# AGM FOR MEMBERS OF THE COPYRIGHT SOCIETY OF BOTSWANA MEETING HELD IN GABORONE TRAVEL LODGE ON 28th MAY 2022

BOARD CHAIRPERSON	Ms. Bakalanga Mahoko	
ATTENDANCE PHYSICALLY	Mr. Patrick Setsiba Mr. Letlhogonolo Makwinja Mr. Mpho Motlhasedi Mr. Benjamin Mogotsi Mr. Alfred Mosimanegape Mr. Kelebonye Sibanyoni Mr. Ookeditse James Moyambo Mr. Martin Phatsimo Ntongana Mr. Kabelo Eric Kgaodi Ms. Staffnurse Bangu Lesetedi- Keothepile Ms. Winnie Winani Sekani Mr. Moletlanye Trinity Mphoeng	Vice Chairman CEO Board Director Board Director Board Director Board Director Board Director Ex-Officio Director Board Director Board Director Board Director Board Director Board Director Board Director
IN ATTENDANCE	Mr. Comfort Dubani (Online)	Legal Advisor
MINUTES RECORDER	Baker Tilly Botswana Advisory Services. Itai Dzimiri	Secretary
MEMBERS IN ATTENDANCE	Gaborone Maun Francistown Palapye Total	60 21 30 <u>17</u> <b>128</b>
1. APOLOGIES		

No.	Notes
	<b>Preliminaries:</b> The CEO presented the rules of engagement, conduct and
	procedures to be followed during the AGM.

2.	Confirmation of a quorum:
	Members in attendance formed a legitimate quorum.
3.	Adoption of agenda:
	The agenda was adopted with alterations.
	Item 14 was moved-up the Agenda position 8.
	Moved by Mr. Tshesebe and seconded by Tebogo Kgaodi
4.	Introductions  Mr. Motlhasedi, introduced all the Chairperson, Directors, members of
	the Advisory Committee, and COSBOTS officers present.
5.	Opening Prayer:
	A member opened the meeting with a word of prayer.
6.	Welcome Remarks:
	The Chairperson welcomed and appreciated all present, and the members for taking their time to attend the AGM in all locations; Gaborone, Francistown, Palapye and Maun.  She firstly acknowledged the challenges COSBOTS faced over the past 10 years, witnessed by the company's loss of good-will, mainly due to mal-administration. More importantly to its members, the concern has been COSBOTS' failure to distribute royalties as expected. Further, she emphasized that COSBOTS as any public company is not spared from the need to effectively and efficiently deliver on its mandate, as a CMO.
	The Chairperson clarified to the members that the current AGM was for presentation of the company's performance for the financial year ending June 2021in which year COSBOTS performance was poor. This however, did not reflect the performance of the current Board of Directors, for its mandate commenced three months before year end.  From the last AGM, the current Board has taken upon itself to set a strategic plan for COSBOTS' turn-around into good fortunes, the implementation of which was the restructuring; Constitution, and
	company policies' review, from Board level down the whole company structure.  "A warm welcome to all of us, to 2021 AGM."
9.	Approval of Minutes 27 March 2021

Mr. Patrick Setsiba presented the Minutes and Actions Items for the 27 March 2021 AGM for approval and adoption.

#### **Amendments**

- Page 5 Paragraph 1: there should be a full stop after the amount "P438.00".
- Attendance list: There was an omission of members who attended virtually.

The minutes were adopted as a true record as amended, moved by Karabo Selube and seconded by Wiseman Roemang

#### **Actions Items**

- 1. The Constitutional Review was finalized and the New Constitution one was tabled for adoption.
- 2. Registration of other sectors; Following CIPA approval of tariffs COSBOTS has commenced, thereby onboarding other sectors.
- 3. Limitation of the monitoring system; COSBOTS engaged a new monitoring system which was at the trial phase, due to problems with the old system.
- 4. Funeral scheme for members: Though having approached several funeral scheme companies, no viable option was found. Currently the scheme is administered inhouse with about P1 million in the funeral fund.

# 10. Chairman report

# 9.1) Board Chair report

The chairperson briefed the members on the significant events that transpired from the last AGM in March 2021 to date.

- Resignation of Director: Reginald Bakwena resigned from directorship of COSBOTS within a month of appointment in 2021.
- Dismissal of CEO: The Board suspended the former CEO on the 31<sup>st</sup> May 2021, as his conduct was not in line with COSBOTS values. Following his dismissal he took the matter to court, for which COSBOTS awaits the trial dates.
  - Mr. Letlhogonolo Makwinja was appointed the new CEO on the  $1^{\rm st}$  September 2021.

- COSBOTS restructuring; re-structuring exercise was successfully concluded, as part of the turnaround strategy.
- CIPA License: During the year COSBOTS was advised by CIPA that its operating license would expire on the 31 March 2022, upon which renewal would be based on COSBOTS meeting the criteria set by CIPA. However, COSBOTS with due legal advice took the matter before the Minister of Industry and Trade, clarifying its position that:
  - CIPA was micro-managing COSBOTS
  - COSBOTS was never issued with a license by CIPA

And further tabled problems the CMO faced in dealing with CIPA:

- Delays in approval of distribution as with D13 and D14
- Delays in approval of reprography tariffs, which took over 4 years.
- COSBOTS, in line with international norms also approached the Ministry of Industry and Trade to have funds from the Levy on Technical Devices availed for its use and management as a CMO. To this the government undertook to cede 50% of the fund collection to COSBOTS.
- Appointment of Advisory Committee; to bridge the gap between the members and the Board.
- Appointment of Copyright Expert; Ms. Lesetedi-Keothepile to the Board, based on her experience in copyright and neighbouring rights laws while at CIPA.

# **Adoption of New Constitution**

The Chairperson in presenting the new constitution for adoption by members, gave a background to the need of the update of the constitution thus:

- The current constitution restricted COSBOTS from paying out foreign royalties, which hindered its efforts to collaborate with international CMOs on foreign collections for local artists.
- The constitution was more focused on the Music sector only, while COSBOTS is a multi-sector CMO, hence the updated constitution corrects this by allocating each sector a representative on the Board.

# **Implementation of the New Constitution**

The Vice Chairperson encouraged the members to adopt the new constitution, as it takes COSBOTS forward. He stressed that the New

Constitution is a pride for COBSOTS and its members. He further clarified that, its adoption did not nullify the terms of existing directors and call for immediate elections but rather all directors will serve to completion their existing terms.

Board members took turns to present the critical updates made to the constitution and justify how it was in the best interest for members and for COSBOTS' progress, to adopt the new constitution:

- For it aligns COSBOTS constitution to the Companies Act, and the Copyright Act 68.02
- It recognizes the various creative sectors, which currently are six.
- It allows for collaboration, and reciprocal agreements with regional and international CMOs, allowing COSBOTS to collect royalties internationally on behalf of the members.
- The old constitution had been overtaken by time, the proposed constitution is more to be relevant to the CMO environment now and aligns with COSBOTS growth vision.

#### **Vote on New Constitution**

By raising up their hands, members voted to adopt the New Constitution as recommended by the Board with 163 votes in favour out of the 170 attendees. 93.6% votes were in favour of the New Constitution.

# Questions on Chairperson's presentation

The Chairperson in response to questions raised by members explained that:

- COSBOTS' restructuring was not a retrenchment exercise, but rather an alignment of COBOTS personnel to the company's strategic goals, any retrenchment that occurs is incidental, and is for positions not relevant under the new structure. Any employees affected are offered preference while filling any new positions. The detailed restructuring report will be presented to members on the next AGM.
- It is important for members to elect directors based on their skill and qualifications, who can take COSBOTS forward on performance and compliance with regulations.

 Music is a business, in that regard COSBOTS cannot distribute more as relief funds nor payout equal royalties to members regardless of playtime. But rather members must develop themselves and not be dependent on freebies.

Members appreciated the Chairperson and the Board for the remarkable effort and commitment shown to turn COSBOTS around, and expressed confidence for a positive outcome, given the changes being implemented.

The Board was requested to consider the appointment of Ms. Keothepile-Lesetedi as a permanent Board member expert considering she has COSBOTS at heart, appreciating her appointment as an expert on the Board.

#### 10.1 CEO Report (See full report)

### **Treasury Report**

COSBOTS during the year 2021 changed its accounting policy from cash basis to accrual reporting to align with IFRS.

The effect of the change is that income which would have been reported in 2021 in full was prorated and will not be reported as 2022 income.

There was a drop in revenue due to COVID19

Overall COSBOTS had deficit of BWP 8 million, after distribution of BWP 8.8 D13 and as such, from the social cultural fund 10% will be used.

# **CIPA Licensing**

The Chairperson clarified to the members that, the licensing matter has since been taken before the minister, and COSBOTS was now awaiting a response. Based on the legal advice received, COSBOTS can still approach the courts to seek a redress on the matter.

However, COSBOTS will continue to pursue the matter professionally and follow all due procedures, first through negotiations and only when necessary, take the legal route of litigation.

# **Artist representatives for meetings**

The Chairperson clarified to the members that there are two types of meetings:

1. Invitations by COSBOTS, in this case a number of methods are used; Top earners artists,

Visibility,

Availability.

It was recommended that with feasibility the members elected as representatives should be rotated.

2. Third-party invitations, COSBOTS does not have a say on the criteria used.

#### Music as a business

In addressing the members, the Chair emphasized that it was the responsibility of the content creators to market their works. One should invest into his works as a business.

She encouraged the artists to register their works with CIPA, to be afforded protection from copycats.

She also said that there was need to support each other as members first, for that there was request for EOI, for members who want to offer services to COSBOTS, so that they were given priority.

It was highlighted to the members that only 18% of the registered works were active. Members are encouraged not to depend on social grants with not active works. Under the new constitution there is a provision for removal on non-active-members

The members expressed their desire to have more interactive AGM, such as a platform for writers to display their works/books during the forthcoming AGMs.

### 11. Resolutions passed

- 1. Adoption of the audited Annual Financial statements and Annual Report for year ending June 2021.
- 2. The members released the Board of directors from liability for the year ended 2021.
- 3. That MSD and Associates be appointed as auditors, and the directors to determine the statutory auditor's remuneration.

The resolutions were passed by the members.

Moved by Rakodi Pati and seconded by Ms. Irene.

#### 12. CLOSING REMARKS:

• The Chairperson appreciated the members for the support and

	presence at the AGM.
	<ul> <li>They were encouraged to take creative works seriously as a business, as in all businesses, members need to tirelessly put effort to succeed.</li> </ul>
13.	Closing Prayer Mr. Motlhasedi closed the meeting in prayer
14.	There being no further business to discuss, the Chairperson closed the meeting at 17:30HRS
	Bakalanga Mafoko Board Chairperson Sign: Date:
Sig ned by:	Letlhogonolo Makwinja CEO Sign: Date:
	Recording I. Dzimiri Sign: Date:



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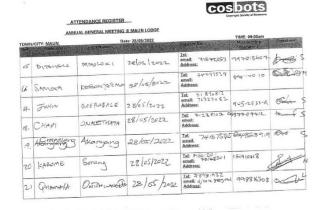


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