2024 Annual Report

Musicians' Pension Fund
of Canada

Ce rapport est disponible en français. Veuillez communiquer avec l'administration de la Caisse pour nous faire savoir si vous souhaitez recevoir ce document et d'autres documents du régime de retraite en français.

INTRODUCTION

Welcome to our 2024 Annual Report for the Musicians' Pension Fund of Canada. It provides an overview of the Plan's operations as of December 31, 2024. Information about Plan membership, benefits paid, and Plan governance is included.

MISSION STATEMENT

The Fund's mission is to administer the Plan in a prudent manner to ensure its long-term viability, to provide the best possible retirement benefits to the Fund's members and beneficiaries.

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2024 Plan Information at a Glance

The Plan had approximately **16,371 members** on December 31, 2024.	16,371
$51 million in pension payments were made in 2024. The Fund also paid **$1.25 million** in termination benefits and death benefits for the year.	$51 million
The Fund's **overall rate of investment return was 14.4%** for 2024.	14.4%
Total employer **contributions to the Fund were approximately $10.4 million** for 2024, compared to $10.5 million in 2023.	$10.4 million

illuminate

Message From the Board of Trustees

BOARD OF TRUSTEES, (left to right)

Allistair Elliott
Years as a Board member, on December 31, 2024: 1

Grace Huang
Became a Board member in 2025

Bernard LeBlanc
Years as a Board member, on December 31, 2024: 10

Ellen M. Versteeg-Lytwyn, Chair
Years as a Board member, on December 31, 2024: 6

William (Bill) J. Stafford
Years as a Board member, on December 31, 2024: 3

E. Eddy Bayens, Vice Chair
Years as a Board member, on December 31, 2024: 21

In times of sudden loss, we are reminded to pause, reflect, and take stock of where we are and where we're going.

The recent death of a valued member of our community has brought just such a moment. It is with both sadness and gratitude that we reflect on the strength and continuity of the Fund after Executive Director Jill Giustino's sudden passing in 2024.

We want to assure you that the Fund is in strong, capable hands. The Board of Trustees is a unique ensemble, blending experienced professionals in finance, labor unions and governance, and musicians who understand the lived realities of our members. This combination ensures decisions are made with both heart and expertise, keeping your interests at the core.

Like a well-rehearsed orchestra, each member of the Board brings their own part to the performance, guided by a shared score: the long-term health of your pension. The foundation we have built together is solid, and our vision for the future is clear.

This issue is all about taking stock — tuning our instruments, as it were — to ensure we're ready for the next movement. We're excited about the current membership and the path ahead. With your continued support and trust, we'll keep playing in harmony.

With appreciation,

THE BOARD OF TRUSTEES

Message From the Interim Executive Director

Dear Plan Members,

In a world where change is often the only constant — in markets, in economies, and in life — the strength of any organization lies in its ability to adapt while remaining grounded in purpose. I'm proud to say that our Fund continues to do just that.

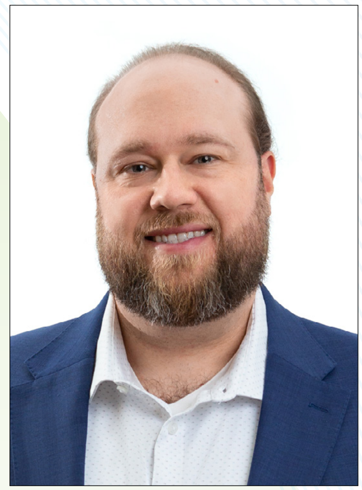
Recent events, especially the sudden passing of our Executive Director, and friend, Jill Giustino, have prompted all of us to pause and reflect. It's in these moments that the value of stability becomes especially clear. I want to reassure you that the Fund remains on solid footing. We are continuing to deliver on our long-term commitments, even as we navigate an evolving economic landscape.

The financial world may shift — interest rates, inflation, global uncertainty — but our principles remain steady. Our strategy is built not on chasing trends, but on enduring fundamentals: sound governance, disciplined investment, and deep knowledge of our community's needs.

We are fortunate to have a leadership team and a Board that bring both technical expertise and a genuine connection to the lives and careers of our members. That alignment ensures the Fund stays relevant, resilient, and focused.

Like a strong rhythm section in a band, the Fund is designed to provide continuity by setting the pace, keeping time, and supporting every note of your journey. We look ahead with confidence, knowing that the foundation we've built is made to last.

PAUL VERSTEEG-LYTWYN
Interim Executive Director



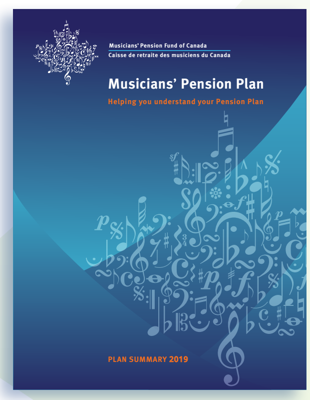
Paul Versteeg-Lytwyn
Interim Executive Director

foundation

Plan Governance News

True to the Fund’s mission to administer the Plan in a prudent manner, the Trustees have engaged in a deep review of the risks the Fund faces.

Plan Governance starts with the Fund’s mission statement: To administer the Plan in a prudent manner to ensure its long-term viability in order to provide the best possible retirement benefits to the Fund’s members and beneficiaries.



Visit the Plan Summary page of the Fund’s website at **mpfcanada.ca/summary-plan,** and click **Download PDF** to learn more about the Plan.

Most notably, as the Fund ages, it becomes more vulnerable to risk factors such as investment return volatility and changing interest rates.

As a first step, the Trustees came together in a special meeting recently to discuss ways to reduce the main risks to ensure the long-term viability of the Plan. Next steps include reviewing current target asset allocations of the Fund to ensure stability.

The Trustees also conduct annual actuarial valuations with a view to filing when possible. The Trustees have approved an asset valuation method that gradually adjusts to market value. Under a smoothing method, the full value of market fluctuations is not recognized in a single year, rather it is smoothed over five years.

Finally, the Fund’s current strong financial position due to several positive years of the Fund’s asset performance has led to a surplus to help us weather any turbulent times ahead.

Current market volatility and the impact on the Fund

The decision from the Trustees to undertake derisking the Fund is timely as we are now facing a volatile market environment. Equity volatility risk is a major risk faced by the Fund and must be managed to ensure the health of the Fund.

The Plan’s Target Benefits Designation

In response to evolving financial challenges, another way the Trustees are managing ways to reduce risk is to transition the Fund to a target benefits designation. This change is primarily in name, but it represents our proactive approach to managing potential shortfalls that can occur in a volatile market environment.

We will continue to apprise members of the actions we are taking to ensure the Fund’s long-term health.

We hope this Annual Report offers valuable insights into our operations and the dedicated efforts of our team. Your support and trust are crucial to our success, and we are committed to serving you with integrity and excellence.

The Plan's Financial Performance

Pension legislation requires the Trustees to conduct an actuarial valuation of the Plan by an independent third-party actuary at least once every three years.

The valuation determines the Plan's financial status and helps ensure that the Plan is funded appropriately. Results are filed with the Financial Services Regulatory Authority of Ontario (FSRA).

Financial performance is a comparison of Plan assets to Plan liabilities, which are the cost of benefits. This is different from the information provided by the Plan's financial statements, which only show year-over-year asset changes.

The actuarial valuation also determines whether annual contributions are enough to pay for the benefits accumulating each year. However, as life expectancy increases for members, retirees, and beneficiaries, pensions get more expensive because pension payments will be made for a longer time. The cost of pension payments is expected to continue rising because life expectancy is forecast to continue increasing.

Actuarial valuations are based on many assumptions about the future, including expected investment return, mortality rates, retirement age, the number of members who retire and have a spouse at retirement, etc. The main reason that legislation requires a valuation at least once every three years is that actual experience will differ from the assumptions made. Based on the difference between the projected and actual experience, the Trustees identify what changes, if any, to make to ensure the continued financial health of the Fund. The Trustees pay close attention to the results of each actuarial valuation.

ACTUARIAL ASSETS VERSUS ACTUARIAL LIABILITIES

As of January 1, 2024*

* This was the most-recently-filed actuarial valuation.

Fund assets are the monies in the Fund used to pay benefits. Fund rates of return are the percentages of increase or decrease in the Fund's assets based on investment results. While these are important financial measures, they are not the Trustees' sole focus. The Trustees must also focus on comparing Fund assets to Fund liabilities. Fund liabilities are the costs of benefits.

Meet Your Fund Office Staff

IN REMEMBRANCE: **JILL GIUSTINO**

At the end of 2024, the Fund lost our beloved Executive Director, Jill Giustino, whose 37 years of dedicated service in various roles left an indelible mark. Jill brought warmth, integrity and expertise to the job of ensuring the Fund's continued success and caring for the members whom the Fund serves.

Jill's legacy of professionalism and compassion continues to inspire and support the staff at the Fund Office.

LISA DEWITT

Data Processing Manager

Years at the Fund as of December 31, 2024: 24

Lisa is responsible for overseeing the day-to-day operations of the data processing department. She works closely with various Locals to resolve issues and ensure that collective agreements are accurately reflected in the Fund system. Lisa also runs reports to verify that contracts are processed accurately and that musicians receive the correct pension credits. Some of her major annual tasks include producing and mailing member and pension statements, as well as refunding ineligible contributions.

Personal Fact about Lisa: Lisa loves spending quality time with her husband and extended family, especially when it involves cooking and entertaining at home.

"I enjoy the variety of duties in my position—no two days are ever the same, and there's always something new to learn or tackle. But above all, it's the positive and supportive environment at MPF Canada that makes coming to work each day so rewarding."

PREESIN DOORGANAH

Assistant, Pension Benefits

Years at the Fund as of December 31, 2024: 1

Preesin collaborates directly with members to manage paperwork and process applications—whether they're applying for pensions, claiming payout or death benefits, or looking for answers to post-retirement inquiries. From answering calls to guiding members step-by-step through the application process, Preesin ensures that every engagement is informative, smooth, and supportive.

Personal Fact about Preesin:
A passionate traveler and food enthusiast, Preesin is always seeking new destinations and flavors—whether abroad or in Toronto's vibrant culinary scene. She values a balanced lifestyle that embraces adventure, spontaneity, and great food along the way.

"I love working at the Fund and being able to genuinely support members by simplifying what is often a complicated process, making it less overwhelming and more straightforward when applying for pension benefits."

JOSEPHINE HITIMANA

Bilingual Receptionist

Years at the Fund as of December 31, 2024: 8

Josephine is responsible for providing quality customer service to Fund members in English and French. She also greets guests who visit the Fund office and translates letters and emails received in French.

Personal Fact about Josephine:
Josephine enjoys reading, writing, singing and travelling. She also enjoys spending time with family and friends.

"I enjoy assisting The Fund's members in the language of their choice (French and English) and strive in my daily tasks to fulfill MPF Canada's mission, which is "to administer the Plan in a prudent manner to ensure its long-term viability in order to provide the best possible retirement benefits to the Fund's members and beneficiaries."

composition

HUMBERT MARTINS

Director, Pension Benefits
Years at the Fund as of December 31, 2024: 43

Humbert is responsible for overseeing the pension application process and paying all pension benefits to members and beneficiaries. He also responds to members' questions concerning their status with the Fund or the pension application process.

Personal Fact about Humbert: Humbert enjoys spending time with family, especially his niece and nephews, and playing board games and card games. He loves to read, especially during his commute to and from work, while on public transit. Humbert also enjoys going to the movies with family and friends.

"I enjoy helping members with the benefits they have earned working as musicians and providing them with the information they need to make a choice about the type of benefit they elect at retirement. I've also worked with good people at the Fund office for many years."

NADIA CHAMALE

Contract Processing
Years at the Fund as of December 31, 2024: 6

Nadia is responsible for processing member checks. This includes data entry, data processing, reviewing collective agreements, reviewing industry codes, and maintaining employer records. She also ensures pension contributions and contracts are processed efficiently.

Personal Fact about Nadia: Nadia enjoys travelling, movies, music, and reading. She loves raising her son with her husband and takes pleasure in spending quality time with family and friends.

"My time at the Musicians Pension Fund is incredibly rewarding, largely thanks to the essential work of data entry and data processing that fill my days. I enjoy the precision required to handle all the musicians' information knowing that every detail I enter contributes directly to their future. Working alongside our team makes this job even more enjoyable. We are always ready to help each other out."

PAUL VERSTEEG-LYTWYN

Interim Executive Director
Years at the Fund as of December 31, 2024: 21

As the Fund's Interim Executive Director, Paul uses his extensive experience as Office Manager to administer the Fund. He is dedicated to furthering the mission to ensure the Fund's long-term viability and members' retirement benefits. He oversees all operations, as well as the Fund Office staff, and works closely with the Board to provide support to the Trustees.

Personal fact about Paul: Paul enjoys travelling, watching or playing sports and going out to support local artists. He also enjoys spending time at home with his girlfriend, Erin, and their two cats, Buddy and Cosmo.

"My favorite things about working at the MPF Canada Fund office are the culture and staff. The previous Executive Directors have left a legacy of kindness and hard work that will endure and, with the excellent staff we have in place, I am very excited for the future of the Fund."

Our Pension Plan is a Target Defined Benefit Plan

The Fund's assets are invested in a diversified portfolio, as shown in the chart.

ASSET MIX
As of December 31, 2024

%	
11.6	Canadian Equities
22.6	Global Equities
10.0	Private Equities
15.0	Public Fixed Income
14.1	Private Debt
4.1	Mortgages
11.4	Real Estate
10.4	Infrastructure
0.8	Cash

Plan Details
Visit the Plan Summary page of the Fund's website at **mpfcanada.ca/summary-plan,** and click **Download PDF** to learn more about the Plan.

With this type of plan, your retirement benefit is calculated using a formula that's based on contributions received from employers on your behalf. Your benefit also depends on other factors, such as your age at retirement and the type of survivor benefit you choose.

Contributions are negotiated with employers by the American Federation of Musicians/Canadian Federation of Musicians (AFM/CFM) and its Locals and written into collective bargaining agreements. Since contributions are collectively bargained, if Plan assets aren't enough to pay current or future pension benefits, it's not possible for employers to make additional contributions to the Fund outside of collective bargaining. Instead, based on pension legislation and Plan rules, Trustees must change the Plan's promised pension benefits based on affordability, when necessary.

Plan assets are held in trust by an independent custodian, in compliance with pension legislation, and are invested in a diversified portfolio of assets managed by professional investment managers.

The Plan complies with the Income Tax Act (Canada) and the various provincial pension benefits acts across the country.

articulation

Fund Financial Statements

Legislation requires Trustees to have audited Financial Statements of the Fund every year. The following is a summary of preliminary results and may be subject to change.

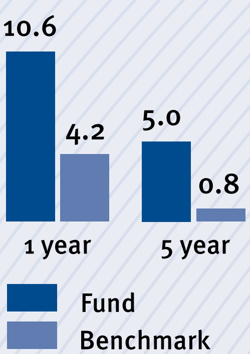
FINANCIAL STATEMENT SUMMARY

In thousands of dollars	December 31, 2024
Net assets available for benefits, beginning of year	**969,874**
Increase in net assets:	
Total investment income	17,728
Realized gains on sale of investments	94,824
Unrealized gains	22,741
Employer Contributions	10,413
Total increase in net assets	**145,706**
Decrease in net assets:	
Monthly pension benefits	51,058
Death benefits	181
Termination payments and transfers	1,637
Plan expenses	4,873
Total decrease in net assets	**57,749**
Net assets available for benefits, end of year	**1,057,831**

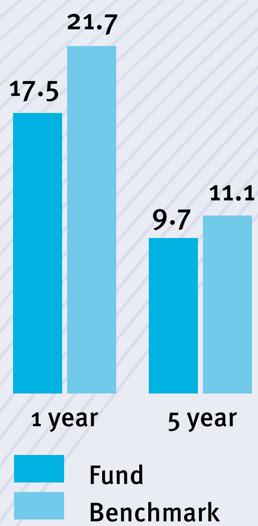
Major Asset Classes

One-year and five-year rates of return on December 31, 2024.

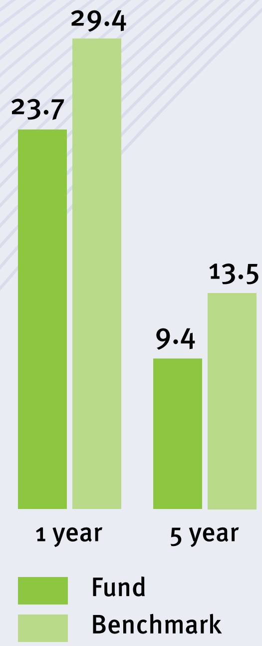
FIXED INCOME*



CANADIAN EQUITY



GLOBAL EQUITY

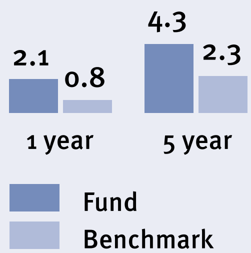


Note: “NA” appears for investment classes that have existed within the Fund for less than five years.

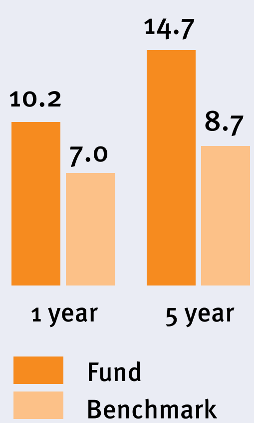
* Bonds, Private Debt and Mortgages

PRIVATE EQUITY

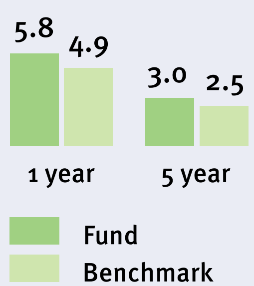
REAL ESTATE



INFRASTRUCTURE EQUIVALENTS



CASH & EQUIVALENTS



Membership Data and Benefit Payments

PLAN MEMBERSHIP SUMMARY

As of December 31, 2024	2024	2023	2022
Actives	4,806	4,791	4,793
Pensioners and beneficiaries	4,109	4,066	3,964
Vested inactives	7,456	7,458	7,545
Total	16,371	16,315	16,302

Participant counts are based on preliminary data and are subject to change.

BENEFIT PAYMENTS

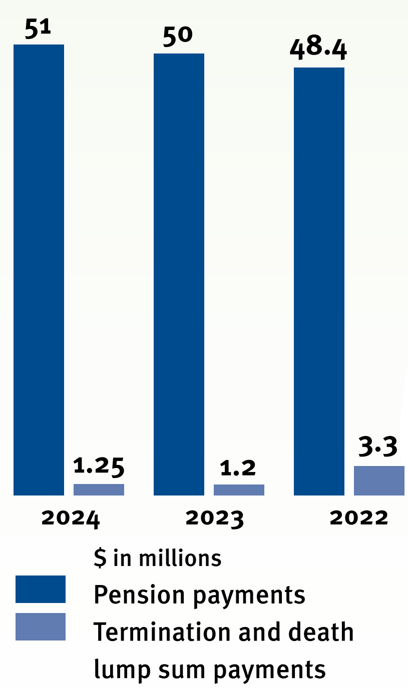
Over the past three years, the following benefit payments have been made:

In thousands of dollars*	2024	2023	2022
Pension payments	51,044	50,000	48,400
Termination and death lump sum payments	1,252	1,200	3,300

* The 2024 totals are approximate and only can be confirmed after the completion of the 2024 audit.

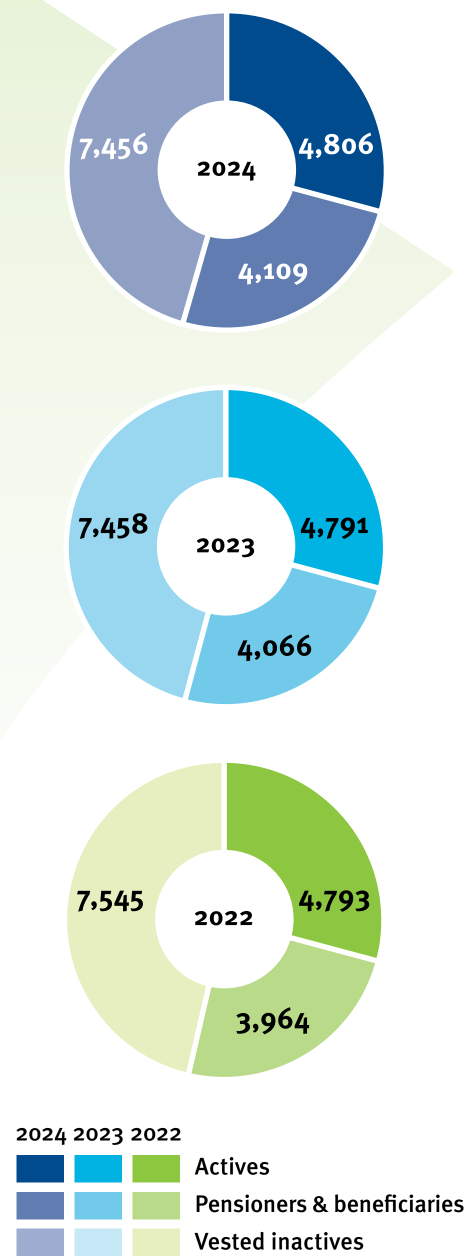
The Fund paid approximately $52.3 million in benefits in 2024.

BENEFIT PAYMENTS



COMPARATIVE PLAN MEMBERSHIP SUMMARY

As of December 31, of the year noted below.



Fund Performance

The Fund's total investment return for the year ending December 31, 2024, was 14.4%; the Fund benchmark return was 13.5%.

When evaluating the performance of any investment, it is important to compare the performance against an appropriate benchmark.

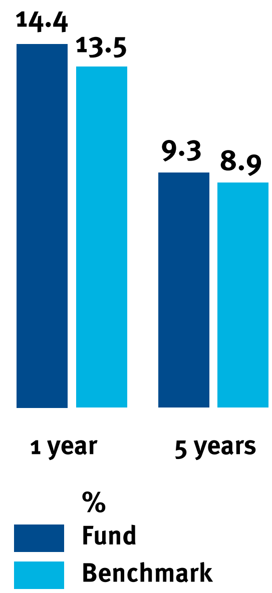
By law, the Board of Trustees must establish a Statement of Investment Policies and Procedures (SIP&P). The benchmarks used in the chart below are the ones established in the Fund's SIP&P. A copy of the SIP&P is available by written request to the Fund Office.

The bar chart shows the Fund's total return compared with the one-year benchmark as of December 31, 2024, and the five-year benchmark as of the same date.

DEFINITION OF BENCHMARKS:
A benchmark is a standard against which the performance of an asset class is measured.

ASSET CLASS	BENCHMARK
Total Fixed Income	FTSE Canada Universe Bond
Cash & Equivalents	FTSE Canada 91 Day T Bill
Canadian Equity	S&P/TSX Composite
Global Equity	MSCI World (CAD)
Private Equity	10% absolute return
Real Estate	CPI + 4%
Infrastructure	CPI + 5%
Total Fund	**Composite of above**

INVESTMENT RETURNS
As of December 31, 2024



Information

FEEDBACK/MORE INFORMATION

Please send the Fund Office your questions, comments, and feedback on this Annual Report or anything else related to the Plan:

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Suite 605
Toronto, Ontario M2J 5C1

Telephone: 416.497.4702
Toll Free: 888.462.6666
Email: info@mpfcanada.ca

Please visit our website for additional information about the Fund and the Plan, and for answers to questions you may have: www.mpfcanada.ca.

DISCLAIMER

The Trustees expect to maintain the Fund indefinitely. However, they have the right, in accordance with applicable laws, to change or cancel any or all benefits under the Fund for active or retired members and their survivors and dependents.

The publication was prepared on behalf of the Trustees of the Musicians' Pension Fund of Canada. It provides summary information about the Fund in plain language. This publication is not intended to provide advice. If there is a discrepancy between this document and the legal documents that govern the Fund, the legal documents will apply.

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Musicians' Pension Fund of Canada

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June 2025