwr Cyllid y Grŵp

Ymunodd â'r Grŵp yn 2007.

Ymunodd â'r Grŵp ar ôl bod yn gweithio i TBI, sef un o berchnogion meysydd awyr rhanbarthol mwyaf y byd. Yn ystod ei ddeng mlynedd gyda'r cwmni hwnnw, chwaraeodd ran weithredol yn y gwaith o gaffael meysydd awyr yn Belfast, Sweden, Luton Llundain, Bolifia, Costa Rica, Awstralia a Gogledd America.

Cafodd ei hyfforddi tra oedd gyda KPMG a chymhwysodd yn gyfrifydd siartredig yn 1989. Bu'n Gyfarwyddwr Cyllid gyda Grŵp Tedcastle UK cyn ymuno â TBI fel Rheolwr Ariannol y Grŵp ac yna fel Cyfarwyddwr Cyllid y Grŵp.

Mae'n un o gyfarwyddwyr anweithredol Awdurdod Porthladd Aberdaugleddau.

Bu'n chwarae rygbi i Ysgol Gyfun Dyffryn Aman, Coleg Imperial Llundain, Prifysgol Llundain a Chlwb Rygbi'r Aman lle bu'n gapten y tîm cyntaf.



MARK WILLIAMS
Rheolwr y Stadiwm

Ymunodd â'r Grŵp yn 2013.

Ymunodd â'r Grŵp yn dilyn gyrfa filwrol dros gyfnod o 20 mlynedd. Yn ystod y cyfnod hwnnw, cafodd ei ddyrchafu'n Lefftenant-cyrnol gyda'r Cymry Brenhinol. Bu'n gwasanaethu droeon yng Ngogledd Iwerddon, Bosnia, Kosovo ac Irac a chafodd ei arwisgo am ei weithredoedd wrth frwydro yn Irac yn 2007.

Yn ystod ei yrfa filwrol, daliodd swyddi milwrol uchel mewn amgylcheddau hyfforddi a rhyfela, a oedd yn cynnwys cyfnodau'n gweithio fel Dirprwy Brif Swyddog Bataliwn, Cadlywydd Cwmni a Phennaeth Staff Uned Frwydro gydag 2il Fataliwn y Cymry Brenhinol.

Bu'n chwarae rygbi i Goleg Castell-nedd, Glyn-nedd a'i Gatrawd

.

Teyrngedau

KEN BRADDOCK
(1938-2018)

Bu farw Ken Braddock ar 20 Awst 2018, wyth diwrnod cyn iddo gyrraedd ei ben-blwydd yn 80 oed. Fe oedd y pedwerydd o'r 10 chwaraewr o Drecelyn i ennill cap rhyngwladol yn hanes y clwb dros gyfnod o 130 mlynedd.

Roedd yn flaenwr ffyrnig yn y rheng ôl, ac enillodd ei gap cyntaf o dri dros Gymru mewn gêm yn erbyn y Walabïaid yng Nghaerdydd yn 1966. Enillodd Barry John, Gerald Davies a Delme Thomas eu capiau cyntaf yn y gêm honno hefyd.

Aeth yn ei flaen i chwarae yn nwy gêm agoriadol Pencampwriaeth y Pum Gwlad yn 1967, ond ni chafodd ei ddewis ar gyfer y gêm nesaf, sef taith i Baris i herio Ffrainc. Collodd Cymru bob un o'r tair gêm y chwaraeodd Ken ynddynt – yn erbyn Awstralia (14-11), yn erbyn yr Alban (11-5) ac yn erbyn Iwerddon (3-0).

Cafodd ei eni yn Nhreowen, ar gyrion Trecelyn, ar 28 Awst 1938 ac aeth i Ysgol Uwchradd Fodern Greenfield gan chwarae i dîm Trinant cyn ymuno â Threcelyn. Roedd yn aelod allweddol o'r tîm a enillodd Bencampwriaeth y Western Mail yn ystod tymor 1964/65.

FRANCES MARGERISON
(1964-2019)

Bu farw Frances yn 54 oed ym mis Ionawr 2019, ac roedd yn un o'r ffigyrau mwyaf dylanwadol yn ystod dyddiau cynnar rygbi menywod yng Nghymru. Yn ogystal ag ennill capiau rhyngwladol dros Gymru a Phrydain ar y cae, hi oedd cadeirydd cyntaf Undeb Rygbi Menywod Cymru oddi arno.

Cafodd ei geni yng Nghasnewydd yn 1964. Roedd yn chwarae rygbi i Bont-y-pŵl pan gafodd ei dewis ar gyfer gêm ryngwladol gyntaf erioed Cymru yn erbyn Lloegr ym Mharc Pont-y-pŵl ar 5 Ebrill 1987. Enillodd Lloegr y gêm honno o 22-4, ond bedair blynedd yn ddiweddarach cafodd y twrnamaint Cwpan y Byd cyntaf erioed i fenywod ei gynnal yng Nghymru.

Roedd Margerison yn Bennaeth y Chweched yn Ysgol Uwchradd Gatholig Sant Alban ym Mhont-y-pŵl, ac roedd yn aelod o'r grŵp trefnu lleol ar gyfer y twrnamaint arloesol hwnnw lle bu'n cydweithio yn agos â Deborah Griffin, Sue Dorrington, Alice Cooper a Mary Forsyth o Loegr i sicrhau bod y digwyddiad ar gyfer 12 o wledydd yn llwyddiant.

Ar ôl chwarae ei gêm gyntaf dros Gymru yn 1987, parhaodd i chwarae dros Gymru tan 1993 gan ennill dwsin o gapiau. Methodd â chwarae yng Nghwpan y Byd 1991 oherwydd salwch. Yn ogystal â chwarae yng ngêm ryngwladol gyntaf tîm menywod Cymru, chwaraeodd hefyd yn erbyn Lloegr yn 1992 yng ngêm ryngwladol gyntaf y tîm menywod ar y maes rhyngwladol, sef Parc yr Arfau, ar 8 Chwefror 1992.

Pan gafodd Undeb Rygbi Menywod Cymru ei ffurfio yn 1994, Margerison oedd ei gadeirydd cyntaf, a'r flwyddyn ganlynol cafodd cystadleuaeth ei lansio ar gyfer timau menywod gwledydd y DU.

GARFIELD OWEN
(1932-2019)

Enillodd Garfield Owen gapiau dros Gymru ym maes rygbi'r undeb a rygbi'r gynghrair, chwaraeodd griced dros Ysgolion Cymru ac roedd hefyd yn bencampwr Cymru ym maes athletau. Cafodd ei eni yn Llanharan a bu farw yn 86 oed ym mis Ionawr 2019. Dysgodd chwarae rygbi yn Ysgol Ramadeg y Bont-faen lle'r oedd Idwal Rees, cyn-ganolwr Cymru, yn bennaeth. Aeth yn ei flaen i ennill chwe chap dros Gymru tra oedd yn chwarae i Gasnewydd, cyn penderfynu mynd i chwarae rygbi'r gynghrair gyda Halifax ar 17 Hydref 1956. Cafodd y trosglwyddiad ei ddarlledu'n fyw ar deledu'r BBC a chafodd tua £5,000 o dâl.

Roedd yn hwyrach na'r disgwyl yn ennill ei gap gyntaf dros Gymru, oherwydd damwain anarferol a wnaeth ei orfodi i ildio ei le yn y tîm a fyddai'n herio Lloegr yn 1955. Yn ystod sesiwn hyfforddi ar gae Crwydriaid Morgannwg yn Nhrelái ddiwrnod cyn y gêm yng Nghaerdydd ar 22 Ionawr, aeth i ganol drysi i chwilio am bêl, taro yn erbyn coeden ac agor ei ben-glin mor wael nes iddo ddod yn ôl i'r cae yn waed i gyd.

Cymerodd Alan Edwards, y cefnwr o Lynebwy, le Owen a oedd yn 22 oed, a daeth yn arwr dros nos ar ôl sgorio'r unig bwyntiau mewn buddugoliaeth o 3-0 yn erbyn Lloegr yng Nghaerdydd. Cafodd Edwards gadw ei le ar gyfer y gêm a gollodd Cymru o 14-8 yn erbyn yr Alban, ond llwyddodd Owen i ennill ei gap cyntaf o'r diwedd wedyn yn nhrydedd rownd Pencampwriaeth y Pum Gwlad yn y flwyddyn honno.

Derbyniodd gynnig i ymuno â Halifax, ond dim ond ar ôl iddo ffonio'r clwb i gadarnhau bod ganddynt ddiddordeb ynddo. Yn ôl yr hanes, cafodd ei drosglwyddiad i rygbi'r gynghrair ei ragflaenu gan adroddiad damcaniaethol yn y Daily Herald dan y pennawd 'Halifax offer Owen £5,000'. Doedd y cefnwr yn gwybod dim am y peth, ac roedd yn newyddion hefyd i'r clwb.

Ond dechreuodd Owen a Halifax ystyried y posibilrwydd o symud o rygbi'r undeb i rygbi'r gynghrair, cafodd cytundeb ei lunio a llofnododd Owen ef yn fyw ar 'Sportsview'. Roedd yn stori newyddion enfawr am chwaraewr arall o fri yr oedd rygbi'r gynghrair wedi'i fachu o Gymru.

Aeth yn ei flaen i chwarae dros dîm XIII Rygbi'r Gynghrair yn erbyn Ffrainc a thros dîm XIII Cymru yn erbyn Ffrainc ar Ddydd gŵyl Dewi 1959 yn Toulouse. Fe oedd capten Halifax yn ystod 1958-59 a thorrodd record y clwb gyda chymorth Cymro arall, Tuss Griffiths, drwy sgorio 150 o goliau yn ystod y tymor wedyn. Erbyn diwedd ei yrfa, roedd wedi sgorio 890 o goliau a 1,801 o bwyntiau yn ystod ei yrfa gyda Halifax (5 tymor) ac yna Keighley (4 tymor).

BILLY MAINWARING
(1941-2019)

Collodd Billy Mainwaring ei frwydr hir yn erbyn salwch ym mis Ebrill 2019 a bu farw yn 78 oed. Roedd yn un o weision mwyaf ffyddlon Clwb Rygbi Aberafan. Enillodd chwe chap dros Gymru yn yr ail reng, a châi ei addoli ar Faes Talbot Athletic am ei chwarae garw ar y cae a'i ymrwymiad diysgog i'r Dewiniaid oddi arno. Bu'n ffyddlon i'w glwb ar hyd ei yrfa a chwaraeodd dros 700 o gemau dros gyfnod o 18 tymor.

Cafodd ei eni ar 24 Ionawr 1941 ym Mhort Talbot. Roedd Billy yn weithiwr dur a ddysgodd chwarae rygbi yn Ysgol Ddwyreiniol Tai-bach ac yna yng Nghlwb Rygbi Tai-bach. Aeth yn ei flaen i fod yn un o ddwy bartneriaeth wych yn yr ail reng yn Aberafan, gyda Max Wiltshire i ddechrau ac Allan Martin wedyn.

Roedd ganddo bartneriaeth arbennig hefyd â'i fam, Evelyn, a oedd bob amser yn llwyddo i godi gwên ar feysydd rygbi ledled Cymru a Lloegr. Tra oedd Billy yn trechu'r chwaraewyr ar y cae, byddai Mrs Mainwaring yn gweiddi ar bawb a feiddiai fygwth ei mab annwyl neu unrhyw un o chwaraewyr eraill Aberafan.

Chwaraeodd Billy am y tro cyntaf dros Gymru yn Murrayfield yn 1967 pan gollodd Cymru o 11-5 yn erbyn yr Albanwyr. Roedd Pencampwriaeth y Pum Gwlad y flwyddyn honno'n un anodd i Gymru, a'r unig fuddugoliaeth y cafodd Billy ei mwynhau oedd yr un o 34-21 yn erbyn Lloegr yng 'Ngêm Jarrett'.

Chwaraeodd hefyd yn erbyn y Crysau Duon pan oeddent ar daith yn 1967, a chwaraeodd ei gêm olaf dros Gymru yn y gêm gyfartal 11-11 yn erbyn Lloegr yn Twickenham yn 1968.

HAYDN MAINWARING
(1933-2018)

Bu farw Haydn Mainwaring ar 12 Medi 2018 yn 85 oed. Bu'n chwarae fel canolwr i Gymru a daeth yn enwog am ei ddwy dacl wych dros y Barbariaid yn eu buddugoliaeth dros y Sbringbocs diguro yng Nghaerdydd yn 1961.

Daeth Haydn i'r cae yn hwyr yn erbyn De Affrica yn 1981, i safle'r cefnwr yn lle Terry Davies, ac arbedodd y chwaraewr di-gap o Abertawe ddau gais â'i hyrddiadau ysgwydd nodweddiadol a lwyddodd i rwystro capten De Affrica, Avril Malan, ac yna'r asgellwr Michael Antelme.

Wrth ddisgrifio ei wrthdaro â Malan, nododd papurau newydd y cyfnod fod Malan fel comed yn diflannu i'r ddaear ac fel ych yn disgyn i'r llawr.

Roedd y perfformiad trawiadol yn y fuddugoliaeth o 6-0 yn erbyn y Sbringbocs ym Mharc yr Arfau ar 4 Chwefror 1961 yn ddigon iddo ennill cap dros Gymru yn erbyn Ffrainc yn Stade Colombes fis yn ddiweddarach. Roedd yn un o dri a enillodd eu capiau cyntaf yn y tîm hwnnw a deithiodd i brifddinas Ffrainc ar 25 Mawrth – y blaenasgellwr Alun Pask a'r bachwr Billy Thomas oedd y ddau arall. Yno, ymunodd Haydn â Meirion Roberts yng nghanol y cae i herio'r chwaraewr o fri Guy Boniface.

Collodd Cymru o 8-6 yn y gêm honno, a dyna oedd diwedd ei yrfa fer ar y llwyfan rhyngwladol. Cafodd ei eni yn Abertawe a dysgodd chwarae rygbi yn Ysgol yr Esgob Gore. Chwaraeodd i dîm dan 15 Cymru yn 1947 ac 1948 ac i dîm Ysgolion Uwchradd Cymru yn erbyn Ffrainc a Lloegr yn 1951 ac yn erbyn Swydd Efrog a Lloegr yn 1952. Ymunodd â'r Llynges a daeth yn Fôr-filwr Brenhinol.

SAM SIMON
(1935-2019)

Bu farw Sam Simon yn 84 oed ym mis Mai 2019. Roedd yn un o gewri'r gyfraith yng Nghaerdydd ac yn un o hoelion wyth Clwb Rygbi Pontypridd, ac roedd hefyd yn aelod o bwyllgor cyffredinol Undeb Rygbi Cymru a'r Bwrdd Rygbi Rhyngwladol.

Roedd yn gyn-lywydd Cymdeithas Cyfreithwyr Caerdydd ac yn gyn-ymddiriedolwyr i Goleg Llanymddyfri lle bu'n ddisgybl rhwng 1948 a 1954. Roedd yn aelod o Gerddorfa Ieuenctid Cymru rhwng 1952 a 1954. Fel chwaraewr rygbi bu'n chwarae yn safle'r prop pen tynn i Bontypridd, Crwydriaid Morgannwg a Chlwb Rygbi Crawshay.

Ymunodd ag Undeb Rygbi Cymru fel Cynrychiolydd Cenedlaethol a threuliodd ddegawd ar y pwyllgor cyffredinol. Cafodd ei ddewis i gynrychioli Cymru ar y Bwrdd Rygbi Rhyngwladol a bu'n llywydd Clwb Rygbi Pontypridd am 30 mlynedd.

Bu'n cadeirio Pwyllgor Dan 21 Undeb Rygbi Cymru, a oedd â chyfrifoldeb allweddol am ddatblygu'r gamp ar gyfer ieuenctid, a bu'n rheoli tîm Cymru yn ystod y daith i Japan yn 2001.

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