

GENDER PAY GAP

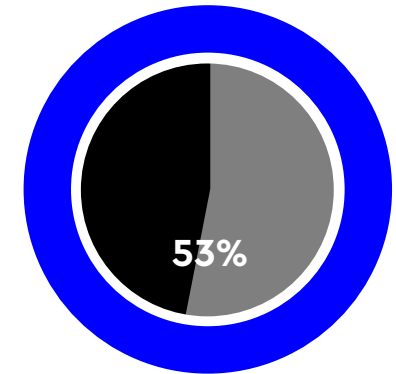
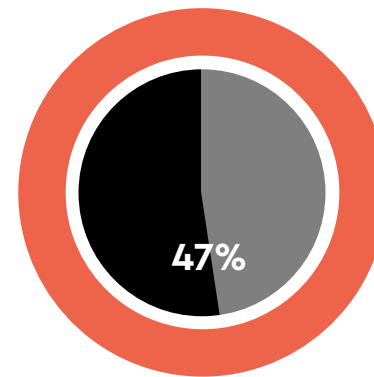
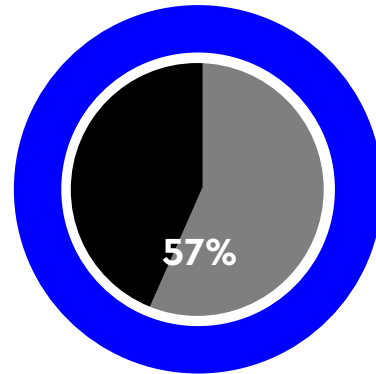
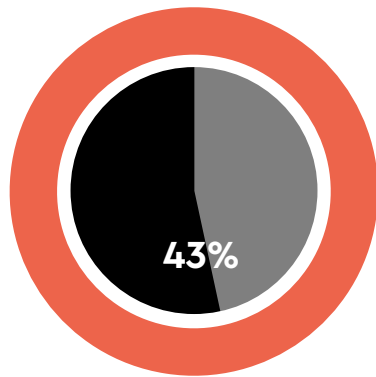
February 2022



WORKING TOWARDS A GENDER-BALANCED WORKFORCE

FEMALE

MALE



2020

In 2020 the PPL PRS workforce was split, 57% male and 43% female.

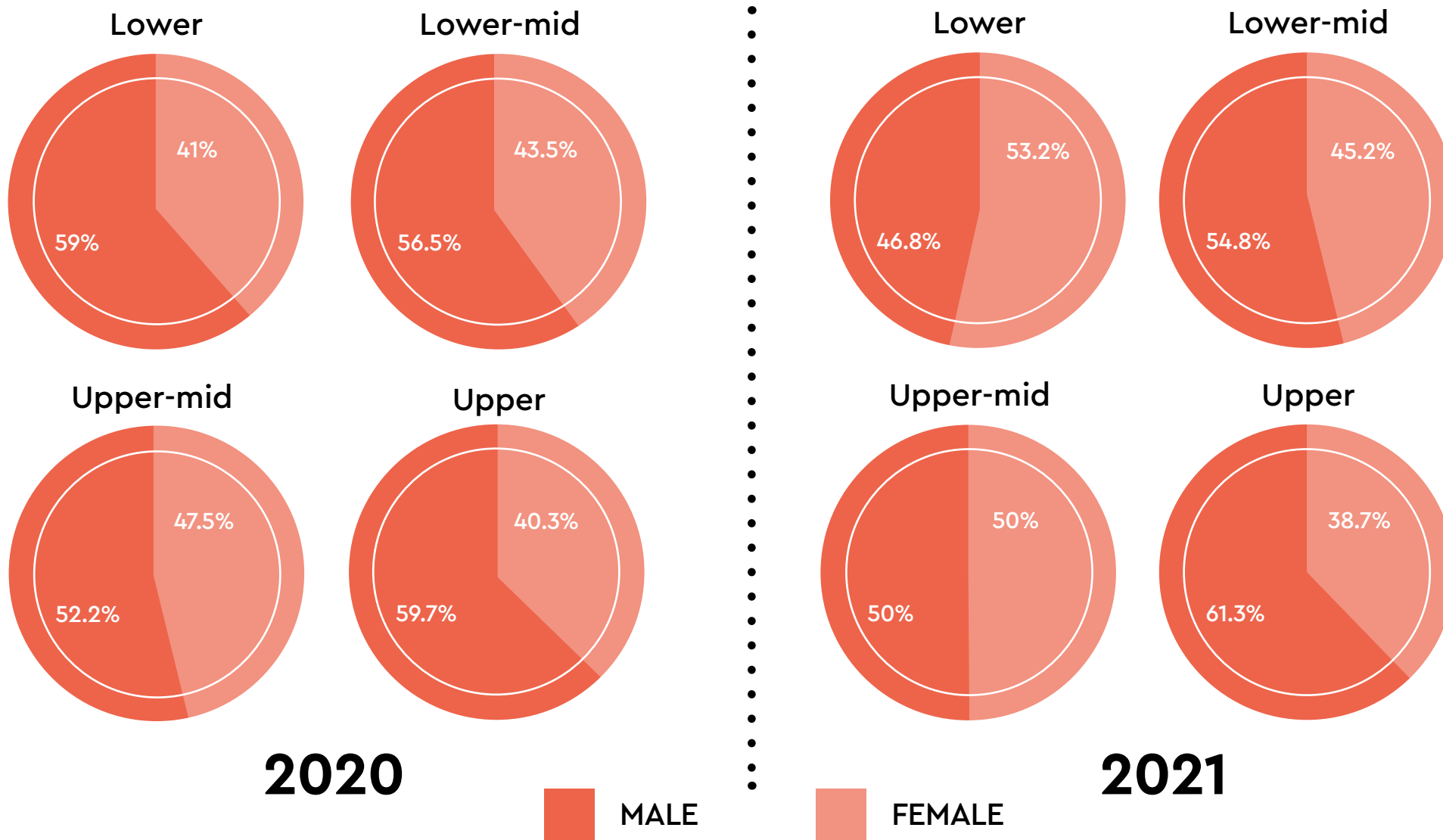
2021

In 2021 the PPL PRS workforce was split, 53% male and 47% female.

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.

The Company's mean gender gap is 3.2% in favour of men (compared to 0.2% in 2020). This is due to the proportion of females in the lowest paid grades (1&2) being higher than males, and a higher proportion of males in the highest paid roles (Q1). The Company's median pay gap is 0.9% in favour of males (compared to -2.2% in 2020).

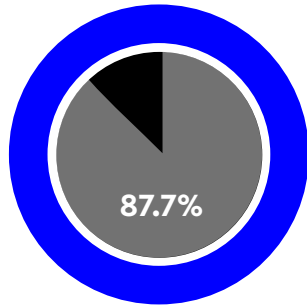
Throughout the course of a year the Company continues to monitor its gender pay gap as well as the overall split of male and female colleagues, as the figure fluctuates over time due to the turnover. At 31st January 2022, the gender split across the two most senior groups with the Company (the Executive Leadership Team and the Operational Leadership Team) is 45% female and 55% male.



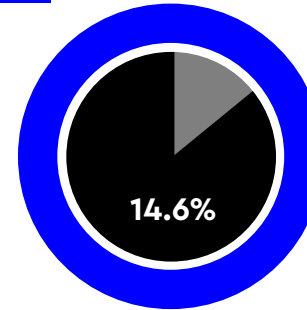
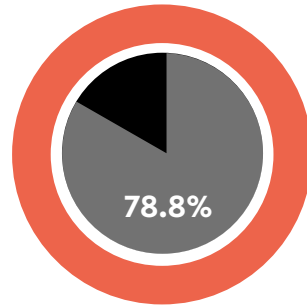
OUR GENDER GAP RESULTS

FEMALE

MALE



87.7% of men and 78.8% of women received a bonus.



14.6% of men and 15.2% of women received a bonus.

2020

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

2021

Difference between men and women	Mean (Average)	Median (Middle)
Gender Pay Gap	3.2%	0.9%
Gender Bonus Gap	31.7%	20%

Bonus Analysis

The bonus calculation includes bonus, commission, 'recommend a friend' payments. Due to the Company's decision not to pay a bonus in 2021, the mean bonus gap is 32%, the median bonus gap is 20% (compared to 38% and 11% respectively in 2020 where a bonus was paid).

In October 2021, the Company introduced Career Pathways for our lowest paid staff. Included in these Career Pathways is a new performance related pay scale, where colleagues can increase their salary in line with increased performance in their role. Given the proportion of females compared to males in this cohort of employees, the gender pay gap should reduce over the coming months.

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 that the information contained in this report is accurate.

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

Andrea Gray
Managing Director, PPL PRS

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*