

Kobalt Music, a Leading Provider of Publishing Administration and Royalty-Collection Services, Welcomes Dylan Berthier as Chief People and Culture Officer

London, England — December 5, 2023 Renovata & Company is pleased to announce the placement of Dylan Berthier as chief people and culture officer of Kobalt Music, a provider of publishing administration and royalty-collection services to owners of music-publishing copyrights.

"I am thrilled to join Kobalt Music at an exciting juncture in the company's history," Berthier says. "Kobalt exists to empower creators, and through my passion for helping people and businesses unlock their potential, I look forward to working with every team member to ensure we continue to truly empower those we support across the industry."

Majority-owned by Francisco Partners, Kobalt was founded in 2001. Today, Kobalt has more than 400 employees operating out of 12 offices globally. The company's primary customer base is more than 30,000 songwriters. Kobalt also serves more than 700 publishers, as well as IP owners/funds that invest in music-publishing catalogs.

Kobalt solutions are powered by an integrated technology platform that reduces inefficiencies and delivers more money, faster, to its customers in more than 200 territories. The company's business model eliminates the traditional sub-publisher model, resulting in lower cost and up to four-times faster payments for songwriters and other rights owners. The technology is built to handle today's rapid increase in transaction volume that has followed explosive digital growth.

"Dylan has more than 20 years of experience as an HR leader," says Lucy Brealy, Renovata & Company consultant. "He has led successful change, growth and transformation efforts across numerous industries, including banking, fintech, technology and entertainment."

Berthier joins Kobalt from Activision Blizzard, where he held a number of leadership roles—most recently leading the change and employee experience workstream of Microsoft's approximately \$70B acquisition of the company. Before that, he was an HR and change/culture leader at Travelex for five years. Previously, Berthier held various HR and communications roles at companies including GSK, British Council, Lloyds Banking Group, Symantec and Barclays.

About Renovata & Company

Renovata & Company is an executive search and private equity advisory platform, trusted by boards, financial sponsors and their portfolio companies. Our global platform delivers transformational leaders, high-performing teams, and valuable insights that drive superior business and investment outcomes. Renovata's executive search activities are focused on high-impact, board-level mandates, including CEOs, CFOs, other C-suite executives and board directors. Zeren delivers broader talent solutions, supporting businesses as they build teams throughout the organization. With relationships across 60 leading private equity firms, we also provide specialized diligence and advisory services, including executive/operating advisors, diligence support, sector development and deal origination. We also make equity co-investments alongside our private equity clients through our investment affiliate, L Capital. With a heritage in software and technology-enabled services, Renovata & Company now serves digital-first companies in multiple industries across North America and Europe. www.renovata.com

Contact:

Lucy Brealy
Consultant
Lucy.Brealy@renovata.com

Location:

Renovata & Company
41-44
Great Queen Street
London
WC2B 5AD
United Kingdom
+44 20 7440 4000
contact@renovata.com