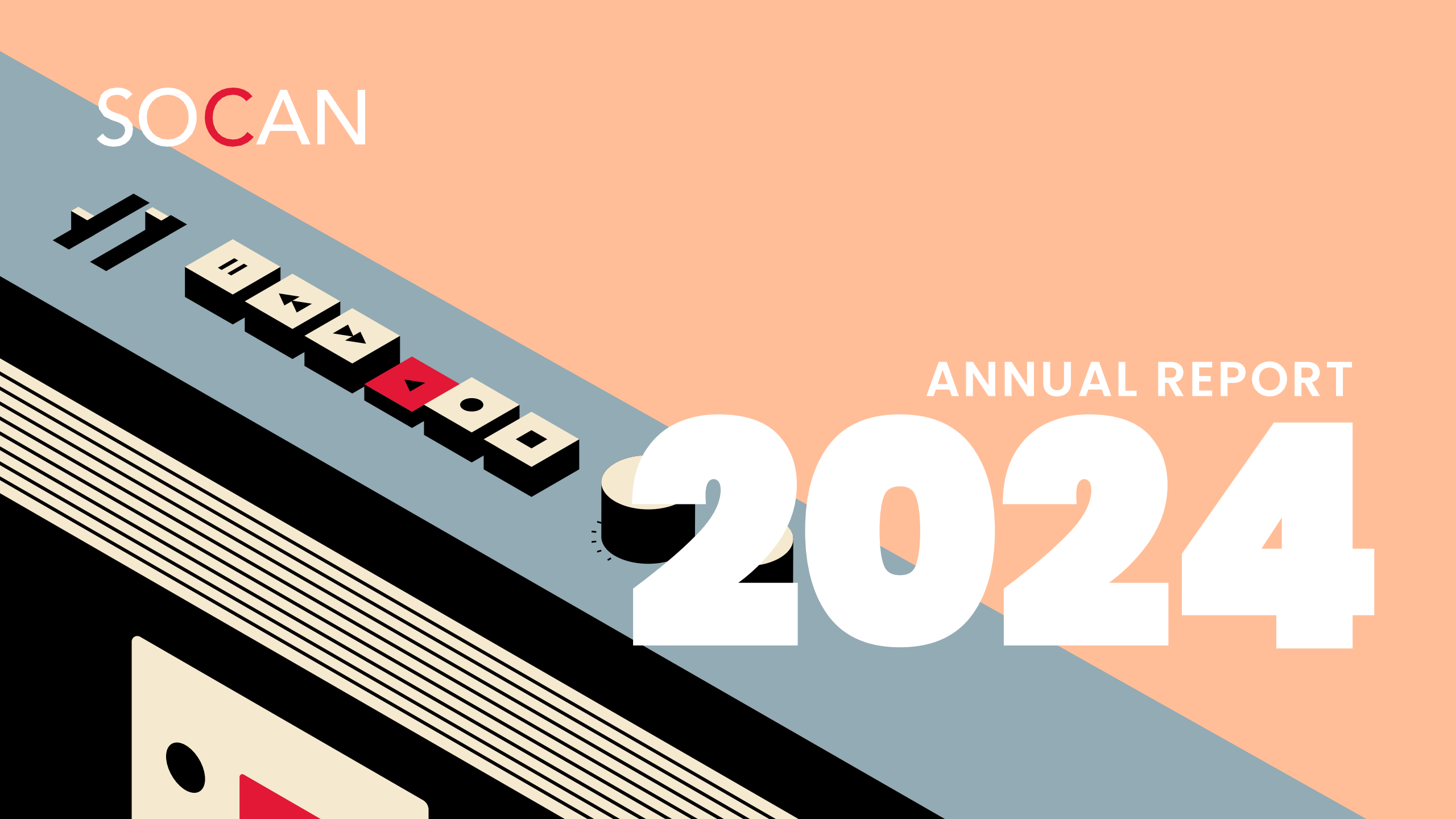


SOCAN

ANNUAL REPORT

2024



WHO WE ARE

SOCAN is Canada's largest rights management organization, representing nearly 200,000 songwriters, composers, and music publishers.

Member-owned and not-for-profit, we issue music licenses for the performing and reproduction rights. Fees collected are distributed as royalties to the rights holders who have earned them.

We educate, advocate, and celebrate our members, ensuring they have the tools and support they need to navigate a changing industry—so they can focus on creating the music we all enjoy.





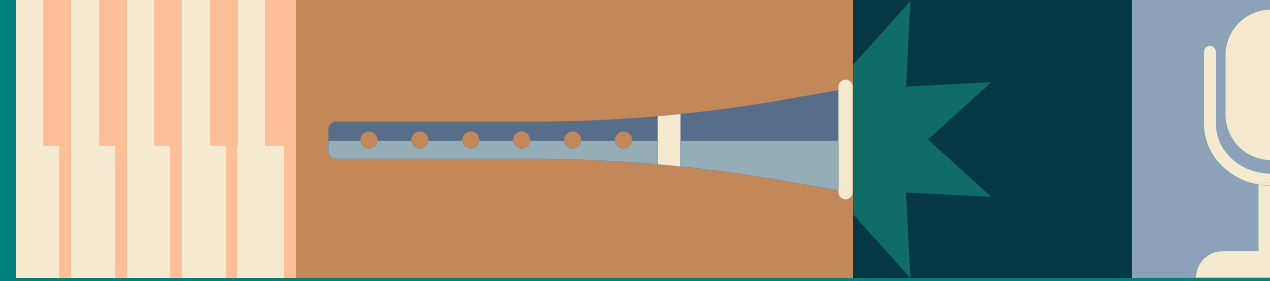
JENNIFER BROWN
CEO, SOCAN

WORDS FROM OUR CEO

Twenty twenty-four saw us continue our work to create a SOCAN that prioritizes members' royalties, rights and education. We were and continue to be focused on what matters most to members, getting more money into Canadian music creators' hands, faster and with more data granularity and transparency than ever before. It was a year of deepening our connections with and between our members, associations, government, industry organizations and partners.

Keeping music creation as a viable career that can support a family in Canada is always at the forefront of our SOCAN strategy.

To that end, we continued work with Spanish Point Technologies on SOCAN's most important technology partnership in our history. It will not only modernize how we ingest and process data but provide more data transparency and offer faster and more frequent distributions to members.



This technology facilitates the work and processes which are common to all societies without requiring SOCAN to make massive investments in custom-built technology.

Our ability to track performances and distribute royalties depends on cutting-edge technology, and in Spanish Point Technologies, we have a partner that specializes in exactly this while having the ability to keep pace with our future needs.

**We're creating a SOCAN where
working with us will be faster
and easier than ever before**

Although 2024 was another record-setting year for revenue, we had to acknowledge and tackle the challenges that are threatening the Canadian and global music market, copyright principles and human-created music.



SOCAN and our creative community place a high value on Canadian music and culture, but we know there are market players who value them differently than we do. The fundamental principles of copyright continue to be challenged by artificial intelligence and the platforms that exploit it.

We are proud to stand arm-in-arm with other Canadian music organizations as we make progress in establishing regulatory principles that place high value on music and culture, because any other vision devalues Canadian songwriters, composers, music publishers and Canada's unique culture.

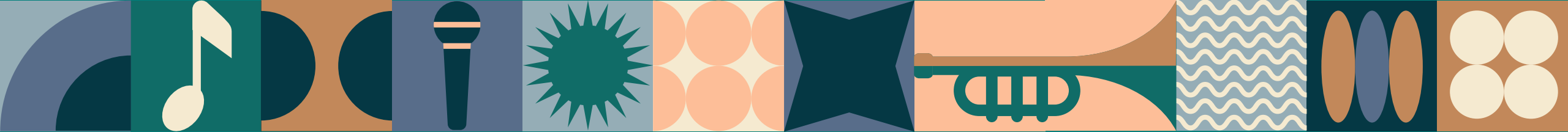
We know a healthy Canadian music economy doesn't exist in a vacuum. Globalization of any industry contributes to smart and innovative thinking. That said, the idea that consolidation yields greater results is only true for some and in only some instances. Globalization cannot come at the expense of the middle-class songwriter or composer.

“We continue to fight for the rights of our music creators and publishers to improve their royalties.”

We've seen some key players in the market look to reduce what they pay for music, even as so many of our creators are struggling to make a living.

We see how the roles of our music creators and publishers have expanded; they are taking on more business responsibilities and looking for more help and information. We are working to deliver that much needed and valued education and support to work in today's music industry.

We know there is a future where the continued downward price pressure from certain players in the market can be offset with technological efficiencies, by maintaining licensing negotiation power to protect and increase local revenue streams, and by delivering the much needed and valued support to our members with in-market high-touch service.



We believe in innovative thinking and the progress that comes with it, but we also believe that collective management will be integral to the health of the middle-class and emerging music creator in Canada, and that it will remain competitively priced while delivering high-quality service to members.

In 2024, we were very happy to see important government funding support for Canadian music creation, as the Canada Music Fund was topped up with \$32M, and with the first Online Streaming Act decision that requires digital service providers to invest 5% of revenue back into Canadian Music Creation. Investment in all aspects of the Canadian music economy is integral to its success on a local and global scale.

In June, we partnered with Billboard to award Canada's very first Non-Performing Songwriter of the Year award to Lowell, and look forward to it becoming a staple at the JUNOS beginning in 2025. In the fall, we were thrilled to host the CIAM General Assembly in Montréal. A tremendous opportunity to motivate collaboration among music creators from all corners of the world and to strengthen CIAM as a valuable and unified global voice of songwriters.


And, finally, the first-ever national study on mental health covering all music industry roles in Canada is currently underway, with preliminary results expected in mid-2025. Alongside Unison, we have been a dedicated community partner in launching and promoting this groundbreaking study. The Revelios Soundcheck Survey, [available here](#), is open to all Canadian music industry professionals throughout 2025. Its findings will provide valuable insights into the state of mental health in our industry, helping all stakeholders better understand the challenges and identify ways to offer meaningful support.

Congratulations to SOCAN members on a fantastic 2024; we look forward to connecting with you in 2025 and having an even more productive year.

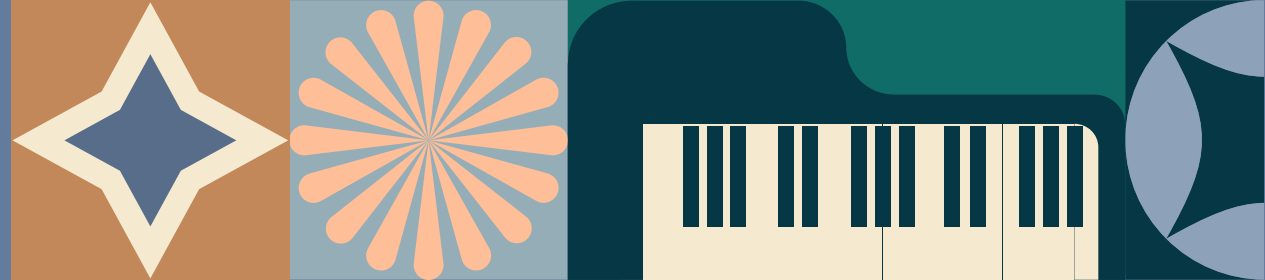
We applaud your talent and celebrate the contribution your work makes to Canadian culture.

The world is a better place with your music in it.

Jennifer Brown
CEO, SOCAN



MARC OUELLETTE
Chair, Board of Directors
& President, SOCAN



WORDS FROM OUR PRESIDENT & CHAIR OF THE BOARD

In 2024, SOCAN's Board of Directors remained committed to accountability and delivering results that contribute to the sustainability of the industry for our nearly 200,000 members and clients.

This year, we strengthened our governance and our dedication to transparency as we held our first election under our amended bylaws and set the foundation for annual SOCAN director elections going forward. To set our newly elected Board members up for success, we invested in extensive education and training, equipping them to be stronger directors and advocates for songwriters, composers, and music publishers.


As artificial intelligence reshapes the music industry, SOCAN has established key AI principles to guide future regulation intended to safeguard creators' rights

We are emphasizing the importance of human creation, and that any regulations should ensure that creators' consent to the use of their works by AI and are compensated for doing so. We continue to advocate on behalf of our members on this issue and host regular education sessions on the real and potential impacts of AI.

In 2024, we also introduced Mireille Tabib as SOCAN's ombudsperson. Ms. Tabib acts independently and impartially to investigate and assist in the resolution of escalated complaints from members. This addition enhances transparency, reaffirms our commitment to fairness, and reinforces trust and accountability within the organization.

Following the passage of Bill C-11, SOCAN was happy to see the decision requiring digital service providers to contribute 5% of gross revenue to Canadian music creation, a critical step in strengthening long-term sustainability. Looking ahead, we are actively shaping the conversation on promotion and recommendation of Canadian music on digital services to ensure Canadian music continues to thrive and be discovered.



A group of young people are gathered in a music studio. In the foreground, several acoustic guitars are leaning against a wall. A group of about ten people, mostly young adults, are sitting and standing around a table. Some are looking at each other and talking, while others are looking towards the camera. The room has a casual, creative atmosphere with various items on the table, including water bottles, a box of tissues, and some papers. The lighting is soft and the overall tone is blue-tinted.

“We're looking for avenues to retain what we create, and Thank God for SOCAN, and what they do for us, because it's one of the most substantial avenues for what we do as creators.”

– country singer-songwriter, Sacha



CREATING COMMUNITY FOR MEMBERS

Twenty twenty-four was a year of enhanced connection for SOCAN and its members. We proudly supported our members' creative journeys, offering opportunities to collaborate and grow within the broader music community. We fought for their rights and royalties.

We welcomed more than 6,000 new members who will benefit from valuable education and resources to help deepen their understanding of their music communities. We celebrated our members' achievements and expanded educational opportunities. Through in-person and virtual networking events, SOCAN fostered deeper connections among songwriters, composers, and publishers, creating spaces for our members to share experiences and their talent as music creators.

Building a supportive community and ensuring music creation remains a sustainable career in Canada continues to be at the heart of our mission. In 2024, we reinforced our role as a trusted partner, empowering music creators and publishers to navigate the evolving music industry with confidence and strengthening the foundation for future generations.

CREATIVE CONNECTIONS & EDUCATION

We launched SOCAN Academy, an online platform designed to help members better understand SOCAN and grow their music careers. Its impressive success demonstrates the importance and need for this type of information.

SOCAN's Legal and Creative teams educated our members about the use of Artificial Intelligence in music, via two online "AI 101" sessions, and in AI updates in meetings with both English and French music publishers.

We received approximately 350 member applications for our SOCAN Houses, located in Los Angeles, California and Nashville, Tennessee. Both houses were booked almost every week in 2024 with over 90 members enjoying their stay, having the special opportunity to explore and expand their networks in these key creative hubs.

We attended and supported our members at more than 400 showcases and performances in 2024.



We facilitated more than 600 introductions between members and key industry players, including songwriters, producers, music publishers, and executives. These strategic connections open doors for collaboration, mentorship, and career advancement.

SOCAN hosted over 20 self-produced events, bringing together more than 2,600 attendees.

We met with over 800 members and/or their teams, providing tailored guidance and support. These meetings allowed us to address individual concerns, offer career advice, and help members optimize their relationship with SOCAN.

In 2024, the SOCAN Creative team remained highly active in the song camp space, organizing or partnering on more than 30 song camps, with participation from more than 250 SOCAN members.

We also facilitated 17 in-person and 18 online SOCAN 101 info sessions, helping to teach new members how to register their songs, cue sheets, and concert performances. More than 1,000 members and creators attended our educational sessions throughout the year.



EVENTS & AWARDS

In 2024, we issued over 100 SOCAN No. 1 Song Awards to our writer and publisher members, recognizing these very significant career milestones. Among the chart-topping songwriters who took home the trophies were The Beaches, TOBi, The Reklaws, LU KALA, Allison Russell, Sebastian Gaskin, bülöw, and Charlotte Cardin.

SOCAN CEO Jennifer Brown, along with several of our Vice Presidents and department heads, addressed the queries and concerns of more than 100 music publishers in two online Publishers Town Hall Meetings in 2024. We provided key information and updates on our activities, including the latest info on generative AI; our transformation projects, especially Spanish Point matching tech and the unidentified works list; and our plans for Québec. In each quarter of 2024, we met with 20+ music publishers to review their priorities and provide concrete results and detailed responses.




More than 500 songwriters, composers, screen composers, producers, music publishers, and music industry professionals gathered to celebrate at the 2024 SOCAN Awards Gala, where winners of the major achievement awards included the rock band Arkells; pop singer-songwriter Lauren Spencer-Smith; screen composer Keith Power; and non-performing songwriter Tobias Jesso Jr.

At the 2024 Canadian Screen Awards, 54 SOCAN members were nominated in musical categories, and 11 earned the prizes. Among the winners were Peter Chapman and Maylee

Todd, for Best Original Music, Comedy, Television, for “The End” episode of Workin’ Moms, as well as Qurram Hussein, for Achievement in Music – Original Song, Film, for “Ishq Ki Na Koi Bhi Hud Hai,” which appeared in The Queen of My Dreams.

The Creative Programming and Partnerships team made significant strides this year by successfully developing and executing more than 40 strategic partnerships with key music industry events, conferences, and organizations across North America and Europe.





**SOCAN does so much great work
for writers, putting on songwriting
camps, and giving people a shot
to do what they love to do.”**

– dance/pop artist, Shawn Desman

QUEBEC MEMBER SERVICE

Continuing the measures implemented in 2023, SOCAN's Québec Affairs Department supported the organization in making decisions and providing services tailored to the Québec market.

Positioned as a key ally for Québec members, the Québec Affairs department aims to foster a proud, productive and diversified market.

In 2024, the team continued their work rebuilding relationships and supporting the community. Initiatives such as quarterly round tables and think tanks have already yielded promising results.

We worked to improve member services by rolling out a comprehensive "Québec Plan" and launching educational and event-based activities. Initiatives such as workshops on cue sheets and an event devoted to education and collaboration in screen composing were held. Specific efforts focused on Québec member services have, among other things, led to important progress in the distribution of funds and concert royalties from government programs, and to the establishment of collaboration protocols with institutions such as Musicaction.



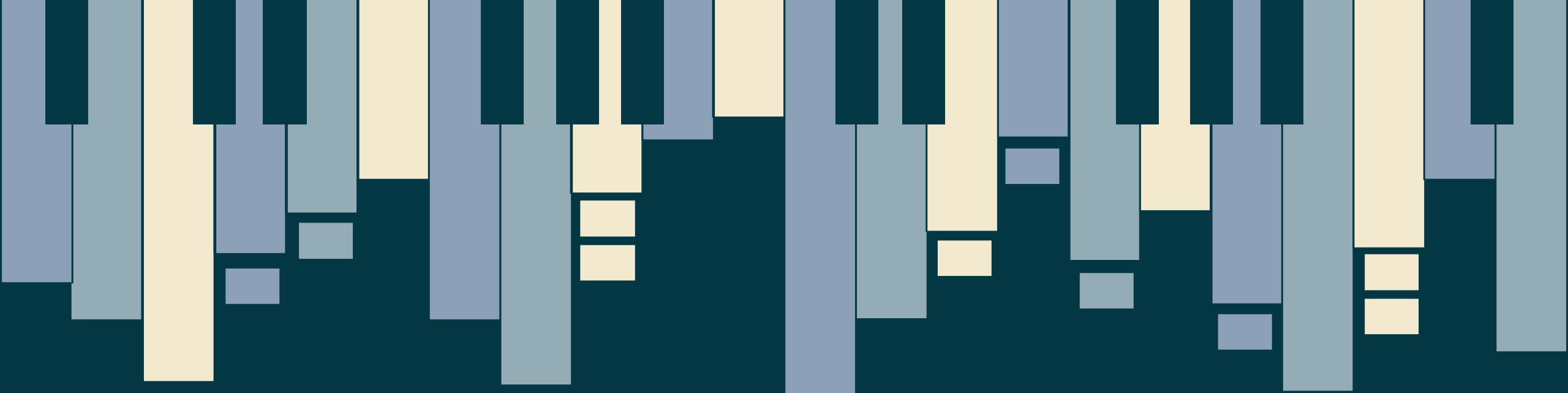
The Québec Affairs team has also improved its support for, and collaboration with, key industry associations such as SPACQ-AE, APEM and ADISQ through concerted outreach efforts. The department worked cross-functionally with SOCAN head office contributing to national political representation and communication activities with a Québec lens, for example, discussions on artificial intelligence.

The Québec Affairs Department took significant steps in 2024 to strengthen its public relationships by connecting with a wider range of audiences, including media, industry, institutions and provincial and municipal governments in Québec, improve member services with boots on the ground, and contribute to cross-functional initiatives, with promising results for the future.



An abstract collage background featuring a brown acoustic guitar on the left, a series of four interlocking gears with teal centers and red dots at the top, and a stylized bird on the right. The bottom section has orange and blue wavy patterns. The word "ADVOCACY" is centered in a dark teal box.

ADVOCACY



Advocacy on Generative AI

We know creating music is hard work. That's why SOCAN has been focused on the challenges that generative AI is creating for our members. This past year, we addressed these issues directly, participating in the Government of Canada's consultation on copyright and generative AI, focusing on the principles of compensation, consent, and credit to creators. We also advocated for transparency and record-keeping requirements on generative AI companies, so music creators can identify when and where their works have been used. Along with more

than 35,000 others, we signed on to the "AI Training Statement" that the unlicensed use of creative works for training AI is a major threat to the livelihoods of the people behind those works. We presented sessions on generative AI to SOCAN members, at the APEM (Association des professionnels de l'édition musicale) Tech Summit, and at the CIAM (International Council of Music Creators) General Assembly. We'll continue to advocate for our members on this important subject.

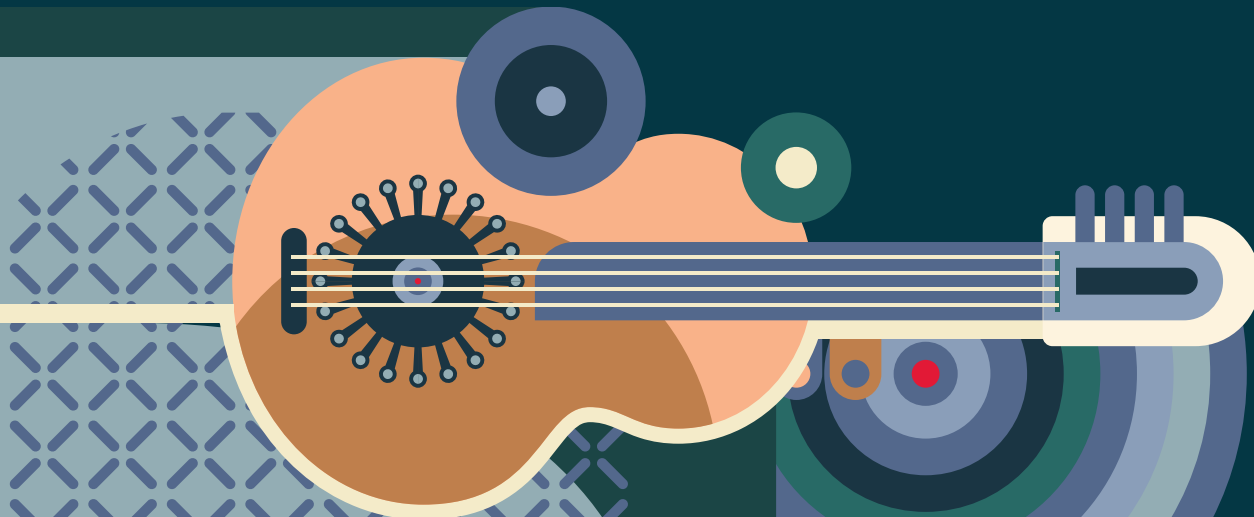
Advocating for Our Members


In addition to generative AI, SOCAN advocates on behalf of our members for copyright and broadcasting reform. Last year, we requested that the Government of Canada close loopholes in the Copyright Act that unfairly allow the use of your work without remuneration, and to modernize outdated regimes like private copying to apply to devices like smartphones and tablets, where most Canadians now do virtually all their listening. We advocated before the CRTC to require additional contributions to FACTOR and Musicaction from online audio and audiovisual broadcasters, and participated in a roundtable to discuss updates to how a “Canadian song” is defined.



SOCAN Reception on Parliament Hill

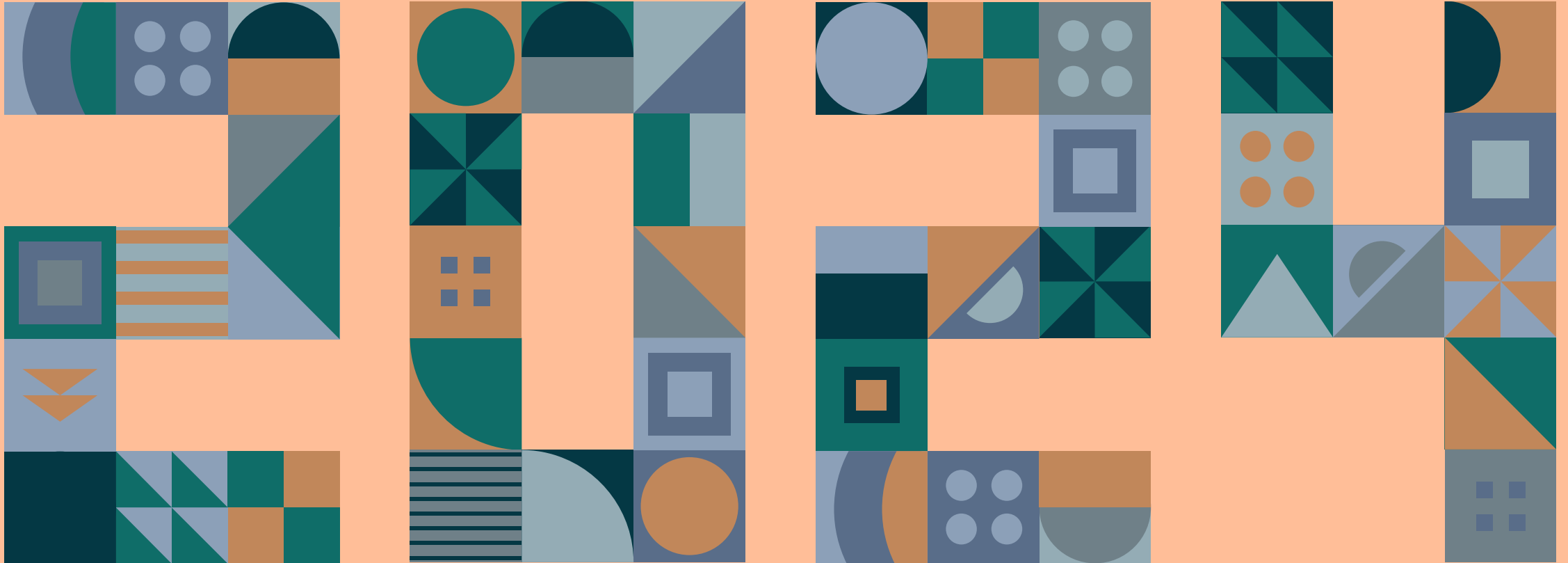
SOCAN hosted a reception on Parliament Hill, which included performances from our members William Prince, Ron Sexsmith, and Les Sœurs Boulay, with speeches by Minister of Canadian Heritage Pascale St-Onge, Senator Rene Cormier, Conservative MP Kevin Waugh, and Bloc Quebecois MP Martin Champoux.



A group of approximately ten people, mostly young adults, are gathered around a large wooden table in what appears to be a music studio or rehearsal space. They are all smiling and looking towards the camera. The table is cluttered with various items including water bottles, a box of tissues, and some papers. In the background, there are whiteboards and a man standing on the right side. The overall atmosphere is casual and collaborative.

**“I've had a relationship with SOCAN
pretty much since I got into the
industry... It's just a great privilege
to be part of the community.”**

– producer-songwriter, T-Minus



FINANCIAL HIGHLIGHTS

FINANCIAL HIGHLIGHTS

In 2024, SOCAN marked another successful year by collecting more than half a billion dollars on behalf of its members and distributing record-high royalties, solidifying its status as a leading global music rights organization.

SOCAN's total revenue in 2024 was \$559.4-million, a new record and a 6.9% increase over the previous year. Strong growth in digital, international, and General Licensing and Concert revenues were the key contributors to this strong performance. Digital revenues experienced year-over-year growth of 10.8%. Concert and General Licensing revenues saw increases of 17.7% and 10.1%, respectively, year-over-year.

SOCAN distributed a record-high total of \$512.4-million to rightsholders in 2024, a 17.5% year-over-year increase. This was driven primarily by increased distributions from digital services (audio and audio visual), concerts, and traditional services (cable, TV, and radio). A significant portion of this increase also came from improved data resolution activities. Additionally, the year-over-year increase of distributions

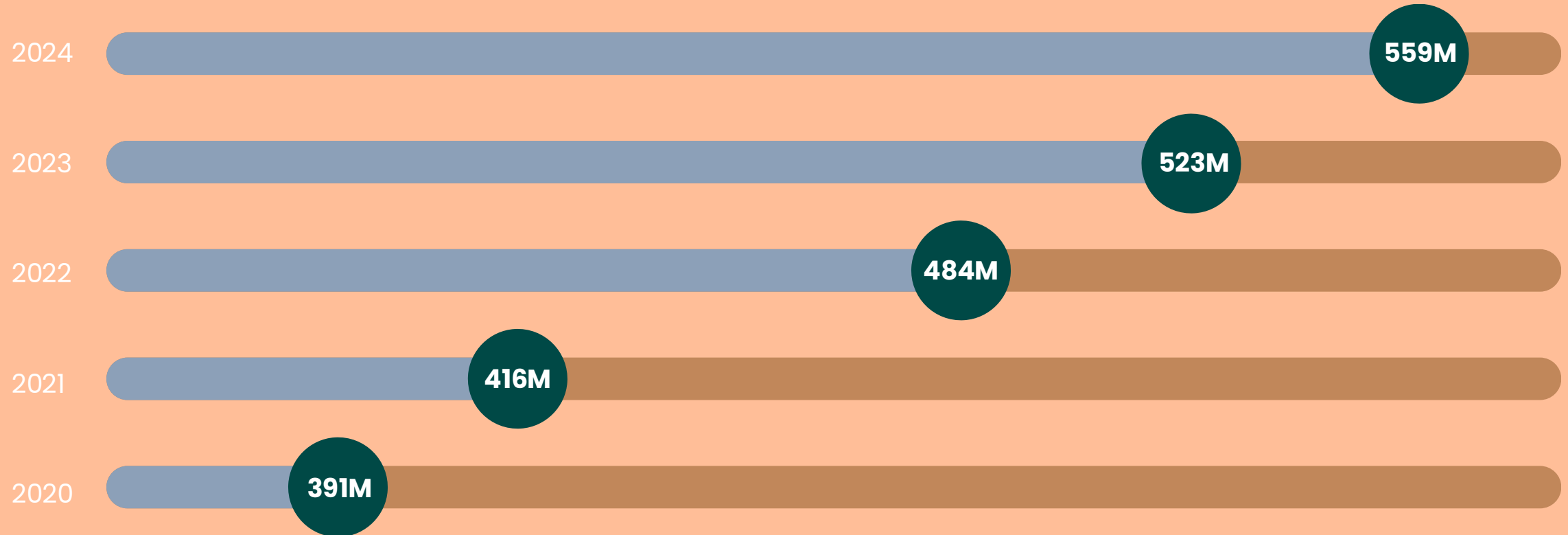
was attributed to the increase in international royalties from affiliated music rights organizations worldwide.

SOCAN's position as one of the top music rights' organizations in the world continues. Our strength in licensing performing rights and reproduction rights ensures that more royalties are delivered to nearly 200,000 Canadian songwriters, composers, and music publishers who we are SOCAN members, as well as the millions of rightsholders whom we represent in Canada through agreements with more than 100 societies in nearly 220 countries and dependent territories.



OVERALL REVENUE

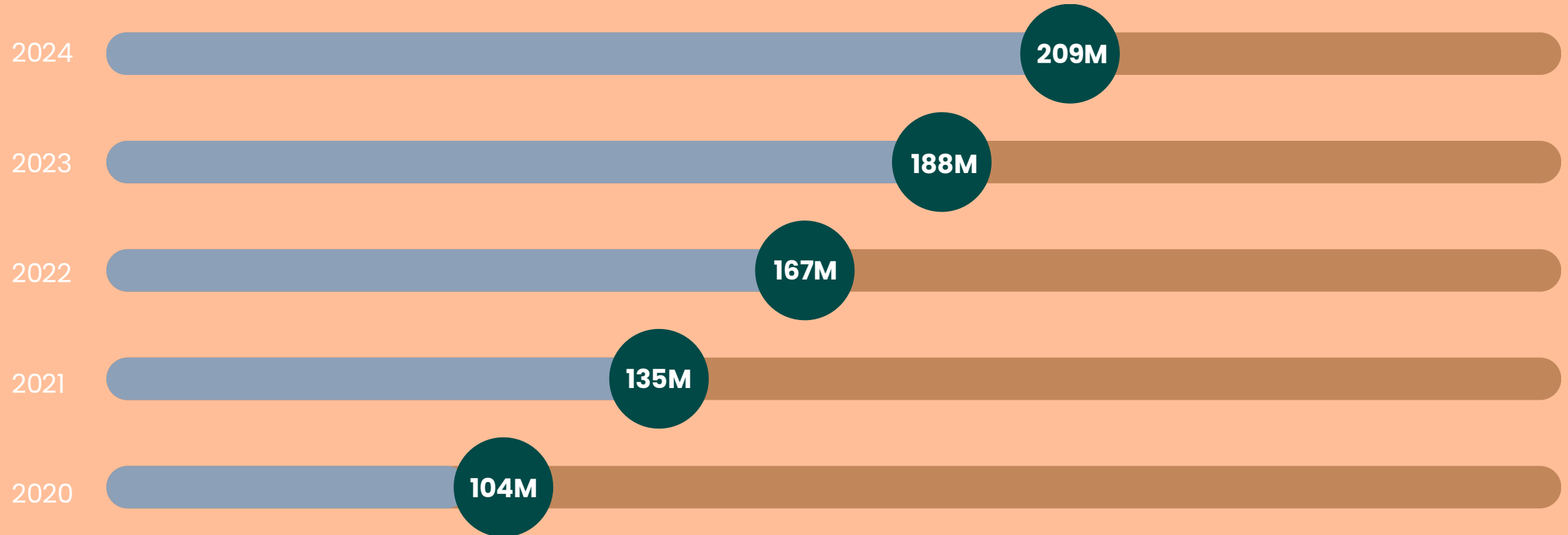
5-YEAR TREND



Total revenue in 2024 was \$559.4-million, a 6.9% increase over 2023.

DIGITAL SERVICES (AUDIO & AUDIOVISUAL)

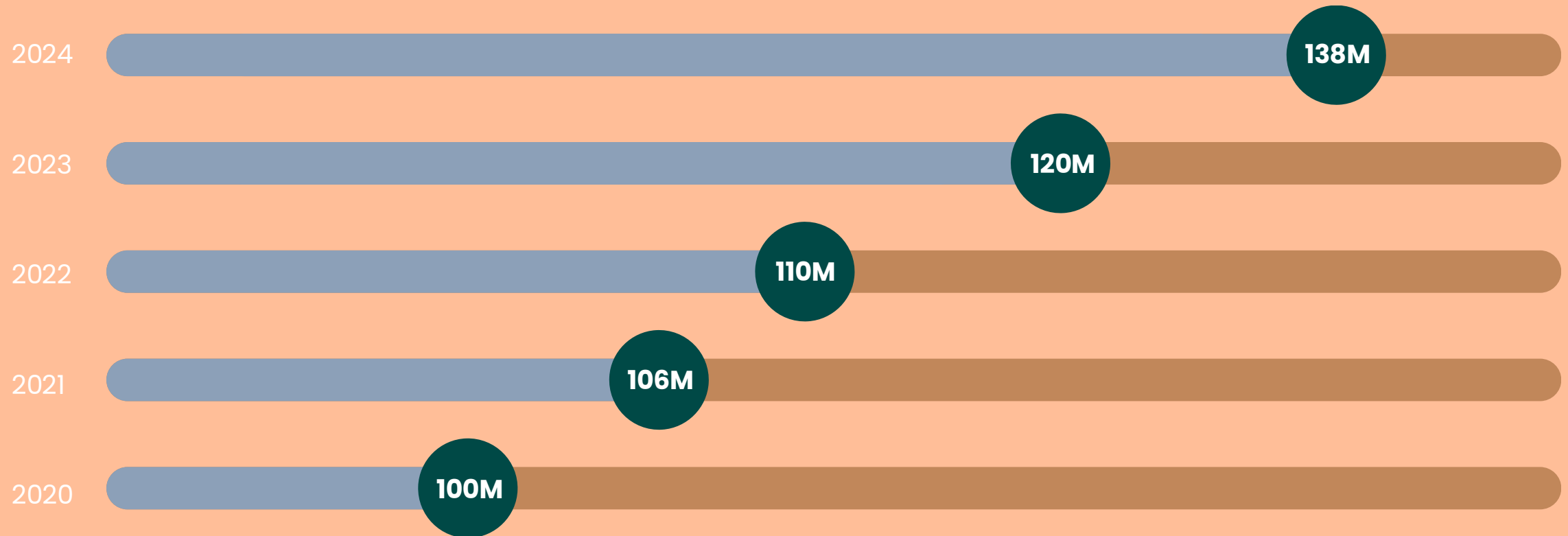
5-YEAR TREND



Digital revenue (audio & audiovisual) reached **\$209-million** in 2024, up **11%** from 2023.

INTERNATIONAL REVENUE FOR CANADIAN-CREATED MUSIC

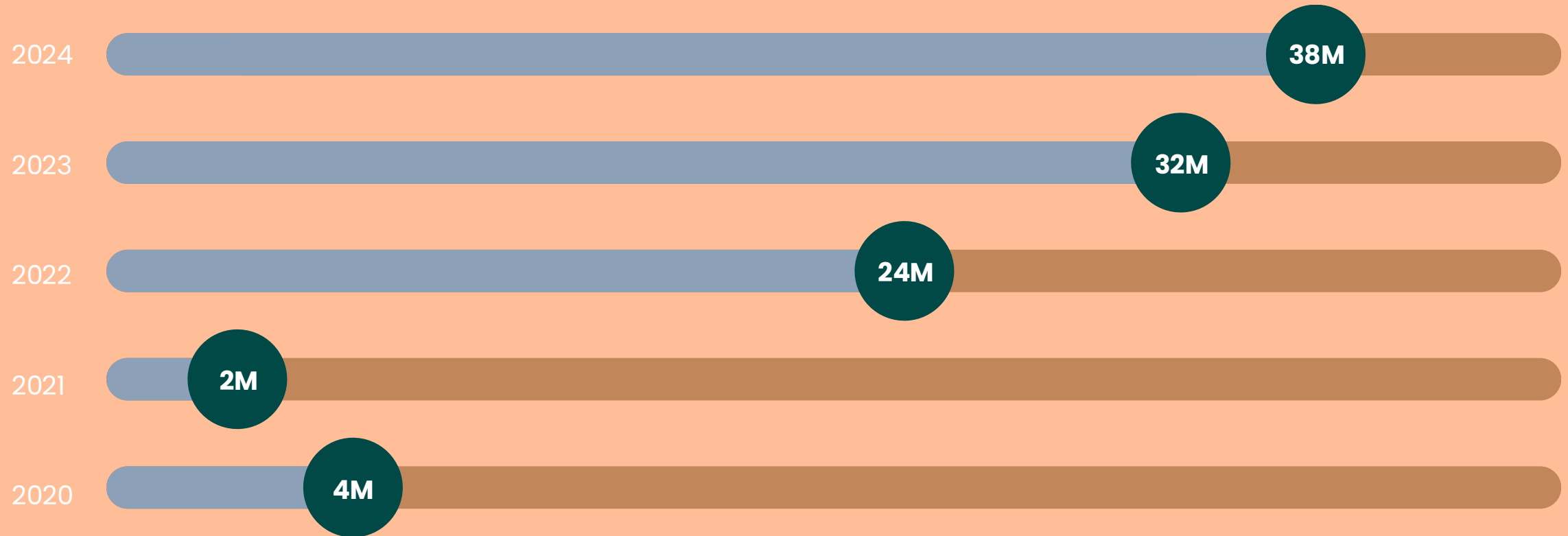
5-YEAR TREND



International revenue increased by **\$17.9-million** from 2023 resulting in a total **\$137.8-million** from both performing rights and reproduction rights sources.

CONCERT REVENUE

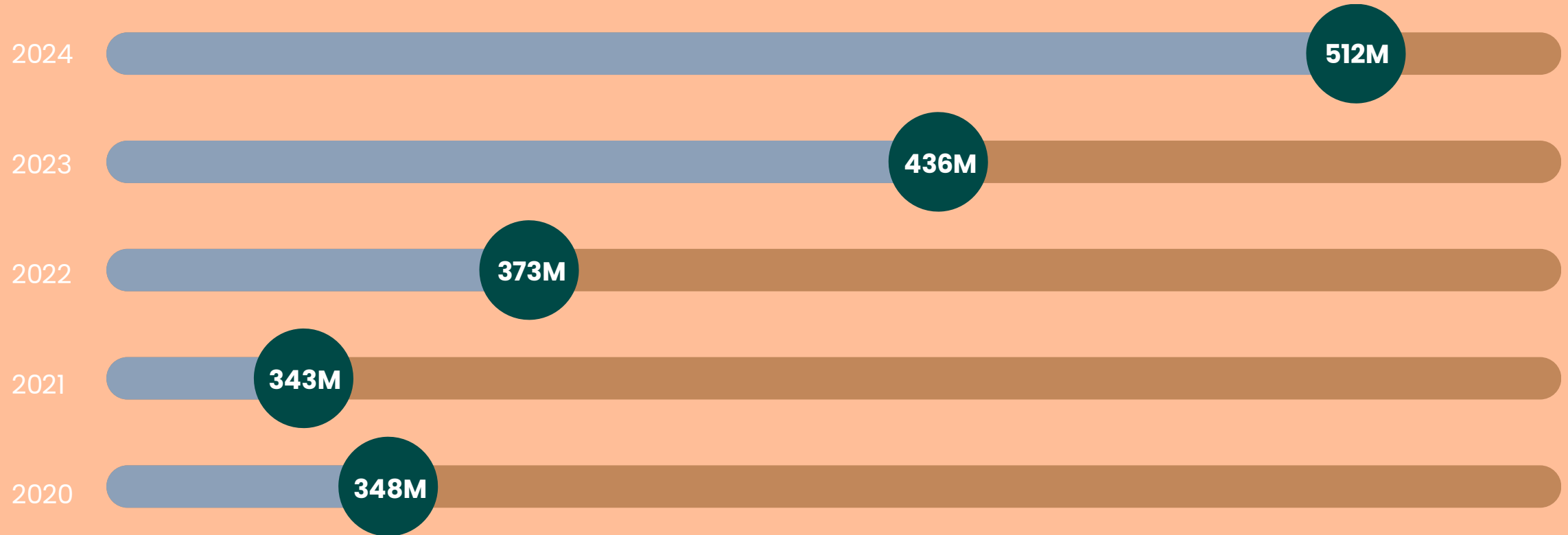
5-YEAR TREND



Concert revenue increased by **17.7%** due to higher attendance and more social activities outside the home.

ROYALTY DISTRIBUTIONS

5-YEAR TREND



Performing Rights royalty distributions increased by **\$69.5-million** while Reproduction Rights distributions increased by **\$6.8-million**.

A group of people, including several men and one woman, are standing in a line at what appears to be a SOCAN event. They are dressed in casual attire like hoodies, caps, and jeans. In the background, a white banner with the SOCAN logo is visible. The entire image has a teal-colored overlay.

“The landscape of Canadian music has evolved a lot, and SOCAN has been a really big part of that, from the beginning.”

— iconic rapper, Kardinal Offishall



SERVICE REVOLUTION

TECHNOLOGY UPDATE

As SOCAN advanced its new technology strategy, announced in 2023, by partnering with Spanish Point Technologies, its goal is to set new standards for transforming the collection and distribution of royalties in Canada, addressing system scalability as music data volumes continue to rise dramatically.

In 2024, we initiated the migration of repertoire data, including works, cues, agreements, and cue sheets, from our old system to the new one. This process involved data clean-up activities, focusing on merging duplicate data and distributing royalties related to past performances. Additionally, we tested our migrated data and matching capabilities by calculating royalty statements for the majority of usage types.

Since the launch of this project, one of our priorities has been to keep our nearly 200K members informed about our progress. In 2024, we held regular online technology updates, giving our members the opportunity to contribute their

thoughts and get answers to their questions about the upcoming system changes.

In 2025, we will complete the end-to-end testing of distribution for all usage types in the new system, such as audio, audio visual, live, and sync. This includes the migration of the works, agreements, and cue sheets repertoire. A significant milestone will be introducing and onboarding our members to the new member portal experience. This process will involve various touchpoints and educational opportunities to help them learn how to maximize its use and features. We also plan to conduct the first distribution through our new technology this year.

“Our new technology will streamline various aspects of our operations, offering flexibility for future distributions. It will allow us to elevate data quality and concentrate on member services, ushering in a new era of efficiency. Concurrently, our internal transformation strategy is in motion to ensure that both our organization and employees adapt seamlessly to the new system and processes in 2025,” says Annita Lala, COO.

OPERATIONAL EXCELLENCE

In 2024, the Member Services team focused on executing a member-centric strategy, setting new benchmarks in operational excellence, and growing a team focused on customer service.

Increased collaboration across all areas in SOCAN led to significant reductions in backlog adjustments and cases, demonstrating successful outcomes for our members. The new team structure in Member Services aims to improve efficiency and strengthen our presence across diverse membership segments. The new structure, led by our Director, Member Operations, has improved training and added team leads to better support the department and enhance member service.

In 2024, our Quebec strategy significantly boosted productivity and response times for Quebec members. By increasing Member Service agents, we effectively reduced phone wait times and email delays, improving our overall customer service.

The launch of standardized pre-distribution reports provided members with trend analysis and insights into their distribution, increasing efficiencies and standardizing service by eliminating manual effort to produce the report.

We also distributed our first round of monthly off-cycle concert royalties to members, including domestic royalties from major Canadian concerts. This was a significant milestone for SOCAN and our members, paving the way for more flexible distribution schedules in the future.

In 2025, members can look forward to further developments around our member-centric approach, highlighted by the launch of a brand-new member portal.

OUR PARTNERS





SOCAN FOUNDATION

SOCAN foundation is dedicated to empowering the next generation of music creators and publishers.

\$811,000 \$166,000

in grants went directly to

**532 music creators
& publishers**

108 organizations



distributed between

64 award prizes
celebrating a variety of genres



839
new works



3million
people exposed to Canadian
music

In 2024, SOCAN Foundation programs helped 140 participants with:



74 hours of education



167 hours of mentorship



36 mentors



576 hours dedicated
to creating music



56 new songs and
musical works

COMMUNITY BUILDING

Initiatives like the Her Music Awards, Indigenous Song Camp, Equity X Production mentorship program, and Black Canadian Music Awards aim to foster a more equitable, diverse, and inclusive environment for the music community. By developing projects that amplify under-represented voices, removing barriers to access, and promoting inclusive practices, SOCAN Foundation contributes to a music industry where everyone, regardless of their background, identity, or journey, can thrive.

"I still regularly have negative interactions in the studio based on my gender but Equity X gave me the confidence and skills I've been wanting but couldn't afford to acquire through other means."

"I know of no other opportunities available to composers from all backgrounds that inject them into the culture of game composition like the Screen Music Lab."



NEW INITIATIVES in 2024


Reverie: The Indigenous Music Residency, presented by CBC

This program brought together six Indigenous artists for a transformative three-week stay in Toronto. Participants created original songs with top producers, attended educational sessions, and immersed themselves in Toronto culture. It concluded with a showcase at Massey Hall during the T'karonto Festival.



Screen Music Lab: Videogame Edition

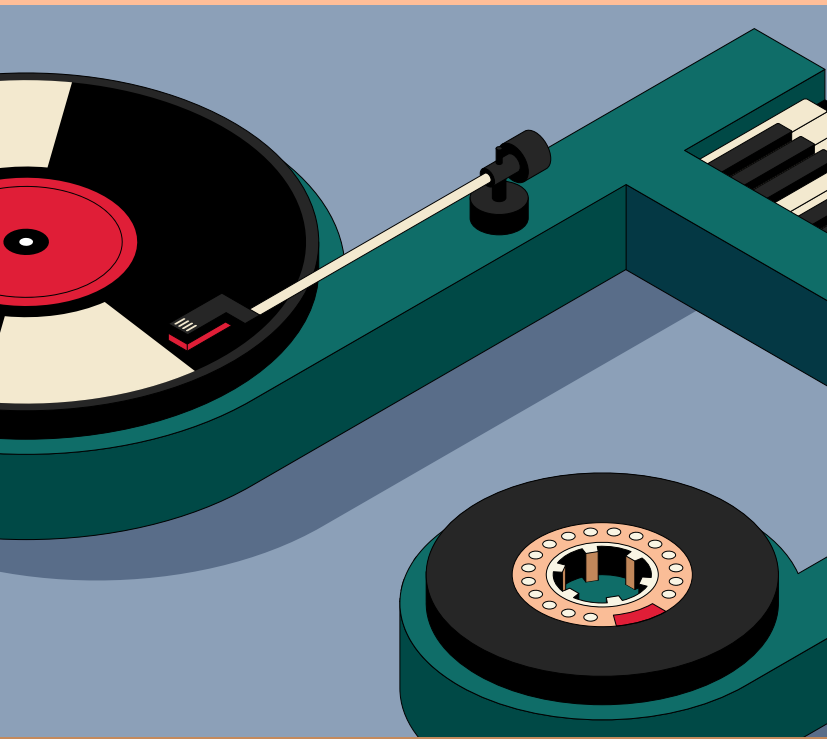
Over three days, eight composers wrote music for existing triple A videogame excerpts. Guided along the way by Ubisoft Montréal's music supervisor, the composers showcased their work during a closing event that was filled with industry representatives.

A group of people are gathered in what appears to be a music studio or rehearsal space. In the background, a man with glasses and a light-colored shirt is looking towards the left. To his left, another man is partially visible, holding a smartphone. In the foreground, the back of a person's head and shoulders are visible. On the right side, a guitar is partially visible. The entire image has a blue tint and a semi-transparent dark overlay where the text is placed.

“SOCAN is something that's incredibly valuable and deeply valued. Especially as you go through your career, you realize how incredibly important SOCAN is to our craft, and what we do.”

– screen composer, Mychael Danna

In 2024, Entandem, our joint venture with RE:SOUND, marked its fifth anniversary by continuing to revolutionize the general licensing administration landscape through simplified music licensing process.



ENTANDEM

Throughout the year, Entandem executed its growth strategy, engaging with industry associations across the live music, fitness, municipal, and events sectors in Canada.

The organization successfully expanded its municipal licensing for music used in city-owned facilities, adding 12 of the top 60 Canadian municipalities under large agreements. Live music licensing through Entandem also saw significant growth, with revenue increasing by 17.7 percent, surpassing the previous high in 2023.

Entandem also presented at the 2024 Canadian Association of Municipal Administrators, continuing its efforts to educate cities on the requirements for licensing music played in public spaces.

Looking ahead, Entandem seeks to increase licensing compliance within the fitness, live music, and hospitality sectors. Continued partnerships are expected in the municipal sector, and the organization will also begin administering licensing for retirement complexes that use music for programming and events, aligning with other performing rights societies' practices in this sector.

CANADIAN SONGWRITERS HALL OF FAME 2024

Celebrating the world's greatest Canadian songwriters

More than 2,500 music fans and industry professionals gathered at Massey Hall in Toronto on Sept. 28, 2024, for the CSHF's celebration of Canadian songwriting excellence. The Hall of Fame inducted Sarah McLachlan, Tom Cochrane, Diane Tell, and the co-writing team of Jim Cuddy and Greg Keelor from Blue Rodeo, honouring their legacies in a star-studded ceremony presented by Amazon Music.



Highlights included:

- Performances by Nelly Furtado, Gary LeVox (of Rascal Flatts), Lights, Metric, and emerging Canadian talent;
- For the first time, performances by the inductees themselves and livestreamed globally on Amazon Twitch; and
- Presentation of the Breakthrough Songwriter Award, which this year recognized both Aaron Paris and Fredz.

Song & Score Week

CSHF proudly led Song & Score Week in collaboration with SOCAN and partner organizations, providing critical infrastructure and support for 13 events over three days.

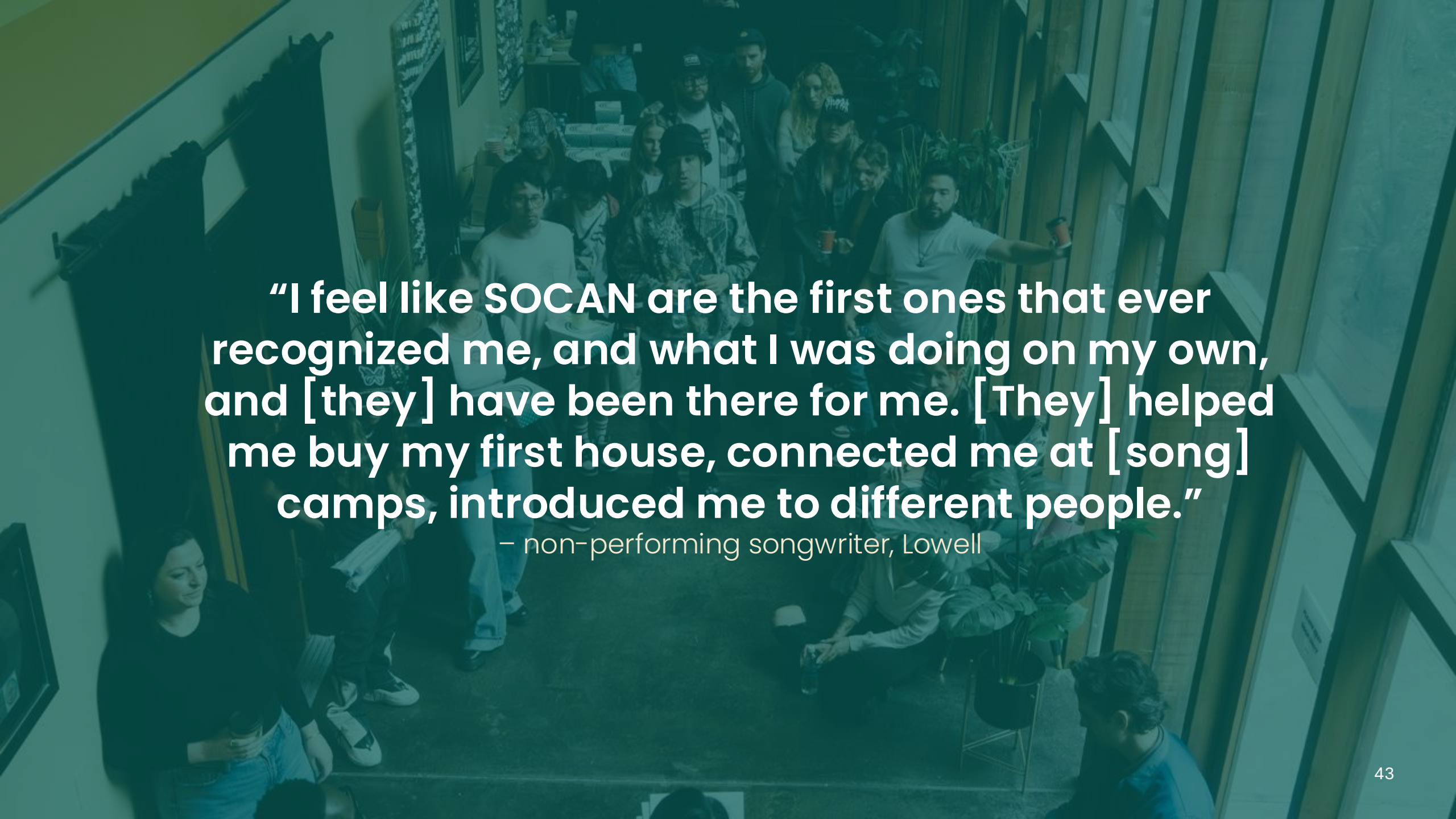
Highlights included:

- A Black Music Songwriters' Circle, celebrating the depth and diversity of the wide-ranging genres within Black music in Canada;
- A session featuring SOCAN Los Angeles Ambassador Robert Kraft in conversation with Oscar-, Golden Globe-, and Emmy-winning screen composer Mychael Danna; and
- A Masterclass for aspiring songwriters with invaluable insights from Blue Rodeo and hit songwriter Lowell.



Indigenous Song Camp

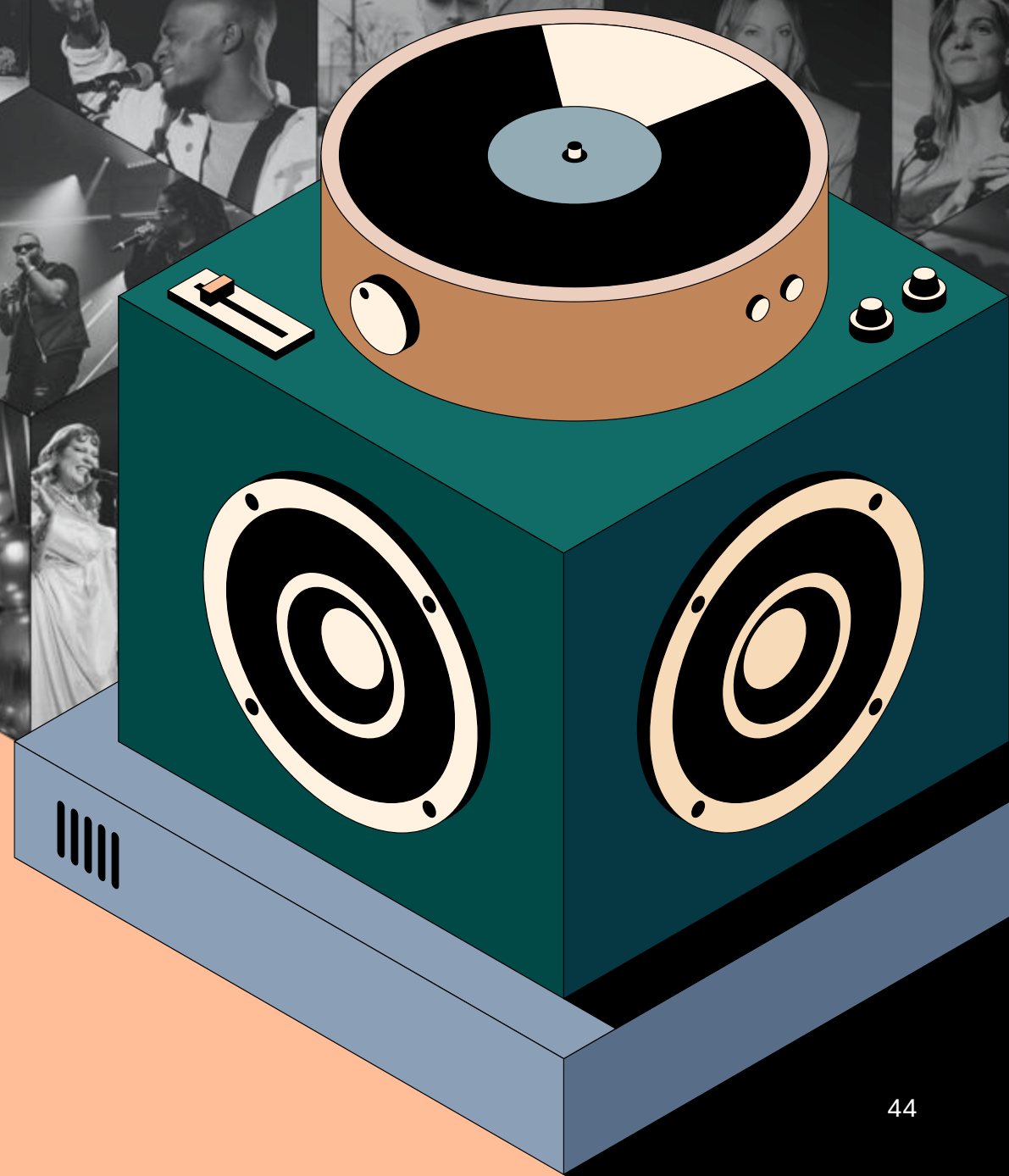
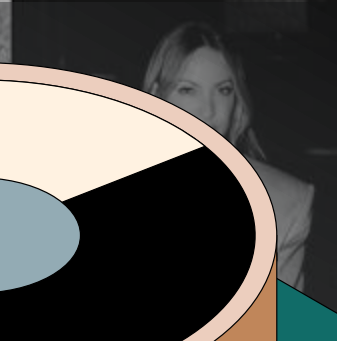
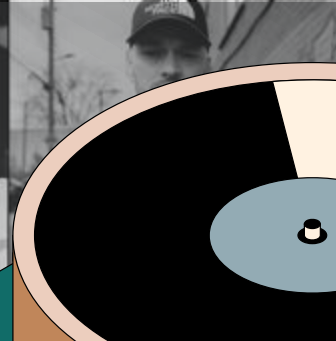
In November, CSHF and SOCAN Foundation co-led the 2024 edition of the Indigenous Song Camp. This initiative fostered creativity and supported collaboration by bringing together a talented group of Indigenous and non-Indigenous songwriters, and producers.

A group of young people are gathered in a room with large windows on the right side. The image is overlaid with a teal tint. A quote is centered over the group.

“I feel like SOCAN are the first ones that ever recognized me, and what I was doing on my own, and [they] have been there for me. [They] helped me buy my first house, connected me at [song] camps, introduced me to different people.”

– non-performing songwriter, Lowell

OUR PEOPLE & CULTURE



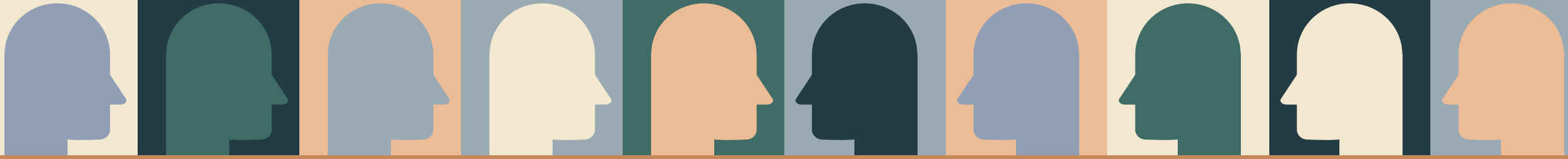


OUR PEOPLE & CULTURE

In 2024, we strengthened our commitment to living our values; made real progress in transforming our culture to better serve our members; and remained steadfast in our dedication to diversity, equity, inclusion, and anti-racism (DEI-AR).

We began the year with an immersive, full-day, team-building event in downtown Toronto, led by our senior leadership team. The session emphasized how living our values helps us achieve business goals and improve collaboration. Additionally, we rolled out change leadership training across the organization, to continue to prepare us for transformation in support of our business strategy.

Later in the year, our staff came together in teams—both online, and in-person at our offices—to create culture charters outlining their shared commitments and approach to working together. The charters reflect an ongoing expression of how each team brings our values to life, with a focus on improving collaboration, and achieving our business goals.



As part of our ongoing commitment to DEI-AR, the SOCAN Equity Task Force partnered with the Canadian Centre for Diversity and Inclusion (CCDI) to offer employees valuable educational resources. Our employees also attended the Women in Music Canada (WIMC) summit, with some participating in the Music Leadership Accelerator program. This program, presented by WIMC, ADVANCE Music, and the International Indigenous Music Summit (IIMS), prepares women and gender-diverse industry professionals for leadership roles.

During Black History Month, our Creative team collaborated with ADVANCE Music for a fireside chat exploring Black perspectives in the music industry. This engaging discussion addressed triumphs, challenges, and unique experiences faced by Black individuals in the music industry.

Furthermore, we hosted groups from other music industry organizations for a panel discussion titled “Building Bridges: DEI in Music” at our SOCAN Toronto office. This event fostered dialogue on the impact of the DEI movement on the music industry. Moving forward, we remain committed to fostering a culture that

supports our team and our business strategy. In 2025, we plan to build on our leadership and employee development programs, celebrate culture champions, and continue to advance our DEI-AR strategy.



SOCAN 100

Member-owned and proudly Canadian for 100 years

In 1925, CAPAC was created under the name CPRS (Canadian Performing Rights Society) because Canadian songwriters and composers understood the importance of having a Canadian collective to fight for their rights.

That was arguably the most important business decision that Canadian classical composers and music creators would make to enforce their right to fair compensation for their work. Later PROCAN would enter the market and eventually merge with CAPAC to become SOCAN.

With the landscape evolving quickly and new platforms and technology emerging every day, this work is more important than ever before.

SOCAN is proud to carry this work forward on behalf of our members; to champion their talent and support their efforts as a songwriter, composer or music publisher.

By advocating for fair royalties, licensing new technologies, and protecting your copyright, SOCAN upholds the legacy of CAPAC and PROCAN.

As we celebrate a century of progress, we honour what our members built in 1925 and what they continue to value and build with us today: A pathway to a career as a Canadian songwriter, composer or music publisher, a collective commitment to preserving and fighting for the value of Canadian music, and the assurance that members have the tools, resources and support they need to share their talents in Canada and around the world.

Jennifer Brown
CEO, SOCAN



The following principles apply to the organization and the transaction of the affairs of SOCAN:



GUIDING PRINCIPLES

- 1** SOCAN shall protect, preserve and promote the rights of its membership and those of foreign affiliated performing and reproduction right societies whose rights it administers in Canada.
- 2** SOCAN shall ensure that it is wholly owned and controlled by its Members who are composers, lyricists, songwriters and publishers.
- 3** SOCAN shall ensure that its Board of Directors is composed only of Members.
- 4** SOCAN shall seek appropriate tariffs and enforce its rights as provided in the Copyright Act.
- 5** SOCAN shall license performing and reproduction rights, collect royalties for those licences and distribute them in a cost-effective manner.
- 6** SOCAN shall make fair and equitable distributions of the royalties collected.
- 7** SOCAN shall ensure that all of its Members are treated equally.
- 8** SOCAN shall ensure that it is open, accessible to its Members and that it will keep its membership informed as to its rules, policies and activities.
- 9** SOCAN shall advocate and work to improve copyright laws both in Canada and internationally.

SOCAN

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