

Directors UK Annual Transparency Report

2024-2025

INTRODUCTION

This report has been compiled in accordance with the requirements of The Collective Management of Copyright (EU Directive) Regulations (2016) (the Directive). Its objective is to provide a clear overview of the structure, management and activities of Directors UK Limited during its financial year ended 28th February 2025, in compliance with these regulations. Further information about Directors UK including the Annual Report, Financial Statements and Directors' Report for the financial year 2024/25 is also available on our website: <https://www.directors.uk.com/about/governance>

LEGAL AND GOVERNANCE STRUCTURE

Directors UK Limited is a private company owned by its members, limited by guarantee, and run on a not-for-profit basis. It is the professional association which represents British film and television directors. It performs both the role of a collecting society and of a representative body and currently has over 8,650 registered Rightsholders, of which 567 are Associate members.

Directors UK Limited is governed by an elected Board of Directors.

Elections are held every three years to appoint directors to the Directors UK Limited Board. The nomination and election procedures and criteria (including members' voting rights) are set out in the company's Articles of Association and summarised at <https://www.directors.uk.com/about/governance>. The Election Regulations can also be found at this location.

The company has no subsidiaries and does not control any other entities.

COLLECTING AND DISTRIBUTION ACTIVITIES

Directors UK collects and distributes money due to the principal directors of film or television programmes for the secondary exploitation of their work. Payments are collected from UK broadcasters and producers and from overseas collecting societies.

The general policies on distribution and investment of rights revenue are set by the Board and approved by the members. Full details are available on our website: <https://www.directors.uk.com/distribution/distribution>

In order to receive distribution payments, Rightsholders must be registered with Directors UK as full or distribution-only members. The company offers three levels of membership:



- Full membership - open to directors with a principal director credit on a broadcast UK television programme or commercially distributed and screened feature film. Full members pay an annual subscription and are permanently registered on our distribution schemes for any potential payments. They also become contributing members with access to all our member benefits and services.
- Distribution-only membership - for those with a principal director credit on a broadcast UK television programme, or commercially distributed and screened feature film (as above). These members choose to pay a one-off registration fee to become permanently registered for payments through our distribution schemes. They pay no annual subscription but don't have access to any of our other member benefits or services.
- Associate membership - open to those with professional audio-visual director credits that are not currently covered by our distribution schemes. Associate members pay an annual subscription to become a contributing member with access to a range of member benefits and services.

UK Distribution Scheme

Under the terms of its Rights Agreement with broadcasters and producers, Directors UK receives annual payments to compensate for rights assigned by directors under individual contracts and distributes the funds to individual directors according to the UK Distribution Scheme which is devised and administered by Directors UK.

Payments are allocated under the terms of the UK Distribution Scheme. This takes account of the type of work, transmission length and form of secondary exploitation (e.g. repeat transmissions, sales, DVD releases etc.)



International Collections

Throughout the European Union (and in several other countries) film and television directors are legally recognised as being authors of their work. This right of authorship may give directors an entitlement to receive payment for certain uses of their work.

These payments are administered through the international network of authors' collecting societies. Directors UK has concluded agreements with collecting societies in twenty-eight countries, and receives payments due under national legislations for the re-use of work.

The principal type of use categories under which royalties are paid by International collecting societies are as follows: -

- Private copying, cable retransmission, video rental and online;
- Television, Cinema & Public Performance;
- Educational recording.

The company does not collect royalties on behalf of overseas Rightsholders and has not paid any revenues to International societies other than to pay sums due to members of those CMOs which were originally sent to Directors UK Limited in error.

To be paid any amounts due to them, the director (Rightsholder) must be registered with either Directors UK or with a sister Collective Management Organisation (CMO) representing directors.

In accordance with the Directive, any money allocated to non-registered Rightsholders and not claimed within three years of allocation will be declared as non-distributable. During the three year period, Directors UK will take all necessary measures to track down the Rightsholder. If a director becomes a member of Directors UK (or a sister CMO) after the three-year time limit, they may still be able to recover payments from Directors UK under the provisions of governing law at that time.

Payments that have been declared as non-distributable will be available for reallocation in accordance with the Directors UK non-distributable policy (further detail is available on our website at: <https://www.directors.uk.com/distribution/distribution-policy#foreign-collections> which is approved, together with the General Rules of Distribution (further detail is available on our website at: <https://www.directors.uk.com/distribution/distribution> , at the Directors UK General Assembly of Members.



At 28th February 2025, an amount of £666,578 of International Funds held on behalf of Rightsholders has been declared as non-distributable. This fund is available for release to offset costs of activities which benefit all member Rightsholders, in accordance with the approved policy on non-distributable amounts.

DISTRIBUTIONS TIMETABLE

Initial distribution of payments of UK royalties collected during each year are made no later than nine months after the end of the reporting year. Royalty amounts collected from International CMOs are normally distributed within six months of receipt.

The annual timetable of distributions is as follows:

- April / May - International payments received from various overseas collecting societies.
- July - Supplementary UK payments covering secondary use in earlier years and educational recordings royalties received during the previous year.
- September / October - International payments received from various overseas collecting societies.
- December / January - Main UK distribution.

Smaller distributions are made approximately every six to eight weeks for new members.

In some cases, the allocation and distribution of certain international sourced payments is delayed beyond six months after receipt for objective reasons such as the absence of sufficient reporting by the overseas society which has submitted the revenue on the works, the authors and/or the uses.

MANAGEMENT FEES AND OTHER DEDUCTIONS

Management fees are deducted from each payment issued for the following rights categories:

- UK Rights agreement – 13.75%
- Educational recordings (UK) – 13.75%
- International distributions – 15%

No other charges or commissions are deducted from distributions to Rightsholders.

Apart from the management fees described above, Directors UK Limited has made no deductions for the purposes of social, cultural and educational services in 2024/25.

Interest income arising from the investment of Rightsholders' funds is used to partially cover the operating expenses of Directors UK



OTHER ACTIVITIES

In addition to its collecting and distribution activities, Directors UK acts as the principle representative organisation for film and television directors and directing to Government in the UK and in Europe, to broadcasters, to regulators, to other industry bodies and to the media. It acts as a campaigning body for directors on current issues and topics. The Company also undertakes training and mentoring initiatives on behalf of full and associate members.

The cost of any such services provided to members is funded out of management fees, membership subscriptions, interest income arising from members' funds invested and match funding provided by partner organisations. The non-distributable reserve (described on page 4) is also available to fund such services, which benefit all member Rightsholders.

MEMBERSHIP OF OTHER BODIES

During this financial period, Directors UK has also been a member of or affiliated to the following bodies:

- Alliance for Intellectual Property
- Audio Visual Licensing Alliance (AVLA), and has a seat on its board
- British Copyright Council (BCC)
- British Screen Forum
- Creative UK
- Creators' Rights Alliance (CRA)
- Directors Charitable Foundation (DCF)
- Educational Recording Agency (ERA), and has a seat on its board
- Federation of European Film Directors (FERA)
- International Confederation of Societies of Authors and Composers (CISAC)
- Joint Advisory Committee for Entertainment (JACE)
- Society of Audio-Visual Authors (SAA)
- The Directors and Producers Forum
- UK Coalition for Cultural Diversity (UKCCD)



FINANCIAL STATEMENTS AND ANNUAL REPORT

A summary of income and expenditures during the financial year ended 28th February 2025, split between Rights Management and Other Activities, is set out here. The turnover and operating income comprise the resources used to cover the total operating costs of the company.

The balance sheet, statement of assets and liabilities, and full income and expenditure account for the financial year are contained in the Audited Financial Statements and Directors' Report which can be found on our website:

<https://www.directors.uk.com/about/governance>

Appendix 1 to this report provides further detail on operating expenses by cost type, allocated between Rights Management and Other Activities based on relevant employee headcount. Operating expenses are not allocated between different sub-categories of rights management or by type of use as our internal departments operate as a single unit and any such allocation would be entirely artificial.

REPORT ON ACTIVITIES DURING THE FINANCIAL YEAR

Full detail on our activities during the year can be found under the Annual Review section in Annual Report and Accounts which can be found on our website at:

<https://www.directors.uk.com/about/governance>

Income and Expenditure Account £	Year Ended 28 February 2025		
	Rights Mgmt	Other	Total
TURNOVER			
Management Fees	3,044,211		3,044,211
Membership Fees		268,281	268,281
	3,044,211	268,281	3,312,492
Other Operating Income:			
Screen Skills		4,350	4,350
Other income	30,000		30,000
Transfer from non-distributable funds	100,000		100,000
Interest Receivable	1,040,139		1,040,139
Total Income	4,214,350	272,631	4,486,981
LESS: OPERATING EXPENSES			
Administration Expenses	1,945,933	1,217,943	3,163,876
Establishment expenses	192,852	114,416	307,268
Communications, Campaigns and Public Affairs	59,095	67,775	126,870
Member Services	23,885	53,396	77,281
Total Costs	2,221,765	1,453,530	3,675,295
Surplus/(deficit) before tax	1,992,585	(1,180,899)	811,686
Tax (charge) /credit on surplus/(deficit)	(186,073)	0	(186,073)
Surplus/(deficit) after tax	1,806,513	(1,180,899)	625,613

FINANCIAL INFORMATION ON AMOUNTS DUE TO RIGHTSHOLDERS

Rights Activity Report	Collected on behalf of Rights Holders £	Paid to Rights Holders £	Transferred to Non- distributable £	Non- distributable utilised £	Mgmt fees on Rights paid £	Due to Rights Holders at 28/02/25 £
UK Rights agreement	15,077,793	14,388,789			1,992,889	13,768,851
Educational recordings	476,000	467,250			46,725	476,000
UK Royalties	15,553,793	14,856,039	0	0	2,039,614	14,244,851
International Royalties	6,070,294	6,642,186	(169,036)	1,537	983,707	7,709,004
International - Non-distributable		0	169,036	(101,537)		666,578
Total	21,624,087	21,498,225	0	(100,000)	3,023,321	22,620,433

Rights by Use	Collected on behalf of Rights Holders £	Paid to Rights Holders £	Mgmt fees on Rights paid £	Due to Rights Holders at 28/02/25 £
UK Sales	11,235,533	10,401,606	1,428,056	10,269,659
UK Secondary tx	4,318,260	4,454,433	611,558	3,975,192
Private Copying, Cable, Video and Online	217,128	4,851,827	718,282	2,770,728
Television, Cinema & Public Performance	-	1,460,598	216,232	529,083
Educational Recording	16,298	143,296	21,214	72,566
Other / Not yet attributed	5,836,869	186,465	27,979	5,003,205
Total	21,624,087	21,498,225	3,023,321	22,620,433

FINANCIAL INFORMATION ON AMOUNTS DUE TO RIGHTSHOLDERS

International Collections & Distributions detail	Amounts received from International CMO's during the period ended 28/02/25 £	Paid to Rights Holders (gross) £	Management fees deducted £
AIPA - Slovenia	56,777	68,594	10,284
ASDACS - Australia	1,602	3,740	374
BILD-KUNST - Germany	1,018,836	230,186	33,874
COPYDAN - Denmark	11,632	2,829	420
COPYSWEDE - Sweden	607,491	7,958	1,126
DACS - Argentina	502,456	131,146	19,672
DAMA - Spain	72,374	523,917	78,209
DGA - USA	122,502	52,581	5,258
DHFR - Croatia	76,991	155,994	21,749
DILIA - Czech Republic	0	66,327	9,817
FILMJUS - Hungary	324,828	62,164	9,214
KOPIOSTO - Finland	11,002	202,344	30,321
LATGA-A - Lithuania	15,648	21,545	3,231
LITA - Slovakia	0	15,763	2,365
NORWACO - Norway	132,901	72,598	10,807
SACD - France (dramatic works)	271,347	483,045	70,875
SCAM - France (factual works)	88,491	706,736	105,920
SGAE - Spain	457	36,652	4,048
SIAE - Italy	0	1,106,483	166,099
SPA - Portugal	0	9,316	1,195
Suissimage -Switzerland	588,844	589,955	88,083
VDFS - Austria	180,858	60,800	9,106
VEVAM - Netherlands	1,084,091	1,346,652	199,215
ZAPA - Poland	786,074	686,183	102,299
Return and other	0	(1,322)	149
Total	6,070,294	6,642,186	983,707

PAYMENTS TO AND REMUNERATION OF BOARD DIRECTORS

Name	Royalties £	Fees £	Expenses £
A Dankwa	7,033	5,200	130
A Evans	1,311	5,200	-
A Golder	633	2,600	186
A Jacob	2,904	5,200	900
A Kalymnios	970	2,600	-
A Krishnan Tatparanandam	331	-	-
A Thomson	2,042	6,000	548
C Gammon	4,109	2,600	-
C Saunders	-	5,200	48
D A Stone (Independent)	-	46,000	-
D Thomas	19,015	2,600	-
E Russell (beneficiary K Russell estate)	204	2,600	-
J Hawes	19,724	12,000	-
J Hobbs	8,204	2,600	-
K Kelly	1,033	20,000	9,097
M Milne	3,092	2,600	400
P Strachan	278	2,600	1,567
S White	13,357	2,600	-
T Toumazis (Independent)	-	40,833	329
Z Hines	2,802	8,600	523
Total	87,041	177,633	13,729

A Krishnan Tatparanandam elected not to receive their fees.

In addition to fees received for their independent Non-Executive Board positions, D Stones and T Toumazis also receive fees for the consultancy services they provide to the Company, which is included above.

The remunerations and other benefits received by the executive directors were:

	£
Salaries	321,631
Pension Costs	48,429
Medical Insurance	4,388
Expenses	9,544
Total	383,992

Appendix 1 – Operating expenses detail

Operating Expenses	Rights Management	Other Activities	Total
<u>Administration Expenses</u>			
Employment costs	1,423,854	862,122	2,285,976
Recruitment fees	3,147	1,867	5,014
Employee training	4,587	2,721	7,308
Entertainment	1,633	969	2,602
Employee welfare	12,549	7,445	19,994
Hotels, travel and subsistence	19,845	11,774	31,619
Non-executive directors' fees	71,265	42,281	113,546
Printing & stationery	731	433	1,164
Postage and Couriers	1,007	598	1,605
IT costs	68,263	40,500	108,763
Trade subscriptions	81,825	48,546	130,371
Charitable donations		46,075	46,075
Legal and professional	91,116	54,058	145,174
Auditors' remuneration	15,958	9,467	25,425
Consultancy	94,657	56,159	150,816
Equipment hire / Operating Leases	262	156	418
Bank charges	11,059	6,561	17,620
Sundry expenses	6,443	3,823	10,266
Depreciation - office equipment	4,978	2,954	7,932
Depreciation - computer equipment	4,939	2,930	7,869
Depreciation - leasehold property	27,816	16,503	44,319
	1,945,933	1,217,943	3,163,876
<u>Establishment expenses</u>			
Rent - operating lease	114,036	67,656	181,692
Rates	43,829	26,004	69,833
Service Charge	11,532	6,842	18,374
Cleaning	7,423	4,404	11,827
Security	2,538	1,505	4,043
Light and heat	2,354	1,397	3,751
Insurances	4,201	2,492	6,693
Repairs and maintenance	1,778	1,055	2,833
Dilapidations	5,098	3,024	8,122
	192,852	114,416	307,268
<u>Communications, Campaigns & Public Affairs</u>			
Marketing & PR		4,528	4,528
Press Passes		1,500	1,500
Campaign costs		26,687	26,687
Website	3,321	1,970	5,291
Website content, live streaming and development	55,774	33,090	88,864
	59,095	67,775	126,870
<u>Membership Services</u>			
Meetings & Events		10,170	10,170
Training and Skills		29,055	29,055
AGM, Festival and Conference costs	23,885	14,171	38,056
	23,885	53,396	77,281
Total Operating Expenses	2,221,765	1,453,530	3,675,295