



2023 Annual Report

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HIGHLIGHTS OF THE PAST YEAR

THE CHALLENGE OF THE YEARS AHEAD

Artificial intelligence has dominated the cultural debate throughout the year. The strike by American actors and the multiplication of its applications in all areas of artistic creation have shaken the cultural ecosystem.

Professional organisations, including Adami, are calling for absolute transparency in its use, believing that only such transparency can guarantee respect for creators' rights.

France and Europe have taken up the issue. The French government has set up a dedicated inter-ministerial council. Europe, for its part, is putting in place an agreement to introduce the first AI control rules.

A SWORD OF DAMOCLES

Artists and many independent producers from the main European countries have joined forces to call on the European Union to find an urgent solution to the repercussions of the RAAP ruling handed down by the Court of Justice of the European Union in September 2020.

This ruling obliges Member States to remunerate artists whose tracks broadcast in Europe were recorded in a country that is not a signatory to the Rome Convention (the United States, for example). The signatories of this appeal, including Adami, point out that as a result, artists' and producers' CMOs would have to pay nearly €25 million each year for artists, particularly American artists, while European artists broadcast in the USA would receive nothing. Until now, these sums have financed artistic and cultural initiatives. Applying this ruling would drastically reduce the budget for this aid and, by extension, artistic creation.

ARTISTS MUST BE AT THE HEART OF THE MUSIC INDUSTRY

After months of debate on the various options for funding the National Music Centre (CNM), the Government has opted to introduce a tax on streaming platforms. This measure will provide the CNM with sustainable, solidarity-based funding and enable it to become the common home for the music industry.

While Adami was arguing in favour of a voluntary contribution from platforms so as not to reduce artists' incomes, it points out that the main problem with streaming lies in sharing the value and remuneration of artists. Adami will remain very vigilant to ensure that their income is not affected by the platforms subject to this new tax.

AN APPROPRIATE DISTRIBUTION

Adami has updated its general distribution rules to bring them into line with changes in artists' remuneration rights. Calculated on the basis of the data it has on the use of artists' recordings (broadcasting time, number of sales and copy rate), the royalties from private copy levies and equitable remuneration are distributed to the performers for whom it is responsible. Validated by the Board of Directors and voted by the General Assembly in June 2023, this policy and its rules are published on Adami's website.



HIGHLIGHTS OF THE PAST YEAR

FIVE INTERNATIONAL REPRESENTATION AGREEMENTS

In 2023, Adami signed 5 new representation agreements, bringing the total to 47 agreements with collective management organisations in 34 countries, including five newcomers: Estonia, Latvia, Lithuania, Slovenia and Kazakhstan, thus extending its field of action to the countries of Eastern Europe.

OPTIMISED ORGANISATION OF ARTISTIC FUNDING

As the final stage in the organisation provided for in the Statutes approved by the General Assembly in June 2023, the four artistic project selection committees have been brought together into two main commissions: the Artistic Commission for Music and the Artistic Commission for Theatre, Audiovisual and Dance. The 14 artist members of each of these commissions are appointed for a period of 2 years, renewable by half each year.

THE FONDATION DE L'ARTISTE CITOYEN

Following on from its commitment to supporting artists involved in social causes, which began in 2017 with the Prix Adami de l'artiste citoyen, Adami is continuing its work by creating the Fondation Adami de l'artiste citoyen in 2023. Its main objective is to provide financial support to artists involved in projects with a positive impact in various fields: humanitarian, sustainable development, social inclusion, research, education, etc. The creation of this Foundation reflects Adami's desire to actively support the civic actions of artists who demonstrate their commitment to society.

Fondation
Adami de l'artiste
citoyen
abritée par la Fondation de France



THE BOARD OF DIRECTORS PAYS TRIBUTE TO ITS FORMER MANAGING DIRECTOR

After 15 years at the helm of Adami, Bruno Boutleux retired at the end of January 2024. He left a lasting mark on the history of performers' rights. His astute analysis of the sector and the changes it needed to undergo, his diplomacy, his determination, his passion for the industry and his commitment to the cause have left a lasting mark on the history of performers' rights. His astute analysis of the sector and the changes needed, his diplomacy, his proactive approach, his kindness, and his love for artists have enabled him to achieve great accomplishments, bringing Adami up to the 21st-century.

"I would like to commend the remarkable work of Bruno Boutleux. Our collaboration has been of the highest quality. In 15 years, he has managed to turn Adami into a committed, efficient, and transparent collective management organization. He has been attentive to the artists and their needs."

Anne Bouvier, Chair of the Board of Directors



KEY FIGURES



COLLECTION OF RIGHTS

€90.5
million collected

ARTISTS' REMUNERATION

€58.9
million allocated to 100,540 artists

€13.7
million dedicated to artistic
and cultural funding:

→ **1,403** awards of financial assistance
for artistic projects, operations
and partnerships

→ **7,112** artists directly supported

AN ORGANISATION SUPPORTING ARTISTS

47,082
associated artists as at 31 December 2023

→ **2,695** artists opting to join Adami
in 2023 to benefit from its
dedicated services.

DIGITAL RELATIONS

77,373
online accounts as at 31 December 2023

→ **7,259** artist accounts created online
in 2023

Artists are very satisfied with our services: 90% of the
artists who initiated a process or contacted our services
from their personal on-line space are satisfied*

*surveys carried out from 01/01 to 31/12/2023

COLLECTION OF RIGHTS

ADAMI COLLECTED ALMOST €90.5 MILLION IN 2023

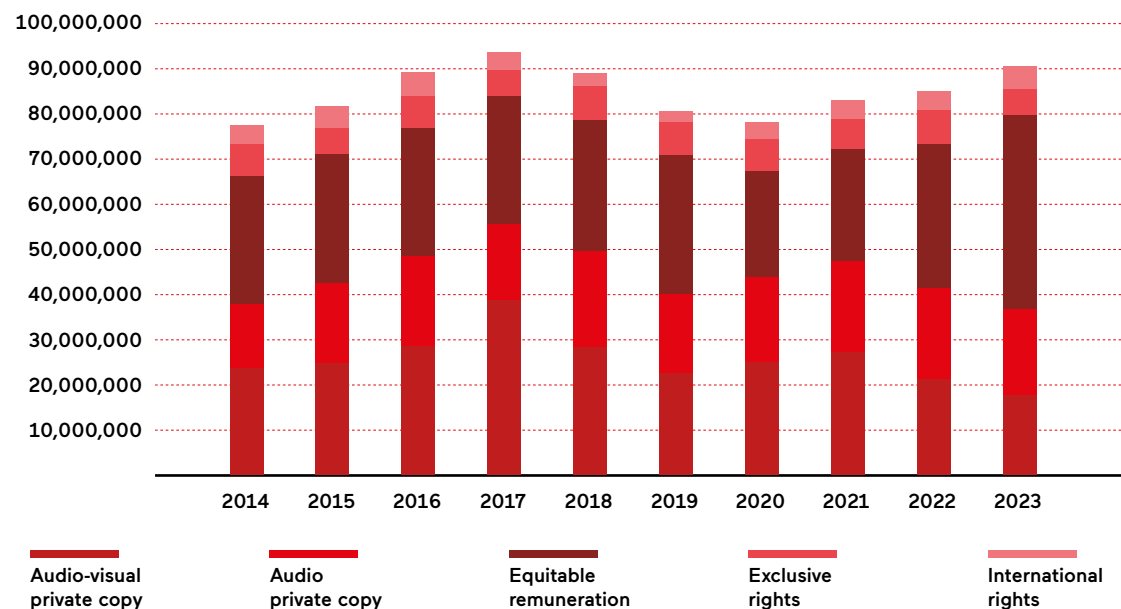
Rights collected in euros	2022	2023	change
Audio-visual private copy	21,441,882	17,562,839	-18.09%
Audio private copy	20,367,484	19,114,974	-6.15%
Equitable remuneration	31,451,140	43,807,611	39.29%
Exclusive rights	7,852,617	5,577,766	-28.97%
International rights	4,074,838	4,423,059	8.55%
Total	85,187,961	90,486,249	6.22%

This overall increase of 6.22% masks a significant drop in private copy collection. In fact, the numerous regularisations (amicable or contentious) that have supported this remuneration since 2013 have ceased since 2022.

Added to this observation is the fruit of a rider signed in June 2023, between Adami and Spedidam

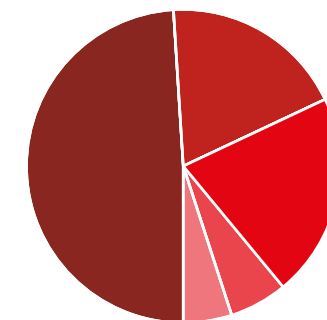
establishing the mutual payment of sums due to their rights holders. Spedidam has made an exceptional payment to Adami of more than €9.8 million in private copy remuneration and equitable remuneration for the years 2017 to 2022, with a further €2.8 million set aside for 2023. From now on, Spedidam will pay sound rights to Adami every year.

RIGHTS COLLECTED BY CATEGORY (IN EUROS)



THE SOURCES OF COLLECTIONS

Equitable remuneration	49%
Audio-visual private copy	19%
Audio private copy	21%
Exclusive rights	6%
International rights	5%







The primary sources of remuneration are rights managed under legal licences (remuneration for private copy collected by Copie France

and equitable remuneration collected by SPRE), which account for **89%** of collections.

COLLECTION OF RIGHTS

PRIVATE COPY REMUNERATION

93 % of collection is carried out for 4 types of media:

Multimedia phones		70%
Multimedia tablets		11%
Boxes, decoders, NPVR services		7%
USB memory sticks		5%

The remaining 7% comes from external storage media: hard disk, memory card and CD data.

AUDIO-VISUAL REMUNERATION

The TV collective agreement provides for additional remuneration for performers from the secondary exploitation of their audio-visual services in France and abroad. Adami directly manages this remuneration entrusted to it by more than 100 French audio-visual production companies.

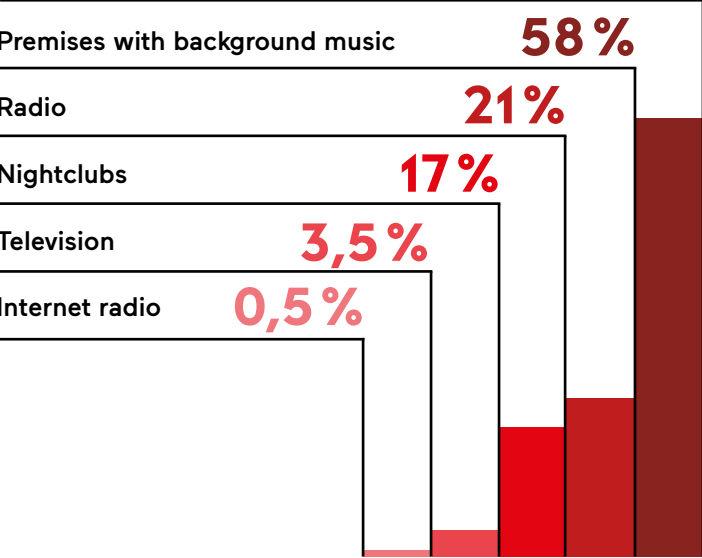
OTHER AGREEMENTS

Adami collects and distributes additional remuneration for performers that falls outside the scope of artists’ contracts and collective bargaining agreements.

CINEMA REMUNERATION

Adami manages the additional remuneration received by artists contributing to amortised films produced in France.

EQUITABLE REMUNERATION



EXCLUSIVE RIGHTS

Performers receive additional remuneration in return for the transfer of rights for the use of their services to audio-visual or cinematographic producers.



INTERNATIONAL RIGHTS

In 2023, Adami signed 5 new representation agreements, bringing to 47 the number of agreements signed with collective management organisations in 34 countries, including five newcomers: Estonia, Lithuania, Latvia, Slovenia and Kazakhstan. These agreements have made it possible to collect the international rights of Adami’s associate member artists, for a total amount of more than €4.4 million.

47 agreements, 5 continents, 34 countries

- ABRAMUS (Brazil)
 - ACTRA PRS (Canada)
 - ACTORES (Colombia)
 - AGATA (Lithuania)
 - IEA (Spain)
 - AIPA (Slovenia)
 - AISGE (Spain)
 - AMANAT (Kazakhstan)
 - ARTISTI (Canada)
 - ARTISTI 7607 (Italy)
 - BECS (UK)
 - CRPC (Japan)
 - CREDIDAM (Romania)
 - DIONYSOS (Greece)
 - EEL (Estonia)
 - EJI (Hungary)
 - FILMEX (Denmark)
 - FKMP (South Korea)
 - GDA (Portugal)
 - GRAMEX (Denmark)
 - GRAMEX (Finland)
 - GRAMO (Norway)
 - GVL (Germany)
- HUZIP (Croatia)
 - ISTRIGHT (Italy)
 - LAIPA (Latvia)
 - LSG (Austria)
 - MROC (Canada)
 - NORMA (Netherlands)
 - NUOVO IMAIE (Italy)
 - PLAYRIGHT (Belgium)
 - PI (Serbia)
 - PPL (UK)
 - RAAP (Ireland)
 - SAG (USA)
 - SAGAI (Argentina)
 - SAMI (Sweden)
 - SAMPRA (South Africa)
 - SENA (Netherlands)
 - SOUNDEXCHANGE (USA)
 - STOART (Poland)
 - SAWP (Poland)
 - SWISSPERFORM (Switzerland)
 - UBC (Brazil)
 - VDFS (Austria)
 - VOIS (Russia)*

* Agreement suspended

ARTISTS' REMUNERATION



REMUNERATION TO ARTISTS IN 2023

Net rights distributed to artists (in euros)	2022	2023	change
Audio-visual private copy	13,888,545	14,823,334	6.73%
Audio private copy	11,472,936	13,645,986	18.94%
Equitable remuneration	14,674,076	18,492,867	26.02%
Exclusive and other rights	5,119,707	3,530,856	-31.03%
International rights	4,333,494	4,485,697	3.51%
Management fee credit	980,868	3,922,681	300%
Total	50,469,626	58,901,421	16.71%

With the exception of exclusive rights, all of the remuneration credited rose sharply.

ARTISTS AND THEIR RECORDINGS

100,540
artists credited

→ **47,641** for music
→ **60,773** for audio-visual works

162,399
sound and audio-visual recordings with a recoverable value

15,325
Adami associate artists received remuneration from abroad for the exploitation of their work recorded abroad

34,389
artists belonging to foreign CMOs received remuneration from Adami for the distribution of their recordings in France

ARTISTS' REMUNERATION

INTERNATIONAL DATABASES

Adami is a member of SCAPR, a global CMO network whose goal is to facilitate the circulation of performers' rights.

Two international databases jointly managed by Adami and its foreign SCAPR-member counterparts enable the identification of artists and their recordings/broadcasts across the entire world.

Adami's contribution in 2023:

Database of recordings and broadcasts: VRDB (Virtual recordings database)

516,000

audio and audio-visual recordings recorded or updated

271,000

broadcasts identified

Artist database: IPD (International Performers Database)

27,461

new associate artists entered or updated

ADAMI-SEDIDAM AGREEMENT

Adami has paid Spedidam €1,988,745 (for previous years of rights and 2022) and set aside €826,489 for 2023 for audiovisual private copy, intended for performers whose rights this organisation manages.

DROIT AU CŒUR SOLIDARITY FUND

Mutual assistance is for performers coping with personal misfortune leading to a sudden breakdown in financial resources or the occurrence of exceptional and unforeseeable expenses.

The *Droit au cœur* solidarity fund enabled **94** artists to benefit from social assistance, for a total of €151,800, during 2023.

FINANCIAL SUPPORT FOR ARTISTIC PROJECTS

€13,7

million

1,403

projects supported

Programmes designed to promote employment on the one hand, and provide direct support to artists on the other, have made it possible to finance their projects at every stage of their development. The grants awarded by the bodies responsible for distributing them, the majority of which are given to artists to finance their projects, recorded a significant increase of **19%** in terms of the amount allocated and **22%** in terms of the number of projects supported, highlighting the growing need for this direct support for artists.

At the same time, schemes designed to support artists' careers and energise the artistic community expanded significantly in 2023. Actions to defend and promote the profession complete this policy in favour of artists.



ARTISTS' REMUNERATION

Aid for projects

868

grants awarded automatically to organisations employing performing artists

399

projects supported by artist-producers

119

artistic and cultural education projects, i.e. 8.5% of projects supported in 2023

44

training aid projects +37% compared to 2022

Support

5

operations produced to encourage new talent and professional encounters: Talents Adami Cinéma, Talents Adami Théâtre, Talents Adami Théâtre at the Avignon Festival, Talents Adami Classique and Talents Adami Jazz

2

events co-produced with Radio France to break down barriers between genres: Session Unik and Hip hop symphonique

4

partnerships with a clear commitment to openness, equality and inclusion, as well as support for aesthetics that receive little media coverage: Kourtrajmé, Rappeuses en liberté, Metal evening at MaMA, and the 25th anniversary of the Techno Parade



The community

14

"Pépinière" events to support artists receiving funding in their professional development: workshops, training courses, pitch sessions, etc.

4

first-ever awards celebrate artists

For the first time, Adami organised the Nuit des Artistes (Artists' Night). An evening built like an immersive show where **39** artists shared their talents with the 450 spectators (artists, culture professionals, journalists) to celebrate **4** artists nominated by the **45,000** associate artists:

- **Vincent Lindon** received the "Artist of the Year"
- **Sandrine Bonnaire** received the "Vie d'artiste"
- **Grégory Privat** "Artist to Watch"
- **Fatoumata Diawara** was named "The Artist"

ARTISTS' REMUNERATION

7 112

artists supported directly:

- **5,898** through support for structures
- **157** grants awarded through partner training organisations
- **527** producing artists via dedicated aids
- **151** as part of partnerships with festivals
- **244** supported by Adami operations
- **135** artists took part in the "Pépinière" events

ALL PROGRAMS IN 2023

	Number of projects	Total amount granted (€)
Creation	609	7,480,750
Talent-nurturing action	2	9,592
Adami Audio-visual initiator	35	290,426
Adami Theatre initiator	43	146,627
Assistance for musical recording and its image	30	320,200
Assistance for musical recording, its promotion and its image	71	995,600
Assistance with performing arts	362	4,330,502
Audio-visual	2	341,382
Digital Content grant	13	53,600
First-time grant	35	160,300
Recording	1	112,321
General interest	3	520,200
Complete music project	5	197,500
Adami bonus paid to the SPPF	7	2,500

	Number of projects	Total amount granted (€)
Distribution	631	4,703,227
Adami Audio-visual initiator	3	9,000
Assistance for the recording of shows	107	267,677
Assistance with promotion	95	552,163
Assistance with performing arts	310	1,986,522
Assistance for musical opening acts	54	140,522
Festival	25	793,343
General interest	28	590,000
Trade union organisations	8	363,000
Adami bonus paid to the SPPF	1	1,000
Artistic and cultural education	119	898,769
Adami Theatre initiator	2	7,000
Assistance for the recording of shows	25	56,548
Assistance with performing arts	82	612,813
Assistance for musical opening acts	1	3,408
First-time grant	3	14,000
General interest	6	205,000
Training	44	670,236
Talent-nurturing action	8	7,326
Companionship grant	3	56,900
Inspiration grant	7	31,340
New Horizons grant	4	19,400
Indirect training partnership grants	17	293,470
Training	3	54,800
General interest	2	207,000
Grand total	1,403	13,752,981

GOVERNANCE

June 2024

THE BOARD OF DIRECTORS

■ Drama performers

Véronique Ataly, Anne Bouvier, Nathalie Boyer, Didier Brice, Anne Dos Santos, François Dunoyer, Pierre Forest, Dominique Frot, Sam Karmann, Anne Richard, Valérie Vogt

■ Variety, jazz and contemporary music performers

Leslie Bourdin, André Ceccarelli, Jil Caplan, Christine Delaroche, Dorothée Hannequin, Karim Kacel, Annabelle Mouloudji, Laurent de Wilde

■ Opera singers

Anne Baquet, Anne-Sophie Duprels

■ Classical musicians and/or conductors

Annelise Clément, Marianne Piketty

■ Choreographic performer

Isabelle Gonzalez

THE EXECUTIVE COMMITTEE

Anne Bouvier, Chair of the Board of Directors

Annelise Clément, Deputy Chair of the Board of Directors

Dorothée Hannequin, Chair of the Performers Relations Committee

Valérie Vogt, Chair of the Committee for Collection and Distribution

Karim Kacel, Board of Directors member in charge of artistic and cultural activities

Sam Karmann, Chair of the International Affairs Committee

Laurent de Wilde, Chair of the Finance and Budget Committee

THE SUPERVISORY BOARD

Souad Amidou, Dick Annegarn, Valérie Ekoumè,

Olivia Lancelot (President), **Sylvain Morizet, Chloé Robineau (Robi)**



2 ARTISTIC COMMISSIONS

■ Artistic Commission for Theatre, Audiovisual and Dance

Jean-Paul Bordes, Didier Brice, Caroline Corne, Anthony Couroyer, Christine Gagnepain, Pierre Forest, François Nambot, Pedro Pauwels, Massimo Riggi, Juliette Roudet, Andrew Rugasira, Sarah Jane Sauvegrain, Florent Schwartz, Laurena Thellier, Valérie Vogt

■ Artistic Commission for Music

Pascal Arbez-Nicolas, Laurent Bourdeaux, Leslie Bourdin, Guillaume Bourgogne, Jessie Chaton, Violaine Dufes, Anne-Sophie Duprels, Edouard Ferlet, Dorothée Hannequin, Sylvie Hoarau, Philippe Limoge, Maud Nadal, Leïla Renault, Stéphane Scharlé, Jean-Noël Scherrer

5 STATUTORY COMMITTEES

The Committees for Collection and Distribution, International Affairs and Artist Relations are each made up of six directors. The Finance and Budget Committee is made up of seven directors. The Droit au Cœur Committee includes a vice-president, two directors and one associate artist.

MANAGEMENT COMMITTEE

Managing Director:

Michel Joubert

Secretary General:

Paule Poujol-Robert

Director for Legal and International Affairs:

Carole Guernalec

Director for Collection, Distribution and Studies:

Claire Czerniak

Heritage and Information Systems Director:

Thierry Auda

Director of Support and Assistance for Artists and Projects:

Mathilde Carmet

Director of Strategy and External Relations:

Benjamin Sauzay

Human Resources Manager:

Hélène de Marignan

PROFESSIONAL ETHICS COMMITTEE

Anne-Elisabeth Crédeville, Honorary Magistrate and Vice-President of the Superior Council of Literary and Artistic Property (CSPLA), **Christian Phéline**, former President of Hadopi and **Pierre-François Racine**, former President of the CSPLA, President of the Ethics Committee.



Director of publication: **Benjamin Sauzay**

Coordination: **Carine Deschênes**

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**Adami would like to thank artists,
companies and photographers for
their contribution to the illustration
this document.**

page 1: Tom Menanteau, Chine Thybaud, Isma Kebe dans *Jackpot*
de Ahmed Sylla, Talents Adami cinéma 2023 © Thomas Bartel

page 2: Hip hop Symphonique #8 © Florent Drillon – Mila Dietrich b2b Warum –
char Sacem X Adami © Techno Parade 23 | Adami – Sacem © William Scotto

page 3: Groupe Suzanne – Nuit des artistes 2023 © Cédric Canezza

page 4: Bruno Boutleux, Nuit des artistes 2023 © Thomas Bartel –

Sarah Jégou-Sageman, violon, Talents Adami classique 2023 © Thomas Bartel

page 5: Mad Alina – Talents Adami théâtre 2023 dans *Le Bruit de l'autre*

mise en scène Lucia Calamaro © Hugo Horsin

Page 6: Fatoumata Diawara, Prix The Artist 2023, Nuit des artistes © Thomas Bartel

Page 7: Tayc – Hip hop Symphonique #8 © Florent Drillon

Page 8: les comédiennes, les comédiens, les réalisatrices et le réalisateur des Talents
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Page 10: Sandrine Bonnaire, prix Vie d'artiste 2023 – Nuit des artistes

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Page 12: Camille Chopin, soprano et Marion Vergez-Pascal, mezzo-soprano,

Talents Adami classique 2023 © Thomas Bartel

page 13: Compagnie Retouramont – Nuit des artistes 2023 © Cédric Canezza

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