

**TRANSPARENCY REPORT
OF THE FINANCIAL YEAR 2021**

**OF
THE COLLECTIVE MANAGEMENT ORGANISATION
FOR MUSIC COPYRIGHT “AUTODIA”**

A CIVIL LIMITED LIABILITY COOPERATIVE

“Autodia – Civil Limited Liability Cooperative”

3 Korai str, Z.C. 10564, Athens

VAT Number 999538617

autodia
ΑΥΤΟΔΙΑΧΕΙΡΙΣΗ

Athens, June 2022

Table of contents

1. GENERAL INFORMATION	3
1.1 Balance sheet contents	3
1.2 Activity report of the organisation for the fiscal year 2021	20
Communications & International Relations Directorate	24
1.3 Information regarding the refusal of licensing in accordance with paragraph 4 of article 22	33
1.4 Legal and governance structure of the Organisation	33
1.4.1. Legal structure	33
1.4.2 Governance of the Organisation	35
<i>1.4.2.1 General Assembly</i>	<i>35</i>
<i>1.4.2.1.1 Responsibilities of the General Assembly</i>	<i>35</i>
<i>1.4.2.2 Composition of the Supervisory Board from 1/1/2021 until 31/12/2021</i>	<i>37</i>
<i>1.4.2.3 Composition of the Board of Directors from 1/1/2021 until 31/12/2021</i>	<i>38</i>
<i>1.4.2.4 Management of the Organisation</i>	<i>40</i>
<i>1.4.2.5 Organisational-Administrative structure of the Organisation.....</i>	<i>41</i>
1.5 Information of other entities	42
1.6 Supervisory Board, Board of Directors and Management fees	42
2. REVENUE - EXPENSES OF THE ORGANISATION	44
2.1 Revenue of the Organisation.....	44
2.2 Organisation's management cost	47
3. DISTRIBUTION	52
3.1 Total distribution amount attributable to beneficiaries	52
3.2 Total amount of undistributed amounts of previous financial years until 31/12/2021	56
3.3 Frequency.....	56
3.4 Deadlines by virtue of par. 2 art. 19 of Law 4481/2017	57
3.5 Relations with other Collective Management Organisations.....	58
4. SPECIAL REPORT ON SOCIAL, CULTURAL AND EDUCATIONAL EXPENDITURE	59
4.1 General information	59
4.2 Actions - sponsorships 2021	59
INDEPENDENT AUDITOR'S REPORT ON THE FINANCIAL STATEMENTS OF 2021	

1. GENERAL INFORMATION

FINANCIAL STATEMENTS – BALANCE SHEET DATED 31/12/2021 OF THE CIVIL LIMITED LIABILITY COOPERATIVE “AUTODIA”

1.1 Balance sheet contents

Statement of Financial position as of 31/12/2021

Income statement for the period between 1st January and 31st December 2021

Statement of Cash Flows (Indirect Method)

Annex (notes) for the financial statements of 31st December 2021

1. Company related information (par. 3 art. 29 of Law 4308/2014)
2. Statement of the competent entity body (paragraph 3 subparagraph 9 art. 29 of Law 4308/2014)
3. Factors that may cause the Company to cease to continue as a going concern (par.4 art 29 of Law 4308/2014)
4. Accounting policies (par.5 art. 29 of Law 4308/2014)
5. Deviations from the provisions of the law in order to achieve a fair presentation of the financial statements
6. Where an asset or liability relates to more than one line items of the balance sheet
7. Analysis of financial statement items
8. Deviation from provision fulfilment (par.2 article 16 of Law 4308/2014)
9. Financial commitments and guarantees (par.16 article 29 of Law 4308/2014)
10. Drafted financial statements (par. 34 art. 29 of Law 4308/2014)
11. Implementation of “True and Fair” View of Financial Statements and additional information for wider understanding

“AUTODIA”
A CIVIL LIMITED LIABILITY COOPERATIVE
COLLECTIVE MANAGEMENT ORGANISATION FOR MUSIC COPYRIGHT

ANNUAL FINANCIAL STATEMENTS
OF 31st DECEMBER 2021

In accordance with Greek Accounting Standards of Law 4308/2014 (G.A.S)

It is verified that the attached financial statements for the year 2021 have been approved by the Board of Directors of the collective management organisation for music copyright “Autodia”, a Civil Limited Liability Cooperative, on 14/6/2022.

Head Office: 3 Korai str, Z.C. 10564, Athens 10564

Athens, 14/6/2022

CHAIRMAN OF
THE B.O.D.

MEMBER OF
THE B.O.D.

CHIEF ACCOUNTANT

IOANNIS
GLEZOS

MINOS
MAMAGAKIS

GEORGIA MOUMOURI

ID Number AK
546605

ID Number AO
076719

ID Number AE 152738

Licence No of the Economic Chamber of Greece
74263/ A' class

“AUTODIA”
A CIVIL LIMITED LIABILITY COOPERATIVE
COLLECTIVE MANAGEMENT ORGANISATION
FOR MUSIC COPYRIGHT

3 Korai str, Z.C. 10564, Athens

ANNUAL FINANCIAL STATEMENTS
OF 31st DECEMBER 2021

For the financial year extending from 1st January 2021 to 31st December 2021
In accordance with Greek Accounting Standards of Law 4308/2014 (G.A.S)

autodia
ΑΥΤΟΔΙΑΧΕΙΡΙΣΗ

Statement of financial position of 1st January to 31st December 2021

“AUTODIA” COOPERATIVE LTD ORGANIZATION OF INTELLECTUAL RIGHTS COOPERATIVE MANAGEMENT				
		Note	2021	2020
<u>Non-current assets</u>				
Tangible assets				
	Fixed assets		540,20	1.141,95
	Other equipment	7.1	55.237,64	66.508,08
	Total		55.777,84	67.650,03
Intangible assets				
	Other intangible assets	7.1	423.079,42	446.195,29
	Total		423.079,42	446.195,29
Financial assets				
	Loans and receivables		25.000,00	25.000,00
	Other		6.443,00	6.443,00
	Total		31.443,00	31.443,00
	Total Non-current assets		510.300,26	545.288,32
<u>Current assets</u>				
Financial data and advances				
	Trade receivables	7.2	3.293.965,97	2.271.066,93
	Accrued income	7.4	4.109.701,29	3.404.521,94
	Other receivables		108.330,34	108.048,43
	Prepaid expenses	7.4	4.154,46	4.154,46
	Cash and Cash Equivalents		4.316.228,22	1.984.795,87
	Total		11.832.380,28	7.772.587,63
	Total Current assets		11.832.380,28	7.772.587,63
	Total assets		12.342.680,54	8.317.875,95
<u>Equity</u>				
Share capital				
	Cooperative shares		31.639,30	23.538,70
	Total		31.639,30	23.538,70
Reserves and retained earnings				
	Reserves based on law or statutes		5.500,00	5.500,00
	Retained earnings		-6.191,85	-6.191,85
	Total		-691,85	-691,85
	Total Equity		30.947,45	22.846,85
<u>Liabilities</u>				
Non-current liabilities				
	Other long-term liabilities	6&7.3	330.877,57	571.678,14
	Total		330.877,57	571.678,14
Current liabilities				
	Short term portion of other long-term liabilities	7.3	200.000,00	200.000,00
	Accounts payable		1.515.842,03	1.070.634,61
	Income tax		0,00	0,00
	Other taxes and levies due		1.199.117,87	919.985,18
	Social security organisations		76.024,96	61.747,45
	Other current liabilities		172.559,16	198.345,72
	Deferred income		163.740,73	2.719,67
	Accrued expenses	7.4	8.653.570,77	5.269.918,33
	Total		11.980.855,52	7.723.350,96
	Total liabilities		12.311.733,09	8.295.029,10
	Total Equity, Provisions and Liabilities		12.342.680,54	8.317.875,95

Income statement for the period between 1st January and 31st December 2021

		<u>Note</u>	<u>2.021,00</u>	<u>2020</u>
	Turnover	7.5	9.738.427,35	5.319.368,83
Minus:	Royalties distributed	7.6	-751.229,91	-560.150,68
Minus:	Royalties distributable	7.6	-6.082.692,54	-3.460.170,98
	Gross profit		2.904.504,90	1.299.047,17
	Other ordinary income		20.802,59	741,95
			2.925.307,49	1.299.789,12
	Administrative expenses	7.6	-2.563.454,72	-2.326.955,64
	Distribution expenses	7.6	-310.574,25	-228.822,21
	Other expenses and losses	7.6	-50.578,81	-55.840,18
	Other income and earnings	7.5	7.871,22	1.321.714,47
	Profit / (Loss) before interest and taxes		8.570,93	9.885,56
	Financial Income	7.5	92,63	169,04
	Financial Expenses	7.6	-8.663,56	-10.054,60
	Profit / (Loss) before taxes		0,00	0,00
	Income tax		0,00	0,00
	Profit / (Loss) after taxes		0,00	0,00

**Statement of Cash Flow (indirect method) for the Financial Year extending between 1st January
and 31st December 2021**

	<u>2021</u>	<u>2020</u>
Cashflow from operating activities		
Profit/(Loss) before tax	0,00	0,00
Plus or minus adjustments for:		
Depreciation & amortization of tangible and intangible fixed assets	146.408,69	122.334,46
Exchange rate differences	67,35	(474,72)
Provisions	4.661.610,21	1.822.116,06
(Gains) and losses on disposal of fixed assets	-	(645,33)
Interest income and expenses (net amount)	8.570,93	9.885,56
	4.816.657,18	1.953.216,03
Movements in working capital		
	(1.723.224,05)	(820.107,15)
(Increase)/Decrease in liabilities	106.256,34	661.288,47
	(1.616.967,71)	(158.818,68)
Minus:		
Debit interest paid	(8.663,56)	(10.054,60)
Income tax paid	-	-
Total	3.191.025,91	1.784.342,75
Cashflow from investing activities		
Payments (collections) for acquisition (sale) of fixed assets	(111.420,63)	(198.472,86)
Interest received	92,63	169,04
Total	(111.328,00)	(198.303,82)
Cashflow from financing activities		
Collections / (payments) from capital increase (decrease)	2.964,35	4.133,85
Royalties distributed	(751.229,91)	(560.150,68)
Total	(748.265,56)	(556.016,83)
Net (decrease) / increase in cash and cash equivalents		
Net increase/decrease of cash and cash equivalents in the period	2.331.432,35	1.030.022,10
Cash and cash equivalents at the beginning of the period	1.984.795,87	954.773,77
Cash and cash equivalents at the end of the period	4.316.228,22	1.984.795,87

Notes regarding the financial statements of 31st December 2021

(In accordance with Article 29 of Law 4308/2014)

1. Company related information (par. 3 art. 29 of Law 4308/2014)

Legal name	“AUTODIA” COLLECTIVE MANAGEMENT ORGANISATION FOR MUSIC INTELLECTUAL RIGHTS, LIMITED LIABILITY COOPERATIVE
Legal form	Civil Limited Liability Cooperative
Reference period	1/1/2021 -31/12/2021
Head Office address	3 Korai str, Z.C. 10564, Athens
Financial statements preparation principle	Principle of Going Concern
Under liquidation	No
Organisation classification based on Law 4308/2014	Small entity with double entry bookkeeping
Currency:	Euro
Rounding:	Amounts are not rounded to the closest integer digit (apart from amounts shown in the relevant tables)

2. Statement of the competent entity body (paragraph 3, subparagraph 9, art. 29 of Law 4308/2014)

The Board of Directors of the cooperative “AUTODIA”, collective management organisation for music copyright, limited liability cooperative, which is the responsible body for the preparation of financial statements, solemnly declares that these statements are prepared in full accordance with the Law 4308/2014.

3. Factors that may cause the Company to cease to continue as a going concern (par.4, art 29 of Law 4308/2014)

The Organisation conducted an assessment and did not identify factors that may cause the Company to cease to continue as a going concern.

4. Accounting policies (par.5, art. 29 of Law 4308/2014)

To monitor the individual elements of the financial statements, the Organisation adopts the following accounting policies.

4.1. Tangible and intangible fixed assets

Other tangible and intangible fixed assets are measured at acquisition cost minus depreciations, and minus impairment loss when the latter is considered to be permanent. Other tangible and intangible fixed assets are depreciated using the following rates, which reflect their estimated useful financial life:

Description	Depreciation rate
- Buildings-Building installations Leasing period	
- Furniture and utensils	10%
- Other tangible fixed assets	10%
- PC Equipment	20%
- Software packages	20%
- Other intangible fixed assets	10%

In case of disposal of tangible and intangible fixed assets and financial assets, the difference between their book value and the disposal price is identified as gain/loss in the income statement.

4.2. Prepayments and non-current assets under construction

Prepayments shall initially be identified at acquisition cost (amounts paid). Subsequently they shall be measured at initial acquisition cost minus any amounts used in accordance with the accrual's basis and any impairment loss.

4.3. Other non-financial assets

Any other non-financial assets shall initially be identified at acquisition cost. Subsequently, they shall be measured at the lower value between acquisition cost and their recoverable amount.

4.4. Other provisions

Other provisions shall initially be recognized and subsequently measured at the nominal amount expected to be incurred for their settlement.

4.5. Non-financial liabilities

Non-financial liabilities shall be initially identified and subsequently measured at the nominal amount expected to be incurred for their settlement.

Differences arising either on revaluation or settlement of non-financial liabilities, including provisions, shall be identified as gains or losses for the period in which they arise.

4.6. Income and expenses

Income and expenses are identified in the income statement based on the principle of accruals (for the financial year they were incurred based on the autonomy principle of accounting periods).

4.7. Changes in accounting policies and corrections of errors

Changes in accounting policies and corrections of errors shall be identified retrospectively. Appropriate adjustments shall be made to:

- a) The carrying amounts of assets, liabilities and net worth for the cumulative effects of the change as at the beginning and end of the comparative and reporting period, and
- b) The income, proceeds, expenses and losses for the effect of the change on the figures of the comparative period

There was no need for such a change in the current period.

4.8. Changes in accounting estimations

Changes in accounting estimates shall be identified in the reporting period in which they are decided upon and shall affect this period and subsequent periods, where applicable. Such changes shall not be identified retrospectively. Errors shall be corrected immediately after being detected.

There was no need for such a change in the current period.

4.9. Correction of errors pertaining to prior periods

The corrections of errors are recorded by retrospectively correcting the financial statements of all periods that are disclosed along with the statements of the current period.

In the current period 1.1.2021 -31.12.2021 no error was detected regarding a previous period.

5. Deviations from the provisions of the law in order to achieve a fair presentation of the financial statements

Where, in exceptional cases, the entity has deviated from implementing a provision of this law to meet the requirement for fair presentation of financial statements, such deviation shall be disclosed and adequately justified.

In the current period there was no need for such deviation.

6. Where an asset or liability relates to more than one line items of the balance sheet

The “Other Long-Term Liabilities” account of the long-term liabilities includes the long-term portion amounting to € 200,000.00 of a liability due to obtaining an interest-free loan from the International Confederation of Societies of Authors and Composers (CISAC). The respective short-term portion amounting to € 200.000,00 is included in the short-term liabilities account, namely the “Short-term part of other long-term liabilities”. See related Note 7.3.

The amount of €130.877,57 that relates to long-term regulated debt to the Greek State is also included.

7. Analysis of financial statement items

7.1. Tangible and intangible fixed assets

The following table presents information on the movement and reconciliation of tangible and intangible asset accounts. Table of changes in tangible and intangible assets.

	Buildings	Furniture	Computers	Storage and transport media	Telecommunication Equipment	Other Equipment	Software packages	Other set up expenses	Total
Acquisition cost									
Balance 1 January 2020	2,085,00	21,119,93	95,554,16	701,41	12,854,93	18,895,84	390,178,41	43,295,49	584,685,17
Additions	-	262,34	6,147,23	-	300,00	562,60	194,063,29	-	201,335,46
Reductions	-	-	(12,935,23)	-	-	-	-	-	(12,935,23)
Balance 31 December 2020	2,085,00	21,382,27	88,766,16	701,41	13,154,93	19,458,44	584,241,70	43,295,49	773,085,40
Balance 1 January 2021	2,085,00	21,382,27	88,766,16	701,41	13,154,93	19,458,44	584,241,70	43,295,49	773,085,40
Additions	-	905,00	2,420,74	-	-	3,800,00	104,294,89	-	111,420,63
Reductions	-	-	-	-	-	-	-	-	-
Balance 31 December 2021	2,085,00	22,287,27	91,186,90	701,41	13,154,93	23,258,44	688,536,59	43,295,49	884,506,03
Depreciations									
Balance 1 January 2020	347,26	6,265,99	41,953,07	701,40	7,657,19	9,942,81	68,629,81	12,988,65	148,486,18
Depreciations	595,79	2,002,48	17,404,44	-	947,35	1,660,96	95,393,89	4,329,55	122,334,46
Reductions	-	-	(11,580,56)	-	-	-	-	-	(11,580,56)
Balance 31 December 2020	943,05	8,268,47	47,776,95	701,40	8,604,54	11,603,77	164,023,70	17,318,20	259,240,08
Balance 1 January 2021	943,05	8,268,47	47,776,95	701,40	8,604,54	11,603,77	164,023,70	17,318,20	259,240,08
Depreciations	601,75	2,025,38	13,762,49	-	947,35	1,660,96	123,081,21	4,329,55	146,408,69
Reductions	-	-	-	-	-	-	-	-	-
Balance 31 December 2021	1,544,80	10,293,85	61,539,44	701,40	9,551,89	13,264,73	287,104,91	21,647,75	405,648,77
Assets at cost									
Balance 1 January 2020	1,737,74	14,853,94	53,601,09	0,01	5,197,74	8,953,03	321,548,60	30,306,84	436,198,99
Balance 31 December 2020	1,141,95	13,113,80	40,989,21	0,01	4,550,39	7,854,67	420,218,00	25,977,29	513,845,32
Balance 1 January 2021	1,141,95	13,113,80	40,989,21	0,01	4,550,39	7,854,67	420,218,00	25,977,29	513,845,32
Balance 31 December 2021	540,20	11,993,42	29,647,46	0,01	3,603,04	9,993,71	401,431,68	21,647,74	478,857,26

7.2. Trade receivables

Trade receivables of the entity are analysed in the table below:

	<u>2021</u>	<u>2020</u>
Customers (open balances)	2.795.402	2.068.208
Receivable checks post-dated	327.228	75.352
Advances to suppliers	171.336	127.507
Total	<u>3.293.966</u>	<u>2.271.067</u>

7.3. Other long-term liabilities

Other long-term liabilities relate to an obligation to the International Confederation of Societies of Authors and Composers (CISAC) from funding that had been given to the Organisation under a relevant MOU and a relevant loan agreement signed on year 2018.

The duration of the funding repayment is analysed in the table below:

Balance of total debt	Other long-term liabilities
Short-term portion:	
Up to 1 year	200.000,00
Total of short-term portion	200.000,00
Long-term portion:	
2 to 5 years	200.000,00
Over 5 years	0.00
Total of long-term portion	200.000,00
Total amount	400.000,00

The above interest-free funding was allocated to cover the investment and development needs of the Organisation based on the relevant funding agreement and the related business plan, approved by its statutory bodies during the year 2018. It is noted that the loan is repaid normally based on the relevant repayment plan, which is included in the relevant loan agreement.

The amount of €130.877,57 that relates to long-term regulated debt to the Greek State is also included.

7.4. Transit accounts with significant amounts or particular frequency or importance (par. 17 article 29)

There are significant amounts of transit accounts in the period, as follows:

Accrued income of the period: Transit accounts relating to the accrued income (royalties) of the current year amounted to € 4.109.701,29.

Prepaid expenses: Transit accounts relating to confirmed expenses for the next year amounted to € 4.154,46.

Accrued expenses of the financial year: Transit accounts relating to royalties distributable to beneficiaries of the current year amounted to €6.082.692,54, royalties distributable to beneficiaries of prior years amounted to € 2.524.878,23, and accrued expenses of prior years amounted to €46.000,00.

Income of next years: Transit accounts relating to income of next years (royalties) amounted to €163.740,73.

7.5. Turnover amount – Other income

Turnover during the current year amounted to € 9.738.427,35 (compared to the comparative period amount of € 5.319.368,83). It is noted that the total income from royalties for the year 2020 amounted to € 6.608.926,08, given that the amount of € 1.289.557,25, which referred to income from royalties of previous years, was included in other income and profits (see the following paragraph “Other Income and Profits”).

The turnover amount is analysed in the table below:

Income Sources	Total Income 2021	Total Income 2020
Public Performance	4.240.401	2.030.505
Broadcasting	2.837.849	2.979.710
New Media (online)	386.057	761.078
Private Copy	1.231.152	707.090
Mechanicals	20.042	4.027
Concerts	253.461	50.226
Cinemas	590.955	0
Mechanical rights of Audiovisual works/Mechanical rights of Advertising	8.921	8.880
Organizations abroad	169.591	67.410
TOTAL INCOME FROM ROYALTIES	9.738.427	6.608.926

Other ordinary income

The other ordinary income amounted to € 20.802,59 during the current year (compared to € 741,95 in the comparative period) and concerns income from legal fees charged to users, mainly of public performance of music repertoire represented by the Organisation.

Other income and profits

Other income and profits amounted to €7.871,22 during the current year (compared to €1.321.714,47 in the comparative period) and mainly concern special purpose compensation due to Covid-19 and other extraordinary income. It is noted that in the financial year 2020 the amount of € 1.321.714,47 mainly concerned income from royalties of previous years (€ 1.289.557,25) which in the current financial year amount to € 2.200.882,85 and are included in the turnover.

Credit interest and relevant income

Credit Interest in the current year amounted to € 92,63 (compared to the prior period amount of € 169,04).

Therefore, the total revenue for the year 2021 amounted to € 9.767.193,79.

7.6. Expenses per category

Operating expenses are analysed as follows:

Expenses

	2021	2020
Salary and expenses of employees	1.580.777	1.390.915
Freelance-Professional fees	738.892	655.322
Charges for services and utilities	141.095	153.244
Taxes-duties	30.609	23.534
Other expenses	236.248	210.429
Depreciations	146.409	122.334
Total Administration and Disposal Costs	2.874.029	2.555.778

Salaries and expenses of employees

	2021	2020
Staff salaries, wages, and allowances	1.296.492	1.121.246
Social security contributions	284.250	268.691
Other staff costs	35	978
Total	1.580.777	1.390.915

The average number of employees during the reporting period amounted to 64 people (while in the comparative year the average number of employees was 58 people).

Specifically, the Organisation as of December 31, 2021, employed 57 employees, 7 salaried lawyers and 29 agents with a freelancer service contract, who receive a commission percentage of the collected income gained from intellectual rights throughout the Greek Territory.

Other expenses and losses

Other expenses and losses during the closing financial year amounted to € 50.578,81 (compared to € 55.840,18 of the comparative period).

Debit interest and related expenses

Debit interest and related expenses in the current year amounted to € 8.663,56 (compared to € 10.054,60 in the comparative period).

Compensations to the members of the BOD and the Supervisory Board

The fees paid to the BOD members for their participation in the BOD meetings during 2021 amounted to € 75.302,92 (compared to of € 70.283,20 in the comparative period).

Respectively, the fees to the Supervisory Board members for their participation in the meetings during 2021 amounted to € 11.500,00 (compared to € 12.000,00 in the comparative period)

Royalties

Total distributable royalties for the current year 2021 amounted to € 6.833.922,45, € 751.229,91 of which were distributed to rightsholders in 2021 and € 3.364,00 of which were distributed in the beginning of 2022, while the remaining amount of € 6.079.328,30 relates to the rest of royalties distributable for the year 2021.

8. Deviation from provision fulfilment (par.2, article 16 of Law 4308/2014)

The financial statements constitute a single unit and fairly present the financial elements of the Organisation according to the Greek Accounting Standards, following the provisions of Law 4308/2014, as in force.

9. Financial commitments and guarantees (par.16, article 29 of Law 4308/2014)

The Organisation has not been audited by the tax authorities for the years 2016 – 2021. It is noted that with decision of the Council of State no. 1738/27.6.17 the years up to 2015 are time-barred. The amount of contingent liabilities that may arise from the tax audit pertaining to the financial years cannot be estimated at this stage and therefore no provision has been made in the financial statements. In any case, it is estimated that if additional tax liabilities arise in a possible tax audit, these will not have a significant effect on the financial statements.

10. Financial statements lay-out (par. 34, Art. 29 of Law 4308/2014)

Use was made of the provisions of Art. 16 par. 5 and 6 of Law 4308/2014.

11. Implementation of the “True and Fair” View of Financial Statements and additional information required for a wider understanding

The Organisation prepared the financial statements for the year ending on 31/12/2021 for the seventh consecutive year, in accordance with the Greek Accounting Standards, and in compliance with the provisions of Law 4308/2014, as in force.

It is noted that during the year that ended on December 31, 2021, the total income increased to 47,05% compared to the previous year 2020, even though during 2021 the stores remained closed by government order for a long time due to the pandemic-related emergency measures. Total expenses increased by approximately 11,8%. The said increase in administrative expenses is considered fair considering the corresponding increase in royalty income during the current year 2021.

It is noted that in the context of the complete restructuring of the Organisation, which is changing its profile and is establishing itself in the intellectual rights industry already from the year 2018, during the financial year 2021 and until today, the Organisation continues to upgrade the existing computer and logistics infrastructure for the documentation and distribution of rights and for the monitoring of the commercial management of customers – suppliers (CrMs system, ERP Softone, CRM, ageing analysis, modern equipment) aiming to ensure prompt information, reliability and transparency. In addition, in May 2021, two new Portals (platforms), the implementation of which had started in 2020, were completed and implemented, in the context of the transparency and the continuous upgrading of the Organisation’s services to its members and to music users. It is noted that during the year 2021, music creators of significant repertoire became members of the organisation (276 new members) and new reciprocal representation agreements with foreign collective management organisations were signed.

In spite of the difficult economic situation in Greece as well as the extraordinary effects from the pandemic (COVID-19) in the year 2020, which continued in 2021 as well, the management of the Organisation continues to closely monitor said developments, taking all necessary measures, such as reducing operating expenses, and restructuring itself by converting fixed operating costs into variable, as well as increasing income from royalties, in order to ensure not only the status of going concern of the business activity of the Organisation (sustainability) but also its further development, with the aim of representing the most important part of the Greek and foreign repertoire.

In addition, the Organisation maintains sufficient cash available, firstly to respond to distributions to its rightsholders - members as well as to cover its operating expenses. It should be noted that throughout the current year the Organisation has fully complied with its obligations to its rightsholders, its employees and its creditors in general.

Athens, 14/06/2022

CHAIRMAN OF THE B.O.D.

MEMBER OF THE B.O.D.

CHIEF ACCOUNTANT

IOANNIS GLEZOS

MINOS MAMAGAKIS

GEORGIA MOUMOURI

ID Number AK 546605

ID Number AO 076719

ID Number AE 152738

Licence 74263 A Class

1.2 Activity report of the organisation for the fiscal year 2021

Overview of the Financial Year 2021

The COVID-19 pandemic and the compulsory restrictive measures applied during the first six months of 2021 on the operation of businesses of the Catering & Entertainment sector as regards public performance of music and concerts partially affected intellectual property rights revenue and its collection by the Organisation.

Autodia, however, thanks to its modern infrastructure and operational readiness, its extended customer base in public performance of music, broadcasting media and digital content providers, its nation-wide network of partners, and the tireless and coordinated efforts by its personnel, managed to emerge practically unscathed from the economic recession that hit the entire market, and did so with a positive outcome as regards revenues and efficiency.

Last year was marked by the implementation of licensing agreements with major users across the entire market which had been signed or renewed. This, added further to the revenue inflow and contributed to the collection of significant amounts from intellectual rights to be processed and distributed to its members and international organisations. Despite Pandemic-related market difficulties and the intense competition in the intellectual property rights industry, Autodia's revenues recorded a significant increase by 47,05% by reference to the preceding financial year. Moreover, Autodia managed to keep its management expenses at low levels with a significant reduction in the corresponding withheld percentage of expenses from 36,31 % (2020) to 24,12 % (2021) (on average).

Furthermore, 11-4-2022 a new era begun as regards the management of intellectual property rights with the signing of a strategic cooperation agreement with the well-known and highly experienced receivables management and IT systems company Qualco. This cooperation with an emphasis on the music royalties of public performance will enable AUTODIA to gain access to almost all music users (over 100.000 sources of music use) and, through the establishment of a relationship of trust between the Organisation and the users, to achieve a significant increase in the revenues of AUTODIA for the benefit of its members.

Corporate Governance

During the 2018 financial year, the Organisation proceeded in many changes as regards its administrative organisation and corporate governance, its structures / policies as well as its operating procedures in line with the provisions of Law 4481/2017 and the business rules of CISAC.

In 2018, the Board of Directors, activated specific purpose subcommittees on “Licensing and Finance”, “Legal Affairs and Governance”, “Distribution, Documentation and IT”. These are joint sub-committees that are made up, where relevant, of members of the Board of Directors and executives of the Organisation, and meet regularly to discuss various issues and submit their proposals to the Board of Directors for evaluation and final approval.

The day-to-day processing and monitoring of the works and objectives of the Organisation's departments is carried out by the General Manager, who reports to the Board of Directors at regular intervals and whenever requested apart from the meetings of the Board of Directors that she attends together with the relevant executives, depending on the agenda.

It is noted that the Board of Directors and the Supervisory Board of the Organisation are aware of the significant developments and current issues of its day-to-day operation, pursuant to the rules of corporate governance that have been established and implemented.

Financial Services

The Financial Services have recruited 3 experienced people of the market and the sector as full-time employees. They focus on the implementation of procedures and best practice controls as regards revenue and expense management, credit control, reconciliation of accounts and balances, filing of income tax return statements, preparation of financial reports and statements, etc.

In addition to a Chief Accountant, the Organisation has also appointed a Financial Advisor, who is responsible for the Financial Services and the issuance of reports to the Management and the Administrative and Supervisory bodies. Moreover, as regards the preparation of the monthly payroll and other reports, the Organisation continues to cooperate with outsourced consultants for the provision of specialized accounting and consulting services.

Legal Services Directorate

In 2021, a Legal Services Directorate (LSD) was established and the Board of Directors appointed the Supreme Court Lawyer Mr Ioannis G. Maragkoudakis as its Director (decision of the Board of Directors dated 8-6-2021). Then, the organisation and operation of the Legal Services Directorate (LSD) were reformed to include the Department of Contracts and Regulatory Compliance, the Public Performance Legal Department and the Public Performance Legal Support Department. All aforementioned departments were properly staffed.

The Department of Contracts and Regulatory Compliance -which has been staffed with lawyers with proven experience in their field of practice- prepares, modifies, updates, and negotiates (with the assistance of members of other Departments of the Organisation) contracts and agreements with members, major users, TV & Radio Stations, digital content and online services providers, publishers and Sister Societies.

It also provides legal assistance to all Organisation's Departments (Business Operations Department, Digitalization & IT Department, Financial Service, Members Department, Communications and International Relations Department, International Affairs Department, Distribution Department, Mechanical Rights Department, Private Copying Management Department, Documentation Department, Commercial Department for Public Performance of Music, Concerts Department, Department of Broadcasting Media, Department of New Media, Department of Administration and Secretariat). It provides legal support to all the statutory bodies of the Organisation (Board of Directors, Supervisory Board, General Meeting) as regards the keeping and drawing-up of minutes, carrying out elections, amendments to the articles of association, distribution regulations and voting regulations, opinions, views, and correspondence. It is also in charge (legal wise) of the representation and correspondence of the Organisation with the Supervisory Authority (Intellectual Property Organisation), competent Ministries, local government authorities and legal persons governed by public law, other foreign or domestic Organisations or the International Confederation of Societies of Authors and Composers (CISAC). It also participates in conferences and meetings with members and users, unions of users and other Organisations. The Department of Contracts and Regulatory Compliance provides legal assistance to the General Manager.

The Public Performance Legal Department has been staffed with lawyers with proven experience in the legal claiming of intellectual property remuneration for the public performance of music. It prepares and files legal remedies before any type of Court and of any instance especially against users of music creations which are represented by the Repertoire Organisation and also ensures those remedies are served. It also files pleadings, addendum - rebuttal, any kind of case files and relevant documents and ensures that sworn statements are taken. It also attends the discussion of the legal remedies, waives the filing of those remedies, engages in an out-of-court settlement of disputes and attends the compulsory or voluntary mediation procedure. It cooperates with the Public Performance Legal Support Department and with the Commercial Department (it also provides legal assistance to the latter). It prepares, modifies, updates and negotiates contracts and agreements with users and unions of users, provides answers to complaints by users, it prepares out-of-court declarations, petitions, private agreements for the settlement of disputes with users, prepares and files complaints/lawsuits and police prohibition of public performance of a represented repertoire, and it prepares contracts for representatives, employees, executives and collaborators of the Organisation.

The Public Performance Legal Support Department has been staffed with employees and representatives with proven experience in the competences of the aforementioned Department. It cooperates and assists the Public Performance Legal Department and the Commercial Department, it checks all folders received by the Commercial Department that indicate legal proceedings, it documents the public performance of a represented repertoire (in cooperation with the Documentation Department) in all cases, it prepares the case files of the cases that it delivers to the Public Performance Legal Department, it distributes the cases among

the lawyers of the aforesaid Department for legal handling and checks their circulation, it monitors the progress of each case from its selection for legal proceedings until its definite resolution (whether by means of settlement or enforceable judicial decision), it ensures the digital scanning of the relevant documents and case files for each case in order to create an electronic file of the cases, it keeps statistical data for all of the above and for each case separately (filing of lawsuit, pleadings, sworn statements, audit of the public performance of a represented repertoire, documentation of audit, issuance of a decision, appeal of the decision, settlement of the dispute and compliance with the agreed settlement, enforcement of the judicial decision and its results).

The Director of the Legal Service of the Organisation guides (legal wise) all Departments of the Organisation and cooperates with the heads of those Departments, informs and provides legal advice to the statutory bodies and their members, takes part in their meetings without voting right provided that he has been invited to them, prepares opinions and oversees the final form of amendments to the statutes, as well as to contracts of particular importance for the Organisation, which he negotiates together with the General Manager, reports to the General Manager and the Board of Directors (not subject to hierarchical control), represents the Organisation in legal matters before the Hellenic Copyright Organisation, the Ministry of Culture and Sports, the society of article 18 of Law 2121/1993, committees, events, meetings, negotiations, and conferences.

Represented Repertoire

During 2021, 276 new members were added to the existing members of the Autodia, 3 of which are publishers. In total, Autodia comprises 1.062 Creators/Heirs and 16 Publishers. Thus, the total number of its members on December 31, 2021, was 1.078. It is noted that in 2022 there has been an increase in the number of the members of the Organisation given that important Greek repertoires have been added.

More specifically, the foreign Organisations that entered a representation contract with AUTODIA are SAMRO of South Africa for Performing Rights, CAPASSO of South Africa for Mechanical Rights, MACA of Macau for Performance Rights and COSON of Nigeria for Performance and Mechanical Rights.

It is noted that the Organisation, to this day, through the reciprocal agreements with 78 foreign organisations, continues to represent more than 2.000.000 Greek and foreign creators and more than 26.100.000 musical works. Thus, it holds an overwhelming share (more than 70% for the 2021 financial year) of the Greek market of music copyright.

It is also noted that in 2022, Autodia's percentage as regards representation has been constantly growing and it is estimated that it will exceed the 80% threshold by the end of this year.

Moreover, on 16-5-2022, one of the major international music publishers, Universal Music Publishing, openly professed its trust in AUTODIA, by entrusting it with the representation of its repertoire pursuant to the terms of the relevant contract.

International Affairs Directorate

The Department focuses on the implementation of the representation contracts between the Organisation and foreign Organisations and is responsible for coordinating and monitoring the requests made by the international organisations to Autodia.

The Department communicates with all Sister Societies and cooperates closely with the Communication & International Relations Department and the Legal Service of the Organisation.

The objective of the Department is to maintain and develop good relations with foreign Organisations and to provide immediate answers to the questions it receives, always in collaboration with the Directorate and the relevant Departments, where this is necessary.

The Department sends and receives clearances, remittances, and all necessary documents for the execution of remittances. It also carries out all the necessary procedures in order to ensure the application of the Avoidance from Double Taxation, in accordance with the Double Taxation Agreements concluded between Greece and other countries, as regards the royalties that the Organisation receives from the international Organisations and the royalties the Organisation sends to them and to natural persons who are tax residents of a foreign country.

The Department helps increase the Organisation's revenues, either by claiming from the international Organisations royalties arising from the use of the repertoire of its members in foreign countries, or by coordinating the implementation of contracts with new foreign Organisations through its modern IT tools (CrMS, Soft One, etc.).

Communications & International Relations Directorate

The activity of the Department in the year 2021 was varied and extensive. It completed several tasks, in cooperation with the Management and the Departments of the Organisation, which included, indicatively, the following:

- Preparation and editing of the Organisation's paper and digital documents (Press Releases, newsletters {autodia newsletter}, announcements, Annual Reports, trifold brochures, banners, etc.) addressed to Members, Users, the Press, the competent bodies and political officials, as regards the actions, initiatives, overall progress of the Organisation, and the major issues that concern the collective management sector, through Greek and foreign news, but also the personal opinions of the creators who are members of the Organisation. Moreover, uploading of many of the aforementioned documents on the Organisation's website and social media profiles.
- Collection of research material, translation and processing of international sector-related researches, preparation and editing of texts and charts, which are integrated into corporate presentations, reports and accounts for the Organisation, in the context of niche workshops/conferences in Greece and abroad (2nd Strategic Conference "Dytika E-pixeirein 2021 - Regional Development & Social Entrepreneurship", 20/11), 8th Strategic Conference "Investments in Greece & Development Perspective 2021", 14/7) etc.
- "Keep up the beat - Live the song - Play music!" (November '21): Awareness Campaign on Autodia's Facebook and Instagram profiles, with specially designed banners, as regards the various revenue categories from the Public Performance of the Creators' Music and the corresponding fields of the website in the Organisation's Tariff Tables for the issuance of a license. Core message: Music, through which users attract customers to their establishments and create a pleasant and relaxed atmosphere, is the result of the effort and the investment of time and money by its creators, who make a living from music royalties generated by all these commercial uses of their works.
- Informing Sister Societies and international and European associations with regular newsletters (Autodia Business Update) and Press Releases regarding the Organisation's business activity.
- Correspondence and coordination for the conclusion of representation agreements with new Organisations worldwide, for the Performance and/or the Mechanical Rights, in cooperation with the Management, the International Affairs Department and the Legal Service.
- Participation in online meetings, special working groups, forums and webinars organized by CISAC (European Commission - EC), by GESAC (Public Affairs and Communication Committee - PACOM) and BIEM (Mechanical Right Day).
 - For instance, on 8/12/2021, GESAC organized an online Conference entitled "*Rebuilding Europe with Culture - Where do we stand?*" and a social media campaign entitled "#RebuildingCulture with Culture". Autodia was heavily involved in GESAC's communication campaign by coordinating the participation of Greek creators members of the Organisation, with statements/video clips on social media (the late composer and producer, and former Chairman of the Board of Directors Nikos Antipas, the songwriter & performer Philippos Pliatsikas,

the composer, performer and producer Nikos Terzis and the songwriter, performer and playwright Efstathia).

Licensing

Public performance & Concerts

Introduction

2021 was yet another year in which stores remained closed by government order for at least six months due to the pandemic-related emergency measures. As a result, when the establishments reopened, following an equally difficult year as regards revenues (outbreak of the Pandemic in 2020), they faced several liquidity problems. This reality affected our Organisation. In fact, according to the Department's records, 969 businesses permanently ceased operations in 2021, 132 of which had paid intellectual rights in the past for the use of music.

Concerts

Also, in 2021, no concerts took place, except for those with strictly Greek repertoire that were organized by Municipalities, Regions, Public Bodies, etc. All major concerts with foreign represented repertoire were cancelled and those that took place had to comply with several restrictions, such as, the seated-only audience regulation, limited-capacity and other measures which reduced revenues and the corresponding collection of royalties by the Organisation.

General Performing Right

Nevertheless, the Public Performance Department, during the period in which the stores were operational in 2021 (a 6-month period), recovered relatively easily and its monthly invoicing reached record high levels, meeting its objectives and initial forecasts.

In addition, all potential Music Users have realized that they must contact Autodia first, before other Collective Management Organisations, in order to issue a license for public performance of music, because Autodia represents the vast majority of the foreign repertoire in Greece, has an effective and developed network of representatives throughout Greece and solid legal support for claiming royalties from the specific source.

Hellenic Chamber of Hotels & Professional Associations:

In 2021, new cooperation agreements were concluded and others remained in force or were renewed with users, such as the Hellenic Chamber of Hotels, the Panhellenic Association of Gyms and several local Professional Catering & Recreation Associations (Catering & Recreation Association of Achaia, associations of shopkeepers of Paros, Skiathos, Kythnos, Sitia - Crete, etc.

Cinemas Groups:

In 2021, the licensing agreements concluded with the two largest cinemas groups in Greece, namely Village Cinema and Odeon, by which all debts for the 2018-2021 period were settled, was considered a major achievement.

Major Retail Store Chains and Supermarkets:

All agreements that had been concluded with the largest retail store chains and supermarkets for the previous years (2019-2020) were renewed. Thus, at present, our Organisation has licensed the largest retail stores, such as Zara, Jumbo, Calzedonia/Intimissimi, Bershka, Gap, Admiral, Intersport, Cosmos Sport, etc., as well as large supermarkets, such as Vasilopoulos, Sklavenitis, Masoutis, Metro etc.

Malls, Food Service Chains & Gym Chains:

In 2021, licenses were issued to large malls (Metro Mall, Golden Hall, The Mall Athens, River West, Attica, etc.), coffee and fast-food chains (Starbucks, Goody's, Mikel, Everest, Grigoris, etc.) and gym chains (Alterlife, Planet).

Companies and Services of General Interest:

In 2021, licenses were issued to Telecommunications Companies (Cosmote), Energy Companies (PPC, Heron), as well as to the Athens International Airport "Eleftherios Venizelos".

Human Resources:

- Public Performance Department: In 2021, a total of 28 employees worked in this Department, 6 of whom were employed as salespeople/agents. Moreover, the Public Performance Department employs 29 people with an independent service supply contract as agents working on commission over the collected royalties in Greece.
- Public Performance Legal Department: In 2021, this Department was significantly staffed and, at present, comprises 7 legal representatives, 7 lawyers, and 2 employees working in paralegal support,

all of them in a salaried employment relationship. Indicatively, in 2021, the Department carried out 1,750 audits in establishments/hotels and filed 452 Lawsuits before the Competent Courts.

Growth Forecast of the Public Performance Department for 2022:

The forecast for 2022 is very encouraging, as long as the market remains open and no new pandemic-related restrictive measures are adopted. It is estimated that the growth rate of licensing and invoicing (revenue from royalties) will be at least 40% higher than those of each corresponding month of the immediately preceding year.

It has been estimated that the total increase at the end of 2022 will exceed 100%.

As far as concerts are concerned, those that have already been announced in the current year are too many and it is estimated that they will register a 300% increase when compared to 2019 which was the last year of good and smooth operation of the overall market before the outbreak of the pandemic.

Since February, when the use of music in public spaces was allowed, concerts have rebounded considerably. It is telling that over 750 concerts have already been announced or registered for the summer and according to market players and event organizers, 2022 will be a very good year revenue-wise for the Organisation and its members.

Television and Radio Royalties

In 2021, the Organisation implemented the contract that it had signed with all national TV stations - members of the Association of Greek Private Television Channels with Nationwide Coverage, MEGA CHANNEL, the radio and TV stations members of the Union of Municipal Radio and Television Media of Greece. Also, the Organisation implemented the contract concluded with the HELLENIC PARLIAMENT TV CHANNEL.

In addition, the Organisation signed contracts with NOVA TV and the Hellenic Broadcasting Corporation (ERT) and carried out a series of negotiations for the conclusion of a licensing contract with COSMOTE TV, VODAFONE TV and WIND VISION.

In 2021, the negotiations with the Panhellenic Union of Radio Station Owners were completed and the Organisation signed a licensing agreement, based on the increased percentage of representation in the Greek market for the years 2018-2022.

Finally, the implementation of the contract with the radio stations - members of the Union of Private Radio Station Owners of Attica has started.

Online Royalties

2021 was a pivotal year for the Organisation and the Department of Online Media, given that:

- The strategic agreement with MINT Digital Services for the provision of a multi-territorial license by a Collective Management Organisation (for the first time in Greece) has been implemented since the beginning of 2021. Thus, our members have started to collect the royalties, with a documented and detailed registration and presentation of the use per provider/service/country, from the following (indicatively):
 - Greece and 250 territories
 - Almost all international music and social media platforms. For instance, Beatport, Facebook, Instagram, Oculus, Soundcloud, YouTube / Music, iTunes, Apple music, Spotify, Ultimate Guitar, Aaptiv, Linn, MelodyVR, IMVU, Kuaishou, etc.
- An agreement was concluded with the U.S. company The MLC for the collection of mechanical rights for the online uses within the U.S.A. of the represented repertoire of the Organisation.
- Negotiations are currently underway for an agreement with local streaming on demand, pay per view and IPTV audio-visual service providers: Vodafone TV, Wind Vision, Nova On demand, Cosmote TV on demand and ERTflix.
- A contract was signed with Netflix, namely the world's largest audio-visual content platform. Moreover, negotiations with the other major audio-visual content platforms (Apple tv, Amazon, Disney+, etc.) are currently underway.
- The Organisation's Tariff Table was completely updated, as well as the Organisation's contracts, in order to be in line with the international market and technology trends.
- Licensing and cooperation with the largest local professional Dubbing (music in commercial spaces) service providers were completed.
- The Department licensed several Web radios, Podcasting Sites, Streaming on Demand sites, Sites of cultural institutions, etc.
- The Organisation's members are continuously informed via the internet, in person, and through interviews and online communications about the demanding area of music distribution.
- An awareness campaign for users as regards online uses was completed (in collaboration with the Communications Department).
- Thanks to the continuous information (through CISAC webinars and other workshops) and its specialized, in-depth knowledge of the market, the Organisation is flexible and ready to respond immediately to all current challenges and any future development.

Mechanical Rights

In 2021, the Organisation continued with the licensing, invoicing and collection of mechanical rights on behalf of its members from independent productions printed in factories in Greece and abroad.

Following the completion of the negotiations and the signing of the BIEM contract with IFPI Greece in 2021, the department signed the contract with the vast majority of record companies (members of IFPI) and therefore, the conditions contained in it were activated.

Meanwhile, the collaboration between the department and the IT and Documentation Departments, led to the rapid progress of the upgrade procedure of the operating system and in particular the application for mechanical rights. This allowed the Documentation department to process a larger volume of label copies for the companies' members of IFPI that have signed the BIEM contract, the ultimate objective being the processing of sales clearances and the distribution of royalties to the members of the Organisation from this category of companies as well.

Private Copy

As regards revenues and corresponding collections from private copy (2% & 6%), the year 2021 was particularly profitable for the CMO beneficiaries, AUTODIA being one of them. The increase in imports and therefore in the total amounts attributed to the CMO beneficiaries by approximately 42% compared to 2020, is impressive. On the one hand, the pandemic and the successive lockdowns, and on the other hand, the digital care program implemented by the government, favoured a boost in imports of technology items and all the products that are subject to private copy.

On 12.5.2021 and after difficult negotiations with the other music CMO (EDEM), a temporary agreement was signed on the temporary allocation of the temporary rates that are currently in force and are attributable to music creators for the revenue from private copy.

Documentation & Distribution

In 2021, the Documentation Department operated using telecommuting and rotation of its employees (in the context of the pandemic-related preventive measures adopted by the Organisation and the guidelines of the Greek Government) considering the needs and the individual duties of each one of them, with full coordination of tasks and with remarkable success.

The reinforcement of the department with new staff, as well as the multiple additions and improvements to the Organisation's documentation and distribution system (CrMS), led to a significant increase in the

registrations of musical works from declarations of publishers and creators' members of the Organisation, from audio-visual productions, label copies, concerts etc.

In 2021, new members with exceptional repertoires were added. The communication between the documentation department and the international organisations as regards the updating of the Greek repertoire abroad was enhanced, for the musical works of our members and their uses to be updated in the international databases and for the creators to collect the corresponding royalties.

The upgrade of the mechanical rights application with additions of automations was of vital importance and allowed the Organisation to process a large volume of Label copies of BIEM/IFPI record companies, the ultimate objective being going ahead with the respective distributions.

It is also noteworthy that in 2021, at a time when the use of works on digital platforms is more than dominant and the Greek repertoire is inevitably part of this reality, the Organisation processed many musical works and completed, with great success, a large distribution of online uses by major DSPs (Digital Service Providers).

Finally, the documentation department has cooperated constantly and in day-to-day basis with the public performance legal service as regards the documentation of the musical works from on-the-spot checks carried out in retail shops/health-regulated establishments/hotels in Greece, as well as the provision of information to users on the represented repertoire whose music was used.

IT and Business Processes

In order to achieve the maximum possible adaptability as regards the ever-changing measures and restrictions against the Pandemic (Covid -19), the Organisation expanded its telecommuting plan which had been launched in the first quarter of 2020 and established new hybrid models (a combination of telecommuting and working in the Organisation's premises) where required. Thus, it ensured the excellent running of business flows to high standards while providing employees with the maximum possible flexibility in order for them to deal with the pandemic-related difficulties in their everyday life and at the same time to be able to offer the best possible service to the Organisation. The new hybrid work models, in addition to the above advantages, contribute to the reduction of the Organisation's operating costs which, in turn, leads to the increase of its competitiveness and the improvement of the benefits to its members.

As in all previous periods, multiple additions and upgrades were made to the Organisation's internal

documentation and distribution system (CrMS), which is at the very heart of its basic business procedures. The aim was to achieve optimal management of the represented repertoires, to optimize and integrate the liquidation and distribution mechanisms per right and to enrich the control and supervision procedures and mechanisms, in line with international standards and best practices. For the second time (after 2017) the internal platform of Autodia and the online information portals (distribution portal, domestic repertoire portal) were awarded a prize at the annual IT and innovation competition “Impact Bite Awards 2021”, among other top implementations from the largest Greek companies and Organisations, which took place in September 2021.

Similarly, the organisation's official website www.autodia.gr was upgraded, both in terms of its administration and operation, according to the Organisation's needs.

One of the most important additions was the creation and inclusion of a declaration of use platform in the Organisation's web portal, which enables users who publicly perform music by reproducing a repertoire represented by Autodia, to declare in simple steps and in detail the musical works they have use. Consequently, the licensing procedure is accelerated, and the fee of the Organisation as regards the use of music is determined in a way that is correct and immediate. Moreover, this new toolbox that was developed on Autodia's website leads to the reduction of the Organisation's operating cost because every time a user registers a musical work, this work is automatically and in real time identified and matched with a musical work in the database of Autodia which, in turn, simplifies the documentation procedures of the programs and accelerates the procedures as regards the distribution of the relevant revenues.

A second important addition to Autodia's online toolbox is the new repertoire declaration portal. The members of the Organisation are now able to declare their works electronically to the relevant departments of the Organisation, using the technologies that have been made available to Autodia through its membership in CISAC and its access to the international databases of Music Creators, Licensees, Publishers and musical works. Through the new platform, members can submit their repertoire in detail as well as any eventual updates to it and to declare, among others, the titles of the works, their creators/co-creators and percentages of ownership per right. They are informed of the successful submission of the data which is automatically transferred to the documentation department of the Organisation where the relevant checks as regards the completeness and validity of the data are carried out before the final transfer of the declarations to the database of the Organisation. For each declaration, the relevant proofs are issued to the members, so that they are always properly informed and able to follow the course of their declarations. The repertoire of each member is updated and accessible at all times through the repertoire portal that the Organisation created some years ago, in line with all modern security and confidentiality standards.

1.3 Information regarding the refusal of licensing in accordance with paragraph 4 of article 22

In accordance with paragraph 4 of article 22, there was no relevant case of refusal of licensing by our Organisation

1.4 Legal and governance structure of the Organisation

1.4.1. Legal structure

“Autodia”, a civil non-profit limited liability cooperative, is a collective management organisation that manages and protects, according to the provisions of Law 2121/1993, Law 4481/2017, Law 1667/86, as well as the provisions of the articles of association and the assignment contract with its members, those intellectual rights or powers of those whose management and protection have been assigned to it by lyricists, publishers/sub-publishers of musical works or their successors and beneficiaries in general as well as by foreign collective management organisations and entities, which own an intellectual right and are entitled to a share of the revenues, resulting from the royalties, including other collective management organisations, which meet the conditions of “Autodia” for the admission and registration of members and are accepted by it, in accordance with the conditions of the relevant legislative provisions and its articles of association. “Autodia” is committed to manage these royalties unless it has objective and justifiable reasons to refuse to take over the management.

“Autodia” exercises on its behalf the rights which it protects and manages both judicially and extrajudicially.

“Autodia” provides licensing for the usage of repertoire works to whomever requests it. “Autodia” can refuse to provide licensing if the applicant does not provide adequate guarantees in order to be in

compliance with the obligations that arise from the relevant intellectual property law. For the various types of use, “Autodia” draws up certain lists of fees which it communicates under applicable law.

In all licenses for public performance or broadcasting provided by the Organisation, “Autodia” states that such licenses do not permit acts or omissions related to the moral right of the rightsholders, which is exercised individually by its respective body.

“Autodia” uses its best efforts to ensure that the rights it manages and protects are being respected everywhere.

“Autodia” proceeds in the distribution of royalties in accordance with the applicable legislation, the applicable list of fees and its articles of association. The applicable distribution regulations are included in the Distribution policy.

Distribution actions and corresponding payments to members/beneficiaries must be completed as soon as possible, according to article 16 of the articles of association, the applicable Distribution policy and in compliance with the applicable legislation. Royalties coming from foreign collective management organisations are also distributed in accordance with the aforementioned.

From the income received from royalties in Greece, “Autodia” deducts percentages of management expenses by virtue of the provisions of the Distribution policy, the articles of association, the applicable legislation and the relevant decisions of its corporate bodies. While the contracts with foreign collective management organisations do not stipulate otherwise, the maximum withholding percentage that may be set is the same, both for the beneficiaries/members of “Autodia” and for the beneficiaries/members of these foreign organisations.

“Autodia” can additionally allocate a certain percentage of the collected amounts for the promotion of cultural activities, by decision of the General Assembly, following the recommendation of the Board of Directors. “Autodia” must act in the best interest of its beneficiaries/members, whose rights it represents and not impose obligations on them that are not objectively necessary for the protection of their rights and interests or for the effective management of their rights.

“Autodia” gives the opportunity to its members or to the corresponding represented beneficiaries/members to communicate with the organisation by electronic means even to exercise their rights.

1.4.2 Governance of the Organisation

1.4.2.1 General Assembly

1.4.2.1.1 Responsibilities of the General Assembly

The General Assembly is the highest body and decides on all issues regarding “Autodia” in accordance with Law 4481/2017, Law 1667/1986 and its current articles of association.

The responsibilities of the General Assembly, according to its current articles of association at the time of writing this report, include in particular:

- 1) the amendment of the articles of association,
- 2) the merger, the extent of duration, the dissolution and the relaunching of “Autodia”,
- 3) the approval of any contingent operational or labour regulations,
- 4) the approval of decisions of the Board of Directors for the establishment, modification, dissolution or participation in legal persons or entities of any kind or associations of persons without legal personality, domestic or foreign, or for withdrawal from them,
- 5) the approval of the general terms of activity of “Autodia”,
- 6) the approval of the financial report, balance sheet and profits/losses of the financial year,
- 7) the election of members of the BoD and Supervisory Board as well as the election of “Autodia” representatives in any higher-level partnership,
- 8) the exemption of the members of the BoD and Supervisory Board from any responsibility,
- 9) the modification of the corporate purpose or the registered office of “Autodia”,
- 10) the modification in the amount of partnership share,
- 11) the constitution of committees and the specification of their duties,
- 12) the approval of the Distribution policy,
- 13) the decision making on appeals against decisions of the Board of Directors to reject an application for admission to "Autodia", or to exclude a member from it,
- 14) the determination of any compensation payable to the members of the BoD and Supervisory Board for their employment,
- 15) the determination of the withholding rate for the promotion of cultural activities,

- 16) the basic principles for the use of the amounts that cannot be distributed and the use per case of the amounts that cannot be distributed,
- 17) the investment policy for the revenues from the royalties and for the revenues resulting from the investment of revenues from the royalties, considering paragraph 4 of article 17 and paragraph 7 of article 19 of Law 4481/2017,
- 18) the deductions on the revenues from the royalties and on the revenues resulting from the investment of revenues from the royalties, considering article 18 of Law 4481/2017,
- 19) the use of revenues from the royalties and revenues resulting from the investment of revenues from the royalties as to the manner, timing, or any other detail,
- 20) the way of managing possible cases that may affect the fulfilment of obligations and the achievement of the organisation's goals (risk management policy),
- 21) the approval of any acquisition, sale, or mortgage of real estate,
- 22) the approval of any mergers and partnerships, as well as the approval of the establishment of subsidiaries, the acquisition of other entities or shares or the acquisition of rights in other entities,
- 23) the approval of receiving and granting loans or providing security for loans,
- 24) the drawing up of the conditions regarding the licensing for non-commercial use of the rights,
- 25) the inspection of the organisation's activities, taking at least a decision on the appointment or removal of the certified auditors - accountants and approving the annual transparency report submitted by "Autodia" in accordance with article 29 of Law 4481/2017,
- 26) the limitation of the right to participate and vote in the General Assembly of members based on article 9 par. 5 of Law 4481/2017,
- 27) the imposition of an exceptional contribution to members to deal with extraordinary losses or other extraordinary situations,
- 28) the formation of special and emergency reserves,
- 29) the formal approval of the admission of members following a prior decision of the Board of Directors,
- 30) the approval of the decision of the Board of Directors to terminate the assignment contract in accordance with the provisions of article 12 par.1 case C of these articles of association,
- 31) any additional issue provided for by the relevant legislative provisions of Law 4481/2017, as in force per case.

The General Assembly of the members of “Autodia” can assign to the Supervisory Board, by its decision, the powers mentioned in cases 20, 21, 22, 23 above.

1.4.2.2 Composition of the Supervisory Board from 1/1/2021 until 31/12/2021

The Supervisory Board of “Autodia” has the general responsibility for supervising the performance of duties of the members of the Board of Directors, according to Law 4481/2017, as in force and in accordance with the specific provisions of its articles of association.

According to the current articles of association of “Autodia” at the date of drafting and signing of this report, the Supervisory Board consists of three (3) members, two (2) of whom belong to the category of composers, lyricists, heirs (successors or quasi-successors, in life or cause of death) and are elected exclusively by partners/members of the same category and one (1) of whom belongs to the category of music publishers/sub-publishers and is elected exclusively by the members of the same category.

In the event of inability to fill a position in the Supervisory Board through the election process or in the event of vacancy for any reason during the term of the Supervisory Board, the vacancy shall be filled by a special supplementary election by the General Assembly no later than within one month after ascertaining the deficiency.

The member of the Supervisory Board is not allowed to be a member of the Board of Directors at the same time. Neither are the members of the BoD and Supervisory Board allowed to be up to second degree relatives. Member representation is also forbidden.

According to the organisation's articles of association (No. 22.4), the Supervisory Board exercises its powers by a decision taken by an absolute majority of its members, meets regularly and in any case at least four (4) times a year and has a quorum if most of its members are present.

In addition, the corresponding provisions of the articles of association for the Board of Directors shall apply accordingly to the constitution and operation of the Supervisory Board.

The composition of the Supervisory Board, as it emerged from the elections of the General Assembly as of 25/09/2018 as well as: i. from the supplementary election of members of the Supervisory Board at the elections of the General Assembly of the Organisation as of 29/03/2019 and ii. from the supplementary election of a member of the Supervisory Board at the elections of the General Assembly of the Organisation as of 21/02/2020, for the period from 01/01/2021 until 31/12/2021 was as follows:

Chairman: Michalis Stavrinouidakis, Composer/Lyricist (Creators’ category)

Members:

For the Creators’ category: Aristeidis Chatzistavrou, Composer/Lyricist

For the Music Publishers'/Sub-publishers' category: Nikolaos Papakostas (CANTO MED).

It is noted that the above composition of the Supervisory Board is valid until today.

1.4.2.3 Composition of the Board of Directors from 1/1/2021 until 31/12/2021

According to the current articles of association of “Autodia”, the Board of Directors consists of a sufficient number of members for the purpose of its management, that is of nine (9) members, six (6) of whom belong to the category of composers, lyricists, heirs (successors or quasi-successors, in life or cause of death) and are elected exclusively by partners/members of the same category and three (3) of whom belong to the category of music publishers/sub-publishers and are elected exclusively by the members of the same category. In the event of inability to fill a position in the Board of Directors through the election process or in the event of vacancy for any reason during the term of the BoD, the vacancy shall be filled by a special supplementary election by the General Assembly no later than within one month after ascertaining the deficiency.

The members of the Board of Directors, as these were elected after the elections of the General Assembly as of 25/09/2018, as well as the elections for the supplementary election of members of the BoD: i. of the General Assembly of the Organisation as of 29/03/2019, ii. of the General Assembly of the Organisation as of 17/01/2020 (after the resignation of Ms. Dionysia Andrikopoulou, General Secretary as of 10/12/2019), iii. of the General Assembly of the Organisation as of 30/09/2020 (following the resignation of the member, Mr. Ioannis Glezos, as of 06/08/2020), along with its composition for the period from 01/01/2021 until 10/05/2021 were as follows:

Chairman: Nikolaos Antypas, Composer/Lyricist

Vice President: Chrysa Makri Papaioannou, Heir to the repertoire of the creator Giannis Papaioannou

General Secretary: Nikolaos Zoudiaris, Composer/Lyricist

Treasurer: Michalis Avataggelos, Composer/Lyricist

Members:

Creators: Nikolaos Pitloglou, Composer

Minos Mamagkakis, Heir to the repertoire of the creator Nikolaos Mamagkakis

Publishers: Amaryllis Kakani, Sony/ATV Music Publishing – Nikolaos Kourtis, F.M. Digital Tunes Ltd and Evaggelos Fampas (Massive Productions).

Then, the members and the composition of the Board of Directors, after the elections of the General Assembly of the Organisation as of 24/06/2021 for the supplementary election of the BoD's members (after the resignation as of 10/05/2021 of the members of the BoD: Chrysa Makri Papaioannou, Vice-Chair, Nikolaos Zoudiaris, General Secretary and Michalis Avataggelos, Treasurer) and for the time period from 24/06/2021 until 31/12/2021, were as follows:

Chairman: Nikolaos Antypas, Composer/Lyricist

Vice President: Evaggelos Fampas (Massive Productions-Publisher)

General Secretary: Gerasimos Pylarinos

Treasurer: Minos Mamagkakis, Heir to the repertoire of the creator Nikolaos Mamagkakis

Members:

Creators: Ioannis Glezos, Composer/Lyricist, Evaggelia Litina, Lyricist, Nikolaos Pitloglou, Composer

Publishers: Amaryllis Kakani, Sony/ATV Music Publishing – Nikolaos Kourtis, F.M. Digital Tunes Ltd

On 31/01/2022, the late Nikolaos Antypas, Chair of the Board of Directors, passed away, and after the constitution of the BoD as of 25/05/2022, its members and composition are as follows:

Chair: Ioannis Glezos, Composer/Lyricist

Vice-Chair: Evaggelos Fampas (Massive Productions-Publisher)

General Secretary: Gerasimos Pylarinos, Composer

Treasurer: Minos Mamagkakis, Heir to the repertoire of the creator Nikolaos Mamagkakis

Members:

Creators: Evaggelia Litina, Lyricist, Nikolaos Pitloglou, Composer

Publishers: Amaryllis Kakani, Sony/ATV Music Publishing – Nikolaos Kourtis, F.M. Digital Tunes Ltd

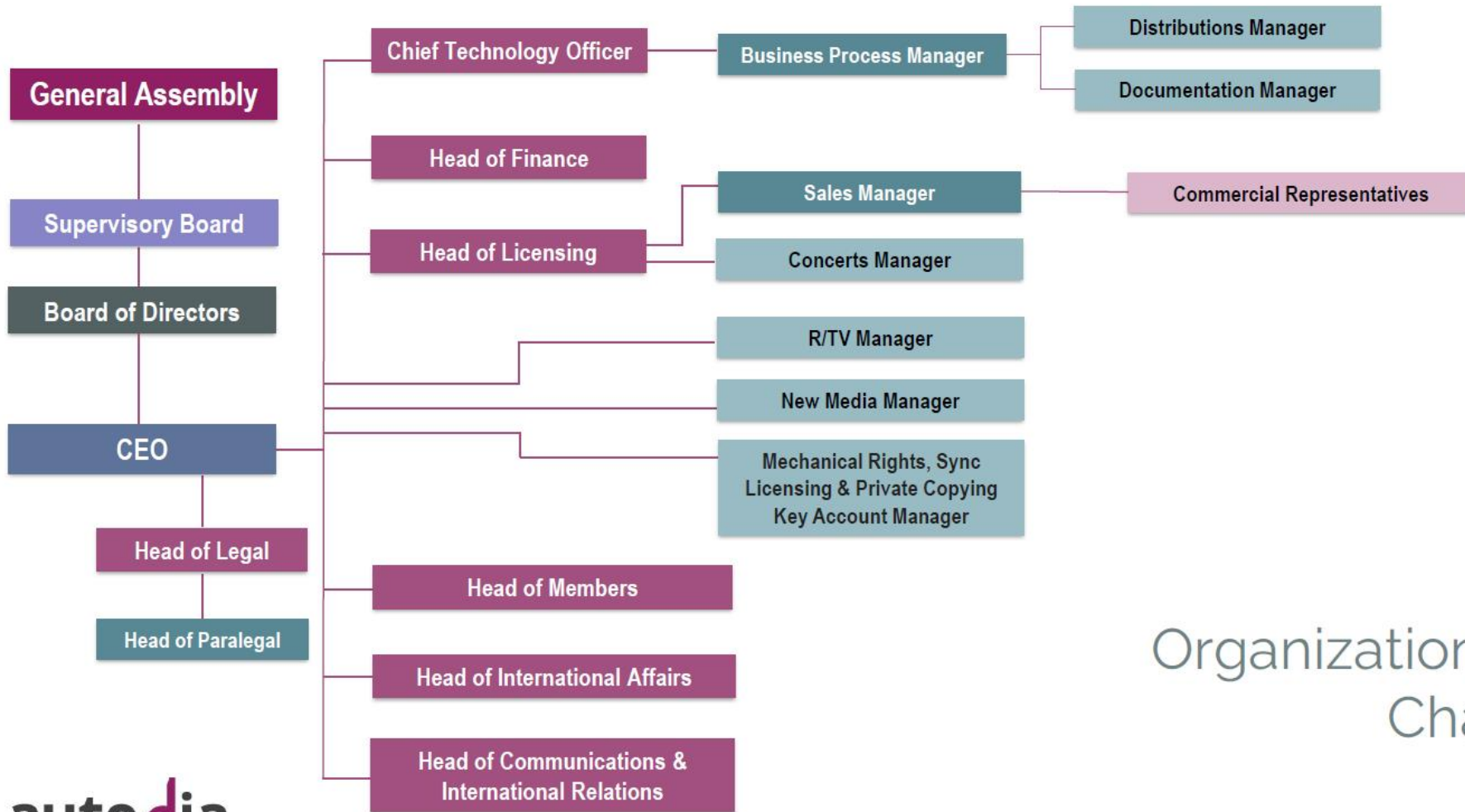
1.4.2.4 Management of the Organisation

In accordance with the current articles of association and its relevant provisions as they apply to this day, the day-to-day management of the cooperative affairs is carried out by the General Manager with the assistance of Directors, if deemed necessary by the General Manager. Both the General Manager and the other Directors cannot be members of "Autodia" or any other collective rights management organisation or independent rights management entity.

According to the decision of the Board of Directors on 05/12/2019, the duties of the temporary General Manager were assigned to Ms. Margarita Panagiotopoulou, who exercises them until today.

1.4.2.5 Organisational-Administrative structure of the Organisation

The following is a chart depicting the organisational - administrative structure of the Organisation for 2021:



Organizational Chart



1.5 Information of other entities

The Organisation, during the financial year 2021, is not owned or controlled directly or indirectly, in whole or in part, by any other Collective Management Organisation, or Independent Management Entity (IME) or legal entity of any kind.

Furthermore, the Organisation, during the financial year 2021, does not directly or indirectly control in whole or in part any other Collective Management Organisation, Independent Management Entity (IME) or legal entity of any form.

1.6 Supervisory Board, Board of Directors and Management fees

The amounts received in the financial year 2021 by the members of the Supervisory Board and the Board of Directors as compensation for their participation in the Board of Directors and Supervisory Board respectively (depending on the period of time each remained as a member of the BoD or Supervisory Board during 2021), their fees received for copyrights during the previous financial year 2021 as well as the fees of the General Manager of the Organisation are listed below:

Mr. Nikolaos Antypas received from the Organisation the gross amount of €18.000,00 as compensation for his participation in the Board of Directors of the Organisation, as well as the gross amount of €4.209,36 from royalties.

Ms. Chrysa Papaioannou received from the Organisation the gross amount of €2.160,00 as compensation for her participation in the Board of Directors of the Organisation, as well as the amount of €556,16 from royalties.

Mr. Nikolaos Zoudiaris received from the Organisation the gross amount of €2.160,00 as compensation for his participation in the Board of Directors of the Organisation, as well as the gross amount of €10.017,55 from royalties.

Mr. Michalis Avataggelos received from the Organisation the gross amount of €2.160,00 as compensation for his participation in the Board of Directors of the Organisation, as well as the gross amount of €760,24 from royalties.

Mr. Nikolaos Pitloglou received from the Organisation the gross amount of €6.000,00 as compensation for his participation in the Board of Directors of the Organisation, as well as the gross amount of €2.754,39 from royalties.

Ms. Amaryllis Kakani received from the Organisation the gross amount of €6.000,00 as compensation for her participation in the Board of Directors of the Organisation, whereas as a representative of SONY MUSIC PUBLISHING (GREECE) Ltd she received on its behalf the amount of €497.520,06 from royalties.

Mr. Evangelos Fampas received from the Organisation the gross amount of €6.000,00 as compensation for his participation in the Board of Directors of the Organisation and royalties amounting to the gross amount of €891,15 arose for the natural person, while €523,01 arose for the company Evaggelos Fampas LP, which is represented by Mr. Fampas.

Ms. Evangelia Litina received from the Organisation the gross amount of €3.000,00 as compensation for her participation in the Board of Directors of the Organisation, as well as the amount of €523,01 from royalties.

Mr. Gerasimos Pylarinos received from the Organisation the gross amount of €3.000,00 as compensation for his participation in the Board of Directors of the Organisation, as well as the amount of €538,63 from royalties.

Mr. Nikolaos Kourtis received from the Organisation the gross amount of €6.000,00 as compensation for his participation in the Board of Directors of the Organisation.

Mr. Minos Mamagakis received from the Organisation the gross amount of €7.751,51 as compensation for his participation in the Board of Directors of the Organisation and royalties arose amounting to the gross amount of €7.622,59.

Mr. Ioannis Glezos received from the Organisation the gross amount of €13.071.41 as compensation for his participation in the Board of Directors of the Organisation and as the Organisation's Honorary President, as well as the gross amount of €1.277,92 from royalties.

Supervisory Board

In detail, the fees of the Supervisory Board for the previous financial year 2021 are as follows:

Mr. Michalis Stavrinouidakis has waived the compensation for his participation in the Supervisory Board retrospectively from his initial election.

Mr. Aristeidis Chatzistavrou received from the Organisation the gross amount of €6.000,00 as compensation for his participation in the Supervisory Board of the Organisation, as well as the gross amount of €299,59 from royalties.

Mr. Nikolaos Papakostas received from the Organisation the gross amount of €5.500,00 as compensation for his participation in the Supervisory Board of the Organisation, as well as the gross amount of €523,01 from royalties.

Royalties amounting to €164,53 also arose for the company "Canto Mediterraneo Civil Non-Profit Cultural Organisation", which is represented by Mr. Papakostas.

According to the decision of the Board of Directors dated 05/12/2019, the duties of temporary General Manager were assigned to Ms. Margarita Panagiotopoulou, who exercises them until today and has received for the specific duties during the financial year 2021 the gross amount of €42.000,00 corresponding to a net amount of €33.600,00. Moreover, during the financial year 2021, she has also received the amount of € 4.878,05 for other benefits (travel allowance etc.).

2. REVENUE - EXPENSES OF THE ORGANISATION

2.1 Revenue of the Organisation

During the financial year 2021, in which the distribution of royalties was performed for the years 2018, 2019, 2020 and 2021 in terms of using the repertoire, the following sources of revenue and the corresponding rates of contribution regarding the Organisation's management expenses were applied:

MAIN SOURCES OF REVENUE

- **PERFORMING ROYALTIES**

- **PUBLIC PERFORMANCE BY MECHANIC SUPPORT:** AUTODIA withholds 20% of the royalties coming from public performance by mechanic support
- **ROYALTIES FROM LIVE MUSIC:** AUTODIA withholds 20% of the royalties coming from music live performance (concerts and live events)
- **BROADCASTING ROYALTIES:** AUTODIA withholds 20% of the rights coming from broadcasting

- **MECHANICAL RIGHTS**

- **MECHANICAL RIGHTS IN TERMS OF SOUND AND PICTURE DEVICES:** AUTODIA withholds 11% of the mechanical reproduction rights coming from record companies and independent producers, including Kiosk Sales and Premiums

- **PRIVATE COPY:** AUTODIA withholds 11% of the royalties coming from private copying
- **OTHER USES:** for other uses such as advertisements, theatrical productions, etc., where the prior consent of our beneficiaries/members is required, AUTODIA withholds 11% of the royalties
- **ONLINE USE RIGHTS:** AUTODIA withholds 20% of the royalties coming from the online use of music
- **FOREIGN RIGHTS:** AUTODIA withholds 5% of the royalties coming from foreign collective management organisations
- **OTHER REVENUE:** AUTODIA does not withhold any amount from other revenue.

The Organisation's revenues for the financial year 2021 by type of use are analysed as follows:

Rights Category	Type of use		Income from interest	Other revenue	Total revenue
	Mechanical Rights	Performing Royalties			
Public Performance		4.240.401			4.240.401
Broadcasting		2.837.849			2.837.849
New Media (online)		386.057			386.057
Private Copy	1.231.152				1.231.152
Mechanical Rights	20.042				20.042
Concerts		253.461			253.461
Cinemas		590.955			590.955
Mechanical rights of Audiovisual works	8.921				8.921
Organizations abroad		169.591			169.591
Credit interest			93		93
Extraordinary and non-operating income				7.871	7.871
Other income				20.803	20.803
Total income 2021	1.260.115	8.478.313	93	28.674	9.767.194
TOTAL INCOME FROM ROYALTIES	9.738.427				

2.2 Organisation's management cost

2.2.1 2021 Management expenses

EXPENSES	2021 Amount
STAFF REMUNERATION AND EXPENSES	1.580.777
FREELANCERS' FEES (e.g. Legal advisors, Management advisors, Accountants, IT support fees, Representatives, etc.)	738.892
FEES FOR THE MUSIC RIGHTS OF MEMBERS	751.230
THIRD PARTY UTILITIES (e.g. office rent, building repairs and maintenance, lighting, telecommunications, etc.)	141.095
TAXES AND FEES	30.609
TRAVEL EXPENSES (abroad-within the country, transport costs)	90.375
PROMOTION AND ADVERTISING EXPENSES (website, exhibition expenses, radio and TV ads)	33.588
PRINTING AND STATIONERY EXPENSES (consumables, ink, paper etc.)	3.291
OTHER EXPENSES (legal expenses, maintenance fees, cleaning products, canteen products, staff training costs, subscriptions - OPI contributions)	108.994
DEBIT INTEREST AND OTHER BANK EXPENSES	8.664
DEPRECIATION OF FIXED ASSETS	146.409
EXTRAORDINARY AND NON-OPERATING EXPENSES	48.532
EXPENSES FROM PREVIOUS FINANCIAL YEARS	2.047
TOTAL EXPENSES	3.684.501

The above expenses do not include expenses which concern social and cultural actions, as in the financial year from 1/1/2021 to 31/12/2021 no expenses were incurred for cultural and social actions.

The determination of the Organisation's total expenses also includes the fees for the music rights of members for the financial year 2021 amounting to **€751.230**.

In conclusion, the total operating expenses of the Organisation amounted eventually to **€2.933.271** without the fees for the music rights of members.

In case that the exempted expenses of article 18 of Law 4481/2017 are considered and are deducted, the operating expenses of the Organisation for the financial year 2021 amount to **€2.356.104**.

2.2.2 Allocation of expenses by category of competence

All expenses are allocated proportionally by category of competence for the overall operation of the Organisation.

The analysis below shows the categories of expenses by competence. Some of these expenses are indirect since they cannot be attributed purely to either the category of mechanical rights or to that of performing royalties. From the amount of €1.580.777 of the payroll, which concerns management expenses, the amount of €60.595 refers to direct expenditure of mechanical rights and the amount of €888.276 to direct expenditure of performing royalties. The remaining amount of the payroll costs of €818.516 concerns indirect costs and is distributed by 13% to mechanical rights and by 87% to performing royalties. The rest of the operating costs concern indirect costs of the Organisation and are also distributed by 13% to mechanical rights and by 87% to performing royalties, as shown in the table below

Description of expenses					Total expenses
	Direct		Indirect		
	Mechanical Rights	Performing Royalties	Mechanical Rights	Performing Royalties	
STAFF REMUNERATION AND EXPENSES	60.595	701.665	106.407	712.109	1.580.777
FREELANCERS' FEES	0	186.611	71.797	480.485	738.892
THIRD PARTY UTILITIES	0	0	18.342	122.753	141.095
TAXES AND FEES		0	1.112	7.440	8.551
TRAVEL EXPENSES	0	0	11.749	78.626	90.375
PROMOTION AND ADVERTISING EXPENSES	0	0	4.366	29.222	33.588
PRINTING AND STATIONERY EXPENSES	0	0	428	2.863	3.291
OTHER EXPENSES	0	0	10.761	72.016	82.777
DEPRECIATION OF FIXED ASSETS	0	0	19.033	127.376	146.409
TOTAL OF OPERATING COSTS	60.595	888.276	243.995	1.632.889	2.825.754
COSTS FOR COURT PROCEEDINGS & LEGAL CLAIMS	0	0	61.055	408.597	469.651
TOTAL MANAGEMENT EXPENSES	60.595	888.276	182.940	1.224.292	2.356.103
DEBIT INTEREST AND OTHER BANK EXPENSES	0	0	1.126	7.537	8.664
OPI CONTRIBUTIONS			3.408	22.809	26.217
PRIVATE COPY TAXES	22.057	0	0	0	22.057
EXTRAORDINARY AND NON-OPERATING EXPENSES	0	0	6.309	42.223	48.532
EXPENSES FROM PREVIOUS FINANCIAL YEARS	0	0	266	1.781	2.047
TOTAL EXPENSES	82.652	888.276	255.105	1.707.238	2.933.271

2.2.3 Withheld rates of royalties' revenue for financing of operating expenses

The withholding rates to fund the operating expenses of the Organisation specifically for the financial year 2021 were as follows:

- 19,33% for MECHANICAL RIGHTS
- 24,92% for PERFORMING ROYALTIES

Withheld amounts for financing operating expenses by category of Income			
Category	Income	% from revenue	Amount
Mechanical Rights	1.260.115	19,33%	243.536
Performing Royalties	8.478.313	24,92%	2.112.568
Other income	28.766		0
Total	9.767.194	24,12%	2.356.104

Based on the above, the operating expenses of the Organisation, amounting to €2.356.104, were covered through the following resources: "

Use of resources for covering operating expenses							
Resources	Other income	Income from Mechanical Rights	Income from Performing Rights	% of income from Mechanical Rights	% of income from Performing Rights	Coverage amount of administrative expenses	Coverage amount of administrative expenses
Public Performance		0	4.240.401		24,92%	0	1.056.594
Broadcasting		0	2.837.849		24,92%	0	707.115
New media (Online)		0	386.057		24,92%	0	96.195
Private Copy		1.231.152	0	19,33%		237.938	0
Mechanical rights of audiovisual works		8.921	0	19,33%		1.724	0
Mechanical		20.042	0	19,33%		3.873	0
Concerts		0	253.461		24,92%	0	63.156
Cinemas			590.955		24,92%		147.250
Organizations abroad		0	169.591		24,92%	0	42.258
Total income from Royalties		1.260.115	8.478.313			243.536	2.112.568
Credit interest	93						
Extraordinary and non-operating income	7.871						
Other income	20.803						
Total of other Income	28.767	1.260.115	8.478.313			243.536	2.112.568
GRAND TOTAL		9.767.194				2.356.104	

Art. 18 par. 5 of Law 4481/2017

The management expenses of the collective management organisation must not exceed the justified and documented costs for the management of intellectual property rights. Management expenses shall not exceed in total an average of twenty percent (20%) of the collective management organisation's gross revenue from rights.

The obligation of paragraph 5 of article 18 of Law 4481/2017 applies from November 1, 2019.

In conclusion, the total management operating expenses without the excluded expenses of art. 18 par. 5 of Law 4481/2017, amount to €2.356.103 and to a percentage of 24,12% of the total gross revenue from copyrights for the financial year 2021.

According to the above, the result is an excess of the deductions to cover the management needs of the Organisation for the financial year 2021. Due to the above-mentioned excess of the percentage of management expenses based on the relevant legislation, the Supervisory Board of the Organisation applying the procedures provided for in art. 18 paragraph 3 of Law 4481/2017 ordered the drafting of an economic and technical study by an independent expert, the results of which were brought to the attention of the Supervisory Board and were accepted during the meeting that took place on 14/06/2022, given that based on the aforementioned study the above excess is reasonably justified, as indicated.

It is further noted that the above-mentioned excess of the withholding rate of management expenses for the financial year 2021 in relation to the budgeted objectives would not have existed, if the following parameters did not occur at the same time, which caused a decrease in the budgeted revenue, a significant delay in the issuance of invoices and the collection of fees from intellectual rights by users of each category:

- 1) Coexistence of the organisation with EDEM/EYED for the collective management of the same category of intellectual rights (composers, lyricists, publishers) that divided Greek creators, caused conditions of bad and unfair competition as well as confusion for those liable to pay the rightsholders' fees.
- 2) The effects of the pandemic from the beginning of 2020 which continued in 2021 led to the closure of eating and entertainment venues, the cancellation of concerts, festivals and other cultural events by state mandate and thus resulted in the cancellation or delay of the collection of fees from intellectual rights also for 2021, as many users pay the royalties late or even refuse to pay.

In addition, the above excess, which is included in the financial statements for the financial year 2021, is subject to the approval of the upcoming Annual General Meeting.

The excess limits in terms of operating expenses are presented in the table below:

	2021	% Total revenue
Total revenue	9.767.194	
Annual limit of operating expenses	1.953.439	20,00%
Operating Expenses (minus the excluded expenses art. 18 of Law 4481/2017)	2.356.103	24,12%
Excess amount	402.664	4,12%

It is noted that the current Distribution policy states that: "*In exceptional cases where the withholding rates should be higher, approvals will be required from the Board of Directors, the Supervisory Board and the General Assembly of the Organisation*", conditions which have been met for the financial year 2021, as analysed above.

2.2.4 Deductions from revenue coming from rights in order to fund social-cultural expenses

During the financial year 1/1/2021-31/12/2021 the Organisation did not make any expenses regarding social-cultural actions.

3. DISTRIBUTION

3.1 Total distribution amount attributable to beneficiaries

The amounts of the distributions for the financial year 2021 come from the Organisation's revenue collections, which have been documented in accordance with certified international standards and best practices. The management expenses or any other amounts withheld/offset are deducted from the collected revenues according to Law 4481/2017. The difference is the net amount distributed to the beneficiaries.

The total revenue of the Organisation for 2021 amounts to €9,767,194 and the total expenses (including royalty fees to the members of the Organisation in the amount of €6,833,922) amount to €9,767,194. Therefore, the Organisation has zero profits/losses.

The total amount that is distributed or will be distributed to the members based on collections in accordance with the Organisation's documentation for the financial year 2021 amounts to **€6.833.922** and is analysed as follows:

	<u>2021</u>
a) Royalties distributed based on the 2021 clearances (the payment of which began in December 2021 in accordance with the decision of the statutory bodies), net amount after deductions for management expenses	€ 720.795
b) Royalties distributed from Major Live Concerts, Broadcasting and Mechanical rights of Audio-visual Works based on the relevant 2021 clearances, net amount after deductions for management expenses	€ 33.798
c) Royalties to be distributed for the financial year 2021, net amount after deductions for management expenses	€ 6.079.329
Total distributed & distributable royalties as of 31/12/2021	€ <u>6,833,922</u>

During the 2021 financial year and the beginning of 2022, the Organisation made the following distributions:

a) Distribution 2021S1 July 2021

Covered repertoire use period 2018, 2019, 2020 from distributable royalties of the financial years 2018, 2019 and 2020 of a total amount of €**1.247.261**.

Rights Category	Royalties collected	Deductions of management expenses	Mechanical Rights	Performing Rights	Total distribution
Public performance (Background)	934.421	340.365		934.421	594.056
Broadcasting	962.190	366.052		962.190	596.138
Abroad	45.142	16.599		45.142	28.543
New media (Online)	227	82	227	0	145
Mechanical	1.230	447	1.230		783
Concerts	43.595	15.998		43.595	27.597
TOTAL	1.986.804	739.543	1.457	1.985.348	1.247.261

b) Distribution 2021S2A December 2021

Covered repertoire use period 2018, 2019, 2020 and 2021 from the distributable royalties of the financial years 2019, 2020 and 2021 as well as royalties of past financial years 2015-2016 of a total amount of €**1.728.281**. It is noted that this amount also includes the net amount of €**720.795** that concerns the distributed royalties from the revenue of the closing financial year 2021.

Rights Category	Royalties collected	Deductions of management expenses	Mechanical Rights	Performing Rights	Total distribution
Public performance (Background)	1.009.515	250.067		1.009.515	759.448
Abroad	91.779	5.140		91.779	86.639
New media (Online)	18.403	1.838	18.403		16.565
Private Copy	1.212.461	459.078	1.212.461		753.384
Mechanical	10.490	1.154	10.490		9.336
Concerts	30.433	9.151		30.433	21.282
Cinemas	613	123		613	491
Mechanical of audiovisual works	5.950	655	5.950	0	5.296
Supplementary distribution (past financial years)	75.841	0		75.841	75.841
TOTAL	2.455.486	727.204	1.247.304	1.208.182	1.728.281

c) Royalties distributed from Major Live Concerts

Covered repertoire use period 2021 from the distributable royalties of the closing financial year 2021

2021 MLC S1					
Rights Category	Royalties collected	Deductions of management expenses	Mechanical Rights	Performing Rights	Total distribution
Concerts	23.318	2.332	0	23.318	20.986
TOTAL	23.318	2.332	0	23.318	20.986
2021 MLC S2					
Rights Category	Royalties collected	Deductions of management expenses	Mechanical Rights	Performing Rights	Total distribution
Concerts	10.498	1.050	0	10.498	9.448
TOTAL	10.498	1.050	0	10.498	9.448

d) Distribution 2021S2B January 2022

Covered repertoire use period 2019, 2020 and 2021 from the distributable royalties of the financial years 2019, 2020 and 2021 of a total amount of €1.355.071.

Rights Category	Royalties collected	Deductions of management expenses	Mechanical Rights	Performing Rights	Total distribution
Broadcasting	2.144.720	789.649		2.144.720	1.355.071
TOTAL	2.144.720	789.649	0	2.144.720	1.355.071

e) Distribution 2022 SYN1

Covered repertoire use period 2021 from the distributable revenue of the closing financial year 2021.

2022 SYN1

Rights Category	Royalties collected	Deductions of management expenses	Mechanical Rights	Performing Rights	Total distribution
Mechanical rights of audiovisual works	2.971	327	2.971	0	2.644
TOTAL	2.971	327	2.971	0	2.644

f) Distributable royalties of the financial year 2021

Rights Category	Royalties collectable/collected	Deductions of management expenses	Mechanical Rights	Performing Rights	Total distribution
Public performance (Background)	2.578.284	647.986		2.578.284	1.930.298
Broadcasting	2.877.184	723.108		2.877.184	2.154.077
Abroad	79.622	3.981		79.622	75.641
New media (Online)	439.654	87.931		439.654	351.723
Private Copy	1.225.286	307.945	1.225.286		917.341
Mechanical	9.552	1.051	9.552		8.501
Concerts	211.230	42.246		211.230	168.984
Cinemas	590.955	118.191		590.955	472.764
TOTAL	8.011.767	1.932.438	1.234.838	6.776.929	6.079.329

3.2 Total amount of undistributed amounts of previous financial years until 31/12/2021

The total amount that remained undistributed to the beneficiaries from previous financial years (2015 – 2016) amounts on December 31, 2021, to €75.841,29 and it is to be distributed in whole during the upcoming distribution of the Organisation.

3.3 Frequency

Regarding the frequency of payments for the financial year 2021, the Organisation applies the provisions of its current articles of association as well as Law 4481/2017, namely: by virtue of art. 16 “The distribution due to the members” of the articles of association, by which “the distribution to the members takes place in proportion, as far as possible, to the actual use of their works, as soon as possible at least once a year, and nine (9) months at the latest from the end of the fiscal year, within which the revenue from the royalties was collected, unless objective reasons, related in particular to the submission of reports by users, the determination of rights, the identification of beneficiaries/members or the matching of information on works and other protected objects with beneficiaries/members, do not allow “Autodia” to meet this deadline”.

According to par. 1 & 2 of art. 19 of Law 4481/2017: “1. The distribution to the beneficiaries takes place in proportion, as far as possible, to the actual use of their works. 2. Without prejudice to paragraph 2 of article 21 and article 37, collective management organisations shall distribute and pay the amounts due to the beneficiaries regularly, diligently, accurately and in accordance with the Distribution policy. Each collective management organisation or its members, who are entities representing beneficiaries, shall distribute and pay these amounts to the beneficiaries as soon as possible and no later than nine (9) months after the end of the fiscal year, within which the revenue from the royalties was collected, unless objective reasons, related in particular to the submission of reports by users, the determination of rights, the identification of beneficiaries or the matching of information on works and other protected objects with beneficiaries, do not allow this organisation, or its members as per case, to meet this deadline”.

In addition, the **frequency of royalty payments** to the beneficiaries according to the Organisation's Distribution policy is as follows:

Distributions take place twice a year (June and December). In each distribution, collected revenue from various sources (e.g., radio, television, concerts) is cleared (documented) and attributed according to the table below. The revenue collected from the first semester of the year is distributed in December of the same year. The revenue collected from the second semester is distributed in June of the following year.

Distribution period	July to December	January to June
REVENUE SOURCES	DISTRIBUTION	
Radio	June	December
Television	June	December
Cinema	June	December
Live music (Concerts and live events)	June	December
Public Performance by mechanic support	June	December
Private copying		December
Sound and picture devices	June	December
Sound devices	June	December
Online use of music	June	December
Abroad Distributions	June	December

3.4 Deadlines by virtue of par. 2 art. 19 of Law 4481/2017

During the financial year 2021, the Organisation carried out distributions for the financial years 2019 (A and B semesters), 2020 (A and B semesters), 2021 (A semester), by sending clearances of royalties to its

members diligently, accurately and in accordance with its approved Distribution policy within the prescribed deadlines according to art. 19 par. 2 of Law 4481/2017. The corresponding payments are made following the issuance of the relevant tax document and all members have been informed to this effect.

3.5 Relations with other Collective Management Organisations

During 2021, AUTODIA further expanded its large network of collaborations with counterpart international Collective Management Organisations around the world. The network development actions began within 2018 and expanded in 2019 and beyond. As a result, the international repertoire represented by the Organisation in Greece was further enriched and increased. At the same time, the Greek repertoire of the Organisation was represented in even more foreign countries and in fact for the first time on the African continent, through the cooperation with four new sister companies. It is worth noting that the foreign Organisations cooperating with AUTODIA amount to 79 to date.

More specifically, the foreign Organisations that entered into a representation contract with AUTODIA in 2021 are SAMRO of South Africa for Performance Royalties, CAPASSO of South Africa for Mechanical Rights, MACA from Macau of Asia for Performance Royalties and COSON of Nigeria for Performance and Mechanical Rights. All entrusted the representation of their repertoires for Greece to our Organisation through a mutual representation contract.

The above are listed in the table below:

Collective Management Organisation	Country	Representation
SAMRO	South Africa	Mutual
CAPASSO	South Africa	Mutual
MACA	Macau	Mutual
COSON	Nigeria	Mutual

Distributions of Royalty Amounts

It is noted that during the financial year 2021, the Organisation paid the amount of €1.218.709,43 for copyrights to foreign Organisations.

Also, in 2021 AUTODIA received from the foreign Organisations the amount of €156.668,42, accordingly, based on the relevant representation contracts.

4. SPECIAL REPORT ON SOCIAL, CULTURAL AND EDUCATIONAL EXPENDITURE

4.1 General information

The Organisation, in accordance with its articles of association and following corresponding European and international standards, provides social, cultural, or educational services for the benefit of the beneficiaries and society as a whole following a relevant decision of the General Assembly of the members.

4.2 Actions - sponsorships 2021

The Organisation made no expenditures during the financial year 2021 for social, cultural, or educational actions.

Translated from original in Greek Language

INDEPENDENT AUDITOR'S REPORT

To the Supervisory Board of "AUTODIA" CO-OPERATIVE LTD ORGANISATION of INTELLECTUAL RIGHTS COOPERATIVE MANAGEMENT

Report on the Audit of the Financial Statements

Qualified Opinion

We have audited the accompanying financial statements after receiving a special assignment from the Supervisory Board of "AUTODIA" CO-OPERATIVE LTD ORGANISATION of INTELLECTUAL RIGHTS COOPERATIVE MANAGEMENT (the Association), which comprise the statement of financial position as at December 31, 2021, the cash flow statement and the income statement for the year then ended, and notes to the financial statements.

In our opinion, except for the matters discussed in the Basis for Qualified Opinion section of our report, the accompanying financial statements present fairly, in all material respects, the financial position of the Association as at December 31, 2021, and its financial performance for the year then ended in accordance with the regulations of Law Act 4308/2017 and 4481/2017 in force.

Basis for Qualified Opinion

The following matters arose from our audit:

1. The trade receivables of the Association also include overdue receivables from the previous year, amounting to € 150.000 approximately. This is a departure from the accounting principles provided by the Greek Accounting Principles and according to our opinion, an impairment of these receivables should be made, estimated to the amount of € 150.000 approximately. Due to this fact, the amount of trade receivables, profit and loss account and equity represented equally increased.
2. The Association has not made provision for employee retirement benefits, as a departure from the accounting principles provided by the Greek Accounting Principles. As of December 31, 2021, the total amount of the above provision should amount to € 42.700,01. As a result, the provision for employee retirement benefits appears decreased by € 42.700,01, equity appears increased by € 42.700,01 and the income statement appears increased by € 14.072,57.
3. The tax liabilities of the Association have not been audited by the tax authorities for the fiscal years 2016 to 2021. As a result, the tax outcome of these fiscal years has not been definitive. The Association has not estimated any additional taxes and fines that may rise in a future tax audit and has not made any provision for that contingent liability. Based on our audit, we have not obtained reasonable assurance about the estimate in the amount of the provision that may be required.

We conducted our audit in accordance with International Standards on Auditing (ISAs), as adopted in Greek Legislation. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are independent of the Association in accordance with the Code of Conduct for Professional Auditors of the Board of International Standards of Auditors' Ethics, as adopted in Greek Legislation, and the ethical requirements that are relevant to our audit of the financial statements in Greece, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our qualified opinion.

Matter of Emphasis

We draw attention to Note “7.4. Transit accounts with material amount or particular frequency or importance” in the financial statements which indicates that, Accrued Expenses, amount of euro 8.653.570,77 relating to the remaining liabilities of the Association to copyright holders arising from the year 2021 and the previous years. Regarding this account we note the following:

Until the fiscal year 2015, there was no analytical balance sheet by category and by rights holder with a corresponding reconciliation of the General Accounts. From the year 2016 analytical statements have been created from the data collected, from the records maintained by the I.T. Department of the Association. In our estimation, accounting for the above accounts, in spite of the ongoing improvements made in the years 2015 to 2021, requires further improvements in the data for the years 2014 and earlier in order to ensure the accounting accuracy and audit, of the analytical data.

Our opinion is not modified in respect of this matter.

Other Matter

The distribution of music rights and the excess of administrative expenses, as a percentage of the Organization's gross revenues from music rights, it's under approval by the next General Assembly of members, in the context of the approval of the Financial Statements.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the regulations of Law Act 4308/2014 and 4481/2017 in force, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Association's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Association or to cease operations, or has no realistic alternative but to do so.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs, as adopted in Greek Legislation, will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, as adopted in Greek Legislation, we exercise professional judgment and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures

that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Association's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the Supervisory Board regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Report on Other Legal and Regulatory Requirements

Until the adoption of this Report, the special reports, provided by the Article 29 of Law 4481/2017, had not been compiled: (a) The special report on the use of sums spent for social, cultural, and educational purposes services and b) the Annual Transparency Report.

Considering that the administration is responsible for the preparation of the special report on the use of sums spent for social, cultural, and educational purposes services and the Annual Transparency Report, pursuant to the provisions of paragraphs 2 and 3 of article 29 of Law 4481/2017 we note that:

Based on the knowledge we acquired during our audit of "AUTODIA" CO-OPERATIVE LTD ORGANISATION of INTELLECTUAL RIGHTS COOPERATIVE MANAGEMENT and its environment, we have not identified any material inaccuracies in the financial information reported in the Annual Transparency Report and the special report on the use of sums spent for social, cultural, and educational purposes services