



ANNUAL REPORT 2018

SOCIETY OF AUTHORS ZAIKS

Creating and Protecting since 1918

ZAIKS IS AN ORGANISATION ESTABLISHED IN 1918 BY THE CREATORS AND MANAGED BY THEM. THE SOCIETY IS ONE OF THE OLDEST COLLECTIVE MANAGEMENT ORGANISATIONS IN THE WORLD. FROM THE VERY BEGINNING, ZAIKS HAS BEEN PART OF THE GLOBAL COPYRIGHT PROTECTION SYSTEM.





OUR FIRST 100 YEARS ARE NOW BEHIND US!

On March 19th 2018 our Society embarked on a new one hundred years of activity. We are proud that ZAiKS continues to be a strong and resilient society of – and managed by – creative artists.

It was surely the inner strength of our members, summoned up so many times, together with their knowledge that ZAiKS was and is in our joint ownership, which helped us come through the years 1945-1989 as one of the very few institutions remaining financially independent of the state.

For a hundred years now we are trying to link the mindset of creativity with the mindset of commerce. These are very different, we know, but despite that we do all possible to ensure their harmonious co-existence, and through this the cohesion of the Association and the good of creative artists.

“Let them hear us!” Jean-Michel Jarre, president of the International Confederation of Societies of Authors and Composers (CISAC) threw down this challenge at the opening of the General Assembly of CISAC organised this year in Warsaw to honour our Society’s centenary. From May 30th to 4th of June, over 200 creative artists and representatives of the leadership of member organisations discussed work being undertaken to safeguard the rights of authors and to ensure that they are more justly treated. Warsaw had not hosted this assembly – so important in safeguarding authors’ rights – since 1934, when CISAC’s deliberations had been held in Poland for the first time. In recognition of Jean-Michel Jarre’s help to and solidarity with his Polish confrères, and for his efforts in improving the situation of creative artists throughout the world, in this our centenary year we honoured Jean-Michel Jarre with Honorary Membership of ZAiKS.

An important feature of ZAiKS is its multidisciplinary nature, in other words the harmonious co-existence of a dozen or so different creative milieus, and also its wide ranging social welfare activity. All chairmen of ZAiKS I have known have often repeated that we should take good care of our system of support for worthwhile creativity, for the welfare of creative artists, for centres of creative activity. We are not and we do not wish to be solely a legal office, or solely a bank. We exist for our colleagues, to serve them as best we know how, unceasingly in mind of our core value – the nation’s culture. Our history is filled with greater and lesser creative achievements. Always, however, even at times of the heaviest political oppression, Polish creative artists always found within ZAiKS a spirit of solidarity which went above and beyond existing divisions. Many authors have written their names in the annals of great elite artistic achievement, and many in the annals of popular culture of the highest order. The support which authors of modest prestige but financial success give to outstanding creative artists of modest means has been and still is a most praiseworthy feature distinguishing us from many authors’ rights organisations in Europe, and surely also in the world; it is an example of solidarity in the deepest cultural sense.

My 30 years of experience working for ZAiKS prompts me to not forget about the serenity which allows us to be reconciled with what we cannot change, the courage which we need to change for the better all which is in our power, and the wisdom to tell the difference between one and the other. I am sure that we shall worthily celebrate this phenomenon of our continuing existence. We shall do all to consolidate, to deeply root, and to show creativity in developing further this worthy idea, cultivated now over many generations of authors bound up with ZAiKS, the idea of artists’ self-help and, within our possibilities, of help to other artists. We shall unceasingly cherish the position we ourselves have created for ourselves – this is our paramount ideal!

JANUSZ FOGLER
PRESIDENT OF THE EXECUTIVE BOARD
SOCIETY OF AUTHORS ZAiKS

ZAiKS’ MANAGEMENT TEAM

GENERAL MANAGER	DEPUTY GENERAL MANAGER & CHIEF INTERNATIONAL OFFICER	DEPUTY GENERAL MANAGER	CHIEF ACCOUNTANT
Krzysztof Lewandowski	Rafał Kownacki	Paweł Michalik	Dorota Kukuć

ZAiKS’ MANAGEMENT

- 1. ASSEMBLY OF DELEGATES**

The Assembly of Delegates is the supreme body of the Society of Authors ZAiKS. The assemblies, which are convened in the four-year periods, are participated by the representatives of all Sections elected in the course of the report-and-election meetings. The Assembly of Delegates is responsible, inter alia, for granting a vote of acceptance to the outgoing authorities, choice of the Chairman of the Society’s Board, seven members of the Society’s Board, the Audit Committee, and the Arbitration Board, sets the amount of membership fee, and guidelines for the Society’s activities, amendments to the Statutes.
- 2. COUNCIL OF THE SOCIETY**

A collegial body that shall carry out certain tasks of the Assembly of Delegates in the period between the assemblies. The council enumerates 18 members chosen by the Assembly of Delegates. The Council is responsible for, inter alia, approval of regulations, establishment, merger or liquidation of the Society’s sections, conferring the title of a Honorary Member, and – in the period between assemblies - approval of the membership fees and provisions, processing of appeals and complaints.
- 3. MANAGEMENT BOARD AND ITS PRESIDIUM**

The Management Board of the Society and its Presidium are appointed to manage the Society during the period between the assemblies of delegates. The Management Board of the Society includes the President chosen by the Assembly of Delegates, seven members chosen by the Assembly of Delegates and presidents of all the Society’s sections.
- 4. AUDIT COMMITTEE**

The Audit Committee is a statutory body of internal control. The Audit Committee enumerates seven members elected by the Assembly of Delegates. The Audit Committee shall elect the President, Deputy President, Secretary and Deputy Secretary from among its members. The Audit Committee shall have the powers to survey the Society’s activities and finances, control over the implementation of resolutions of the Board and making recommendations for the approval of the budget and financial statement.
- 5. ARBITRATION BOARD**

The Arbitration Board is composed of nine members, elected by the Assembly of Delegates. The Arbitration Board elects a chairman and a deputy chairman from among its members. The Arbitration Board shall have the powers to hear and determine proceedings brought by the disciplinary ombudsman of the Society’s Board and issues related to non-compliance with ethics and rules of social co-existence, brought by the members. This board may impose penalties such as warning, reprimand, suspension of membership and exclusion from the Society.

ZAiKS’ PRESIDIUM ELECTED ON 9.12.2017

- PRESIDENT**
Janusz Fogler
- VICE-PRESIDENT**
Miłosz Bembinow
- VICE-PRESIDENT**
Michał Komar
- TREASURER**
Marcin Błażewicz
- SECRETARY**
Olga Krysiak
- DEPUTY TREASURER**
Rafał Bryndal
- DEPUTY SECRETARY**
Tomek Lipiński

The ZAiKS centenary celebrations

THE ZAiKS PRIZE AWARD CEREMONY

In the year of the centenary,
the round 50th edition
of the ZAiKS prize took place.
This tradition goes back to the 60s,
and to this day more than 300 creators
have been awarded with the prize.

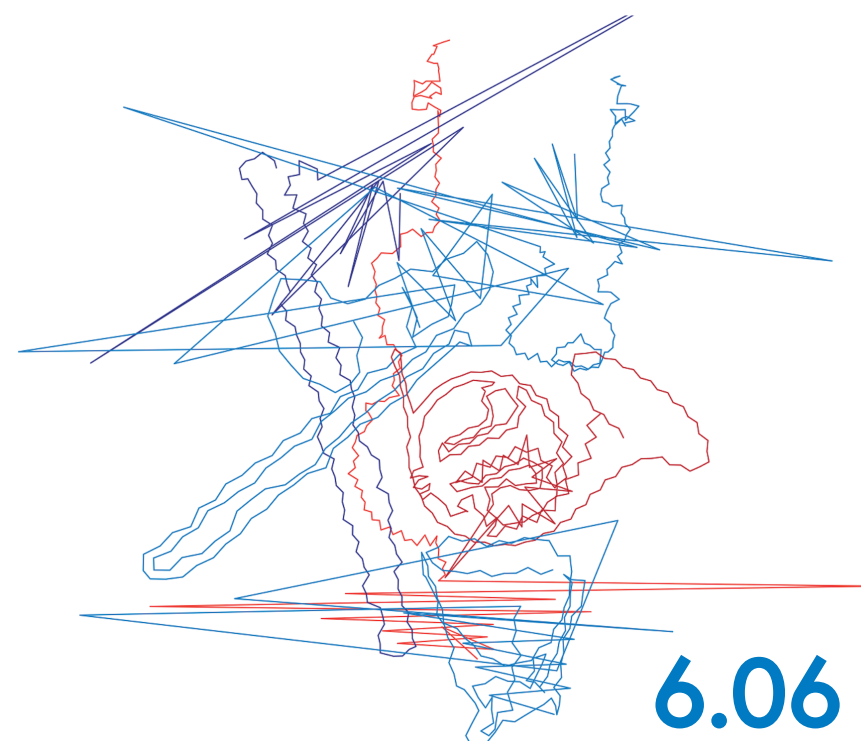


The ZAiKS'
Prizes

20.04

THE ZAiKS CENTENARY GALA AT THE GRAND THEATRE

19.03



6.06

INTERNATIONAL COMPOSITION COMPETITION FOR THE 100TH ANNIVERSARY OF ZAiKS

The competition was held in honor of the 100th anniversary of the establishment of ZAiKS, and the 70th anniversary of the artistic activity of the M. Karłowic Symphony Orchestra of the Szczecin Philharmonic. We could hear it perform the finalist compositions chosen from among 85 musical pieces submitted from all over the world.

THE CISAC GENERAL ASSEMBLY IN WARSAW

30.05–4.06



A SONG IN A 100 ZAiKS AND POLISH RADIO OPENED A COMPETITION FOR A HIT

Over 1000 new songs took part in the competition.
The verdict was decided by jury and the listeners.
A concert of the distinguished songs took place
on 2 December in the Concert Studio of the Polish Radio,
and the listeners' favorites can still be heard on air.

12.02



PIOSENKA NA 100

ZAiKS COORGANIZES
THE FRYDERYK PRIZE,
THE MOST IMPORTANT
AWARD OF THE POLISH
MUSIC INDUSTRY

16 i 24/04



THE LAUREATES
OF THE ZAiKS CENTENARY
AWARD HAND OUT
THE POLITYKA
PASSPORT AWARDS

9.01

PASZPORTY
POLITYKI

A FIVE-DISC ALBUM
OF ONE HUNDRED
POLISH SONGS
FOR THE CENTENARY
OF THE SOCIETY
OF AUTHORS ZAiKS



THE „TWORZYMY I
CHRONIMY. ZAiKS 100 LAT”
("WE CREATE
AND PROTECT. ZAiKS
CENTENARY") ALBUM.



co
jest
grane24
festival

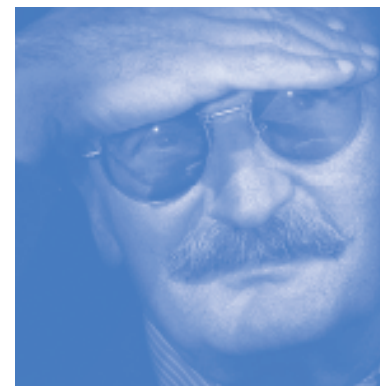
ZAiKS PARTNERS
THE „CO JEST GRANE”
("WHAT'S ON") FESTIVAL

2018

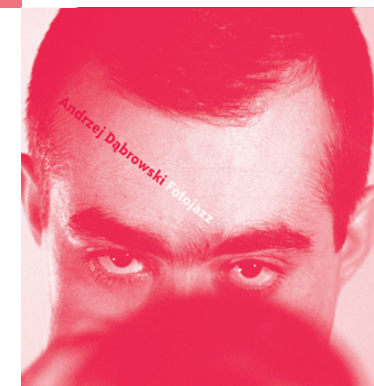


„ZNAJDŹ HISTORIE/Ę”
("HISTORY/IES TO BE FOUND")
ZAiKS AND POLISH RADIO'S
RADIO DRAMA
SCRIPT COMPETITION

19.11



THE „TWARZE ZAiKS-u”
("FACES OF ZAiKS")
ALBUM



THE "ANDRZEJ
DĄBROWSKI.
FOTOJAZZ"
ALBUM

ZAiKS AND DOCUMENTARY
AND FEATURE FILM
STUDIOS' (WFDiF)
COMPETITION FOR
A DRAMATIC WORK FOR
THE TEATROTEKA
– A SERIES OF SCREEN
ADAPTATIONS OF
NEW POLISH DRAMATURGY

7.06



ZAiKS AND GRAND THEATRE
- NATIONAL OPERA'S
COMPETITION
FOR A CHILDREN'S
AND YOUTH OPERA

17.09



THE „GALERIA ZAiKS
1918–2018. STO STRON
NA STULECIE”
("ZAiKS GALLERY
1918-2018. ONE HUNDRED
PAGES FOR THE
CENTENARY") ALBUM

Galeria ZAiKS 1918-2018
sto stron na stulecie
Jacek Frankowski



POLE 55
MIĘSIĘCZNIK FESTIWALI POLSKIEJ PROZY

ZAiKS PARTNERS THE 55TH
NATIONAL FESTIVAL
OF POLISH SONG
IN OPOLE

8–10.06



„TWÓRCZOŚĆ NA
PIERWSZYM PLANIE”
("CREATIVITY IN
THE FOREGROUND")
FILM MARATHON

5.12



THE "WAJDA" ALBUM



THE "POLAŃSKI" ALBUM

„TWARZE ZAiKS-u”
("FACES OF ZAiKS")
EXHIBITION
IN 8 POLISH
CITIES



ZAiKS PARTNERS
THE INTERNATIONAL
FESTIVAL OF MUSIC
PRODUCERS
SOUNDEDIT



ZAiKS CENTENARY MEDALS





The ZAiKS Centenary Gala at the Grand Theatre, Janusz Fogler with the creators honored with ZAiKS Centenary Prize, from left: Janusz Gajos, Wiesław Myśliwski, Krzysztof Penderecki, Agnieszka Duczmal, Krzysztof Zanussi, Tomasz Stańko, Ryszard Horowitz, Leon Tarasewicz, Mirosław Bałka, Jacek Cygan, Edward Păllasz, photo Kinga Karpati & Daniel Zarewicz prestigeportrait.pl

THE ZAiKS CENTENARY GALA AT THE GRAND THEATRE



Michał Komar and Miłosz Bembinow with the Honorary Members of ZAiKS, from left: Jan A.P. Kaczmarek, Janusz Majewski, Adam Makowicz, Jan Kanty Pawluśkiewicz, Jerzy Maksymiuk, Emil Wesołowski, Adam Pomorski (Pen Club), photo Kinga Karpati & Daniel Zarewicz prestigeportrait.pl

ZAiKS celebrated its 100th anniversary in the halls of the Grand Theatre - National Opera together with creators, members of the Society, collective management organizations from all over the world, politicians and media representatives. The evening featured a concert of the greatest Polish hits. The stage saw performances from, among others, Maryla Rodowicz, Leszek Możdżer, Hanna Banaszak, Tomasz Stańko, Stanisław Soyka, Zbigniew Namysłowski, Katarzyna Nosowska, Michał Urbaniak, Organek, Kayah, Marcin Masecki, Włodek Pawlik and many others.



The ZAiKS Centenary Gala at the Grand Theatre, from left: Maryla Rodowicz, Paulina Bidzińska, Tomasz Stańko, Fot. Kinga Karpati & Daniel Zarewicz Prestigeportrait.pl



CISAC, CIAM and BIEM, wanting to honor the 100th anniversary of ZAiKS, chose Warsaw as the location for their annual general assemblies. More than 200 creators and representatives of the authorities of member organizations met in ZAiKS's headquarters in order to discuss actions for a fairer treatment of authors in the market. An assembly of such importance for copyright protection was last hosted in Warsaw in 1934 when CISAC had its first meeting in Poland. 30.05-4.06

The General Assembly of CISAC in Warsaw, 1. From left: Krzysztof Lewandowski, Piotr Lewandowski (Deputy Minister of Culture and National Heritage), Janusz Fogler, Miłosz Bembinow, Rafał Kownacki, photo Krzysztof Wojciewski, 2. From left: Gadi Oron, Jean-Michel Jarre, Miłosz Bembinow, photo Krzysztof Wojciewski, 3. Photo Krzysztof Wojciewski, 4. Jean-Michel Jarre with Honorary Membership of ZAiKS, Edward Pałłasz, Janusz Fogler, photo Kinga Karpati & Daniel Zarewicz prestigeportrait.pl

ZAIKS' INTERNATIONAL PUBLIC AFFAIRS ACTIVITIES

TRANSFER OF VALUE

In 2018 we continued to put a lot of effort to amend the EU law, so that the Internet platforms are not able to avoid responsibility for the breach of copyright. As a result of active ZAIKS policy, we were able to maintain the commitment of many Polish MEPs to the Copyright on the Digital Single Market Directive, that implements provisions protecting the European creativity. For the purpose of increasing this support, together with other European CMOs we launched the Creator's Rights Fight campaign, which resulted in over 1000 letters of Polish creators to MEPs convincing them to vote for the text of the Directive, adopted by the JURI Com-

mittee. Despite the initial failure and rejection of JURI report in July 2018 we were able to convince the significant majority of MEPs to vote in favor of Copyright Directive on 12 September. The Parliamentary text was sent to triadialogue with European Commission and the Council and thus entered the final phase of legislative process. As a result of GAFA's strong lobbying, the Copyright Directive has become an instrument in a battle between the two largest political parties in Poland. Aggressive hate campaigns against the Directive were repeatedly launched against creators and the employees of ZAIKS, who are engaged in the fight for authors' online rights.



1. From left: Tomek Lipiński, Maria Sadowska, Ryszard Czarnecki, Stanisław Trzciński in European Parliament in Strasbourg, 11.09.2018, photo ZAIKS
2. CISAC President Jean-Michel Jarre leads an authors delegation – among them Piotr Rubik – to European Parliament in Brussels, 6.03.2018, photo CISAC



MAIN ACTIONS

MEET THE AUTHORS

Since 2014, GESAC in cooperation with ZAIKS and other most important CMOs in the European Union has organized a series of conferences "Meet the Authors" in Brussels and in Strasbourg, dedicated to the most important for the authors considerations of the EU law. The EU politicians meet there not only the authorities of CMOs in Europe but also the authors, with whom they discuss the copyright reform.

ZAIKS not only actively participated in conferences and meetings organized by GESAC, but, above all, conducted several dozen individual meetings with Polish MEPs. Representatives of all political factions in the EP took part in them. The MEPs met with leading Polish artists, supported by ZAIKS' employees, including the Oscar winner for music, Jan A.P. Kaczmarek, the internationally acclaimed jazz vocalist, Urszula Dudziak, the icon of the Polish alternative music scene, Tomek Lipiński,

and Piotr Rubik, the author of many Polish popular music hits. It is during such individual meetings that we most effectively communicate to politicians the message of the entire artistic community, and MEPs cannot ignore what they hear from the authors who they value.

We also supported other groups of creatives fighting for the Copyright Directive, primarily journalists and publishers. We inspired opinion-forming texts in printed and online press. Before the vote in the European Parliament in September 2018, leading Polish newspapers published empty front pages, which was a clear signal for politicians that without the Directive the market situation of the press will keep on getting worse. As a response to GAFA's aggressive campaigns, we conducted online activities educating the public about the copyright reform, we debunked false beliefs, and unmasked fake news.

#MAKEINTENERTFAIR AND EUROPE FOR CREATORS

POLISH CREATORS ACTIVELY SUPPORTED ALL THE ACTIONS CARRIED OUT AS PART OF THE EUROPE FOR CREATORS MOVEMENT. THE "MAKE THE INTERNET FAIR FOR CREATORS" PETITION WAS SIGNED BY 735 SIGNATORIES FROM POLAND.



ECONOMIC FORUM IN KRYNICA

On September 4, 2018, we spoke at the largest economic and political event in the region of Central and Eastern Europe. It is referred to as "Polish Davos", which is meant to reflect the rank of the Economic Forum in Krynica. Over 4,000 guests from Europe, Asia and the USA took part in the event, among them the Polish prime minister, ministers, parliamentarians, heads of large companies, people of culture and science. The opinions voiced by the participants of the Forum are cited by global media and are eagerly discussed by experts. ZAiKS is so far the only Polish collective management organization present at the Forum in Krynica. Thus, we give decision-makers a

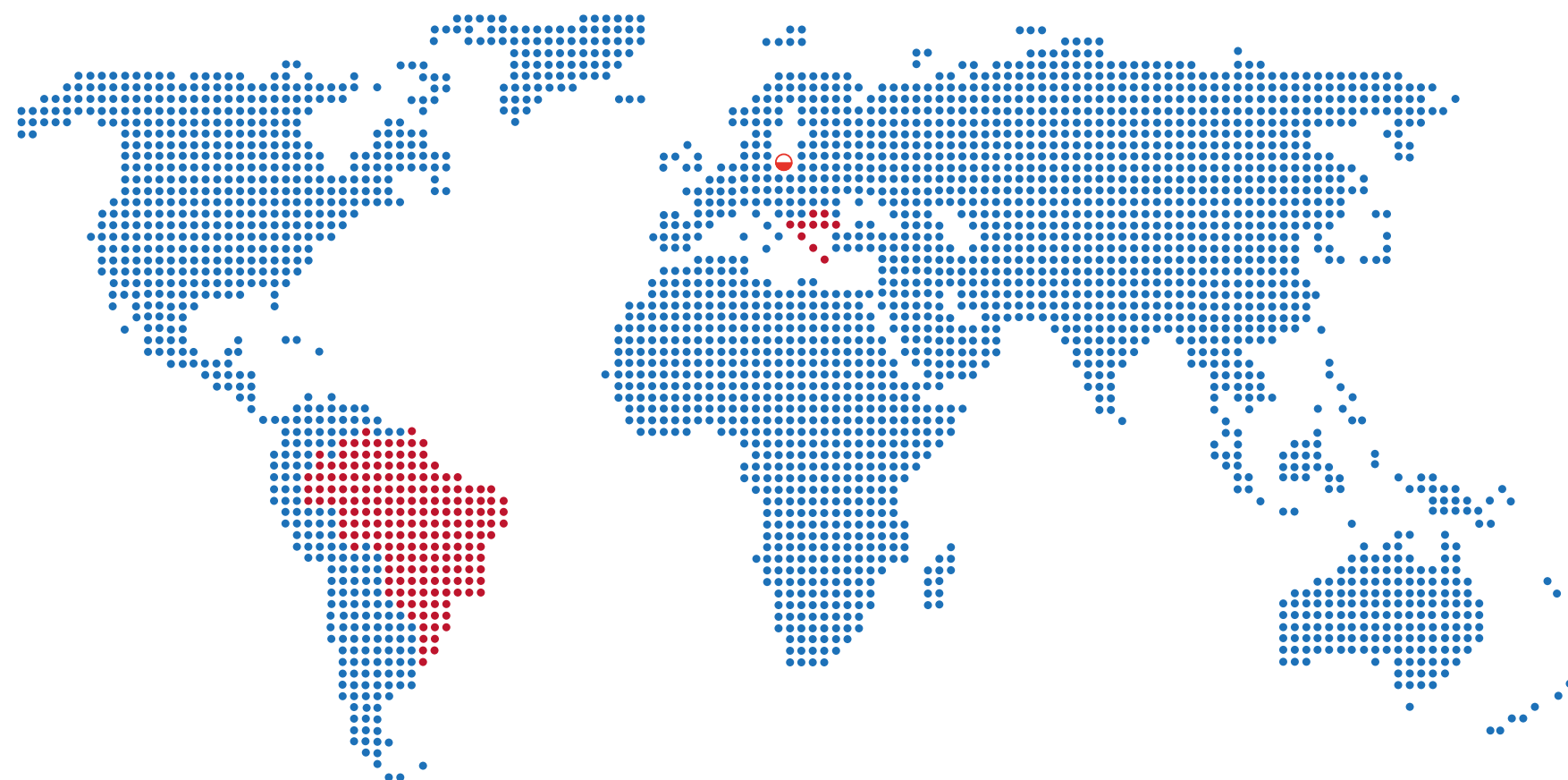
clear signal: the rights of creators are important for our economy.

The "Global Corporations and Polish and European Culture" panel, moderated by Stanisław Trzciński, was attended by Jean-Noël Tronc, Vice President of GESAC and General Director of SACEM, who showed significant support for Polish creators in their fight for the Directive, Paweł Lewandowski, Deputy Minister of Culture and National Heritage, Marcin Olender, Manager for Public Affairs and Government Relations for Central and Eastern Europe at Google, and creators: Maria Sadowska, Marek Kościkiewicz and Jan A.P. Kaczmarek.

Economic Forum in Krynica, from left: Stanisław Trzciński, Jan A.P. Kaczmarek, Jean-Noël Tronc, Paweł Lewandowski, Maria Sadowska, Marek Kościkiewicz, Marcin Olender, 4.09.2018, photo ZAiKS

NEW REPRESENTATION AGREEMENTS SIGNED IN 2018

THE SOCIETY OF AUTHORS
ZAIKS ACTS BASING ON **145**
REPRESENTATION AGREEMENTS,
CONCLUDED WITH THE SISTER
SOCIETIES AROUND THE WORLD.



● new agreements, A BRAMUS – Brazil, ALBAUTOR – Albania, AUTODIA – Greece, SOCINPRO – Brazil

THE SOCIETY’S FINANCIAL DATA IN 2018

DEAR LADIES AND GENTLEMEN,

first and foremost, I would like to declare that the financial results of ZAiKS are very good. In the first quarter of 2018 we significantly exceeded the financial assumptions with regard to both quota and point distribution. This makes us extremely happy. ZAiKS represents 16,219 creators, heirs, authors and publishers. At the end of 2018, we managed 516,229 works entrusted directly by rights-holders.

In 2018, we extended our protection over 32,606 new works. Moreover, in accordance with the act on copyright and related rights the Society also represents the rights of persons who are entitled to royalties even though they did not entrust their rights to the Society. In 2018, ZAiKS paid out royalties to 2,192 such persons. We also once again gave support, through scholarships and social benefits, to a few hundred creators.

Thanks to ZAiKS many valuable cultural initiatives were successfully promoted and realized. If anyone of you, Ladies and Gentlemen, would like to know more about the issues presented in the financial statement and the activity report of ZAiKS in 2018, please visit the Society’s website. There you can find all the data along with an appropriate commentary and interpretation.

MARCIN BŁAŻEWICZ
THE TREASURER OF THE SOCIETY
OF AUTHORS ZAiKS

ZAiKS IN FIGURES

BASED ON THE 2018 FINANCIAL STATEMENT OF THE SOCIETY OF AUTHORS ZAiKS COMPILED BY THE FINANCE AND ACCOUNTING DEPARTMENT

new IN 2018, MORE THAN 33 THOUSAND NEW WORKS WERE NOTIFIED WITH ZAiKS

WE PROTECT MORE THAN 65 MILLION OF WORKS CREATED BY THE POLISH AND FOREIGN AUTHORS



400 MILLION
WE DISTRIBUTE OVER
PLN 400 MILLION

35

EVERY FIFTH CREATOR REPRESENTED BY ZAiKS ON THE BASIS OF AN ENTUSTMENT AGREEMENT IS UNDER 35

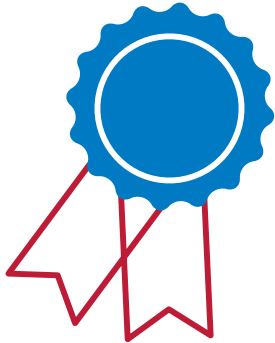


3,5 MILLION
WE PROTECT MORE THAN 3,5 MILLION FOREIGN AUTHORS AND PUBLISHERS



20 THOUSAND
WE REPRESENT MORE THAN 20 THOUSAND POLISH AUTHORS AND PUBLISHERS

WE ARE IN THE **TOP 20.** – OUT OF 239 CISAC ORGANIZATIONS – WITH REGARD TO THE AMOUNT OF MUSICAL ROYALTIES COLLECTED



WORKS PROTECTED BY ZAiKS

- MUSICAL WORKS
- WORKS COMPOSED OF WORDS AND MUSIC
- RADIO DRAMA SCRIPTS
- LITERARY WORKS
- TRANSLATIONS OF LITERATURE
- FILMS SCRIPTS AND DIALOGUES
- PANTOMIMES AND CHOREOGRAPHIC WORKS
- DRAMATIC AND STAGE WORKS
- OPERA AND MUSICAL LIBRETTOS
- CABARET WORKS
- ACADEMIC AND JOURNALISTIC WORKS


EVERY YEAR ZAiKS MANAGES EVER MORE WORKS DIRECTLY ENTRUSTED BY CREATORS



ZAIKS IN NUMBERS

COLLECTION INCOME IN 2018 GROUPE
BY THE SOURCE OF COLLECTION

2018

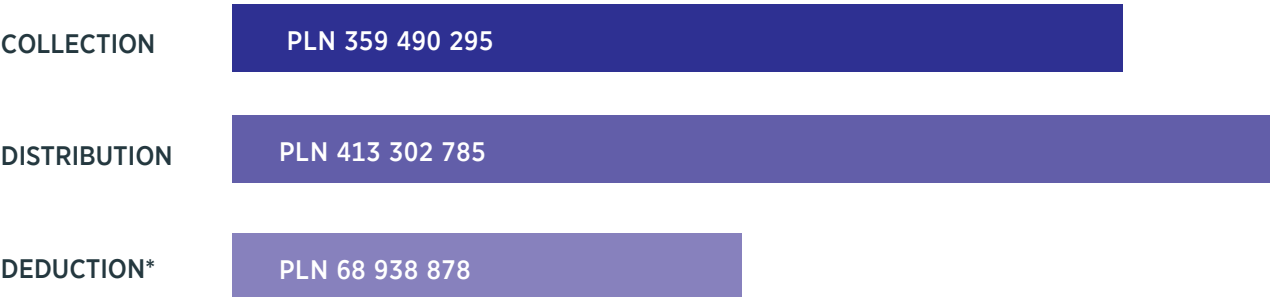
	RADIO AND TV BROADCASTS	PLN 146 760 287
	PUBLIC PERFORMANCES AND BROADCASTS	PLN 112 635 356
	RETRANSMISSION	PLN 41 839 132
	SCREENING IN CINEMAS	PLN 20 546 095
	PHONOGRAPHY AND VIDEOGRAPHY	PLN 20 244 932
	STAGE PERFORMANCES	PLN 20 273 468
	INTERNET	PLN 10 770 242
	OTHER	PLN 4 878 960
	PRIVATE COPYING	PLN 0
	TOTAL	PLN 377 978 469

THE NUMBER OF WORKS DIRECTLY
ENTRUSTED TO ZAIKS

2018



2017



2016



* Applies jointly to the costs of collection and distribution

BALANCE SHEET AS OF 31 DECEMBER 2018

2018

A FIXED ASSETS	46 708 175,68
I. INTANGIBLE AND LEGAL ASSETS	66 941,08
II. TANGIBLE FIXED ASSETS	46 641 234,60
1. LAND AND BUILDINGS	43 893 343,50
2. TECHNICAL DEVICES, MACHINERY ETC.	2 747 891,10
3. PREPAYMENTS FOR TANGIBLE ASSETS UNDER CONSTRUCTION	0,00
B CURRENT ASSETS	991 958 201,75
I. INVENTORIES	75 199,87
II. SHORT-TERM RECEIVABLES	9 441 237,09
1. PAYABLES ARISING FROM THE PURCHASE OF GOODS AND SERVICES	39 197,68
2. TAXATION, DONATION, DUTY AND SOCIAL SECURITY RECEIVABLES	0,00
3. OTHER RECEIVABLES	9 402 039,41
III SHORT-TERM INVESTMENTS	980 494 433,86
1. SHORT-TERM FINANCIAL ASSETS IN RELATED ENTITIES	251 751 465,30
2. CASH AND CASH EQUIVALENTS	728 742 968,56
IV. SHORT-TERM ACCRUALS AND PRE-PAYMENTS	1 947 330,93
TOTAL ASSETS	1 038 666 377,43

BALANCE SHEET AS OF 31 DECEMBER 2018

2018

A OWN FUNDS	390 457 095,71
B LIABILITIES AND PROVISIONS FOR LIABILITIES	648 209 281,72
I. PROVISIONS FOR LIABILITIES	50 483 751,34
II. LONG-TERM LIABILITIES	0,00
III. SHORT-TERM LIABILITIES	597 468 757,11
IV. ACCRUALS AND DEFERRED INCOME	256 773,27
TOTAL LIABILITIES	1 038 666 377,43

PROFIT AND LOSS ACCOUNT

FOR THE PERIOD 01.01.-31.12.2018

2018

A. NET SALES REVENUE	90 097 650,02
B. COST OF PRODUCTS SOLD	23 643 131,77
C. GROSS PROFIT OR LOSS FROM SALES (A-B)	66 454 518,25
D. SALES COST	397 192,79
E. GENERAL MANAGEMENT COST	70 990 662,17
F. PROFIT (LOSS) FROM SALES (C-D-E)	-4 933 336,71
G. OTHER OPERATING REVENUES	6 685 991,85
H. OTHER OPERATING COSTS	4 546 819,95
I. PROFIT (LOSS) ON BUSINESS ACTIVITIES (F+G-H)	-2 794 164,81
J. FINANCIAL REVENUES	12 472 219,77
K. FINANCIAL COSTS	38 643,50
L. GROSS PROFIT (LOSS) (I+J-K)	9 639 411,40
M. INCOME TAX	99 195,00
N. OTHER MANDATORY PROFIT REDUCTIONS (INCREASE OF LOSS)	-
O. NET PROFIT/LOSS (L-M-N)	9 540 216,46

24

ZAIKS' NEW AGREEMENTS WITH FOREIGN CMOS

IN 2018, ZAIKS NEGOTIATED AND CONCLUDED AGREEMENTS WITH FOUR FOREIGN CMOS.
A DOZEN FURTHER AGREEMENTS ARE UNDER NEGOTIATION



ALBANIA



BRAZIL



BRAZIL



GREECE

ZAIKS A CAREGIVER FOR CREATORS

IN 2018, ZAIKS' SOCIAL INITIATIVES AMOUNTED TO
PLN 16 567 487



ALLOWANCES/ MEDICAL AID/
HOUSES FOR CREATIVE WORK

ZAIKS PATRON OF CULTURE

IN 2018, THE CULTURE SUPPORT FUND OF ZAIKS PROVIDED CREATORS WITH
PLN 3 900 800

WE AWARDED **337** SCHOLARSHIPS AND **283** GRANTS FOR CULTURAL UNDERTAKINGS

INTERNATIONAL PARTICIPATION OF ZAIKS

25



MAŁGORZATA SEMIL
EXECUTIVE COMMITTEE MEMBER
WRITERS & DIRECTORS WORLDWIDE
is a worldwide umbrella organisation that addresses, as a statutory advisory body, issues concerning the moral rights, economic and legal interests of dramatic, and literary and audiovisual (DLV) creators.

RAFAŁ KOWNACKI
MEMBER
CISAC GLOBAL POLICY COMMITTEE
addresses and makes recommendations to the Board on international policy concerns including lobbying, policy advocacy and co-operation with other organisations.

JAN MŁOTKOWSKI
CHAIR
CISAC COMMUNICATIONS EXPERTS GROUP MEMBER
The CEG is an advisory committee supporting CISAC's communications work. It assists the Global Policy Committee (GPC) and implements its decisions on communications priorities.



RAFAŁ KOWNACKI
MEMBER
GESAC BOARD
GESAC comprises authors' societies from across the European Union, Iceland, Norway, and Switzerland, representing more than 1 million creators and rights holders in the areas of musical, audiovisual, visual arts, and literary and dramatic works. GESAC's mission is to advocate for adequate remuneration for creators, especially online, to ensure a sustainable creative and cultural ecosystem and to promote collective management as the best solution to respect and protect authors' rights.

ANNA MISIEWICZ
MEMBER
GESAC MADRID GROUP
elaborates legal positions on current affairs. It gathers the legal heads of department of each member society and meets on a regular basis in Brussels.

JAN MŁOTKOWSKI
MEMBER OF COMMUNICATION AND PUBLIC AFFAIRS COMMITTEE
GESAC STEERING COMMITTEES
are working groups performing operating activities such as legal and copyright relations between USA and EU, standardisation of financial reports in EU and Communication and PR Committee



ANDRZEJ KUŚMIERCZYK
MEMBER
BIEM MANAGEMENT ADVISORY COMMITTEE
advisory body of the mechanical rights umbrella organisation.

