

May, 2019

To whom it may concern,

Re: Craig and Marc Kielburger's salaries

Craig and/or Marc Kielburger are under no obligation to provide personal and private information. Nevertheless, in the spirit of full transparency, and to refute factually incorrect allegations around their compensation, both Craig and Marc have subjected their finances to a number of third-party reviews, which have all been provided to Canadaland.

I can formally share that Neither Craig nor Marc have ever in 24 years received a salary from WE Charity, where they both serve as co-founders and full-time volunteers. In 2017, the total compensation received by Craig and Marc Kielburger from all WE-associated entities and/or WE related activities was \$113,461 each, a sum paid entirely by ME to WE Social Enterprises. In 2018, their total compensation, also paid entirely by ME to WE Social Enterprises, was \$125,173 each. In addition, any funds Craig and Marc bring in from WE-related activities, such as selling books, speaking engagements and consulting, are either donated back to WE Charity or go directly to the WE family of organizations.

Sincerely,

A handwritten signature in black ink, appearing to read 'Victor Li', with a stylized flourish above the name.

Victor Li,

Chief Financial Officer, WE