



NOTICE OF ANNUAL GENERAL AND SPECIAL
MEETING OF SHAREHOLDERS

TO BE HELD ON JUNE 10, 2021

AND

MANAGEMENT INFORMATION CIRCULAR

ALMONTY INDUSTRIES INC.

NOTICE OF ANNUAL GENERAL AND SPECIAL MEETING OF SHAREHOLDERS TO BE HELD ON JUNE 10, 2021

NOTICE IS HEREBY GIVEN that the Annual General and Special Meeting of the holders of common shares (the “**Shares**”, and holders thereof, the “**Shareholders**”) of Almonty Industries Inc. (the “**Company**”) will be held in a **virtual-only format conducted via Zoom** on Thursday, June 10, 2021, at 1:00 p.m. (Toronto time) (together with any adjournment or postponement thereof, the “**Meeting**”).

The following business of the Company will be transacted at the Meeting:

1. to receive and consider the audited consolidated financial statements of the Company for the fiscal year ended December 31, 2020, together with the auditor’s report thereon;
2. to set the number of directors and to elect directors to serve for the ensuing year;
3. to confirm the appointment of the auditor of the Company by the board of directors and to appoint the auditor of the Company for the ensuing year and to authorize the board of directors of the Company to fix such auditor’s remuneration;
4. to consider and, if thought fit, approve a resolution ratifying and approving the Company’s 2020 Restricted Share Unit Plan, as more particularly described in the Management Information Circular accompanying this Notice of Meeting; and
5. to transact such other business as may properly come before the Meeting.

IMPORTANT NOTICE

In light of the ongoing public health concerns related to COVID-19, and based on government recommendations to avoid large gatherings, the Company will not be permitting attendance in person. Shareholders are urged to vote on the matters before the Meeting by proxy and to listen to the Meeting online. Registered shareholders or proxyholders representing registered shareholders participating in the Meeting virtually will be considered to be present in person at the Meeting for the purposes of determining quorum. Non-registered shareholders who have not duly appointed themselves as a proxyholder will be able to attend the Meeting as a guest, but will not be able to vote at the Meeting.

All shareholders are entitled to attend and vote at the Meeting virtually in person or by proxy. The Board of Directors (the “**Board**”) requests that all shareholders who will not be attending the Meeting read, date and sign the accompanying proxy and deliver it to Computershare Investor Services Inc. (“**Computershare**”). If a shareholder does not deliver a proxy to Computershare, Attention: Proxy Department, 100 University Avenue, 8th Floor, Toronto, Ontario, M5J 2Y1 by 10:00 a.m. (Vancouver, British Columbia time) on or before Tuesday, June 8, 2021 at 1:00 pm (Toronto Time) (or 48 hours, excluding Saturdays, Sundays and holidays, before any adjournment of the meeting at which the proxy is to be used) then the shareholder will not be entitled to vote at the Meeting by proxy. Only shareholders of record at the close of business on May 5, 2021 will be entitled to vote at the Meeting.

Shareholders will have two options to access the Meeting, being via teleconference or through the Zoom application, which requires internet connectivity. Registered shareholders wishing to vote in person and any shareholders wishing to view materials that may be presented by the Company’s management will need to utilize the Zoom application but any shareholder may listen to the Meeting via teleconference.

Registered shareholders participating via teleconference will not be able to vote in person at the Meeting as the Company's scrutineer must take steps to verify the identity of registered shareholders using the video features.

In order to dial into the Meeting within Canada, shareholders will phone 1 778 907 2071 and enter the Meeting ID and Password noted below.

Outside of Canada, please find your local number: <https://us02web.zoom.us/j/ke3Gn6CEi>

In order to access the Meeting through Zoom, shareholders will need to download the application onto their computer or smartphone and then once the application is loaded, enter the Meeting ID and Password below or open the following link:

<https://us02web.zoom.us/j/82287774781?pwd=UFBJM0duR2srMWcyQVV0NExydk9XUT09>

Shareholders will have the option through the application to join the video and audio or simply view and listen.

Meeting ID: **822 8777 4781**

Passcode: **331181**

Meeting Material

This notice is accompanied by a management information circular (the "**Circular**") and a form of proxy, which together provide additional information relating to the matters to be dealt with at the Meeting.

BY ORDER OF THE BOARD OF DIRECTORS

Toronto, Ontario
May 5, 2021

(signed) "Lewis Black"

Lewis Black

Chairman of the Board of Directors, President and Chief Executive Officer

ALMONTY INDUSTRIES INC. MANAGEMENT INFORMATION CIRCULAR

FOR THE ANNUAL GENERAL AND SPECIAL MEETING OF SHAREHOLDERS TO BE HELD ON JUNE 10, 2021

This Management Information Circular (the “Circular”) is furnished in connection with the solicitation of proxies by the management of Almonty Industries Inc. (the “Company”), a corporation governed by the *Canada Business Corporations Act* (the “CBCA”), for use at the Annual General and Special Meeting of the holders of common shares of the Company (the “Shares”, and holders thereof, the “Shareholders”) to be held on June 10, 2021 at the time and place set out in the accompanying notice of Meeting.

Information contained in this Circular is given as at May 5, 2021, and all dollar amounts are stated in Canadian dollars, unless otherwise indicated.

VIRTUAL MEETING

This year to mitigate risks to the health and safety of the Company’s shareholders, employees and other stakeholders, the Company will be holding its meeting in a virtual only format. Shareholders will have an equal opportunity to participate at the Meeting online regardless of geographic location. Registered shareholders and proxyholders will be able to attend the virtual meeting and vote. Non-registered shareholders who have not duly appointed themselves as proxyholder will be able to attend the virtual Meeting as a guest, but will not be able to vote at the Meeting. This is because the Company and its transfer agent, do not have a record of the non-registered shareholders, and, as a result, will have no knowledge of their shareholdings or entitlement to vote unless they appoint themselves as proxyholder. Please see “Appointment and Revocation of Proxy” below.

The Meeting will be held via the Zoom meeting platform. In order to access the Meeting, shareholders will have two options, being via teleconference or through the Zoom application, which requires internet connectivity. Registered shareholders wishing to vote in person and any shareholders wishing to view materials that may be presented by the Company’s management will need to utilize the Zoom application but any shareholder may listen to the Meeting via teleconference. Registered shareholders participating via teleconference will not be able to vote in person at the Meeting as the Company’s scrutineer must take steps to verify the identity of registered shareholders using the video features.

In order to dial into the Meeting within Canada, shareholders will phone 1 778 907 2071 and enter the Meeting ID and Password noted below.

Outside of Canada, please find your local number: <https://us02web.zoom.us/j/ke3Gn6CEi>

In order to access the Meeting through Zoom, shareholders will need to download the application onto their computer or smartphone and then once the application is loaded, enter the Meeting ID and Password below or open the following link:

<https://us02web.zoom.us/j/82287774781?pwd=UFBJM0duR2srMWcyQVV0NExydk9XUT09>

Shareholders will have the option through the application to join the video and audio or simply view and listen.

Meeting ID: **822 8777 4781**

Passcode: **331181**

It is the shareholders responsibility to ensure connectivity during the meeting and the Company encourages its shareholders to allow sufficient time to log in to the Meeting before it begins.

GENERAL PROXY INFORMATION

A. SOLICITATION OF PROXIES

The accompanying proxy is being solicited by or on behalf of the management of the Company and the cost of such solicitation will be borne by the Company. It is expected that the solicitation of proxies will be primarily by mail, though proxies may also be solicited, without special compensation, in person or by telephone, fax, email, or other means of communication by directors, officers or regular employees of the Company. The Company may pay investment dealers or other persons holding Shares in their own names or in the names of nominees (collectively, “**intermediaries**”) for their reasonable expenses incurred in sending this Circular and the accompanying Notice of Meeting and form of proxy or a voting instruction form, to non-registered, beneficial owners of Shares.

This Circular, together with the accompanying Notice of Meeting and form of proxy, is being sent to both Registered Shareholders (as hereinafter defined) and Beneficial Shareholders (as hereinafter defined). If you are a Beneficial Shareholder and the Company or its agent has sent these materials directly to you, your name and address and information about your holdings of Shares have been obtained in accordance with applicable securities regulatory requirements from the intermediary who holds your Shares on your behalf.

B. HOW TO VOTE YOUR SHARES

Registered Shareholders

A registered Shareholder (“**Registered Shareholder**”) is a Shareholder whose share certificate bears the name of that Shareholder. Registered Shareholders are entitled to vote their Shares in person at the Meeting or by proxy, and such Shareholders may be able to vote their proxies over the internet, by telephone or by mail in accordance with the instructions set out in the accompanying form of proxy.

If you are a Registered Shareholder and wish to vote in person at the Meeting, you should not complete or return the accompanying form of proxy, as your vote will be taken and counted at the Meeting. Shareholders wishing to vote in person must register their attendance with the scrutineer upon arrival at the Meeting.

If you are a Registered Shareholder and do not wish to attend the Meeting or to vote in person, you may vote by proxy by properly completing, signing and depositing the accompanying form of proxy with the Company’s transfer agent, Computershare Investor Services Inc. (the “**Transfer Agent**”). Registered Shareholders who elect to submit a proxy may do so online at www.investorvote.com, by telephone at 1-866-732-VOTE (8683) (for Shareholders within North America) or 1-312-588-4290 (for Shareholders outside North America), or by mail to 100 University Avenue, 8th Floor, Toronto, Ontario, M5J 2Y1, in all cases in accordance with the instructions provided by the Transfer Agent in the accompanying form of proxy and ensuring that the proxy is received not later than 48 hours prior to the commencement of the Meeting, excluding Saturdays, Sundays and holidays.

Beneficial Shareholders

If your Shares are registered in the name of an intermediary, rather than in your own name, you are a beneficial Shareholder (a “**Beneficial Shareholder**”). Beneficial Shareholders should note that the only proxies that can be recognized and acted upon at the Meeting are those deposited by Registered Shareholders (those whose names appear on the records of the Company as the registered holders of Shares) or as set out in the following disclosure.

If Shares are listed in an account statement provided to a Shareholder by a broker, then in almost all cases those Shares will not be registered in the Shareholder’s name on the records of the Company. Such Shares will more likely be registered under the names of the Shareholder’s broker or an agent of that broker. In Canada, the vast majority of such Shares are registered under the name of CDS & Co. (the registration name for The Canadian Depository for Securities Limited, which acts as nominee for many Canadian brokerage firms), and in the United States under the name of Cede & Co. as nominee for The Depository Trust Company (which acts as depository for many United States brokerage firms and custodian banks).

Intermediaries are required to seek voting instructions from Beneficial Shareholders in advance of shareholders' meetings. Every intermediary has its own mailing procedures and provides its own return instructions to clients.

There are two kinds of Beneficial Shareholders: those who object to their name being made known to the issuers of securities which they own (referred to as “**OBOs**” for objecting beneficial owners) and those who do not object to the issuers of the securities they own knowing who they are (referred to as “**NOBOs**” for non-objecting beneficial owners).

Non-Objecting Beneficial Owners

The Company is taking advantage of those provisions of National Instrument 54-101 – *Communication with Beneficial Owners of Securities of a Reporting Issuer* of the Canadian Securities Administrators (the “**CSA**”), which permits the Company to deliver proxy-related materials directly to its NOBOs. As a result, NOBOs can expect to receive a scannable Voting Instruction Form (“**VIF**”). These VIFs are to be completed and returned to the Transfer Agent online at www.investorvote.com, by telephone at 1-866-734-VOTE (8683) (for Shareholders within North America) or 1-312-588-4291 (for Shareholders outside North America), or by mail to 100 University Avenue, 8th Floor, Toronto, Ontario, M5J 2Y1, in all cases in accordance with the instructions provided in the VIF. The Transfer Agent will tabulate the results of the VIFs received from NOBOs and will provide appropriate instructions at the Meeting with respect to the Shares represented by the VIFs it receives.

By choosing to send these materials to you directly, the Company (and not the intermediary holding your Shares on your behalf) has assumed responsibility for (i) delivering these materials to you, and (ii) executing your proper voting instructions. Please return your VIF as specified in your request for voting instructions that you receive.

NOBOs who wish to attend and vote in person at the Meeting must insert their own name in the space provided on the VIF to appoint the NOBO (or the name of another person the NOBO wishes to attend the Meeting and vote on the NOBOs behalf) as proxy holder and otherwise follow the instructions on the VIF. Beneficial Shareholders who appoint themselves as proxy holders should present themselves at the Meeting to a representative of the Transfer Agent. Beneficial Shareholders wishing to attend and vote in person at the Meeting should not otherwise complete the VIF.

Objecting Beneficial Owners

Management of the Company does not intend to pay for intermediaries to deliver proxy-related materials to OBOs under NI 54-101. OBOs will not receive the proxy-related materials in respect of the Meeting unless the intermediary holding shares on behalf of the OBO assumes the cost of delivery.

Beneficial Shareholders who are OBOs and receive proxy-related materials in respect of the Meeting from their intermediaries should carefully follow the instructions of their broker or intermediary in order to ensure that their Shares are voted at the Meeting.

The form of proxy that will be supplied by your broker will be similar to the proxy provided to Registered Shareholders by the Company. However, its purpose is limited to instructing the intermediary how to vote your Shares on your behalf. Most brokers delegate responsibility for obtaining instructions from clients to Broadridge Financial Solutions, Inc. (“**Broadridge**”). Broadridge will mail a VIF in lieu of a proxy provided by the Company. The VIF will name the same persons as the Company's proxy to represent your Shares at the Meeting. You have the right to appoint a person (who need not be a Beneficial Shareholder) other than any of the persons designated in the VIF to represent your Shares at the Meeting and that person may be you. To exercise this right, you should insert the name of your desired representative (which may be yourself) in the blank space provided in the VIF. The completed VIF must then be returned to Broadridge in accordance with Broadridge's instructions. Broadridge then tabulates the results of all instructions received and provides appropriate instructions respecting the voting of Shares to be represented at the Meeting and the appointment of any Shareholder's representative. **If you receive a VIF from Broadridge, the VIF must be returned to Broadridge, in accordance with its instructions, well in advance of the Meeting in order to have your Shares voted at the Meeting, or to have an alternative representative duly appointed to attend and to vote your Shares at the Meeting.**

Voting by Proxyholder

If voting instructions are given on your form of proxy or request for voting instructions, then your proxyholder must vote, or withhold from voting, your Shares in accordance with your instructions. If no voting instructions are given, then your proxyholder may vote your Shares or withhold from voting as he, she or it sees fit. **If you appoint the proxyholders named on the accompanying form of proxy, and do not provide instructions as to how they should vote your Shares, your Shares will be voted “FOR” each of the matters set out in the form of proxy.**

As of the date of this Circular, none of the directors or officers of the Company are aware of any amendments or variations to the matters set out in the Notice of Meeting, nor of any other matter to be presented at the Meeting. However, if any amendment, variation or other business is properly brought before the Meeting, the accompanying form of proxy confers discretion on the persons named thereon to vote on any amendment or variation of the matters set out in the Notice of Meeting or any such other business in accordance with their best judgment.

C. APPOINTMENT OF PROXYHOLDER

The persons named in the form of proxy accompanying this Circular have been selected by the board of directors of the Company (the “**Board**”) and have indicated their willingness to represent as proxyholders the Shareholders who appoint them. **A Shareholder has the right to appoint as his, her or its proxyholder a person or company (who need not be a Shareholder) other than the persons designated in the accompanying form of proxy to attend and act on that Shareholder’s behalf at the Meeting.** As a Shareholder, you may exercise this right by inserting the name of such person or company in the blank space provided in the form of proxy and striking out the other names or by properly completing and signing another proper form of proxy and, in either case, depositing such form of proxy with the Transfer Agent at the location and within the time limits set out above.

If you appoint some other person to represent you, it is your responsibility as a Shareholder to inform that other person or company that he, she or it has been so appointed and to ensure that your proxy has been signed by you or your attorney authorized in writing (or, if the Shareholder is a corporation, under its corporate seal and signed by a director, officer or attorney thereof, duly authorized).

D. REVOCATION OF PROXIES

If you are a Registered Shareholder and you have submitted a proxy and later wish to revoke it, you can do so by:

- (a) completing and signing a form of proxy bearing a later date and depositing it with the Transfer Agent at the location and within the time limits set out above;
- (b) depositing an instrument in writing signed by you or your attorney authorized in writing (or, for Shareholders that are corporations, under such Shareholder’s corporate seal and signed by a director, officer or attorney thereof, duly authorized), with either: (i) the Transfer Agent, at the address noted above, or at the registered office of the Company at any time up to and including the last business day preceding the day of the Meeting at which the proxy is to be used, or (ii) the chairman of the Meeting prior to the commencement of the Meeting on the day of the Meeting; or
- (c) following any other manner permitted by law.

Any Registered Shareholder attending the Meeting has the right to vote in person and, if you, as a Registered Shareholder, elect to do so, your proxy will be nullified with respect to any matters upon which you vote, and in respect of any subsequent matters to be voted upon at the Meeting.

Beneficial Shareholders should note that **only Registered Shareholders have the right to revoke a proxy. Beneficial Shareholders who wish to change their vote must make appropriate arrangements with their respective intermediaries.** Beneficial Shareholders should also be aware that intermediaries may set deadlines earlier than those set out in this Circular or otherwise for the receipt of requests for voting instructions or proxies from Beneficial Shareholders, and are not required to act on any revocation that is not received by the intermediary prior to the deadlines set by that intermediary. As such, Beneficial Shareholders who wish to revoke their voting

instruction form or proxy and to vote should contact their intermediary as soon as possible, and in any event well in advance of the Meeting.

E. NOTICE TO SHAREHOLDERS IN THE UNITED STATES

This solicitation of proxies involves securities of an issuer located in Canada and is being effected in accordance with the corporate laws of Canada and the securities laws of the provinces of Canada. The proxy solicitation rules under the United States Securities Exchange Act of 1934, as amended, are not applicable to the Company or this solicitation, and this solicitation has been prepared in accordance with the disclosure requirements of the securities laws of the provinces of Canada. Shareholders should be aware that disclosure requirements under the securities laws of the provinces of Canada differ from the disclosure requirements under United States securities laws.

The enforcement by Shareholders of civil liabilities under United States federal securities laws may be affected adversely by the fact that the Company is governed by the CBCA, certain of its directors and officers are residents of Canada and countries other than the United States, and all of the assets of the Company and a substantial portion of the assets of such persons are located outside the United States. Shareholders may not be able to sue a foreign company or its officers or directors in a foreign court for violations of United States federal securities laws. It may be difficult to compel a foreign company and its officers and directors to subject themselves to a judgment by a United States court.

VOTING SHARES AND PRINCIPAL HOLDERS OF VOTING SHARES

A. DESCRIPTION OF SHARE CAPITAL

The Company is authorized to issue an unlimited number of Shares. As of the close of business on May 5, 2021, there were 191,652,254 Shares issued and outstanding. Each Share carries the right to one vote. The Shares are the only class of securities entitled to vote at the Meeting. No group of Shareholders has the right to elect a specified number of directors, nor are there cumulative or similar voting rights attached to the Shares. As of the date hereof, the Shares are listed for trading on the Toronto Stock Exchange (the “**Exchange**”) under the symbol “**AII**”.

B. QUORUM

The quorum necessary for the Meeting is the holders of 25% of the Shares being present in person or represented by proxy, provided that a quorum shall not be less than two persons. A quorum need not be present throughout the Meeting provided that a quorum is present at the opening of the Meeting.

C. RECORD DATE

The Board has fixed May 5, 2021, as the record date (the “**Record Date**”) for determining those Shareholders entitled to receive notice of, and vote at, the Meeting. Only Shareholders of record at the close of business on the Record Date who either attend the Meeting personally or complete, sign and deliver a form of proxy in the manner and subject to the provisions described above will be entitled to vote or to have their Shares voted at the Meeting.

D. OWNERSHIP OF SHARES

To the knowledge of the directors and officers of the Company, the only persons or companies that beneficially owned, directly or indirectly, or exercised control or direction over, securities carrying more than 10% of the voting rights attached to any class of voting securities of the Company as at May 5, 2021, are:

Name of Shareholder	Type of Ownership	Number of Shares Controlled	Percentage of Issued Shares ⁽⁴⁾
Lewis Black ⁽¹⁾	Direct and Indirect	35,813,871	18.68%
Global Tungsten & Powders Corp. ⁽²⁾	Direct	27,562,500	14.38%
Deutsche Rohstoff AG ⁽³⁾	Direct	25,401,168	13.25%

Notes:

- (1) Lewis Black is the registered holder of 21,918,244 Shares. In addition, Lewis Black, together with Daniel D'Amato, have direction and control over shareholdings of Almonty Partners LLC, which is a privately held investment company specializing in tungsten mining investments. Almonty Partners LLC is the registered holder of 13,893,920 Shares.
- (2) Global Tungsten & Powders Corp. develops, manufactures and markets refractory metal powders and specialty products such as semi-finished parts for the aerospace and defense industry.
- (3) Deutsche Rohstoff AG is a public company listed on the Frankfurt Stock Exchange which identifies, develops and divests attractive resource projects in North America, Australia and Europe. Thomas Gutschlag, a director of the Company, is the Chief Executive Officer of Deutsche Rohstoff AG.
- (4) Based on 191,652,254 Shares outstanding as at the date hereof.

INTEREST OF CERTAIN PERSONS OR COMPANIES IN MATTERS TO BE ACTED UPON

Except as otherwise disclosed herein, no director or officer of the Company, nor any person who has held such a position since the beginning of the most recently completed fiscal year of the Company, nor any proposed nominee for election as a director of the Company, nor any associate or affiliate of the foregoing persons, has any substantial or material interest, direct or indirect, by way of beneficial ownership of securities or otherwise, in any matter to be acted on at the Meeting other than the election of directors, all as set out herein.

BUSINESS TO BE CONDUCTED AT THE MEETING

A. PRESENTATION OF FINANCIAL STATEMENTS

The audited financial statements of the Company for the fiscal year ended December 31, 2020, together with the auditor's report thereon, have been approved by the Board and will be presented to the Meeting. No vote of the Shareholders is required with respect to this item of business.

B. ELECTION OF DIRECTORS

The Board currently consists of six directors. The term of office for each of the present directors of the Company expires at the Meeting. It is proposed that the number of directors for the ensuing year be fixed at six, subject to such increases or decreases as may be permitted by the Articles of the Company. At the Meeting, the Shareholders will be asked to consider and, if thought advisable, to pass an ordinary resolution fixing the number of directors to be elected at the Meeting at six. **Unless authority to do so is withheld, proxies given pursuant to this solicitation by the management of the Company will be voted "FOR" fixing the number of directors for the ensuing year at six.**

It is proposed that the persons named below will be nominated at the Meeting. Each director elected will hold office until the next annual meeting of Shareholders or until his successor is duly elected or appointed pursuant to the Articles of the Company, unless his office is earlier vacated in accordance with the Articles of the Company and the provisions of the CBCA.

Unless authority to do so is withheld, proxies given pursuant to this solicitation by the management of the Company will be voted "FOR" the election of each of the nominees named below (the "Management

Nominees”). If any of the Management Nominees should, for any reason, become unable to serve as a director of the Company prior to the Meeting, the persons named in the enclosed form of proxy reserve the right to nominate and vote for another nominee in their sole discretion.

The following disclosure sets out (i) the names of the six Management Nominees, (ii) their major offices and positions with the Company (if any), (iii) their place of residence, (iv) the committees of the Board on which each currently sits (if any), (v) the period of time during which each has been a director of the Company, (vi) their principal occupation, business or employment for the preceding five years, (vii) the number of Shares beneficially owned, or controlled or directed, directly or indirectly, by each as at May 5, 2021.

Name, residence, office(s) held and date first became a director	Principal occupation, business or employment	Shares beneficially owned, or controlled or directed, directly or indirectly ⁽¹⁾
Lewis Black Paris, France Chairman, President and Chief Executive Officer Director since September 23, 2011	Mr. Black is currently the President and Chief Executive Officer of the Company. He is also currently a partner of Almonty Partners LLC, a privately held company specializing in tungsten mining investments. Mr. Black previously served as Chairman and Chief Executive Officer of Primary Metals Inc., a tungsten mining company formerly listed on the TSX Venture Exchange, from 2005 to 2007. Prior to that he was head of sales and marketing for SC Mining Tungsten Thailand. Mr. Black holds a B.A. (Honours) from Manchester University and is a former Vice President of the International Tungsten Industry Association.	35,813,871 ⁽²⁾⁽³⁾
Michael Costa Toronto, Ontario, Canada Director Audit Committee Director since February 1, 2018	Mr. Costa serves as Vice President and Portfolio Manager at Goodman & Company Investment Counsel Inc. He graduated cum laude with honours in Economics from Colgate University in Hamilton, New York.	Nil
Daniel D’Amato Paris, France Director Compensation and Corporate Governance Committee Director since September 23, 2011	Mr. D’Amato is currently a partner of Almonty Partners LLC, a privately held company specializing in tungsten mining investments. He has held this position since 2005. Mr. D’Amato previously served on the board of directors of Primary Metals Inc., a tungsten mining company formerly listed on the TSX Venture Exchange, from 2005 to 2007. He began his career on Wall Street with Bear Stearns where over nearly a decade he became Managing Director. Mr. D’Amato holds a B.Sc. from Siena College and holds several securities and insurance licenses.	15,966,220 ⁽²⁾⁽⁴⁾

Name, residence, office(s) held and date first became a director	Principal occupation, business or employment	Shares beneficially owned, or controlled or directed, directly or indirectly ⁽¹⁾
Dr. Thomas Gutschlag Mannheim, Germany Director Audit Committee, Compensation and Corporate Governance Committee Director since September 15, 2015	<p>Dr. Gutschlag is currently the Chairman and Chief Executive Officer of DRAG, a public company listed on the Frankfurt Stock Exchange which identifies, develops and divests attractive resource projects in North America, Australia and Europe, with a focus on the development of oil and gas opportunities within the United States, as well as metals such as gold, copper, rare earth elements, tungsten and tin. Dr. Gutschlag co-founded DRAG in 2006 and has been its Chief Executive Officer since January 1, 2015 and, prior thereto, its Chief Financial Officer.</p> <p>Dr. Gutschlag is a qualified economist with a degree in economics from the University of Heidelberg and a doctorate from the University of Mannheim.</p>	26,393,668 ⁽⁵⁾⁽⁶⁾
Mark Trachuk Toronto, Ontario, Canada Director Audit Committee (Chair) Compensation and Corporate Governance Committee (Chair) Director since September 23, 2011	<p>Mr. Trachuk is a corporate director. Mr. Trachuk was previously the General Counsel and Corporate Secretary of Entertainment One Ltd. which is a global entertainment studio that specializes in the development, acquisition, production, financing, distribution and sales of entertainment content. Entertainment One was listed on the Premium List of the London Stock Exchange (LSE:ETO) and was a member of the FTSE 250 prior to being acquired by Hasbro Inc. in December 2019. Prior to joining Entertainment One, Mr. Trachuk was a Senior Partner in the Business Law Group at Osler, Hoskin & Harcourt LLP in Toronto where he practiced corporate and securities law with an emphasis on mergers, acquisitions and strategic alliances. Mr. Trachuk has chaired Osler's International Practice Group, Corporate Practice Group and Corporate Finance Practice Group.</p> <p>Mr. Trachuk holds a B.A. in Economics from Carleton University, an LL.B. from the University of Ottawa and an LL.M. from the London School of Economics. He also holds the ICD.D designation from the Institute of Corporate Directors. Mr. Trachuk is called to the bar in Ontario and British Columbia and is a solicitor in England and Wales.</p>	860,000
James Kim Seoul, South Korea Director Director since February 1, 2021	<p>Mr. Kim is the current Chairman and CEO of the American Chamber of Commerce Korea (AMCHAM) and was previously the Head of Operations for General Motors Korea. This followed his role as CEO of Microsoft Korea.</p>	Nil

Notes:

- (1) The number of shares beneficially owned, or controlled or directed, directly or indirectly, by each Management Nominee is based on information furnished by the nominees and from insider reports available under the Company's profile on SEDI at www.sedi.ca.
- (2) Almonty Partners LLC, a privately-held company specializing in tungsten mining investments, holds 13,893,920 Common Shares or approximately 7.33% of the issued and outstanding Common Shares as of the date hereof. Lewis Black and Daniel D'Amato are each partners of Almonty Partners LLC.
- (3) Lewis Black is the holder of 21,919,951 Shares.
- (4) Daniel D'Amato is the holder of 2,072,300 Shares.
- (5) Dr. Gutschlag is the CEO of DRAG. DRAG owns 25,401,168 Common shares and holds convertible debentures in Almonty that, if converted, would result in an additional 7,322,644 Common Shares being issued to DRAG. Dr. Gutschlag also owns 950,000 Common Shares directly and 42,500 indirectly through Kooiker Investment GmbH.

Each of the Management Nominees are, in the opinion of management, qualified to direct the activities of the Company until the next annual meeting of Shareholders and all nominees have indicated their willingness to stand for election.

Majority Voting for Election of Directors

The Board has adopted a “majority voting” policy, pursuant to which if a nominee for election as director does not receive a greater number of votes “for” than votes “withheld” at a meeting of shareholders, such nominee shall offer his or her resignation as a director to the Board promptly following the meeting of shareholders at which the director was elected. Upon receiving such offer of resignation, the Compensation and Corporate Governance Committee will consider such offer and make a recommendation to the Board as to whether or not to accept it. Notwithstanding the foregoing, the Board shall accept the offer of resignation absent exceptional circumstances.

The Board will determine whether or not to accept the resignation within 90 days following the meeting of shareholders. The Company will announce the decision of the Board in a press release with respect to whether the Board has decided to accept such director’s resignation. If the Board determines not to accept the resignation, the press release will state the reasons for that decision.

The director who tendered such resignation will not be part of any deliberations of any Board committee (including the Compensation and Corporate Governance Committee if such director is a member thereof) or the Board pertaining to the resignation offer.

The “majority voting” policy only applies in circumstances involving an uncontested election of directors. For the purposes of the policy, an “uncontested election of directors” means that the number of nominees for election as a director is not more than the number of directors proposed to be elected to the Board.

Orders, Bankruptcies, Penalties or Sanctions

To the Company’s knowledge, none of the Management Nominees:

- (a) is, as at the date of this Circular, nor has been within ten years before the date of this Circular, a director, chief executive officer or chief financial officer of any company (including the Company) that:
 - (i) was subject to a cease trade order, an order similar to a cease trade order, or an order that denied the relevant company access to any exemption under securities legislation, that was in effect for a period of more than 30 consecutive days (an “**Order**”) that was issued while the proposed director was acting in the capacity as director, chief executive officer or chief financial officer; or
 - (ii) was subject to an Order that was issued after the proposed director ceased to be a director, chief executive officer or chief financial officer and which resulted from an event that occurred while that person was acting in the capacity as director, chief executive officer or chief financial officer;
- (b) is, as at the date of this Circular, nor has been within ten years before the date of this Circular, a director or executive officer of any company (including the Company) that, while that person was acting in that capacity, or within a year of that person ceasing to act in that capacity, became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency or was subject to or instituted any proceedings, arrangement or compromise with creditors or had a receiver, receiver manager or trustee appointed to hold its assets; or
- (c) has, within ten years before the date of this Circular, become bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or become subject to or instituted any proceedings, arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold any of their respective assets.

To the Company's knowledge, none of the Management Nominees has:

- (a) been subject to any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority;
- (b) entered into a settlement agreement with a securities regulatory authority; or
- (c) been subject to any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable securityholder in deciding whether to vote for such proposed director.

C. APPOINTMENT OF AUDITORS

Effective November 9, 2020, Ernst & Young LLP, Chartered Professional Accountants, ("**Ernst & Young**") resigned as auditors of the Company, and the Board of Directors resolved to appoint Davidson & Company LLP, Chartered Professional Accountants as auditors in their stead. Davidson & Company LLP will be nominated at the Meeting for re-appointment as auditor of the Company until the close of the following Annual General Meeting of the Company at a remuneration to be fixed by the directors.

There have been no reportable disagreements between the Company and Ernst & Young, and no qualified opinions or denials of opinions by Ernst & Young, for the purposes of National Policy 51-102. A copy of the reporting package required by National Instrument 51-102, Continuous Disclosure Obligations – Change of Auditor, is attached to this information circular as Schedule "B".

Shareholders are being asked to confirm the appointment of Davidson & Company LLP, Chartered Professional Accountants and to re-appoint Davidson & Company LLP, Chartered Professional Accountants as auditor of the Company to hold office until the next annual meeting of Shareholders. **Unless authority to do so is withheld, proxies given pursuant to this solicitation by the management of the Company will be voted "FOR" the appointment of Davidson & Company LLP as auditor of the Company to hold office until the close of the next annual meeting of Shareholders, at a remuneration to be fixed by the Board.**

D. APPROVAL OF THE 2020 RESTRICTED SHARE UNIT PLAN

Purpose and Participants

The Company is proposing to adopt a Restricted Share Unit Plan (the "**RSU Plan**"), a copy of which is attached to this Circular as Schedule "C". The purpose of the RSU Plan is to enhance the Company's ability to attract and retain talented employees, to promote an alignment of interests between such employees and the shareholders of the Company and to facilitate share ownership in the Company by its employees.

Award of Units

Pursuant to the RSU Plan, the Compensation and Corporate Governance Committee of the Board, or such other committee or persons designated by the Board for purposes of the RSU Plan (in this section referred to as the "**CCG Committee**") may from time to time award Restricted Share Units (in this section referred to as "**Units**") to Eligible Directors or Eligible Employees (collectively, "**Participants**"). Eligible Directors are the directors of the Company or any affiliate of the Company. Eligible Employees are employees (including employees who are officers or directors) of the Company or any affiliate of the Company, whether or not they have a written employment contract with the Company, determined by the Board, upon recommendation of the CCG Committee, as employees eligible for participation in the Plan. Eligible Employees may also include Service Providers eligible for participation in the Plan as determined by the Board. For purposes of the RSU Plan, Service Provider means any person or company engaged by the Company or an affiliate to provide services for an initial, renewable or extended period of 12 months or more.

At the time of each award of Units, the CCG Committee will designate whether the Units awarded to a Participant are to be settled in cash or Shares, or in part cash and part Shares. Units settled in cash are hereinafter referred to as “Cash Units” and Units settled in Shares are referred to as “Share Units”.

Number of Common Shares Available for Issuance

Under the RSU Plan, the aggregate number of Shares that may be reserved for issuance under the Plan on the award of Units, together with any other security based compensation arrangements, at any particular time shall not exceed 10% of the issued and outstanding Common Shares. If a Participant forfeits his or her Units, the applicable underlying Shares in respect of such forfeited Units become available for re-issuance under the RSU Plan.

The aggregate number of Shares issued to insiders of the Company within any 12 month period, or issuable to insiders of the Company at any time, under the Plan or when combined with any other security based compensation arrangements of the Company, may not exceed 10% of the total number of issued and outstanding Shares at such time.

Rights and Restrictions Attached to Restricted Share Units

Participants do not have any rights as a shareholder of the Company in respect of the Units. Accordingly, Participants are not entitled to vote the Shares underlying the Share Units. Units are not assignable by a Participant.

Resignation or Other Cessation of Employment

If the employment of a Participant is terminated for any reason other than death or disability, the Participant forfeits all right, title and interest with respect to any unvested Units awarded to the Participant under the RSU Plan and such Units will immediately expire and be cancelled on such termination date, unless otherwise determined by the CCG Committee. Any vested Units will continue to be governed by the RSU Plan (see “Settlement” below). If a Participant dies or becomes disabled, his or her Units will vest immediately.

Vesting

Units will vest in accordance with the terms set by the CCG Committee at the time Units are awarded.

Change in Control

In the event there is a change of control of the Company (as defined in the RSU Plan) and the employment of a Participant is terminated without cause within twelve months after the change of control, the Participant’s Units will vest on the date of termination of employment.

Settlement

For Share Units, the number of Shares received by a Participant upon vesting shall be equal to the number of such Units vested on the settlement date. Also, at any time prior to the settlement date, a Participant may request that his or her Share Units be settled in cash, and the CCG Committee may, in its absolute discretion, agree to settle such Units in cash.

For the purpose of settling Cash Units, the amount of cash payable shall be determined by multiplying the number of such Units by the Fair Market Value (as defined below) on the date a determination is required, namely the earliest of: (a) the date of the Participant’s death or disability; (b) the last day of employment of the Participant; (c) the settlement date(s) set out in any grant instrument; or (d) the Latest Settlement Date (as defined in the RSU Plan). The value will be paid to a Participant net of all applicable taxes and other amounts required to be withheld

determined in the sole discretion of the Company, within 30 days of the date the Fair Market Value of the applicable Units was determined.

Dividend Equivalents

In the event a dividend becomes payable on the Shares, on the payment date for such dividend, each Participant's account shall be credited with a number of Units (including fractional Units) equal to: (a) the amount of the dividend paid per Share multiplied by the number of Units credited to the Participant's account as of the record date for payment of the dividend, divided by (b) the weighted average trading price for the Shares on the Toronto Stock Exchange (the "TSX") on the five trading days prior to that date (the "**Fair Market Value**") as of the date for payment of the dividend. Subject to the RSU Plan, Units credited to a Participant's account will generally vest at the same time as the related Units vest and will generally be settled in the same form, in cash or Common Shares, as the related Units.

Amendment of the RSU Plan and Units awarded under the RSU Plan

The Board may amend or terminate the RSU Plan, or any Units awarded under the Plan, at any time and in such manner and to such extent as it deems advisable. Any amendments shall be contingent on approval of the Company's Shareholders to the extent required by the RSU Plan, or as required by applicable law or by any stock exchange on which Shares are listed. Shareholder approval is required for:

- (i) an increase in the maximum number of Shares reserved for issuance under the RSU Plan or a change from a fixed maximum number of Common Shares to a fixed percentage;
- (ii) any amendment to the amendment provisions of the RSU Plan;
- (iii) any amendment to remove or exceed the insider participation limit;
- (iv) any amendment extending the term of any award beyond its Latest Settlement Date;
- (v) any amendment to the assignment provisions.

The Board will not require Shareholder approval to make other amendments to the RSU Plan, or any Units awarded under the Plan, including (i) amendments of a "housekeeping" nature such as correcting typographical or clerical errors or adding clarifying statements to ensure the intent and meaning of the Plan, or of a grant under the Plan, is properly expressed, (ii) amendments to satisfy changes in applicable tax law, (iii) amendments to outstanding Units in the event of certain corporate transactions, and (iv) the addition of covenants for the protection of Participants.

Shareholder Approval of the RSU Plan

At the Meeting Shareholders will be asked to consider and, if thought fit, pass the following resolution (the "**RSU Plan Resolution**"), with or without variation, relating to the approval of the RSU Plan and matters related thereto, as described above:

BE IT RESOLVED THAT:

1. The adoption of the 2020 Restricted Share Unit Plan of the Company as described in the management information circular dated May 5, 2021 is hereby approved, ratified and confirmed;
2. the reservation for issuance of the Common Shares issuable pursuant and subject to the terms and conditions of the RSU Plan is hereby authorized and approved; and
3. any one director or officer of the Company is hereby authorized and directed for and on behalf of the Company to execute or cause to be executed and to deliver or cause to be delivered all such documents,

and to do or cause to be done all such acts and things, as such director or officer may deem necessary or desirable in connection with the foregoing resolution.

Unless authority to do so is withheld, proxies given pursuant to this solicitation by the management of the Company will be voted “FOR” the RSU Plan Resolution.

In order to be effective, the RSU Plan Resolution must receive the affirmative vote of a majority of the votes cast.

E. OTHER BUSINESS

As of the date of this Circular, none of the directors or officers of the Company are aware of any amendments or variations to the matters set out in the Notice of Meeting, nor of any other matter to be presented at the Meeting. However, if any amendment, variation or other business is properly brought before the Meeting, the accompanying form of proxy confers discretion on the persons named therein to vote on any amendment or variation of the matters set out in the Notice of Meeting or any such other business in accordance with their best judgment.

SECURITIES AUTHORIZED FOR ISSUANCE UNDER EQUITY COMPENSATION PLANS

The following table sets forth as of December 31, 2020 the number of securities issuable upon exercise of outstanding Options, the weighted exercise price of such outstanding Options and the number of securities remaining available for future issuance under all equity plans previously approved by the Shareholders.

Plan Category	Number of securities to be issued upon exercise of outstanding options, warrants and rights	Weighted-average exercise price of outstanding options, warrants and rights (\$)	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in the first column)
Equity compensation plans approved by securityholders	7,475,000	\$0.67	10,705,489

EXECUTIVE COMPENSATION

A. COMPENSATION DISCUSSION AND ANALYSIS

The purpose of this compensation discussion and analysis portion of the Circular is to provide information about the Company’s executive compensation philosophy, objectives and processes and to discuss compensation decisions relating to the Company’s executive officers, including its “named executive officers”. Pursuant to applicable securities regulations, a “named executive officer” means (i) the Chief Executive Officer and the Chief Financial Officer of the Company, (ii) each of the three most highly compensated executive officers other than the Chief Executive Officer and the Chief Financial Officer who were serving as executive officers of the Company or any of its subsidiaries at the end of the most recently completed fiscal year and whose total compensation exceeds \$150,000, and (iii) any additional individuals for whom disclosure would have been provided except that the individual was not serving as an executive officer of the Company or any of its subsidiaries, nor acting in a similar capacity, at the end of the most recently completed fiscal year.

For the most recently completed fiscal year ended December 31, 2020, the only named executive officers of the Company were Lewis Black, Chief Executive Officer and Mark Gelmon, Chief Financial Officer (together, the “Named Executive Officers”).

Compensation Governance

Compensation and Corporate Governance Committee

The Board has established the CCG Committee to assist the Board in fulfilling its oversight responsibilities in relation to, among other things, executive compensation, Board compensation, broadly applicable compensation and benefit programs, and performance reviews of the Board, its committees and individual directors. The CCG Committee is currently comprised of Daniel D’Amato, Thomas Gutschlag, and Mark Trachuk (Chair), all of whom have been determined by the Board to be independent under section 1.4 of National Instrument 52-110 – *Audit Committees* (“**NI 52-110**”), other than Mr. D’Amato by virtue of \$233,800 received by him in consulting fees for the most recently completed fiscal year ended December 31, 2020. All members of the CCG Committee have experience in matters of executive compensation that is relevant to their responsibilities as members of such committee by virtue of their respective professions and long-standing involvement with public companies.¹ In addition, each member of the CCG Committee strives to keep abreast of trends and developments affecting executive compensation.

The Board has a written charter for the CCG Committee outlining its role and objectives, composition, meeting requirements and responsibilities. Pursuant to such charter, the specific duties and responsibilities of the CCG Committee include:

- (a) reviewing and recommending to the Board the compensation and benefits policies and plans (including incentive compensation plans) for the Company and its subsidiaries;
- (b) annually evaluating the performance of the Chief Executive Officer of the Company and recommending to the Board his or her annual compensation package;
- (c) annually reviewing and recommending to the Board the compensation packages for the other executive officers of the Company;
- (d) reviewing and recommending to the Board any employment agreements with executive officers of the Company;
- (e) annually reviewing and recommending to the Board the compensation of the directors of the Company;
- (f) determining grants of options under the Company’s stock option plan and recommending the same to the Board for approval; and
- (g) reviewing public disclosure of executive and director compensation.

The Board relies on the knowledge and experience of the members of the CCG Committee in carrying out its responsibilities and to recommend appropriate levels of compensation for the Company’s executive officers. Under its Charter, the CCG Committee may also engage any external professional advisors, which it deems necessary to carry out its duties. However, to date, the CCG Committee has not retained any compensation consultant or advisor to assist the CCG Committee or the Board in determining compensation for the company’s directors or executive officers.

A complete copy of the CCG Committee charter is available on the Company’s website at www.almonty.com. Additional information with respect to the Board and the CCG Committee can be found in the section “*Corporate Governance – Board of Directors*” and “*Corporate Governance – Compensation and Corporate Governance Committee*”, below.

¹ For a description regarding the relevant education and experience of Mr. D’Amato, Mr. Gutschlag and Mr. Trachuk, see the section “*Business to be Conducted at the Meeting – Election of Directors*”, above.

Executive Compensation Program Design and Philosophy

The Company's executive compensation program is based on a pay-for-performance philosophy and is designed to deliver consistently strong performance for Shareholders. The Company's program is intended to achieve the following key objectives:

- (a) aligning the interests of the Company's executive officers and directors with those of its Shareholders;
- (b) attracting and retaining highly trained, experienced and committed executive officers and directors, whose performance will directly affect the Company's ongoing financial performance; and
- (c) motivating and rewarding executive officers and directors by linking incentive compensation to Shareholder value, the achievement of general business objectives, and financial and operational results.

The Company's compensation program is comprised of base salary, short-term incentive compensation and long-term incentive compensation. These components are discussed in more detail below. In setting the value of each of these components, the CCG Committee considers the performance of both the Company, as well as the individual performances of its executive officers for the period in question. The CCG Committee does not generally set specific performance objectives and so relies on its experience and judgment in determining compensation. However, the CCG Committee will generally have regard to, among other things:

- (a) The Company's performance relative to its general goals and objectives.
- (b) The Company's performance relative to the mining industry as a whole and its peer group in particular. This peer group is determined by the Board from time to time on the basis of the size, scope and complexity of the other firms' businesses and operations compared to those of the Company, with regard to factors including the relative stage of development, production levels, past exploration and development success, revenue levels, total assets, free cash flow and capital expenditures. Companies in this peer group (the "**Company's Peer Group**") include:

Tungsten Mining Companies	General Base Metals Mining Companies
Northcliff Resources Ltd. Black Heath Resources Inc. Wolf Minerals Limited Ormonde Mining PLC Colt Resources Inc. Tungsten Mining NL W Resources PLC	Canada Zinc Metals Corp Capstone Mining Corp. Copper Mountain Mining Corporation Nevada Copper Corp Western Copper & Gold Corporation Largo Resources Ltd.

- (c) The relative competitiveness of the Company's compensation program when compared with the Company's Peer Group.
- (d) The Company's share price and market capitalization.
- (e) Developments in, and the stability of, the financial markets more generally.

The CCG Committee has not conducted a formal evaluation of the implications of the risks associated with the Company's compensation policies. Risk management is a general consideration of the CCG Committee when implementing the Company's compensation policies and the CCG Committee does not believe that the Company's compensation policies result in unnecessary or inappropriate risk taking, including risks that are likely to have a material adverse effect on the Company.

The Company maintains an Insider Trading Policy that prohibits insiders from engaging in short sales of securities of the Company, buying or selling puts, calls or other derivatives in respect of securities of the Company, or purchasing the Company's securities on margin as held in a margin account.

Elements of the Company's Executive Compensation Program

Base Salaries

Base salaries are considered to be an essential element in attracting and retaining highly qualified executive officers who are critical to the Company's success. An executive officer's base salary is intended to provide a fixed level of pay that reflects each executive officer's experience, primary duties and responsibilities. It also provides a foundation upon which performance based incentive compensation elements are assessed. Base salaries are established by taking into account individual performance, experience, level of responsibility and pay practices in the mining industry generally. Base salaries of all executive officers are reviewed annually by the CCG Committee and approved by the Board.

Short-Term Incentive Compensation

The Company may pay discretionary cash bonuses, which are intended to reward individual contribution to corporate performance over the course of the Company's most recently completed fiscal year end December 31, 2020. Bonuses are paid at the discretion of the Board, on the recommendation of the CCG Committee, and neither the CCG Committee nor the Board has established any particular trigger or formula for determining when an award will be made under this plan, nor the quantum of any award that is made. Instead, the CCG Committee and the Board will generally consider all aspects of an individual executive's personal contribution to corporate performance and general objectives when making a determination.

Long-Term Incentive Compensation – Security-Based Awards

The Company has established a Stock Option Plan (the “**Stock Option Plan**”) to provide long-term incentives to eligible directors, officers, employees and consultants. Stock Option Plan was initially adopted by the Company on February 10, 2010 when the Company was a Capital Pool Company (as defined in the TSX Venture Exchange's Corporate Finance Manual), an amended and restated Stock Option Plan was initially approved by Shareholders at the Company's annual meeting of Shareholders on March 26, 2013, and a further amended and restated Stock Option Plan was approved by the Shareholders at the annual meeting of Shareholders held on March 22, 2016. As part of the Company's listing on the Exchange, the Stock Option Plan was amended to bring certain provisions of the Stock Option Plan in-line with the requirements of the Exchange, and to remove certain provisions that were required when the Shares were listed on the TSX Venture Exchange and to make certain other corresponding amendments. At an annual and special meeting of Shareholder held on March 28, 2019, Shareholders approved such amendments as well as all unallocated options, rights or other entitlements under the Stock Option Plan until March 28, 2022.

The Board, on the recommendation of the CCG Committee, has the authority to grant Options to officers, directors, employees or consultants (or a corporation employing or wholly-owned by such persons), including consultants that provide investor relations activities to the Company, on such terms, limitations, conditions and restrictions as the Board deems necessary or advisable.

The Stock Option Plan is intended to advance the interests of the Company by encouraging the officers, directors, employees and consultants of the Company, and of its subsidiaries, to acquire Shares, thereby increasing their proprietary interest in the Company, encouraging them to remain associated with the Company and furnishing them with additional incentive in their efforts on behalf of the Company in the conduct of its affairs.

Ownership of Shares is intended to align the interests of the Company's executive officers, directors and other stakeholders with those of the Shareholders, as participation in the Stock Option Plan rewards overall corporate performance, as measured through the price of the Shares. The Stock Option Plan is also intended to assist in the recruitment and retention of key personnel. Similar to many other firms in the Company's Peer Group, the granting of Options forms an integral component of the Company's overall executive compensation package. The Stock Option Plan enables executive officers to develop and maintain an ownership interest in the Company.

Options are normally awarded upon the commencement of an executive officer's employment with the Company, with the size of the award determined by the level of the executive officer's responsibility within the Company. The Board, on the recommendation of the CCG Committee, has authority to make additional grants from time to time, and such awards are intended to ensure that the number of Options granted to any particular individual is commensurate with the individual's level of ongoing responsibility within the Company. The Board and CCG Committee also have regard to other factors when determining whether to make an additional award of Options to an individual under the Stock Option Plan, including the number of outstanding Options already granted to that individual, the value of such Options and the total number of Options available for grant under the Stock Option Plan. See the section "*Executive Compensation – Compensation Discussion and Analysis – Summary of the Stock Option Plan*", below, for further information regarding the Stock Option Plan.

The Company is also proposing to adopt the RSU Plan which is described under "*Business to be Conducted at the Meeting – Approval of the 2020 Restricted Share Unit Plan*"

Summary of the Stock Option Plan

The below provides a summary of the terms of the Stock Option Plan and Options granted thereunder.

The Stock Option Plan is designed to provide additional flexibility to the Board and Compensation and Corporate Governance Committee of the Board (the "**CCG Committee**") in implementing their compensation objectives.

Under the Stock Option Plan for eligible directors, officers, consultants and employees, the Company may grant Options to purchase Shares to such eligible directors, officers, consultants and employees as the Board deems advisable. The Stock Option Plan provides that the maximum number of Shares issuable upon the exercise of Options under the Stock Option Plan, together with all of the Company's other previously established or proposed stock options, stock option plans, employee stock purchase plans or any other compensation or incentive mechanisms involving the issuance or potential issuance of Shares, shall not exceed 10% of the issued and outstanding Shares (on a non-diluted basis) as at the date of grant of any Option under the Stock Option Plan. As a result, should the Company issue additional Shares in the future, the number of Shares issuable under the Stock Option Plan will increase accordingly. As of the date of this Circular and pursuant to the Stock Option Plan, the maximum number of Shares issuable upon exercise of options is 8,075,000 and 9,905,489 Options remain issuable under the Stock Option Plan.

The Stock Option Plan is considered an "evergreen" plan, since the Shares covered by Options which have been exercised shall be available for subsequent grants under the Stock Option Plan and the number of Options available to grant increases as the number of issued and outstanding Shares increases. The exercise price shall be set by the Board and shall not be less than the market price of the Shares at the time of grant of the Option. The Board sets the terms of the Options, provided that such term shall not exceed 10 years. The Board also approves the vesting period or periods of Options granted under the Stock Option Plan. Under the rules of the Exchange, unallocated option entitlements under a stock option plan that does not provide for a fixed number of shares for issuance, such as the Company's Stock Option Plan, must be specifically approved every three years by Shareholders. The Company does not provide financial assistance to participants under the Stock Option Plan to facilitate payment of the exercise price of Options.

As at the date hereof, Options to acquire 8,075,000 Shares (which represent 4.2% of the currently issued and outstanding Shares) had been granted and were outstanding pursuant to the Stock Option Plan and 200,000 Shares have been issued upon exercise of options previously granted under the Stock Option Plan. Options to acquire Shares were granted under the Stock Option Plan during the most recently completed fiscal year ended December 31, 2020 to: (i) the Named Executive Officers (Nil); (ii) to directors (400,000 on October 27, 2020); and (iii) to other key employees/consultants (550,000 on January 8, 2020 and 425,000 on October 27, 2020).

The annual burn rate of Options in respect of: (i) most recently completed fiscal year ended December 31, 2020 was 0.75%; (ii) fiscal 2019 was 0.055%; and (iii) fiscal 2018 was 0.71%. "Annual burn rate" is the number of Options granted under the Stock Option Plan during the applicable fiscal year divided by the weighted average number of Shares outstanding for the applicable fiscal year, as required to be calculated and disclosed pursuant to Sections 613(p) and 613(d)(iii) of the TSX Company Manual.

The Stock Option Plan also has the following terms, among others:

1. the exercise price for each Option granted (following the listing of the Shares on the Exchange on June 1, 2018) shall be the “market price” on the date the Option is granted. The “market price” is equal to the volume weighted average price at which the Shares have traded on the Exchange for the five trading days immediately preceding the date of grant;
2. the Board fixes the vesting terms it deems appropriate when granting Options;
3. the Stock Option Plan does not provide for a maximum number of Shares which may be issued to an individual pursuant to the Stock Option Plan and any other share compensation arrangement (expressed as a percentage or otherwise) except with respect to insiders as described below;
4. Options terminate within a period of time following an optionee ceasing to be a director, officer, consultant or employee of the Company or of a subsidiary of the Company, being the earlier of the original expiry date and (i) the date of termination, in the case of termination for just cause; (ii) one year in the case of death; and (iii) thirty days in all other cases, subject to the discretion of the Board. Any Option not vested at the date of such termination shall be immediately cancelled;
5. the number of Shares issuable to insiders of the Company at any time pursuant to all of the Company’s share compensation arrangements shall not exceed 10% of the outstanding Shares on a non-diluted basis and the number of Shares issued to insiders of the Company, within any one year period, pursuant to all of the Company’s share compensation arrangements, shall not exceed 10% of the outstanding Shares on a non-diluted basis;
6. Options are not transferable otherwise than by will or by the laws of descent and distribution, and Options are exercisable, during the holder’s lifetime, only by the holder;
7. if the date on which an Option expires occurs during or within nine business days after the last day of a trading black-out period imposed pursuant to the Company’s insider trading policy, then the expiry date of such Option shall be the date that is ten business days following the date of expiry of the trading black-out period;
8. accelerated vesting of Options under the Stock Option Plan at the Board’s discretion in the event of: (i) a Take-Over Bid or Issuer Bid (as such terms are defined in the Stock Option Plan) (other than a “normal course” Issuer Bid) made for all or any of the issued and outstanding Shares; or (ii) a Change of Control (as defined in the Stock Option Plan) of the Company; and
9. schedules for the form of Option agreement for options issued, as well as a form for optionees to use to exercise Options.

The Board may, with Exchange approval, at any time amend, modify or terminate the Stock Option Plan if and when it is advisable in the discretion of the Board, except that Shareholder approval is required in respect of:

- (a) any amendments to the maximum number of Shares reserved for issuance under the Stock Option Plan;
- (b) any amendment which reduces the exercise price of an Option that is held by an insider of the Company;
- (c) any amendment extending the term of an Option held by an insider of the Company beyond its original expiry date except as otherwise permitted by the Stock Option Plan;
- (d) any amendment which increases the limit on grants of Options to insiders of the Company under the Stock Option Plan;

- (e) the inclusion in the Stock Option Plan of amendment provisions granting additional powers to the Board to amend the Stock Option Plan or Option entitlements thereunder without Shareholder approval; and
- (f) amendments required to be approved by Shareholders under applicable law (including, without limitation, Exchange policies and securities laws).

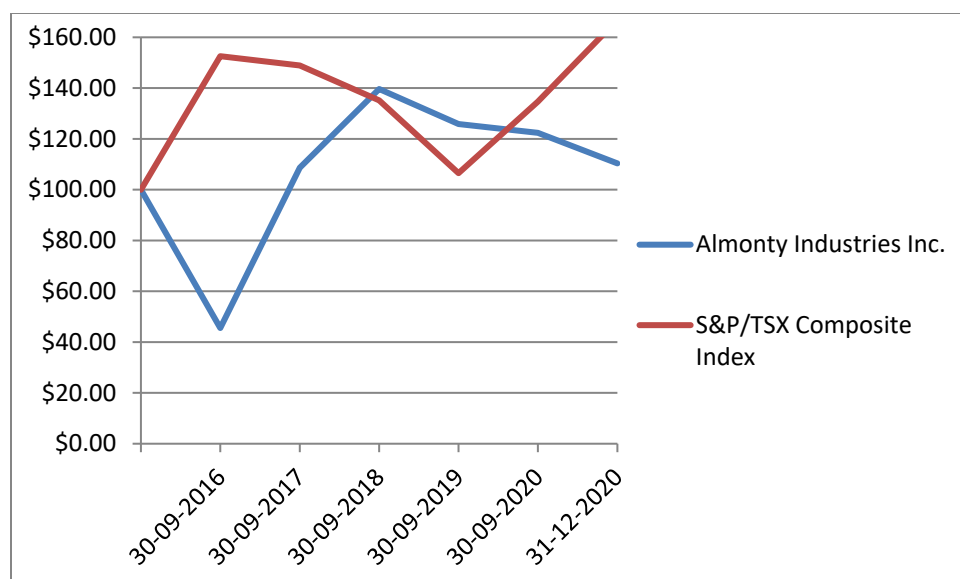
Where Shareholders approval is sought for amendments under subsections (b) (c) or (d) above, the votes attached to Shares held directly or indirectly by insiders of the Company benefiting from the amendment must be excluded.

Other than as specified above, the Board may approve all other amendments to the Stock Option Plan or Options granted under the Stock Option Plan. Without limiting the generality of the foregoing, the following types of amendments would not require shareholder approval:

- (a) amendments of a “housekeeping” or ministerial nature, including any amendment for the purpose of curing any ambiguity, error or omission in the Stock Option Plan or to correct or supplement any provision of the Stock Option Plan that is inconsistent with any other provision of the Stock Option Plan;
- (a) amendments necessary to comply with the provisions of applicable law (including, without limitation, including, without limitation, Exchange policies and securities laws);
- (b) the addition or modification of a cashless exercise feature, payable in securities or cash of the Company;
- (c) amendments respecting administration of the Stock Option Plan;
- (d) any amendment to the vesting provisions of the Stock Option Plan or any Option;
- (e) any amendment to the early termination provisions of the Stock Option Plan or any Option, whether or not such Option is held by an insider of the Company, provided such amendment does not entail an extension beyond the original expiry date;
- (f) amendments necessary to suspend or terminate the Stock Option Plan; and
- (g) any other amendment, whether fundamental or otherwise, not requiring Shareholder approval under applicable law (including, without limitation, without limitation, Exchange policies and securities laws).

Performance Graph

The following graph compares the yearly percentage change in the cumulative total return on the Shares with the cumulative total return of the S&P/TSX Composite Index and the S&P/TSX Global Mining Index. The graph indicates the relative values for each of the past five fiscal years, assuming that \$100 was invested on the first day of the five-year period, being October 1, 2015.



	2015	2016	2017	2018	2019	2020	Dec 2020
Almonty Industries Inc.	100	45.55	108.62	139.66	125.86	122.41	110.34
S&P/ TSX Composite Index	100	152.55	148.92	135.18	106.50	134.68	166.87

As shown in the foregoing graph, the Company's performance has been below the performance of the S&P/TSX Composite Index and S&P/TSX Global Mining Index. Market conditions over the past several years have been volatile and have particularly impacted the junior mining sector. Market conditions and associated long term market uncertainties have an impact on officer compensation decisions; however, the Compensation and Corporate Governance Committee of the Company also considers the performance of the officers and the achievement of milestones. The Company's officers have achieved many milestones, notwithstanding the difficulties resulting from the depressed price of tungsten prior to 2018.

B. SUMMARY COMPENSATION TABLE

Summary Compensation Table

The following table sets forth the compensation earned in the most recently fiscal year ended December 31, 2020 and December 31, 2019 by the Company's Named Executive Officers.

Name and principal position	Year ended	Salary (\$)	Option-based awards (\$) ⁽¹⁾	Non-equity incentive plan compensation (\$)		Pension value (\$)	All other compensation (\$)	Total compensation (\$)
				Annual incentive plans	Long-term incentive plans			
Lewis Black President & Chief Executive Officer, Director	Dec. 31, 2020	490,450	Nil	Nil	Nil	N/A	Nil	490,450
	Dec. 31, 2019	461,928	Nil	639,778 ⁽³⁾	Nil	N/A	Nil	1,101,706
	Sept. 30, 2018	305,480	73,225	127,770 ⁽³⁾	Nil	N/A	Nil	506,475
Mark Gelmon ⁽²⁾ Chief Financial Officer, Former Director ⁽⁴⁾	Dec. 31, 2020	240,000	Nil	Nil	Nil	N/A	Nil	240,000
	Dec. 31, 2019	277,500	Nil	13,000 ⁽³⁾	Nil	N/A	Nil	290,500
	Sept. 30, 2018	210,000	36,612	18,750 ⁽³⁾	Nil	N/A	Nil	265,362

Notes:

(1) The Company accounts for stock options using the fair value based method and the fair value of the award on the grant date has been determined using

the Black-Scholes fair value option pricing model and the following assumptions for the fiscal year ended December 31, 2020: (i) weighted average fair value per option: \$0.44; (ii) weighted average share price \$0.85; (iii) weighted average exercise price: \$0.62; (iv) expected volatility: 69%; (v) dividend yield: Nil%; (vi) risk free interest rate: 1.01%; and (vii) weighted average expected life in years: 10.

- (2) Mr. Gelmon does not receive any compensation directly from the Company. All compensation paid by the Company in connection with the services of Mr. Gelmon is paid to iO Corporate Services Ltd., a Company which provides secretarial and accounting services.
- (3) Represents a cash bonus.
- (4) Mr. Gelmon did not stand in for re-election as a director of the Company at the Annual and Special Meeting held on March 28, 2019.

Employment, Consulting and Management Agreements

Other than as described below, as of the date of this Circular, the Company does not have any employment contracts, agreements or arrangements with the Named Executive Officers to compensate them in the event of their resignation, retirement, termination or in the event of a change of control of the Company.

Lewis Black, Chairman, President and Chief Executive Officer

Effective October 1, 2012, the Company entered into an employment agreement with Mr. Black, as President and Chief Executive Officer of the Company. Under this agreement, Mr. Black is entitled to (i) an annual salary of US\$240,000 per year, as may be adjusted by the Board from time to time (the “**Base Salary**”), (ii) standard benefits made available by the Company to its employees, (iii) the use of a leased automobile in Spain, (iv) pay up to €6,000 per month in respect of rent and utilities for leased accommodation in Paris that is to be used as office space and (v) participation in the Stock Option Plan. The agreement also contains certain confidentiality and non-competition provisions for the benefit of the Company.

If Mr. Black’s employment is terminated for cause, by resignation or death, Mr. Black will receive his unpaid Base Salary and any other benefits earned through the termination date. In the case of termination for cause or by resignation, Mr. Black’s vested options will remain exercisable until 90 calendar days following the termination date. In the case of termination by death, Mr. Black’s vested options will remain exercisable by his heirs or administrators for one year from the date of death.

If Mr. Black’s employment is terminated without cause or for good reason, then Mr. Black will be entitled to receive (i) his unpaid Base Salary and any other benefits earned through the termination date, and (ii) 12 months’ notice (or Base Salary in lieu of such notice). In the case of termination without cause all vested options will remain exercisable for 12 months following the termination date. Options that do not vest will be forfeited.

There are no provisions in Mr. Black’s employment agreement that provide for payments on a change of control, other than certain changes of control that may lead to termination by Mr. Black for good reason. However, under the Stock Option Plan, on a change of control, all options issued to Mr. Black under the Stock Option Plan will become vested.

Estimated Payments for Named Executive Officers upon Termination of Employment or Change of Control

The following table sets out the incremental payments (but excluding any statutory benefits) that would be made to each Named Executive Officer, at, following, or in connection with each of the termination scenarios below as if the triggering event had occurred on December 31, 2020.

Name and Principal Position	Type of Payment	Termination for cause (\$)	Termination without cause (\$)	Resignation (\$)	Death (\$)	Good Reason (\$)	Change of Control (\$)
Lewis Black President and Chief Executive Officer	Cash Severance	Nil	US\$240,000 ⁽¹⁾	Nil	Nil	US\$240,000 ⁽¹⁾	Nil
	Options ⁽²⁾	Nil	Nil	\$155,000	\$155,000	\$155,000	\$155,000

Notes: (1) Severance is governed by the respective NEO's employment agreement.

(2) The values shown represent the in-the-money amount of options for which vesting would be accelerated. The closing price of the Shares on the Exchange on December 31, 2020, was \$0.64.

INCENTIVE PLAN AWARDS

Outstanding Option-Based Awards

The following table sets forth all option-based awards outstanding at the end of the most recently completed fiscal year ended December 31, 2020 for each of the Named Executive Officers.

Name	Option-based awards				
	Number of securities underlying unexercised options (#)	Option exercise price (\$)	Option expiration date	Number of vested options as at December 31, 2020	Value of vested unexercised in-the-money options (\$) ⁽¹⁾
Lewis Black President & Chief Executive Officer, Director	250,000	\$1.00	September 25, 2021	250,000	Nil
	100,000	\$0.65	January 7, 2025	100,000	Nil
	300,000	\$0.80	December 23, 2025	300,000	Nil
	500,000	\$0.33	August 17, 2027	500,000	155,000
	100,000	\$0.87	June 28, 2028	100,000	Nil
Mark Gelmon Chief Financial Officer, Former Director ⁽²⁾	50,000	\$0.33	August 17, 2027	50,000	15,500
	50,000	\$0.87	June 28, 2028	50,000	Nil

Notes:

(1) The closing price of the Shares on the Exchange on December 31, 2020 was \$0.64 per Share.

(2) Mr. Gelmon did not stand in for re-election as a director of the Company at the Annual and Special Meeting held on March 28, 2019.

Incentive Plan Awards – Value Vested or Earned During the Fiscal Year Ended December 31, 2020

The following table sets forth all awards in which the value vested or was earned during the most recently completed fiscal year ended December 31, 2020 for each of the Named Executive Officers.

Name	Option-based awards – Value vested during the year (\$)	Non-equity incentive plan compensation – Value earned during the year (\$)
Lewis Black President & Chief Executive Officer, Director	Nil	Nil
Mark Gelmon Chief Financial Officer, Former Director ⁽¹⁾	Nil	Nil

Notes:

(1) Mr. Gelmon did not stand in for re-election as a director of the at the last Annual and Special Meeting held on March 28, 2019.

See “*Summary of the Stock Option Plan*” above for more information concerning the Stock Option Plan (as amended by the Proposed Amendments) and the terms of Options granted thereunder.

C. PENSION PLAN BENEFITS

The Company does not have a pension plan or similar benefit program.

D. DIRECTOR COMPENSATION

Director Compensation Table

During the most recently completed fiscal year ended December 31, 2020, the directors earned compensation for serving as members of the Board as set out in the following table.

Name⁽¹⁾	Fees earned (\$)	Share-based awards (\$)	Option-based awards (\$)	Non-equity incentive plan compensation (\$)	Pension value (\$)	All other compensation (\$)	Total (\$)
Michael Costa	Nil	Nil	48,970	Nil	N/A	Nil	48,970
Daniel D’Amato	233,800 ⁽²⁾	Nil	48,970	Nil	N/A	Nil	282,770
Mark Trachuk	Nil	Nil	48,970	Nil	N/A	Nil	48,970
Thomas Gutschlag	Nil	Nil	48,970	Nil	N/A	Nil	48,970
Total (\$)	233,800	Nil	195,880	Nil	N/A	Nil	429,680

Notes:

- (1) Information regarding compensation to Lewis Black and Mark Gelmon is disclosed under “Summary Compensation Table”, above.
(2) Represents consulting fees paid to Mr. D’Amato.

Outstanding Option-Based Awards

The following table sets forth all option-based awards outstanding at the end of the most recently completed fiscal year ended December 31, 2020 for each of the directors.

Name ⁽¹⁾	Option-based awards				
	Number of securities underlying unexercised options (#)	Option exercise price (\$)	Option expiration date	Number of vested options as at December 31, 2019	Value of vested unexercised in-the-money options (\$) ⁽²⁾
Michael Costa	200,000	0.87	June 28, 2028	200,000	Nil
	100,000	0.70	October 27, 2030	100,000	Nil
Daniel D'Amato	100,000	1.00	September 25, 2021	100,000	Nil
	100,000	0.65	January 7, 2025	100,000	Nil
	500,000	0.80	December 23, 2025	500,000	Nil
	200,000	0.33	August 17, 2027	200,000	62,000
	100,000	0.87	June 28, 2028	100,000	Nil
	100,000	0.70	October 27, 2030	100,000	Nil
Mark Trachuk	100,000	1.00	September 25, 2021	100,000	Nil
	100,000	0.65	January 7, 2025	100,000	Nil
	200,000	0.33	August 17, 2027	200,000	62,000
	100,000	0.87	June 28, 2028	100,000	Nil
	100,000	0.70	October 27, 2030	100,000	Nil
Thomas Gutschlag	100,000	0.80	December 23, 2025	100,000	Nil
	200,000	0.33	August 17, 2027	200,000	62,000
	100,000	0.87	June 28, 2028	100,000	Nil
	100,000	0.70	October 27, 2030	100,000	Nil

Notes:

- (1) Information regarding option-based awards to Lewis Black is disclosed under “*Summary Compensation Table*”, above.
- (2) The closing price of the Share on the Exchange on December 31, 2020 was \$0.64 per Share.

Incentive Plan Awards – Value Vested or Earned During the Year Ended December 31, 2020

The following table sets forth all awards in which the value vested or was earned during the most recently completed fiscal year ended December 31, 2020 for each of the directors.

Name ⁽¹⁾	Option-based awards – Value vested during the year (\$)	Non-equity incentive plan compensation – Value earned during the year (\$)
Michael Costa	48,970	Nil ⁽²⁾
Daniel D'Amato	48,970	Nil ⁽²⁾
Mark Trachuk	48,970	Nil ⁽²⁾
Thomas Gutschlag	48,970	Nil ⁽²⁾

Notes:

- (1) Information regarding option-based awards to Lewis Black is disclosed under “*Summary Compensation Table*”, above.
- (2) Represents cash bonuses.

Directors' and Officers' Insurance

During the most recently completed fiscal year ended December 31, 2020, the Company participated in directors' and officers' liability insurance coverage of \$10,000,000 for the benefit of all the directors and officers of the Company in such capacity and as a group. The premium cost paid by the Company for directors' and officers' liability insurance for this period was \$71,938. The coverage contains a deductible of \$100,000, payable by the Company for any loss.

CORPORATE GOVERNANCE

The following discussion of the Company's corporate governance policies and practices is provided pursuant to the disclosure requirements applicable to it as set out in applicable securities laws and the policies of the Exchange. The Company is not a "venture issuer" for purposes of these laws and policies and it is required to provide this disclosure relating to its corporate governance policies and practices annually.

National Policy 58-201 – *Corporate Governance Guidelines* ("NP 58-201") sets out guidelines for effective corporate governance. These guidelines deal with matters such as the constitution and independence of corporate boards, their functions, the effectiveness and education of board members and other items dealing with sound corporate governance. National Instrument 58-101 – *Disclosure of Corporate Governance Practices* ("NI 58-101") requires that if management of an issuer solicits proxies from its securityholders for the purpose of electing directors, specified disclosure of the corporate governance practices must be included in its management information circular.

The Company and the Board recognize the importance of corporate governance to the effective management of the Company and to the protection of its employees and Shareholders. The Company's approach to significant issues of corporate governance is designed with a view to ensuring that the business and affairs of the Company are effectively managed so as to enhance shareholder value. The Company's corporate governance practices are in compliance with applicable Canadian requirements. The Company continues to monitor developments in Canada with a view to further revising its governance policies and practices, as appropriate.

The Board has considered the guidelines set out in NP 58-201 and believes that its approach to corporate governance is appropriate and works effectively for the Company and its Shareholders, given its size.

Cognizant of these regulatory requirements and the evolution of best practices, the Board has been, and will continue to be, proactive in reviewing and amending the Company's governance practices.)

A. BOARD OF DIRECTORS

Mandate of the Board of Directors

On January 23, 2012, the Board approved a written Mandate of the Board to assist it in the better execution of its responsibilities, the text of which is attached hereto as Schedule "A". The mandate provides certain guidelines for Board composition and conduct, and highlights particular areas of the conduct of the Company's affairs for which the Board assumes specific responsibility.

Composition and Independence

The Board facilitates its exercise of independent supervision over management by ensuring representation on the Board by directors who are independent of management and by promoting frequent interaction and feedback.

Applicable securities laws, including NP 58-201, recommend that boards of directors of non-venture issuers such as the Company be comprised of a majority of independent directors, as that term is defined under applicable securities laws. Directors are considered to be independent if they have no direct or indirect material relationship with the

Company. A “material relationship” is a relationship which could, in the view of the Board, be reasonably expected to interfere with the exercise of a director’s independent judgment.

The Board has reviewed the relationship between each current director and the Company with a view to determining independence. Based on that review, three of the Company’s six directors submitted for proposed election at the Meeting are independent.

The independent directors are:

- Michael Costa
- Thomas Gutschlag
- Mark Trachuk; and
- James Kim.

The non-independent directors are:

- Lewis Black; and
- Daniel D’Amato.

Mr. Black is not independent of the Company by virtue of his role as Chief Executive Officer of the Company. Mr. D’Amato is not independent by virtue of \$233,800 received by him in consulting fees for the most recently completed fiscal year ended December 31, 2020.

The Board has overall responsibility for the governance of the Company, including the exercise of independent supervision of the Company’s management. The Board considers that management is, and has been, effectively supervised by the independent directors on an informal basis, as these independent directors are, and have been, actively and regularly engaged in reviewing the operations and activities of the Company, and have full and regular access to management of the Company. Though the current Chairman is not independent, the independent directors have sufficient breadth of experience to operate without necessarily needing to rely on the leadership of the Chairman.

Directorships of Other Reporting Issuers

None of the current directors of the Company presently serve on the board of directors of any other reporting issuers (or the equivalent) in a Canadian jurisdiction or a foreign jurisdiction, other than as set out below.

Name of Director	Name of Reporting Issuer (or the Equivalent)	Name of Exchange
Michael Costa	Fortress Technologies Inc. (formerly, Fortress Blockchain Corp.)	TSX Venture
Thomas Gutschlag	Deutsche Rohstoff AG	Frankfurt Stock Exchange

Board Meetings and Attendance

Meetings of the non-management directors at which members of management (including the President and Chief Executive Officer) are not in attendance are generally held immediately after regularly scheduled Board meetings. In addition, the Company’s Board committees operate under approved charters and chair mandates, and can and do meet and operate independently of non-independent directors and management in fulfilling their mandates and making recommendations to the Board.

The following is a summary of the meetings of the Board and the meetings of the Audit and Compensation and Corporate Governance Committees of the Board held during fiscal 2020 and the attendance at these meetings by the directors:

Name of Director	Board Meetings Attended	Audit Committee Meetings Attended	Compensation and Corporate Governance Committee Meetings Attended
Lewis Black	4 of 4	N/A	N/A
Michael Costa	4 of 4	4 of 4	N/A
Daniel D'Amato	4 of 4	N/A	1 of 1
Mark Trachuk	4 of 4	4 of 4	1 of 1
Thomas Gutschlag	4 of 4	4 of 4	1 of 1

B. AUDIT COMMITTEE

The audit committee of the Board (the “**Audit Committee**”) is currently comprised of Mr. Michael Costa, Mr. Thomas Gutschlag and Mr. Mark Trachuk (Chair), all of whom are financially literate and independent within the meaning of NI 52-110. The Company complies with the composition requirements for audit committees under NI 52-110 which requires that all the members of the Audit Committee be independent.

Further information regarding the Audit Committee, including a copy of the charter of the Audit Committee, can be found in the Company’s annual information form dated May 14, 2021, a copy of which is available for review under the Company’s SEDAR profile at www.sedar.com.

C. COMPENSATION AND CORPORATE GOVERNANCE COMMITTEE

The CCG Committee is comprised of Daniel D’Amato, Mr. Thomas Gutschlag and Mark Trachuk (Chair), all of whom have been determined by the Board to be independent under NI 58-101, other than Mr. D’Amato for the reasons described above. The CCG Committee assists the Board in fulfilling its oversight responsibilities with respect to each of the areas discussed below.

Compensation

As discussed above, responsibility for matters relating to the overall compensation philosophy and guidelines for the directors and officers of the Company lies with the CCG Committee. The CCG Committee annually reviews and recommends to the Board, the adequacy and form of compensation of the directors of the Company in light of the responsibilities and risks involved in being such a director. The CCG Committee is also responsible for annually evaluating the performance of the Chief Executive Officer of the Company and recommending to the Board his or her annual compensation package. A detailed discussion and analysis of the Board’s and the CCG Committee’s approach to the determination of compensation is provided in the section “*Executive Compensation – Compensation Discussion and Analysis*”, above.

Nomination of Directors

In addition to its oversight mandate with respect to compensation matters, responsibility for matters relating to the identification and nomination of directors lies with the CCG Committee. The CCG Committee is responsible for reviewing and reporting to the Board on matters relating to the identification, nomination and review of directors, including:

- (a) developing criteria for selection of directors and procedures to identify possible nominees;

- (b) reviewing and assessing qualifications of director nominees including potential conflicts of interest;
- (c) submitting to the Board for consideration and decision, names of the nominees to be brought forward to the next annual meeting of Shareholders or to be appointed to fill vacancies between such meetings; and
- (d) determining if any Board member's qualifications or credentials since appointment have changed, or other circumstances arisen, so as to warrant a recommendation that such member resigns.

The CCG Committee does not currently have a written procedure for identifying new candidates for Board membership. In the normal course, the CCG Committee makes use of the formal and informal networks of the members of the Board and carries out formal searches for candidates when so directed by the Board.

Orientation and Continuing Education

Responsibility for orientation and continuing education of the Company's directors lies with the CCG Committee. The CCG Committee's charter provides it with a specific mandate to develop and review annually programs for the orientation of new directors and the ongoing education of existing directors. With respect to orientation, the CCG Committee relies on informal orientation programs that are tailored to the particular needs and experience of the new director in question and to the needs of the Board at that time. The CCG Committee will provide such information to new members of the Board so as to ensure that such directors are familiar with the Company's business and procedures of the Board. Information may include the Company's corporate and organizational structure, recent filings and financial information, governance documents and important policies and procedures. The CCG Committee also ensures that every director possesses the capabilities, expertise, availability and knowledge required to fill his or her position adequately. With respect to ongoing education, the CCG Committee relies on its professional advisors to provide updates to the various members of the Board regarding changes in relevant policies, laws or regulations, and on a cultural expectation that directors communicate with the Company's management and professional advisors, as well as attend relevant industry conferences, in order to remain abreast of developments in the Company's industry and legal and regulatory environment. From time to time, the CCG Committee may arrange on-site tours of the Company's operations.

Assessments

Primary responsibility for assessing the performance of the Board, its committees and individual members lies with the CCG Committee. Pursuant to the CCG Committee's charter, the committee's responsibilities in this regard include the conduct of annual reviews of various aspects of the Company's corporate governance policies and practices, and in particular to conduct an annual review, together with the Chairman of the Board, of the effectiveness of the Board as a whole, the committees of the Board, and the contribution of each individual director, and to make periodic reports to the Board on these matters. The CCG Committee is also responsible for reviewing and making recommendations to the Board with respect to the establishment or abolition of committees of the Board, their respective terms of reference, and the size and composition of the various committees of the Board.

Director Term Limits

The Company has not adopted term limits for directors on the Board or other mechanisms of board renewal as the Board is of the view that it is in the Company's best interests to retain experienced board members who are familiar with the Company's business and can provide continuity to its management. Instead, the Board currently assesses the performance of directors based on their ability to continue to make a meaningful contribution.

Diversity on the Board of Directors and among Executive Officers

The Company has not adopted a written policy specifically relating to the identification and nomination of (i) women; (ii) members of visible minorities; (iii) Aboriginal persons; or (iv) persons with disabilities (collectively, the "Designated Groups") on the Board nor does the Board formally consider the level of representation of members of Designated Groups when making executive officer appointments.

As of the date of this Circular, for each of the four Designated Groups, the Company has not adopted a target number or percentage, or a range of target numbers or percentages, for the members of the group to hold position on the Board or to be members of senior management by a specific date, as it believes that imposing targets based on specific selection criteria would limit the Company's ability to ensure that the overall composition of the Board and senior management meets the needs of the Company and its shareholders.

However, informally, in identifying and selecting director or executive officer nominees, the Company values diversity, including, without limitation, diversity of experience, perspective, education, race, gender and national and ethnic origin, religion, sexual orientation, political belief and disability, as among the many factors taken into consideration during the search process. The Company also considers, among other things, the qualifications, personal qualities, business background and relevant experience of individual candidates as well as the overall composition of the Board or executive officers with a view to identifying and selecting the best and most complementary candidates. The CCG Committee and the Board intend to consider whether the Company should adopt specific policies and practices regarding the representation of members of Designated Groups on the Board and in executive office positions, including the setting of targets for such representation.

As at the date hereof, none of the members of the Board nor any executive officers self-identify as members of any Designated Group.

D. ETHICAL BUSINESS CONDUCT

As a responsible corporate citizen, the Company is committed to conducting its affairs with integrity, honesty, fairness and professionalism. On January 23, 2012, the Board approved a series of formal, written policies intended in part to promote ethical business conduct by the Company and its directors, executive officers and employees. In addition to the Board being subject to the written mandate of the Board, as discussed above, and to the general requirement that the Company and its directors, executive officers, employees and consultants act in accordance with all applicable laws, these formal policies include:

- (a) *Code of Business Conduct*: Intended to promote the fundamental values of integrity, honesty, fair dealing and transparency, the code imposes certain and specific obligations on the directors, executive officers and employees of the Company to achieve this objective and provides for certain sanctions in the event of non-compliance. Responsibility for conducting periodic reviews of this Code of Business Conduct and overseeing management's monitoring of compliance with the Code of Business Conduct lies with the CCG Committee.
- (b) *Whistleblower Policy*: This policy imposes a general obligation on the Company's directors, executive officers, employees, consultants and contractors to submit all good faith concerns and complaints in respect of any matter that may constitute a breach of the Company's Code of Business Conduct, and in particular with respect to concerns about the Company's accounting, internal control or auditing procedures, to the Chair of the Audit Committee. Responsibility for administering this policy lies with the Audit Committee.
- (c) *Insider Trading Policy*: Intended to ensure compliance with applicable securities laws relating to insider trading and tipping, as well as avoiding the occurrence or appearance of improper trading or tipping and assisting the Company's directors, officers and employees to comply with their obligations under such laws. This policy outlines certain general obligations and provides for certain sanctions in the event of non-compliance with its terms by any of the Company's directors, executive officers, employees or consultants.

Further information and complete copies of the Company's codes and policies are available on the Company's website at www.almonty.com.

E. OTHER COMMITTEES

As of the date of this Circular, there are no additional committees of the Board.

GENERAL MATTERS

A. INDEBTEDNESS OF DIRECTORS AND OFFICERS

No director, nominee for election as a director, executive officer, employee or former director, executive officer or employee of the Company or any of its subsidiaries, or any of their associates or other member of management of the Company, was indebted to the Company at any time since the beginning of the most recently completed fiscal year ended December 31, 2020, of the Company or as at the date hereof, other than “routine indebtedness” as defined in applicable securities laws.

B. INTEREST OF INFORMED PERSONS IN MATERIAL TRANSACTIONS

Except as disclosed in the Company’s annual information form dated May 14, 2021, to the knowledge of management of the Company, no informed person or nominee for election as a director of the Company or any associate or affiliate of any informed person or proposed director had any material interest, direct or indirect, in any transaction since the beginning of the Company’s most recently completed fiscal year ended December 31, 2020, or in any proposed transaction which has materially affected or would materially affect the Company or any of its subsidiaries, except as disclosed in this Circular or in a previous information circular of the Company.

For the above purposes, an “informed person” means (i) a director or executive officer of the Company, (ii) a director or executive officer of a person or company that is itself an informed person or subsidiary of the Company, (iii) any person or company who beneficially owns, or controls or directs, directly or indirectly, voting securities of the Company or a combination of both carrying more than 10% of the voting rights, attached to all outstanding voting securities of the Company other than voting securities held by the person or company as underwriter in the course of a distribution, and (iv) the Company after having purchased, redeemed or otherwise acquired any of its securities, for so long as it holds any of its securities.

C. EXTERNAL MANAGEMENT COMPANIES

None of the management functions of the Company or any of its subsidiaries are to any substantial degree performed other than by the directors or executive officers of the Company or a subsidiary.

D. RECEIPT OF SHAREHOLDER PROPOSALS FOR THE NEXT ANNUAL MEETING

A registered holder or beneficial owner of Shares may (a) submit to the Company, Attention: Corporate Secretary at 100 King Street West, Suite 5700, Toronto, Ontario, M5X 1C7 a notice of any matter that the person proposes to raise at the next annual meeting of Shareholders (a “**proposal**”); and (b) discuss at the meeting any matter in respect of which the person would have been entitled to submit a proposal, subject to the requirements under section 137 of the *Canada Business Corporations Act*. The Company shall set out such proposal and the accompanying supporting statement, if any, in the management information circular for the next annual meeting of Shareholders, provided that the proposal is submitted to the Company at least 90 days before the anniversary date of the notice of meeting that was sent to Shareholders in connection with the previous annual meeting of Shareholders.

E. AUDITORS AND TRANSFER AGENT

The Company’s auditor is Davidson & Company LLP, 1200 – 609 Granville Street, PO Box 10372 Pacific Centre, Vancouver, BC, V7Y 1G6. Davidson & Company LLP was first appointed as the Company’s auditor effective November 17, 2020.

The transfer agent and registrar of the Company is Computershare Investor Services Inc. through its principal offices in Vancouver, British Columbia.

F. ADDITIONAL INFORMATION

Additional information with respect to the Company is available on SEDAR at www.sedar.com. Financial information with respect to the Company is provided in the Company's financial statements and management discussion and analysis for its most recently completed fiscal year December 31, 2020. Shareholders can access this information on SEDAR under the Company's profile or by request to the Corporate Secretary of the Company at the following address:

Almonty Industries Inc.
100 King Street West
Suite 5700
Toronto, Ontario
M5X 1C7

Phone: (647) 438-9766

G. APPROVAL

The contents and the sending of this Circular have been approved by the Board.

May 5, 2021.

(signed) "Lewis Black"
Lewis Black
Chairman of the Board of Directors

SCHEDULE “A”

MANDATE OF THE BOARD OF DIRECTORS

January 23, 2012

The Board of Directors (the “Board”) of Almonty Industries Inc. (the “Corporation”) believes that the appropriate mix of skills, experience, age and gender will help to enhance its performance. The Board’s composition should reflect business experience compatible with the Corporation’s business objectives.

Fiduciary Duty and Duty of Care

The Board’s fundamental relationship with the Corporation is guided by a fiduciary principle that requires each director to act honestly and in good faith with a view to the best interests of the Corporation. In exercising their powers and discharging their duties, every director must exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances. These principles require a director to put the Corporation’s interests first, avoid conflicts of interest and avoid exploiting business opportunities of the Corporation for self-interested purposes. This mandate is not intended to expand upon the standards of conduct prescribed under statutory or regulatory requirements for directors of a corporation.

The Board may designate the officers of the Corporation, specify their duties and delegate to them powers to manage the day to day business and affairs of the Corporation. In addition, the Board discharges its responsibilities through standing committees such as the Audit Committee and the Compensation and Corporate Governance Committee and may also periodically form special committees to address specific issues of a more short-term nature. The duties and responsibilities delegated to standing committees of the board are prescribed in the charters for such standing committees.

Additionally, absent actual knowledge to the contrary, the Board shall be entitled to rely on (i) the integrity of those persons or organizations within or outside the Corporation from which it receives information, (ii) the accuracy of the financial and other information provided by such persons or organizations, and (iii) representations made by management and such persons or organizations in relation to any services provided by such persons or organizations to the Corporation and its subsidiaries.

Meetings

The Board shall meet at least four times annually, or more frequently, as circumstances dictate. In addition, the Board shall hold separate, regularly scheduled meetings of independent directors at which members of management are not present.

Position Descriptions

The Board shall develop clear position descriptions for directors, including the Chair of the Board and the Chair of each Board committee. Additionally, the Board, together with the Chief Executive Officer (“CEO”), shall develop a clear position description for the CEO, which includes defining management’s responsibilities. The Board shall also develop or approve the corporate goals and objectives that the CEO is responsible for meeting.

Responsibilities

The Board is elected by the shareholders and represents all shareholders’ interests in continuously creating shareholder value. The responsibilities of the Board include the following:

- Advocate and support the best interests of the Corporation.

- Review and approve strategic, business and capital plans for the Corporation and monitor management's execution of such plans.
- Review whether specific and relevant corporate measurements are developed and adequate controls and information systems are in place with regard to business performance.
- Review the principal risks of the Corporation's business and pursue the implementation by management of appropriate systems to manage such risks.
- Monitor progress and efficiency of strategic, business and capital plans and require appropriate action to be taken when performance falls short of goals.
- Review measures implemented and maintained by the Corporation to ensure compliance with statutory and regulatory requirements.
- Select, evaluate and compensate the CEO.
- Annually review appropriate senior management compensation programs.
- Monitor the practices of management against the Corporation's disclosure policy to ensure appropriate and timely communication to shareholders of material information concerning the Corporation.
- Monitor safety and environmental programs.
- Monitor the development and implementation of programs for management succession and development.
- Approve selection criteria for new candidates for directorship.
- Provide new directors with a comprehensive orientation and provide all directors with continuing education opportunities.
- Assure shareholders of conformity with applicable statutes, regulations and standards (for example, environmental risks and liabilities and conformity with financial reporting requirements).
- Establish the necessary committees to monitor the Corporation.
- Regularly conduct assessments of the effectiveness of the Board, as well as the effectiveness and contribution of each Board committee and of each individual director.
- Provide advice to and act as a sounding board for the CEO.
- Discharge such other duties as may be required in the good stewardship of the Corporation.

The Board also assumes responsibility for the following approvals:

Financial Approvals:

- Strategic plan
- Annual business and capital plans
- Annual financial statements and auditors' report, together with management's discussion and analysis and press release
- Quarterly financial statements, together with management's discussion and analysis and press release
- Budgeted capital expenditures

- Unbudgeted capital expenditures in excess of \$50,000
- Acquisitions/divestitures
- Significant financing or refinancing opportunities
- Dividend policy
- Share re-purchase programs
- Individual operating, real property or capital leases having total commitment in excess of \$100,000

Human Resources Approvals:

- Appointment/succession/dismissal of CEO*
- Compensation of CEO*
- Executive compensation arrangements and incentive plans*

Administration and Compliance Approvals:

- Appointment of members to the committees of the Board and the chairs of such committees
- Nomination of directors
- Recommendation of auditors to the shareholders*
- Management information circular and related materials
- Appointment of the Chair of the Board
- Major policies*

* Board may delegate to committees

SCHEDULE “B”



300 – 1055 West Hastings Street

Vancouver, BC, V6E 2E9

Telephone: (604) 684-6264

Facsimile: (604) 684-6242

NOTICE OF CHANGE OF AUDITOR Pursuant to National Instrument 51-102, Section 4.11

At the request of Company, Ernst & Young LLP, Chartered Professional Accountants, (**“Ernst & Young”**), resigned as the Company’s auditor effective November 9, 2020. The Company would like to extend its appreciation to Ernst & Young for its tenure as Auditor of the Company.

There have been no reportable disagreements between the Auditor and the Company, nor have there been any adverse or qualified opinion or denial of opinion contained in the Auditor's reports on the annual financial statements for the two fiscal years preceding the date of this Notice, nor any similar reservation contained in any Auditor's report or comments on interim financial information for any subsequent period preceding the date of this Notice.

The Audit Committee of the Company has recommended, and the Board of Directors has approved, the appointment of Davidson & Company LLP, Chartered Professional Accountants, as the Company's new Auditor. Additionally, the Audit Committee and the Board of Directors have reviewed and approved the Reporting Package as that term is defined in National Instrument 51-102 Continuous Disclosure Obligations.

Dated November 17, 2020.

/s/ “*Lewis Black*”

Lewis Black,
Chief Executive Officer



Ernst & Young LLP
Pacific Centre
700 West Georgia Street
PO Box 10101
Vancouver, BC V7Y 1C7

Tel: +1 604 891 8200
Fax: +1 604 643 5422
ey.com

Ontario Securities Commission
20th Floor, 20 Queen Street West
Toronto, ON
M5H 3S8

12 November 2020

British Columbia Securities Commission
PO Box 10142, Pacific Centre
12th Floor, 701 West Georgia Street
Vancouver, BC
V7Y 1L2

Alberta Securities Commission
4th Floor, 300 - 5th Avenue SW
Calgary, Alberta T2P 3C4

Almonty Industries Inc. (the "Company")
Notice Pursuant to Section 4.11 of National Instrument 51-102 - Change of Auditor

In accordance with Section 4.11 of National Instrument 51-102 - Continuous Disclosure Obligations, we have read the Company's Change of Auditor Notice dated November 9, 2020, and agree with the information contained therein, based upon our knowledge of the information at this date.

Should you require clarification or further information, please do not hesitate to contact the writer.

Yours very truly,

Ernst & Young LLP

November 12, 2020

Ontario Securities Commission

20th Floor, 20 Queen Street West
Toronto, ON
M5H 3S8

British Columbia Securities Commission

PO Box 10142, Pacific Centre
12th Floor, 701 West Georgia Street
Vancouver, BC
V7Y 1L2

Alberta Securities Commission

4th Floor, 300 – 5th Avenue SW
Calgary, AB
T2P 3C4

Dear Sirs:

Re: Almonty Industries Inc. (the “Company”)
Notice Pursuant to Section 4.11 of National Instrument 51-102 - Change of Auditor

In accordance with Section 4.11 of National Instrument 51-102 - *Continuous Disclosure Obligations* and in connection with our proposed engagement as auditor of the Company, we have reviewed the information contained in the Company's Notice of Change of Auditor dated November 9, 2020 (the “Notice”) and agree with the information contained therein, based upon our knowledge of the information relating to the said Notice and of the Company at this time.

We understand that the Notice, along with this letter and a similar letter from Ernst & Young LLP, Chartered Professional Accountants, will be provided to the Company's registered shareholders with the meeting materials relating to the Company's next Annual General Meeting of Shareholders.

Yours very truly,



DAVIDSON & COMPANY LLP,
Chartered Professional Accountants



SCHEDULE “C”

ALMONTY INDUSTRIES INC.

Restricted Share Unit Plan

Adopted with effect from December 1, 2020

1 *Purpose*

The purpose of the 2020 Restricted Share Unit Plan is to enhance the Corporation's ability to attract and retain talented employees, to promote an alignment of interests between such employees and the shareholders of the Corporation and to facilitate share ownership in the Corporation by its employees. The Corporation is establishing the Plan as of the Effective Date as a long term incentive.

2 *Definitions*

2.1 "Affiliate" means any affiliate of the Corporation, within the meaning of the *Canada Business Corporations Act*.

2.2 "Award Date" means the date an award of Units is made.

2.3 "Beneficiary" means an individual who, on the date of the Participant's death, is the person who has been designated in accordance with Section 11 and the laws applying to the Plan, or where no such individual has been validly designated or where the individual does not survive the Participant, the Participant's legal representative.

2.4 "Board" means the Board of Directors of the Corporation.

2.5 "Change in Control" means the occurrence at any time hereafter of any of the following events:

- (a) any change in the holding, direct or indirect, of voting shares of the Corporation as a result of which a person, corporation or other legal entity (hereinafter, "Person"), or group of Persons acting jointly or in concert, together with any associate or Affiliate of any such Person or Persons, who were not previously in a position to exercise control of the Corporation are in a position to exercise effective control of the Corporation and for the purposes of this Plan a Person, or a group of Persons acting jointly or in concert, together with any associate or Affiliate of any such Person or Persons, will be deemed to be in a position to exercise effective control of the Corporation if such Person or group of Persons acting jointly or in concert, together with any associate or Affiliate of any such Person or Persons, holds voting shares and/or other securities of the Corporation in excess of the number which, directly or following conversion thereof, would entitle the holders thereof to cast 50% of the votes attaching to all voting shares of the Corporation;
- (b) the members of the Board as of the Effective Date (or their respective successors whose elections or appointments were acceptable to the then remaining members of the Board) cease to constitute a majority of the Board or of the board of directors of any successor to the Corporation, except as a result of the death, disability or normal retirement from such board;
- (c) a transaction or series of transactions (other than any such transaction or series of transactions to which the Participant has consented in writing) in which, directly or indirectly, the Corporation sells or otherwise transfers to any Person, other than an Affiliate or Affiliates of the Corporation, assets having an aggregate fair

market value of more than 50% of the aggregate fair market value of all of the assets of the Corporation at the time of such transaction or series of transactions;

where “Corporation” means the Corporation and its subsidiaries taken as a whole,

but excluding any amalgamation, merger, financing or other similar business combination or similar transaction which is initiated by the Corporation; or

- (d) the Board adopts a resolution to the effect that, for purposes of this Plan, a Change in Control has occurred.

- 2.6 “Code” means the United States Internal Revenue Code of 1986, as amended.
- 2.7 “Committee” means the Compensation and Corporate Governance Committee of the Board, or such other committee or persons designated by the Board for purposes of the Plan. In the event that the Board has not designated any committee or persons to be the Committee for purposes of the Plan, references in the Plan to the Committee shall be deemed to be references to the Board.
- 2.8 “Corporation” means Almonty Industries Inc. and any successor corporation whether by reorganization, amalgamation, merger or otherwise.
- 2.9 “Disability” or “Disabled” means long-term disability of a Participant determined in accordance with any applicable long-term disability plan maintained by his or her employer, as amended from time to time.
- 2.10 “Effective Date” means December 1, 2020.
- 2.11 “Eligible Directors” means the directors of the Corporation or any Affiliate who are, as such, eligible for participation in the Plan.
- 2.12 “Eligible Employees” means employees (including employees who are officers or directors) of the Corporation or any Affiliate, whether or not they have a written employment contract with the Corporation, determined by the Board, upon recommendation of the Committee, as employees eligible for participation in the Plan. “Eligible Employees” shall include Service Providers eligible for participation in the Plan as determined by the Board.
- 2.13 “Fair Market Value” means, with respect to any particular date, the volume weighted average trading price of the Shares on the Toronto Stock Exchange for the five trading days ending on the trading day immediately preceding the particular date, or if the Shares are not listed on the Toronto Stock Exchange, on such other stock exchange in Canada on which the Shares are listed, or if the Shares are not listed on any stock exchange, then on the over-the-counter market, calculated by dividing the total value of Shares traded by the total volume of Shares trading during such five day period.
- 2.14 “Instrument of Grant” means a personalized instrument of grant document which sets out the number of Restricted Share Units awarded, the terms of the award, settlement terms (being cash or Share issuance), and the Settlement Dates.
- 2.15 “Latest Settlement Date” has the meaning ascribed thereto in Section 6.1(e).
- 2.16 “Participant” means an Eligible Employee or Eligible Director who has been designated by the Committee for participation in the Plan and who has agreed to participate in the Plan on such terms as the Committee may specify.
- 2.17 “Plan” means this 2020 Restricted Share Unit Plan, as amended from time to time.
- 2.18 “Restricted Share Unit” or “Unit” means a unit credited by the Corporation to a Participant by way of a bookkeeping entry in the books and records of the Corporation, as determined by the Committee, the value of which at any particular date shall be the Fair Market Value at that date.

- 2.19 “Restricted Share Unit Account” or “Account” has the meaning ascribed thereto in Section 6.4.
- 2.20 “Rules” means such rules or resolutions as may be adopted by the Committee, from time to time, with respect to the implementation, administration and/or operation of the Plan.
- 2.21 “Service Provider” means any person or company engaged by the Corporation or an Affiliate to provide services for an initial, renewable or extended period of 12 months or more.
- 2.22 “Settlement Dates” has the meaning ascribed thereto in Section 6.1(d).
- 2.23 “Share” means a common share of the Corporation and such other share as is substituted therefor as a result of amendments to the articles of the Corporation, reorganization or otherwise, including any rights that form a part of the common share or substituted share but not including any other rights that are attached thereto and trade therewith or any other share that is added thereto.
- 2.24 “Termination Date” means, in respect of any Participant, the last day of active employment of such Participant with the Corporation or an Affiliate, such employment to be deemed to exclude any period of statutory, actual or reasonable notice of termination and any payment in lieu thereof. For greater certainty, the transfer of a Participant between the Corporation and/or any Affiliates shall not constitute a termination of employment for purposes of the Plan.
- 2.25 “U.S. Participant” means a Participant who is subject to U.S. income tax with respect to Units issued under the Plan.

3 *Construction and Interpretation*

3.1 Gender

In the Plan, references to the masculine gender include the feminine and references to the singular shall include the plural and vice versa, as the context shall require.

3.2 Governing Law

The Plan shall be governed by and construed in accordance with the laws of the Province of Ontario and the laws of Canada applicable therein. The Participants and the Corporation hereby attorn to the jurisdiction of the courts of the Province of Ontario with respect to any and all actions in relation to the Plan.

3.3 Severability

If any provision of the Plan is determined to be void or unenforceable in whole or in part, such void or unenforceable provision shall be severed from the remainder of the Plan and such determination shall not affect the validity or enforceability of any other provision hereof.

3.4 Headings

Headings are for ease of reference only and shall not affect the interpretation or construction of the provisions hereof.

4 *Shares Reserved for Issuance*

- 4.1 The aggregate number of Shares that may be reserved for issuance under the Plan on the award of Units, together with any other security based compensation arrangements, at any particular time shall not exceed 10% of the issued and outstanding Shares.
- 4.2 If a Participant forfeits all right, title and interest with respect to any or all Restricted Share Units then outstanding, the applicable underlying Shares in respect of such forfeited Restricted Share Units shall be available for re-issuance under this Plan.
- 4.3 The aggregate number of Shares issued to insiders of the Corporation within any 12 month period, or issuable to insiders of the Corporation at any time, under the Plan or when combined with any other security based compensation arrangements of the Corporation, may not exceed 10% of the total number of issued and outstanding Shares at such time.
- 4.4 The terms “security based compensation arrangement”, “insider” have the meanings attributed thereto in the Toronto Stock Exchange Company Manual.

5 *Eligibility and Participation*

- 5.1 From time to time, the Committee may designate an Eligible Employee or an Eligible Director to become a Participant as of a specified date and may specify the terms of any award of Units made to that Participant from time to time.
- 5.2 Nothing herein contained shall be deemed to give any person the right to be retained as an employee or at any time to continue as an employee, nor shall the award to a Participant of Units at any time entitle such Participant to receive any further award under this Plan or under any other compensation or incentive plan of the Corporation. Neither the Plan nor any action taken thereunder shall interfere with the right of an employer to terminate the employment of a Participant at any time. Nothing herein contained shall guarantee any Participant or Beneficiary against fluctuations in the value of Shares and/or Units.

6 *Restricted Share Unit Awards*

6.1 Award of Units

The Committee may, from time to time in its sole discretion, award Units to an Eligible Employee or Eligible Director as a long term incentive and, upon such award, such Eligible Employee or Eligible Director shall become a Participant in the Plan. In respect of each award of Units, the Committee, in its sole discretion, shall designate:

- (a) the number of Units awarded,
- (b) the vesting conditions applicable to the award,

- (c) if the Units are to be settled in cash or Shares (or in part Shares and part cash),
- (d) the Settlement Dates, which shall generally be the vesting dates set out in an Instrument of Grant, subject to the terms of this Plan, and
- (e) the Latest Settlement Date, which shall be a date in the calendar year in which the third anniversary date of an Award Date occurs, as determined and specified by the Committee, provided that the Latest Settlement Date specified shall be no later than November 30th of such calendar year, provided further, that the Committee may in its discretion extend the Latest Settlement Date to a date later than November 30th but no later than December 31st in such calendar year.

Notwithstanding any vesting conditions attached to an award of Units under Section 6.1(b), the Committee may, in its sole discretion, accelerate the vesting of any such Units from time to time. For greater certainty, no Units shall vest later than the Latest Settlement Date in respect of such Units.

6.2 Date of Crediting and Vesting of Units

Units shall be credited to the Account of a Participant as of the date specified by the Committee. Units awarded shall vest in the Participant at such time or times, in such number and subject to such conditions as the Committee may specify.

6.3 Dividend Equivalents

In the event a dividend becomes payable on Shares, on the payment date for such dividend, each Participant's Account shall be credited with a number of Units (including fractional Units) equal to: (a) the amount of the dividend paid per Share multiplied by the number of Units credited to the Participant's Account as of the record date for payment of the dividend, divided by (b) the Fair Market Value as of the date for payment of the dividend. Subject to Section 10.3, Units credited to a Participant's Restricted Share Unit Account under this Section 6.3 shall vest at the same time as the related Units vest and shall be settled in the same form, cash or Shares, as the related Units.

6.4 Restricted Share Unit Accounts

An award of Units to a Participant under Section 6.1 shall be evidenced by an Instrument of Grant signed by the Corporation and the Participant, the terms of which are approved by the Committee. The Corporation, as determined by the Committee, shall maintain in its books and records a Restricted Share Unit Account for each Participant recording at all times the number of Units standing to the credit of the Participant. Upon payment or Share issuance in satisfaction of Units credited to a Participant in the manner described herein, such Units shall be cancelled.

6.5 Adjustments and Reorganizations

In the event of any stock dividend, stock split, combination or exchange of Shares, merger, consolidation, spin-off or other distribution (other than dividends in respect of which Section 6.3 applies) of the Corporation's assets to shareholders, or any other change in the capital of the Corporation affecting Shares, such proportionate adjustments, if any, as the Committee in its discretion may deem appropriate to reflect such change, shall be made with respect to the number of Units outstanding under the Plan.

Should there be any change, other than a change specified above in this Section, in the number or kind of outstanding Shares or of any shares into which such Shares shall have been changed or for which they shall have been exchanged, then there shall be substituted for each Share of the Corporation referred to in the Plan or for each share into which such Share shall have been so changed or exchanged, the kind of shares into which each outstanding Share or each such share shall be so changed or exchanged and an equitable adjustment shall be made, which may be in the number of Units then recorded in the Participant's Account or in the number of Shares or any shares into which such Shares shall have been changed or exchanged, such adjustment to be reasonably determined by the Committee and to be effective and binding for all purposes.

In the event that, at the Settlement Date, there is no public market for the Shares or for shares substituted therefor as provided for in this Section 6, the obligations of the Corporation under the Plan shall be met by a payment in cash in such amount as is reasonably determined by the Committee to be fair and equitable in the circumstances. Notwithstanding the preceding, the Fair Market Value shall always be established in relation to the fair market value of a Share.

7 *Death or Disability or Retirement*

In the event a Participant dies or becomes Disabled, the Units credited to the Participant under Section 6.1, together with any Units credited to the Participant under Section 6.3, will vest immediately if not otherwise vested under the Plan and the Participant or the Participant's Beneficiary, as the case may be, will be entitled to receive the value of the Participant's vested Units (in cash or Shares, as applicable), less applicable taxes and other amounts required to be withheld under Section 18. The applicable value of the vested Units (being cash and/or Shares) will be determined in accordance with Section 10 as of the Participant's date of death or Disability, as applicable.

8 *Change in Control*

Subject to any agreement between a Participant and the Corporation or any Affiliate to the contrary, if there is a Change in Control and the employment of the Participant is terminated without cause within 12 months following the Change of Control, then the Units credited to the Participant under Section 6.1 and 6.4 will vest in full on the Termination Date. The Participant will be entitled to receive the value of all of the vested Units (in cash or Shares, as applicable), in accordance with Section 10, less applicable taxes and other amounts to be withheld under Section 18.

9 *Termination of Employment*

Subject to Section 8, in the event that the employment of a Participant is terminated for any reason other than death or Disability, the Participant will forfeit all rights, title and interest with

respect to any unvested Units awarded to the Participant under the Plan and such Units will immediately expire and be cancelled on the Termination Date, unless otherwise determined by the Committee in its sole discretion. Any vested Units will continue to be governed by Section 10 and the other applicable provisions of the Plan.

10 *Valuation and Payment*

10.1 Vested Units will be settled in cash or Shares, as determined by the Committee under Section 6.1 and as otherwise contemplated by the terms of the Plan, provided that a Participant who has been awarded Units to be settled in Shares may request, prior to the Settlement Date, that such Units be settled in cash, and the Committee may in its absolute discretion agree to settle such Units in cash.

10.2 For vested Units that are to be settled in Shares, the number of Shares received by a Participant or a Participant's Beneficiary on a Settlement Date shall be equal to the number of such Units vested on such Settlement Date reflected in the Account of such Participant, and in accordance with a Participant's instructions, such Shares shall either be issued to the Participant's personal investment account or a certificate representing the Shares shall be issued by the Corporation, in either case within ten business days of the Settlement Date.

For Units settled in Shares, the Corporation shall not be required to issue Shares or issue and/or cause to be delivered certificates evidencing Shares to be delivered pursuant to the Plan unless and until such issuance and delivery is in compliance with all applicable laws, regulations, rules, orders of governmental or regulatory authorities and the requirements of any stock exchange upon which Shares are listed. The Corporation shall in no event be obligated to take any action to comply with any such laws, regulations, rules, orders or requirements.

10.3 If at any time there does not exist a sufficient number of Shares available for issuance under the Plan to allow the crediting to the Participant of the full amount of the Units issued under Section 6.3, then the Participant shall be credited with Units that are to be settled in Shares to the maximum extent possible, and shall be credited with Units to be settled in cash for the balance of the entitlement, provided that any such cash settled Units shall vest no later than December 31st of the third year following the date of the applicable dividend.

10.4 For vested Units that are to be settled in cash, the cash amount payable by the Corporation or an Affiliate to a Participant or a Participant's Beneficiary in respect of the applicable vested Units reflected in the Account of such Participant will be determined by multiplying the number of such Units by the Fair Market Value on the date a determination is required, namely the earliest of:

- (a) the date of the Participant's death or Disability,
- (b) the Termination Date,
- (c) the Settlement Dates set out in any Instrument of Grant, or
- (d) the Latest Settlement Date.

- 10.5 The value of a Participant's Units as determined in accordance with Section 10.4 will be paid to the Participant (or in the case of a deceased Participant, to the Participant's Beneficiary) by cash, bank draft, cheque or direct deposit to the Participant's bank account, net of all applicable taxes and other amounts required to be withheld determined in the sole discretion of the Corporation, within 30 days of the date the Fair Market Value of the applicable Units was determined under Section 10.4. Upon such payment, the entitlement of the Participant to receive any and all amounts in respect of the Units shall be fully discharged and satisfied and such Units shall thereupon be cancelled. Notwithstanding any other provision of the Plan, for all U.S. Participants, the value of a U.S. Participant's Units must be paid to the U.S. Participant no later than the 15th day of the third month following the end of the year in which the Units vest.

11 *Designation of Beneficiary*

Subject to applicable law, a Participant may designate a Beneficiary to receive Shares issued or any amount payable under the Plan on the death of such Participant, and may change such designation from time to time. Such designation shall be in such form and executed and filed in such manner as the Committee may from time to time determine. If no Beneficiary is designated, the Participant's legal representative will receive any Shares issued or amount payable under the Plan.

12 *Currency*

All references in the Plan currency refer to lawful Canadian currency. All payments made under the Plan shall be denominated in Canadian currency.

13 *Administration*

- 13.1 The Plan shall be administered by the Committee. The Committee may, from time to time, make and amend such Rules and provisions for the implementation, administration and/or operation of the Plan as it may deem appropriate. The interpretation and construction by the Committee of any provision of the Plan, any Rules, restrictions related to the Plan and/or Rules and of Units awarded under the Plan, unless otherwise determined by the Board, shall be final and conclusive and shall apply to and be binding upon all persons having any interest thereunder. The Board or the Committee may, from time to time in its sole discretion, delegate its authority under the Plan to such other committee or persons designated by it and may, at any time revoke such delegation. The Corporation will be responsible for all costs relating to the administration of the Plan.

- 13.2 Unless otherwise determined by the Board, the Plan shall remain an unfunded obligation of the Corporation or an Affiliate, as the case may be. The Corporation's and Affiliates' obligations hereunder shall constitute general, unsecured obligations, payable solely out of their general revenues and no Participant or Beneficiary shall have any right to any specific assets of the Corporation or any Affiliate. Neither the Corporation, any Affiliate, nor the Committee shall be deemed to be a trustee of any Shares to be issued or amounts to be distributed or paid pursuant to the Plan. No liability or obligation of the Corporation or any Affiliate shall be deemed to be secured by any pledge of, or encumbrance on, any property of the Corporation or any Affiliate.

14 *Assignment of Units*

Units and any entitlement that may arise in respect thereof under this Plan are not assignable by a Participant or any Beneficiary or the estate of either of the foregoing.

15 *Shares Fully Paid*

Shares, if and when issued by the Corporation to settle vested Units issued under the Plan, shall be considered fully paid in consideration of past service that is no less in value than the fair equivalent of the money the Corporation would have received if the Shares had been issued for money.

16 *Amendment and Termination of Plan*

The Board may amend or terminate the Plan, or any Units granted under the Plan, at any time and in such manner and to such extent as it deems advisable. Any amendments shall be contingent on approval of the Corporation's shareholders to the extent stated herein, required by applicable law or required by any stock exchange on which Shares are listed.

No such amendment or termination shall materially adversely affect the rights of a Participant in respect of Units awarded to such Participant prior to the date of such amendment or termination without such Participant's consent. Notwithstanding the foregoing, the obtaining of the written consent of any Participant to an amendment which materially adversely affects the rights of such Participant with respect to a grant shall not be required if such amendment is required to comply with applicable laws, regulations, rules, orders of governmental or regulatory authorities or the requirements of any stock exchange on which Shares are listed.

No amendments may be made by the Board to the Plan to effect any of the following without shareholder approval: (i) an increase in the maximum number of Shares reserved for issuance under the Plan or a change from a fixed maximum number of Shares to a fixed percentage; (ii) an amendment to the amendment provisions of the Plan; (iii) any amendment to remove or to exceed the insider participation limit specified in Section 4.3; (iv) an amendment extending the term of any award beyond its Latest Settlement Date; or (v) any amendment to Section 14 (Assignment).

However, all other amendments, including amendments of a "housekeeping" nature such as correcting typographical or clerical errors or adding clarifying statements to ensure the intent and meaning of the Plan, or of a grant under the Plan, is properly expressed, and any determinations made or discretion exercised by the Board, in accordance with the terms of the Plan will not require shareholder approval.

If any provision of the Plan or any agreement entered into pursuant to the Plan contravenes any applicable laws, regulations, rules, orders of governmental or regulatory authorities or the requirements of any stock exchange on which Shares are listed, then such provision shall be deemed to be immediately amended, at the time of such contravention, to the extent required to bring such provision into compliance therewith.

17 *Limitation of Liability*

No director, officer, employee or agent of the Corporation or any member of the Committee or its delegates shall be personally liable or in any way responsible for any act or omission taken in good faith with respect to the Plan or the Rules.

18 *Source Deductions*

The Board may adopt and apply rules that in its opinion will ensure that the Corporation and its Affiliates will be able to comply with applicable provisions of any federal, provincial, state or local law relating to the withholding of tax, including on the amount, if any, included in income of a Participant. The Corporation or any Affiliate may withhold from any amount payable to a Participant, either under this Plan, or otherwise, such amount as may be necessary so as to ensure that the Corporation or any Affiliate will be able to comply with applicable provisions of any federal, provincial, state or local law relating to withholding of tax or other required deductions, including on the amount, if any, includable in the income of a Participant. The Corporation or an Affiliate shall, in this connection, have the right in its discretion to satisfy any such liability by retaining or acquiring any Shares which would otherwise be issued to a Participant hereunder. The Corporation or any Affiliate shall also have the right to withhold the delivery of any Units and Shares to a Participant hereunder unless and until such Participant pays to the Corporation or an Affiliate a sum sufficient to indemnify the Corporation or such Affiliate for any liability to withhold tax in respect of the amounts included in the income of such Participant as a result of the settlement of Units under this Plan, to the extent that such tax is not otherwise being withheld from payments to such Participant by the Corporation or such Affiliate.

19 *U.S. Participants; Code Section 409A.*

Notwithstanding any other provision in the Plan, the provisions of this Section 19 will apply to all U.S. Participants with respect to Units issued under the Plan:

19.1 If it is determined that (a) any amounts payable or Shares issued under this Plan are subject to Code Section 409A, (b) a U.S. Participant is a “specified employee” within the meaning of Code Section 409A and related guidance, based on an identification date of December 31, and (c) the U.S. Participant is eligible to receive payment or Shares of any Units solely because that U.S. Participant has “separated from service” within the meaning of Code Section 409A (and not by reason of payment at a specified time or on account of death), then no payment will be made or Shares issued prior to the date that is six months after the date of separation from service (or, if earlier, the date of death of the U.S. Participant).

19.2 Notwithstanding any other provision in this Plan, to the extent any amounts payable or Shares issued under this Plan (a) are determined to be subject to Section 409A, and (b) the time or form of payment of those amounts would not be in compliance with Code Section 409A, then, to the extent possible, payment of those amounts or issuance of Shares will be made at such time and in such a manner that payment will be in compliance with Code Section 409A. If the time or form of payment cannot be modified in such a way as to be in compliance with Code Section 409A, then the payment will be made or Shares issued as otherwise provided in this Plan, disregarding the provisions of this Section 19. If it is determined that amounts payable or Shares issued under this Plan are subject to Code Section 409A, all terms of this Plan which are undefined or

ambiguous must be interpreted in a manner that complies with Code Section 409A if necessary to comply with Code Section 409A.

- 19.3 Units under the Plan payable to U.S. Participants are intended to be exempt from the rules of Code Section 409A and, subject to Section 19.2, will be construed accordingly. The Corporation and its Affiliates will not be liable to any Participant or Beneficiary for any adverse tax consequences imposed under Code Section 409A.

20 *Effective Date and Term of the Plan*

The Plan shall become effective upon its adoption by the Board of Directors and receipt of required regulatory and shareholder approval.