



APM

1PM WEDNESDAY
19 NOVEMBER
2025

**APM 2025
FULL DOCUMENT PACK**



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Agenda

Location: Band on the Wall, 25 Swan Street, The Northern Quarter, Manchester, M4 5JZ

Registration from: 12pm

APM Starts: 1pm

1. Welcome
2. Address by John Smith OBE, Performer Board Chair
3. Company presentations
4. Address by Peter Leathem OBE, PPL Chief Executive Officer
5. Q&A session
6. Performer Director election results
7. Close of APM



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Notice of Annual Performer Meeting

PHONOGRAPHIC PERFORMANCE LIMITED (Company Number 288046)
(the "Company")

NOTICE IS HEREBY GIVEN that
the ANNUAL PERFORMER MEETING of the Company with Eligible Performers
will be held in Band on the Wall, 25 Swan Street, The Northern Quarter, Manchester, M4 5JZ
on WEDNESDAY 19 NOVEMBER 2024 at 1pm

to deal with the following matters:

1. Election of Performer Directors.

BY ORDER OF THE PERFORMER BOARD

A handwritten signature in black ink that reads 'John F Smith'.

PERFORMER BOARD CHAIR



Explanatory note

Election of Performer Directors

PPL's articles of association require that, at each APM, one third of the Performer Directors who sit on the PPL Board and Performer Board must step down (in a process referred to as "retirement by rotation") and an election must be held, in which they may stand for re-election. This year, the Performer Directors due to retire by rotation are Roxanne de Bastion and Dave Lee.

Eligible Performers may nominate additional candidates to stand in the election. Please see the Candidate Nomination Form for more details.

Following the conclusion of the nominations process, a list of the confirmed election candidates will be published on the PPL website and will be available to Eligible Performers when voting, along with copies of election statements from all candidates.

As there are two positions being elected, each Eligible Performer will be able to cast two votes: one for each of their preferred candidates. Eligible Performers may not cast both their votes for the same candidate.

PPL is working with Civica Election Services to offer Eligible Performers the opportunity to vote online, via a secure website, before the APM. Eligible Performers will be contacted by Civica nearer the time (either directly or, if they have one, via the designated representative who manages their PPL account on their behalf) with more details about this. Please note that all voting will take place online, meaning there will not be an opportunity to vote on the day.



Candidate Nomination Form

Please read the important information and notes below before completing. Please return the completed form by **Friday 10 October 2025 at 1pm** by email to **apm@ppluk.com**

IF YOU ARE AN ELIGIBLE PERFORMER AND WISH TO NOMINATE A CANDIDATE

- You must enter the name of the candidate in Part A below, where shown.
- You must ensure that 10 Eligible Performers complete and sign Part A where shown below. They do not all need to sign the same copy of this form, but the candidate's name must appear in Part A on every copy used.
- You must ensure that the candidate completes and signs Part B below, where shown.
- You must ensure that the candidate provides their written statement of suitability for office and this must be enclosed, when the fully-completed form is sent back to PPL.

IF YOU WISH TO BE A CANDIDATE YOURSELF

- Your name must be entered as the candidate in Part A below, where shown.
- You must ensure that 10 Eligible Performers complete and sign Part A where shown below. They do not all need to sign the same copy of this form, but your name must appear as the candidate in Part A on every copy used.
- You must complete and sign Part B below, where shown.
- You must provide your written statement of suitability for office and you must ensure that this is enclosed when the fully-completed form is sent back to PPL.
- You should also provide a digital copy of your headshot photo (to accompany your statement.)

PART A (to be completed by Eligible Performers) PLEASE COMPLETE CLEARLY.

I/We, the undersigned Eligible Performer/s, hereby propose: Candidate:.....
as a candidate for election as a Performer Director at the PPL Annual Performer Meeting convened for Wednesday 19 November 2025.

Eligible Performer	Name	PPL ID	Signature
1			
2			
3			
4			
5			
6			
7			
8			
9			
10			

PART B (to be completed by the candidate) PLEASE COMPLETE CLEARLY.

I, the undersigned, hereby confirm my willingness to be appointed as a Performer Director if elected at the PPL Annual Performer Meeting convened for Wednesday 19 November 2025. I enclose a written statement (of no more than 500 words) as evidence of my suitability for the office of Performer Director, which I confirm is true and correct. I confirm that I am over 16 and not disqualified or otherwise prevented from acting as a director. I consent to PPL publishing my written statement and photo on its website and/or on the APM voting website operated on PPL's behalf.

NAME:

PPL ID (if applicable):

SIGNATURE:

EMAIL:

TEL NO:



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Important Information

Only Eligible Performers are entitled to nominate candidates for election. Under PPL's Articles of Association an "Eligible Performer" for the purpose of this year's APM is a PPL-registered performer to whom PPL distributed performer income in 2023, 2024 and/or between 1 January and 30 June 2025.

A candidate does not have to be an Eligible Performer (or indeed a performer at all). This is because the PPL Performer Board recognises that Eligible Performers may wish to nominate individuals from other professions – whether within the music industry (e.g. artist managers, lawyers, other advisors, etc.) or otherwise – who they feel have skills and experience that would make a positive contribution to the work of the PPL Performer Board. Eligible Performers wishing to nominate candidates for election to the office of Performer Director (and nominees themselves) should refer to the important information provided below.

The role of Performer Director

- Sits (together with the five other Performer Directors and two Directors from the main PPL Board) on the PPL Performer Board, which ordinarily meets up to 6 times a year to oversee performer matters at PPL such as the collection strategy for overseas performer income, UK and overseas performer income distribution policies, the Annual Performer Meeting and the Annual Performer Report.
- Also sits (together with the other PPL Directors, including the five other Performer Directors) on the main PPL Board, which ordinarily meets up to 9 times each year to direct the activities and strategies of PPL across all areas of its operations
- Has various legal duties under UK company law, including duties in relation to conflicts of interest, a duty of confidentiality and a duty to act so as to promote the success of the company for the benefit of its members as a whole.

Written statement of suitability

Candidates must provide evidence of their suitability for the role, to accompany their nomination form. Candidates should provide this evidence by means of a typed written statement, of no more than 500 words, setting out the skills and experience which they feel make them suitable for the role of Performer Director, bearing in mind the requirements of the role set out above.

Promotional Activities

Prospective candidates may wish to undertake their own activities or communications to promote their intention to stand in the APM elections (and/or seek the nomination, support or endorsement of others). Similarly, confirmed candidates may wish to undertake their own activities or communications to promote their candidacy (and/or seek the votes or endorsement of others). In each case, that is strictly a matter for each individual. PPL will not assist with any such additional activities or communications, or provide any endorsement.

PPL will however publish the formal APM Election Statements for all confirmed candidates, so that all voters have the opportunity to review the statements for all such candidates as part of the voting process.