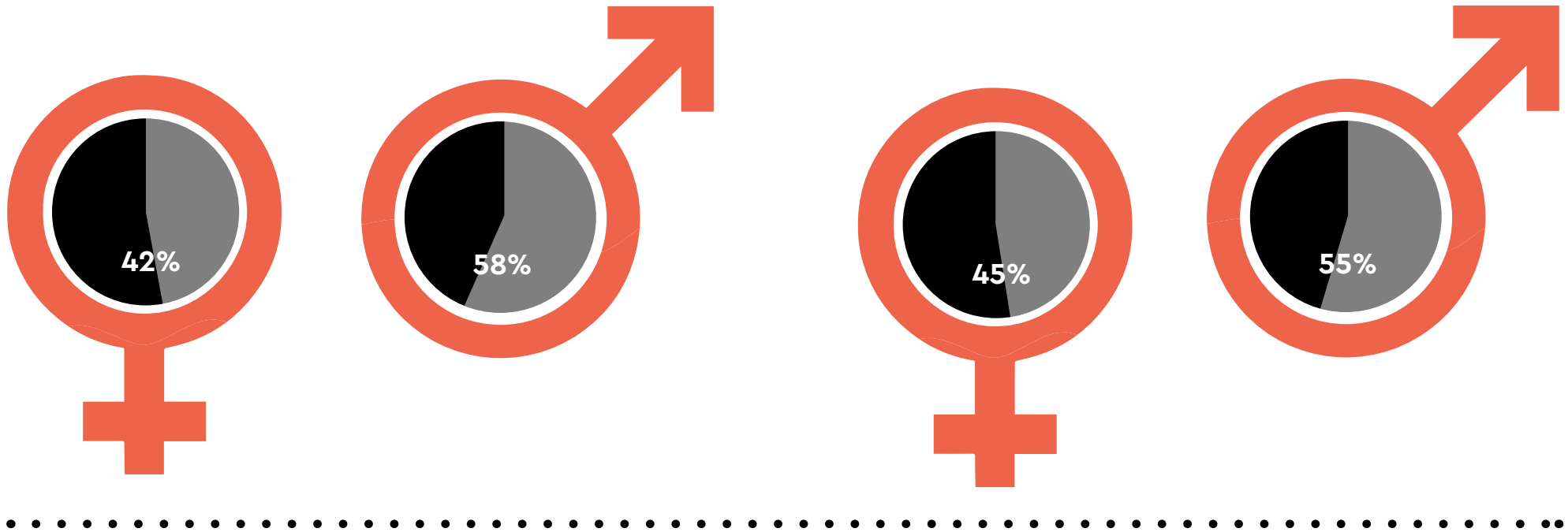


GENDER PAY GAP

April 2020



WORKING TOWARDS A GENDER-BALANCED WORKFORCE



2019

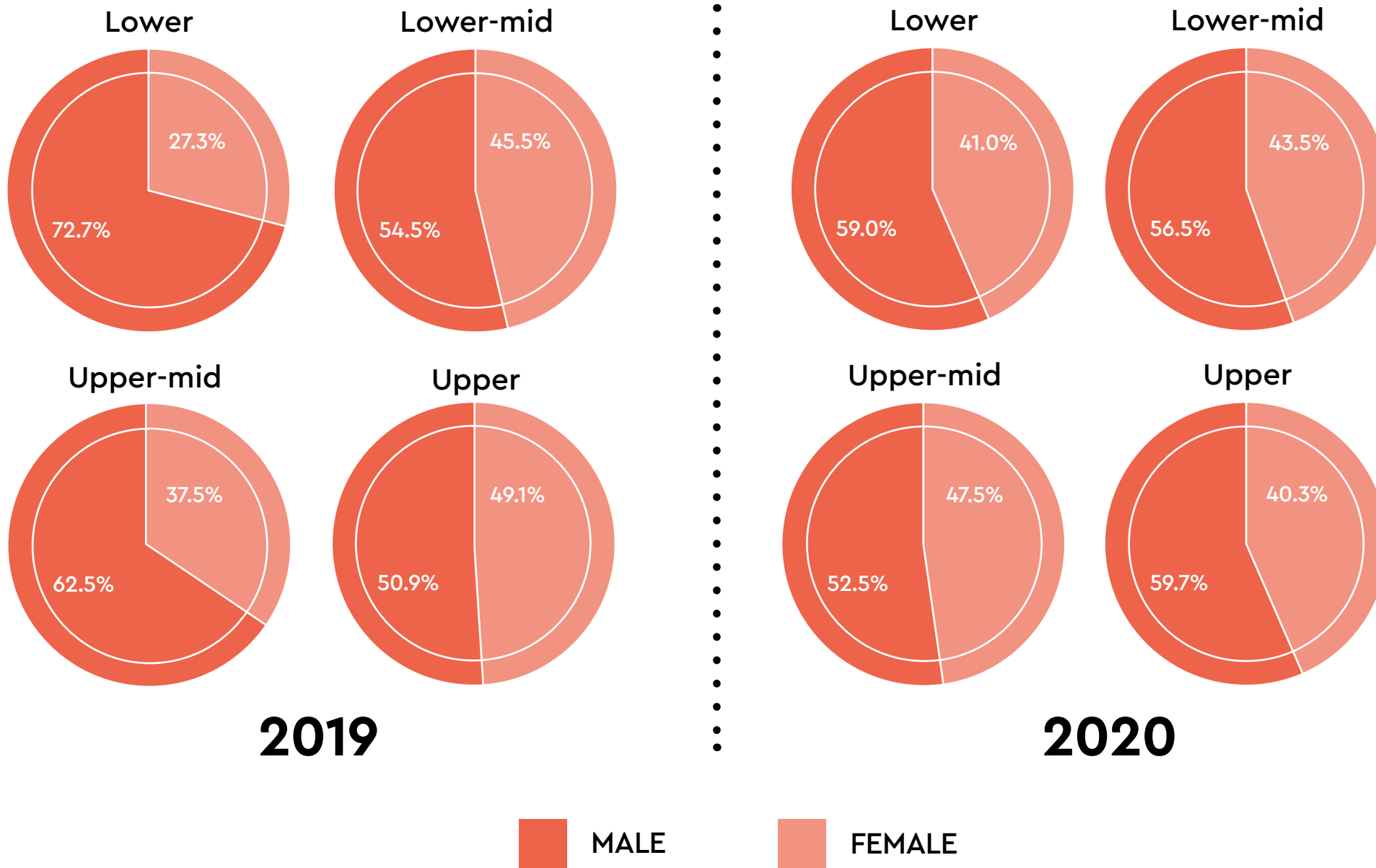
In 2019 the PPL PRS workforce was split, 42% female and 58% male.

2020

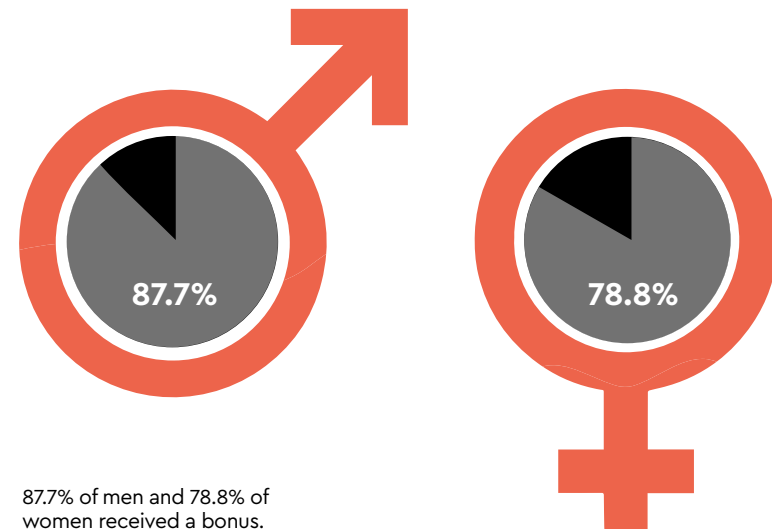
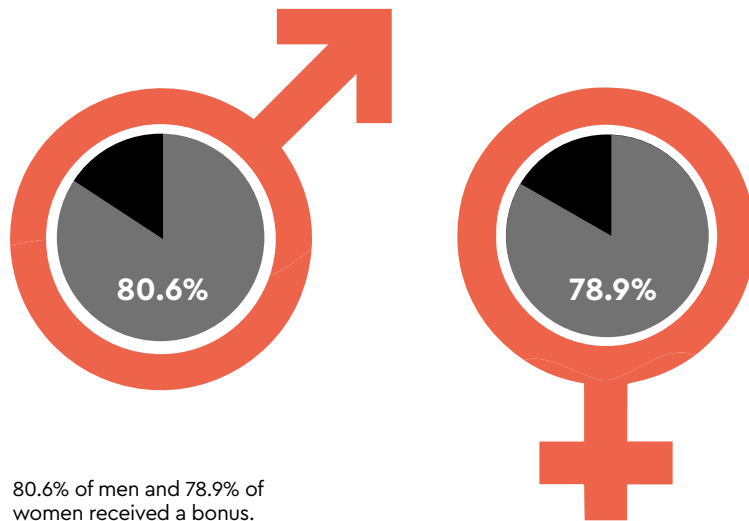
In 2020 the PPL PRS workforce was split, 45% female and 55% male.

We believe in providing everyone with equal opportunities at all stages of their career. Recruiting the best person for the job irrespective of gender, and promotion is based on merit. PPL PRS continue to focus on improving the diverse and inclusive nature of our workforce.

This illustrates the difference in gender split in each of the quartiles from 2019 to 2020. The lowest quartile now has a more even distribution of males and females. The lower middle quartile remains broadly the same. The upper middle now has a more even distribution of males and females. The upper quartile now favours men slightly due to less women at the most senior level, including a vacant Head of HR role previously held by a female.



OUR GENDER GAP RESULTS



2019

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	-16.8%	-9.6%
Gender Bonus Gap	-49.7%	0%

2020


Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	0.2%	-2.2%
Gender Bonus Gap	37.7%	11%

PPL PRS operates a bonus scheme that is based on company and personal performance. A company performance % will be allocated, taking into account a number of deliverables. The personal element of the scheme is based on an individual's contribution against agreed personal objectives and overall performance.

We confirm the Gender Pay Gap data contained in this report is accurate.

A handwritten signature in black ink, appearing to read 'A. Gray'.

Andrea Gray
Managing Director

A handwritten signature in black ink, appearing to read 'Peter Leathem'.

Peter Leathem
Chief Executive Officer for PPL

A handwritten signature in blue ink, appearing to read 'A. Martin'.

Andrea Martin
Chief Executive Officer for *PRS for Music*