



ANNUAL REPORT

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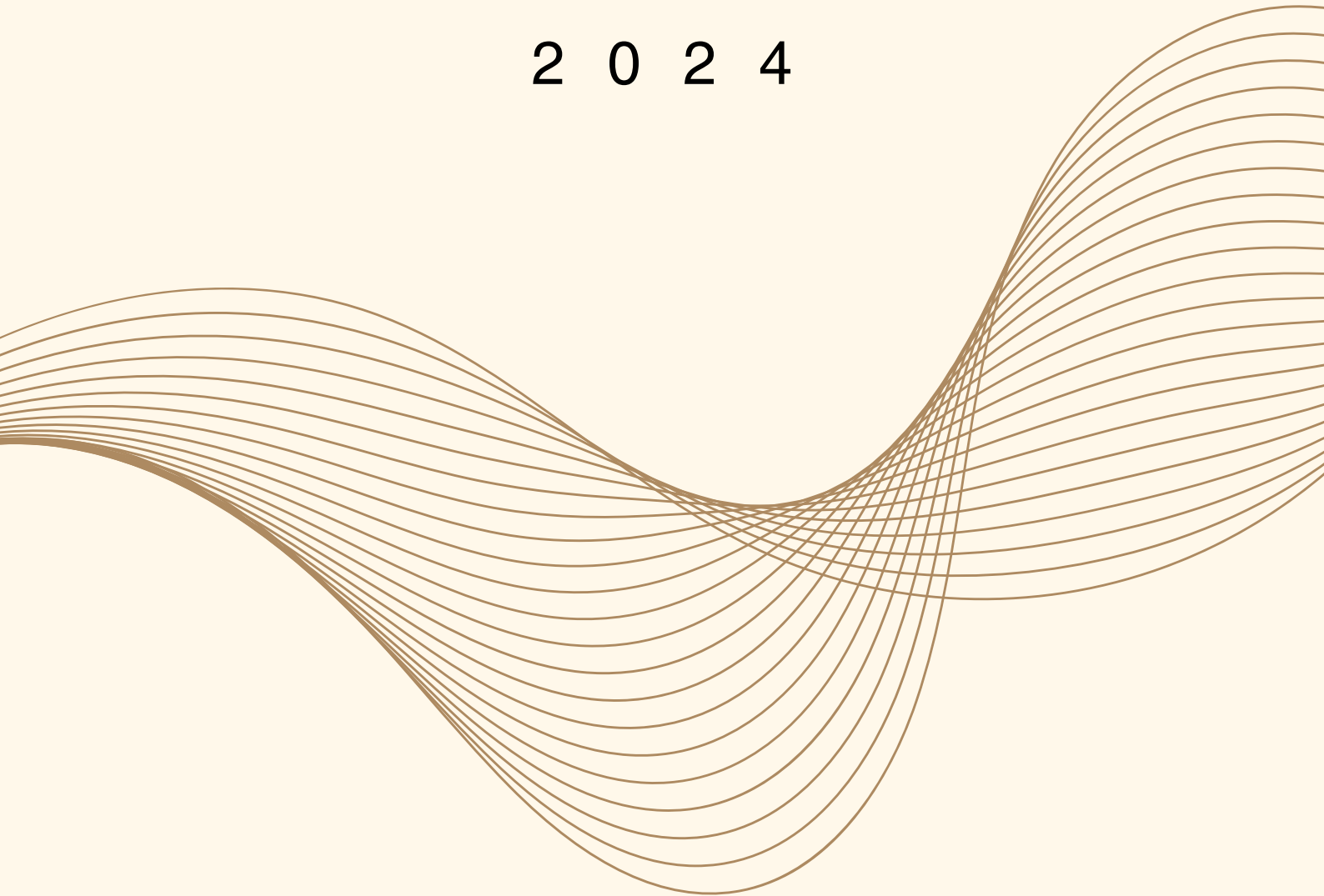


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CEO'S MESSAGE



A RECORD-BREAKING YEAR AMIDST TRANSFORMATIVE CHANGE

2024 was a milestone year for COMPASS. We delivered record revenue and income of \$48.3 million, surpassing even the highs of 2023, underscoring the growing recognition and value of music rights in Singapore and beyond. This was made possible by extraordinary gains across licensing categories, landmark legal outcomes, and the continued support of our members and industry partners.

At the heart of our growth was a surge in local collections, notably from broadcasting and digital media. Significant arrears settlements from StarHub and Disney+ reinforced the robustness of our licensing framework and the determination of our team. Non-broadcasting revenue crossed the \$31 million mark - doubling from the previous year - driven by a 200% increase in digital media licensing.

Live music made a resounding comeback. We witnessed a 75% rise in permit revenue, spurred by an influx of international concerts and “music tourism.” From Coldplay to Jay Chou, Singapore reaffirmed its place as a major concert destination, bringing with it greater returns for creators. At the same time, international royalties for our members saw steady growth, especially from China and investment income remained stable despite tapering interest rates.

On the expenditure side, we remained prudent. Total operating costs came in below budget, despite necessary legal spending and an increase in staff remuneration to recognise our team’s exemplary efforts.

RESOLVING INDUSTRY DISPUTES AND SETTING PRECEDENTS

In 2023, COMPASS achieved a landmark victory at the Copyright Tribunal, which upheld our Pay TV licensing scheme as fair and reasonable. This outcome has already led to multi-year agreements with Singtel and opened the path for resolution with others - although further proceedings are underway to settle backdated payments.

We also began tackling the longstanding licensing gap among OTT operators. Disney+ became our first major OTT licensee, marking a step forward in modernising licensing arrangements in an evolving digital environment. Industry-wide consultations and potential tribunal proceedings lie ahead and we are prepared to lead.

In the live performance space, COMPASS took firm action against repeat infringers to uphold creator rights and our credibility with overseas societies. We also addressed emerging threats from non-CISAC entities that attempted to bypass licensing frameworks. We will continue to defend the collective rights of creators against such encroachments.

NURTURING A STRONGER CREATIVE COMMUNITY

Our membership crossed 3,393, with 114 new members welcomed in 2024. Beyond licensing and distribution, COMPASS expanded its role as a catalyst for musical development. We launched new clinics, incubation programmes and networking platforms - from our music clinic with Gen Neo to songwriting sessions guided by Evan Low and Sezairi.

These initiatives fostered peer learning, encouraged cross-genre collaboration and deepened engagement with our younger members. Our dedicated microsite for the COMPASS Awards, new website functionalities and active social media presence continued to position COMPASS as a forward-looking, inclusive hub for Singapore's songwriting community.

We also provided over \$154,000 in sponsorships to support local music projects reaching new audiences, reaffirming our commitment to music not just as a right to be protected, but a culture to be cultivated.

LOOKING AHEAD TO 2025

As we enter 2025, we do so with a clear mandate: modernise, grow and protect. Revenue is expected to remain robust at around \$40 million, with continued contributions from New Media and legal settlements. We will invest in new IT systems, including a potential distribution engine for digital royalties and a new licensing system to replace legacy infrastructure.

We will also strengthen our manpower in key areas, especially in PR, finance and membership, to support a new phase of growth and engagement - including initiatives to deepen our connection with the youth music scene.

We also wish to assure our members that COMPASS is taking all necessary steps to ensure that backdated royalties - especially from Digital Service Providers (DSPs) - are distributed as swiftly and accurately as possible. While there are many complex and often external factors at play, such as the segmentation of rights among multiple copyright holders, requests for exclusions by overseas societies and the availability of reliable usage data; we remain committed to clearing this backlog. In mid-2025, we successfully completed the distribution of backdated Spotify royalties from 2015 to 2018. More distributions are forthcoming, with an estimated \$16 million scheduled to be released to members over the next 12 months.

Above all, COMPASS remains committed to timely and accurate royalty distribution, supporting the aspirations of our members and safeguarding their works in an increasingly complex environment. With the continued support of our partners and members, 2025 promises to be a pivotal year for building long-term value - for creators and for culture.

Dr Edmund Lam
Chief Executive Officer & Executive Director

BOARD OF DIRECTORS



Mr. Charlie Lim
Writer Director



Prof. Jeremy Monteiro
Chairman



Dr. Zechariah Goh
Vice Chairman &
Special Elected Director
representing Classical / Choral
music genre



Dr. Liang Wen Fu
Writer Director



Mr. Eddino Abdul Hadi
Writer Director



Mr. Imran Ajmain
Special Elected Director
representing Malay music genre

BOARD OF DIRECTORS



Ms. Sharon Chua
Publisher Director
(Sony Music Publishing Pte Ltd)



Mr. Jack Teo
Publisher Director
(Universal Music Publishing)



Ms. Jacqueline Chong
Publisher Director
(Warner Chappell Music Publishing)



Ms. Ivy Peh
Publisher Director
(Amusic Rights Management Pte Ltd)



Mr. Wilson Tan
Publisher Director
(Touch Music Publishing)



Dr. Edmund Lam
CEO & Executive Director



Mr. Darryl David
Independent Director

EVENT HIGHLIGHTS

Member Induction (June & October)

Our member induction sessions welcomes new members into the COMPASS community. This event serves as an introduction to the music copyright, royalties and music rights while also offering opportunities to network with fellow creators and industry professionals.

It's an engaging session where members gain valuable insights, build connections and learn how COMPASS supports their musical journey.



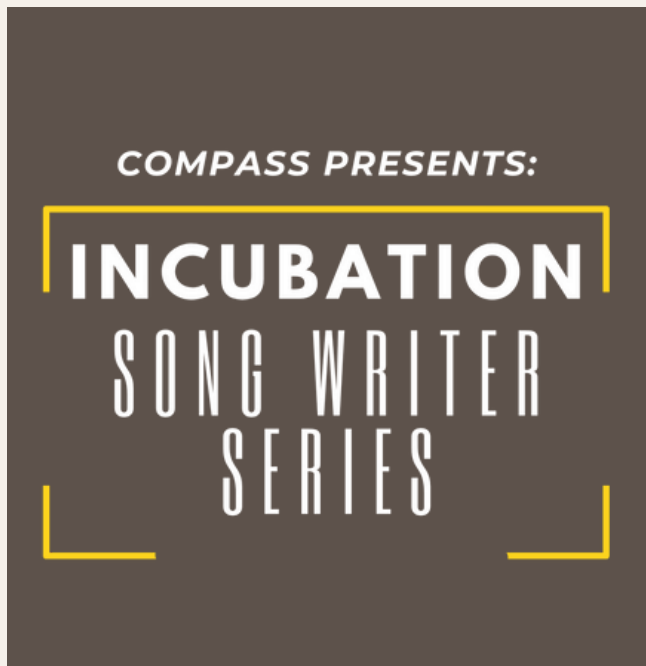
EVENT HIGHLIGHTS

Raya Celebration Dinner 2024

The Raya Celebration Dinner brings our members together in the spirit of celebration and community. It's an evening to reconnect, share joy and strengthen bonds within the creative family while enjoying the festive season. Beyond the delicious food and lively atmosphere, the event serves as a meaningful occasion to reflect on shared achievements, express gratitude and look forward to new opportunities ahead. Surrounded by friends, collaborators and fellow music creators, the night celebrates not only the spirit of Raya but also the unity and passion that define our vibrant community.



EVENT HIGHLIGHTS



Our pilot songwriting session brought members together to collaborate, create and explore new ideas in music.

Guided by acclaimed songwriters, Evan Low and Sezairi, the participants worked closely with peers to create original songs, gained fresh perspectives and sharpened their creative skills in an inspiring environment.



EVENT HIGHLIGHTS



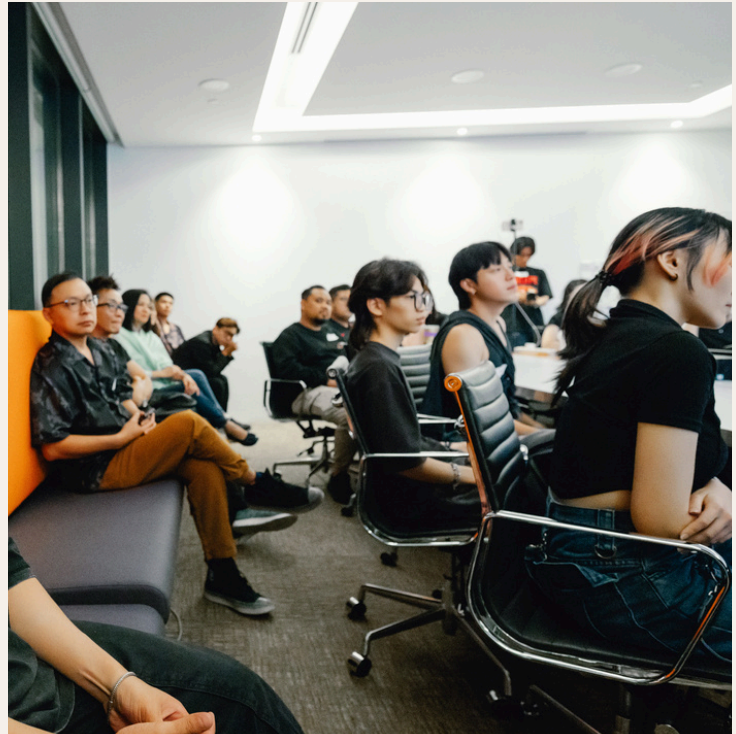
COMPASS PRESENTS:
INCUBATION
SONG WRITER
SERIES



EVENT HIGHLIGHTS

Music Clinic: Breaking The K-Pop Barrier - Gen Neo

Our Music Clinic featured a special appearance by Gen Neo, who shared his journey as a songwriter and how he broke into the K-Pop scene. Members gained valuable insights into his creative process, experiences in the global music industry and the lessons that shaped his career. The session offered inspiration and guidance for aspiring songwriters looking to make their mark.



MUSIC DEVELOPMENT & SUPPORT



MUSIC DEVELOPMENT & SUPPORT

FEATURING THE JAZZ ASSOCIATION SINGAPORE YOUTH ORCHESTRA (JASSYO!)

THE JAZZ ASSOCIATION (SINGAPORE) PROUDLY PRESENTS

JAZZ SOUNDTRACK OF OUR LIVES

WITH WEIXIANG TAN
JAZZ PIANO DIRECTOR

SUNDAY, 27 APRIL 2025, 5:30PM
SINGAPORE BOTANIC GARDENS
SHAW FOUNDATION SYMPHONY STAGE
FREE ADMISSION

CONCERNING THREE STARS
MIKE SCHUB AND
LINDA ELIZABETH FROM
THEATRO D'ARABIA*

In conjunction with

Jazz Association Singapore

Jazz Association (Singapore) Presents

A BRIEF HISTORY OF JAZZ

with **Weixiang Tan & Friends**
(JASS Senior Associate Music Director)

Dawn Wong - Vocal
Sean Hong Wei - Tenor Saxophone
Richmond Lip - Bass
Tristan Seow - Drum

17 August 2024, 3:30pm
Singapore Chinese Cultural Centre
Creative Box, Level 6

Tickets available at [book my show](#)
General Admission: \$22
Student/Senior Citizen: \$16
Group discount: 5 or more 20% off

Explorations In Asian Jazz

KALEIDOSCOPE 2024

PERFORMANCE
Featuring the **JASSO Ethno-Jazz Ensemble**
26 July 2024 • 7:30pm • Singapore Chinese Cultural Centre Concourse, Level 1
FREE ADMISSION

TALK - Exploring Jazz Improvisation on Chinese Instruments
24 July 2024 • 7:30pm
Singapore Chinese Cultural Centre Recital Studio, Level 6

Tickets available at: [book my show](#)

SINGAPORE 新加坡

JAZZ IT UP! 2024

A Daily Celebration Of Chinese Songs
18 - 19 MAY

voh! France Singapore Festival & Jazz Association (Singapore) present:

JAZZ AU JARDIN

CELEBRATING INTERNATIONAL JAZZ DAY 2024

Featuring the Jazz Association Singapore Orchestra (JASSO)

SHAW FOUNDATION SYMPHONY STAGE
SINGAPORE BOTANIC GARDENS
28 APRIL, 5.30PM

Jazz Association (Singapore), together with ACT 3 Theatres

WILL THE EGG HATCH?

A Jazz Musical

Sunday, 10 March 2024
2pm and 4pm

Tickets available at [book my show](#)
General Admission: \$20
Student: \$16
Group Discount: \$15 (min 4 tickets)

LION CITY JAZZ FESTIVAL 2024

DIZZYING HEIGHTS

Celebrating the music of Dizzy Gillespie

26 FEB - 2 MAR 2024
SINGAPORE CHINESE CULTURAL CENTRE

Tickets available at: [book my show](#)

"Friend of the Arts" Award

COMPASS is thrilled to announce that we have been awarded "Friend of the Arts" award by the National Arts Council. This recognition is testament of our continued support for local individuals and organisations who promote locally written Singaporean music.

The National Arts Council (NAC) established the 'Patron of the Arts Awards' in 1983 to recognize organisations and individuals who have contributed significantly towards the development of the arts.

Our appreciation goes to NAC for recognising organisations and individuals who support the arts. It is an honour for COMPASS to be recognised for our modest efforts.

We're committed to amplifying locally written, Singaporean music and sharing it with the world!



SPONSORSHIPS OF EVENTS IN 2024

Sponsorships of Events in 2024			
		Event	S\$
1	Chiew Keng Hoon / City Choir	Our Night of Rendezvous 3	1,000
2	Association of Composers	Compositions Exchange - Folk Tunes	1,000
8	Singapore Chinese Cultural Centre,	SG:SW2024	60,000
9	Jazz Association of Singapore	Unesco International Jazz Day Celebration 2024	3,000
		Jazz It Up! A Jazzy Celebration of Chinese Songs 2024 (Teresa Capricio, Serene Koong & Wysom Wong)	5,000
		Jazz In July	8,000
		Kaleidoscope	4,000
		Jazz Appreciation Talk	2,000
		Jazz @ Kim Pong Park	4,000
		Jazz Benefit Gala 2024	8,000
		Wine & Jazz Appreciation Evening	1,000
		JASSYO! @ Millennia Walk	1,000
		Jazz @ Strathmore Park	3,000
		Jasso Pinnacle 2025	8,000
		Jazz for Kids 2025 @ Our Tampines Hub	3,000
10	Asian Cultural Symphony	Musical Mosaics - A Symphonic Portrait of Singapore Towns	8,000
15	Esplanade Co. Ltd	The State of My Art, Jeremy Monteiro at 65	10,000
16	Gen Neo	Gen Neo's "Push & Pull" Live in Sg	3,500