BRITISH COLUMBIA'S | Knowledge Network:

May 16, 2025

John Davison
President & CEO
PSEC Secretariat
Suite 210, 880 Douglas Street
Victoria, BC V8W 2B7

Dear John:

Re: Executive Compensation Reporting for Knowledge Network Corporation

On behalf of the Board of Directors of Knowledge Network Corporation, I confirm that I am aware of the executive compensation paid in the 2024/25 fiscal year and have reviewed the Summary Compensation Table. The compensation reported is within the approved compensation plan and complies with the executive compensation disclosure guidelines.

Yours truly,

Satwinder Kaur Bains
Board Chair
Knowledge Network Corporation

Knowledge: Pass It On
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BRITISH COLUMBIA'S | Knowledge Network:

Compensation Philosophy- 2024/25

Who We Are

British Columbia's Knowledge Network is an independent provincial public broadcaster that operates a free and commercial-free television channel in B.C. and streaming services across Canada. We help to create informed communities by providing trusted programming that supports lifelong learning, presents diverse points of view and promotes culture, identity and inclusion from local and global perspectives. Informing and enlightening our audiences on the important issues of our time, Knowledge Network connects British Columbians to each other and the world.

Funded by an annual operating grant from the provincial government and donations from loyal viewers, Knowledge Network offers curated content from all over the world including commercial-free documentaries, arts and culture, drama and children's programs. Our passion for sharing stories that inform and inspire extends to B.C.'s independent production community through the commissioning of documentary programs.

Senior Employee Compensation

As required by the Public Sectors Employers Act, Knowledge Network discloses executive compensation annually for the Chief Executive Officer (CEO) and the next four highest ranking/paid individuals with decision-making authority earning over $125,000 in annualized base salary. This includes:

- President & CEO
- Director of Philanthropy & Planning
- Director or Finance & Administration
- Director of Broadcast Technology & IT
- Director of Brand & Audience Engagement

Compensation Discussion and Analysis

Knowledge Network Corporation's compensation practices endeavor to attract, motivate and retain employees with the skills, experience and commitment necessary to achieve the organization's strategic and business goals. Knowledge Network's compensation philosophy is based on four core principles: performance, differentiation, transparency and accountability. We set maximum total compensation levels equal to the 50th percentile of total compensation provided to comparable

positions by relevant comparison organizations. The comparators focus on the public sector where relevant comparisons can be made. We work within provincial compensation mandates and guidelines, respecting our responsibility for appropriate expenditure of public funds. Compensation practices recognize the scope of work performed and support internal equity through evaluation in accordance with the approved job evaluation system. Compensation practices support a performance-based culture and recognize service contribution through progression within the assigned salary grade.

In the case of the President & CEO, the level of compensation is set by the Chair and approved by the Board of Directors, in consultation with the Ministry of Tourism, Arts, Culture and Sport and is subject to the approval of the Public Sector Employers Council.

All management employees, including the President & CEO, are members of the College Pension Plan. In addition, they receive group medical benefits (Life Insurance, AD&D, dental, extended health and self-insured short-term disability) as set out in Knowledge Network's HR Policies & Procedures. The organization supports approved training and professional development for all employees upon provision of receipts.

Knowledge Network

Summary Compensation Table at 2025

Name and Position	Salary	Holdback/Bonus/ Incentive Plan Compensation	Benefits	Pension	All Other Compensation (expanded below)	2024/2025 Total Compensation	Previous Two Years Totals Total Compensation	
							2023/2024	2022/2023
Michelle van Beusekom, President & CEO	$ 222,104	-	$ 14,706	$ 22,966	-	$ 259,776	$ 241,233	$ 39,465
Oliver Eichel, Director of Broadcast Technology	$ 12,860	-	$ 1,194	$ 1,330	$ 7,270	$ 22,654	$ 179,180	$ 167,761
Jeffrey Lee, Director of Finance & Administration	$ 159,966	-	$ 14,735	$ 16,540	-	$ 191,241	$ 185,304	$ 175,044
Sarah MacDonald, Director of Philanthropy & Planning	$ 159,966	-	$ 14,735	$ 16,540	-	$ 191,241	$ 185,440	$ 176,980
Justin Young, Director of Brand and Audience Engagement	$ 156,045	-	$ 10,686	$ 16,095	-	$ 182,826	$ 58,574	

Summary Other Compensation Table at 2025

Name and Position	All Other Compensation	Severance	Vacation Payout	Paid Leave	Vehicle / Transportation Allowance	Perquisites / Other Allowances	Other
Michelle van Beusekom, President & CEO	-	-	-	-	-	-	-
Oliver Eichel, Director of Broadcast Technology	$ 7,270	-	$ 7,270	-	-	-	-
Jeffrey Lee, Director of Finance & Administration	-	-	-	-	-	-	-
Sarah MacDonald, Director of Philanthropy & Planning	-	-	-	-	-	-	-
Justin Young, Director of Brand and Audience Engagement	-	-	-	-	-	-	-

Notes

Michelle van Beusekom, President & CEO	**General Note:** Michelle van Beusekom received a 3% performance-based increase effective April 1, 2024.
Oliver Eichel, Director of Broadcast Technology	**General Note:** Oliver Eichel retired from Knowledge Network effective April 30, 2024. Oliver Eichel received a performance based increase of 3% effective April 1, 2024.
Jeffrey Lee, Director of Finance & Administration	**General Note:** Jeffrey Lee received a 3% performance-based salary increase effective April 1, 2024.
Sarah MacDonald, Director of Philanthropy & Planning	**General Note:** Sarah MacDonald received a 3% performance-based salary increase effective April 1, 2024.
Justin Young, Director of Brand and Audience Engagement	**General Note:** Justin Young earned a 3% performance-based increase effective April 1, 2024 and a 3% performance-based increase effective November 27, 2024.