



Meeting of the BBC Remuneration and People Committee

SUMMARY MINUTES

17 June 2026

Broadcasting House, London, and by video conference

ITEMS OF BUSINESS

1. Minutes of 18 May Remuneration Committee
2. BBC Studios: Bonus Scheme
3. BBC Studios LTIP
4. Remuneration Report
5. AOB

ATTENDANCE

Members:

- Robbie Gibb Non-executive director (Chair)
- Muriel Gray Non-executive director
- Marinella Soldi Non-executive director

Board members present:

- Matt Brittin Director-General
- Leigh Tavaziva Chief Operating Officer

Apologies

With:

- Chris Sandford Company Secretary
- Jo Clarke Business Partner (secretary)
- Uzair Qadeer Chief People Officer
- Nikki Severs HR Director, Reward
- Andrew Page PwC
- Amanda Jones Chief Financial Officer, BBC Studios

REMUNERATION AND PEOPLE COMMITTEE SUMMARY MINUTES – 17 June 2026

1. Minutes of 18 May Remuneration and People Committee meeting and matters arising

- 1.1 The minutes were approved and matters arising were noted.

2. BBC Studios Bonus Scheme

Outturn 2025-26

- 2.1 The Committee approved the outturn payments for 2025-26 as they applied to the CEO, BBC Studios.

Targets 2026-27

- 2.2 The Committee approved the 2026-27 targets, noting that next year's targets would be related solely to Commercial EBITDA rather than having any link to the Leadership Index for reasons of simplicity.

3. BBC Studios LTIP

Outturn 2025-26

- 3.1 The Committee also approved the outturn for the close of three-year period of BBC Studios Long Term Incentive Plan noting that the outturn had not met the target so no payment would be made.

Targets 2026-27

- 3.2 The Committee approved the targets.

4. Remuneration Report

- 4.1 The Committee approved the Remuneration Report for the Annual Report.

5. AOB

- 5.2 The Committee approved the proposal to bring a deep-dive on Bullying and Harassment cases to the Remuneration Committee on an annual basis rather than the Audit and Risk Committee.