

## SINTANA ENERGY INC.

### NOTICE OF ANNUAL AND SPECIAL MEETING OF SHAREHOLDERS

NOTICE IS HEREBY GIVEN that the annual and special meeting (the “**Meeting**”) of the shareholders of Sintana Energy Inc. (the “**Corporation**”) will be held at 5949 Sherry Lane, Suite 835, Dallas, Texas, on Friday, December 18, 2020, at 11:00 a.m. (CST) for the following purposes:

1. to receive and consider the financial statements of the Corporation for the fiscal years ended December 31, 2018 and 2019, together with the reports of the auditors thereon;
2. to elect directors;
3. to appoint auditors for the current fiscal year and to authorize the directors to fix their remuneration, and to ratify the appointment of auditors for the fiscal year ended December 31, 2018;
4. to consider, and, if deemed appropriate, to pass with or without variation an ordinary resolution approving and confirming a stock option plan of the Corporation, as more particularly described in the management information circular of the Corporation dated November 4, 2020 in connection with the Meeting (the “**Information Circular**”);
5. to consider, and, if deemed appropriate, to pass with or without variation an ordinary resolution approving and confirming certain conditional stock options of the Corporation, all as more particularly described in the Information Circular;
6. to consider, and, if deemed appropriate, to pass with or without variation an ordinary resolution approving and confirming a restricted share unit plan of the Corporation, as more particularly described in the Information Circular; and
7. to transact such further or other business as may properly come before the Meeting or any adjournment or adjournments thereof.

The Corporation is using the “notice-and-access” provisions of National Instrument 54-101 in connection with the delivery of certain meeting materials in respect of the Meeting. This notice is accompanied by a form of proxy. To be valid, voting instructions pursuant to the accompanying proxy must be received by Computershare Trust Company of Canada, 100 University Avenue Toronto, Ontario M5J 2Y1, before 11:00 a.m. (Toronto time) on December 16, 2020. Shareholders who are unable to attend the Meeting in person are requested to either complete, date, sign and return the enclosed form of proxy, or follow the other specified procedures set forth therein with respect to internet or telephone voting, so that as large a representation as possible may be had at the Meeting.

DATED at Toronto, Ontario as of the 4<sup>th</sup> day of November, 2020.

BY ORDER OF THE BOARD OF DIRECTORS

*"Douglas G. Manner"*

Douglas G. Manner, Chief Executive Officer



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**SINTANA ENERGY INC.**

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**Management Information Circular**

**SOLICITATION OF PROXIES**

This management information circular (the “**Information Circular**”) is furnished in connection with the solicitation by management of Sintana Energy Inc. (the “**Company**”) of proxies to be used at the annual and special meeting of shareholders of the Company (the “**Meeting**”) referred to in the accompanying Notice of Annual and Special Meeting of Shareholders (the “**Notice**”) to be held on Friday, December 18, 2020, at the time and place and for the purposes set forth in the Notice. **The solicitation is made by the management of the Company and will be made primarily by mail, but proxies may also be solicited personally or by telephone by employees of the Company at nominal cost. The cost of solicitation by management will be borne by the Company. The information contained herein is given as of November 4, 2020, unless indicated otherwise.**

**APPOINTMENT AND REVOCATION OF PROXIES**

The persons named in the enclosed form of proxy are directors and/or officers of the Company. **Each shareholder has the right to appoint a person or company, who need not be a shareholder of the Company, other than the persons named in the enclosed form of proxy, to represent such shareholder at the Meeting or any adjournment thereof. Such right may be exercised by inserting such person’s name in the blank space provided and striking out the names of management’s nominees in the enclosed form of proxy or by completing another proper form of proxy. All proxies must be executed by the shareholder or his or her attorney duly authorized in writing or, if the shareholder is a company, by an officer or attorney thereof duly authorized. The completed form of proxy must be deposited at the office of Computershare Trust Company of Canada, 100 University Avenue Toronto, Ontario M5J 2Y1, before 11:00 a.m. (Dallas time) on December 16, 2020.**

A shareholder who has given a proxy has the power to revoke it as to any matter on which a vote has not already been cast pursuant to the authority conferred by such proxy and may do so either:

1. **not later than 48 hours (excluding Saturdays, Sundays and holidays) before the time of holding the Meeting or adjournment thereof at which the proxy is to be used, by delivering another properly executed form of proxy bearing a later date and depositing it as aforesaid;**
2. **by depositing an instrument in writing revoking the proxy executed by him or her:**
  - (a) with Computershare Trust Company of Canada at its office denoted herein at any time up to and including 4:00 p.m. (Dallas time) on the last business day preceding the day of the Meeting, or any adjournment thereof, at which the proxy is to be used; or
  - (b) with the Chairman of the Meeting on the day of the Meeting, prior to the commencement of the Meeting or any adjournment thereof; or

3. **in any other manner permitted by law.**

### **EXERCISE OF DISCRETION BY PROXIES**

Shares represented by properly executed proxies in favour of the persons named in the enclosed form of proxy **will be voted or withheld from voting in accordance with the instructions of the securityholder on any ballot that may be called for** and, where the person whose proxy is solicited specifies a choice with respect to the matters identified in the proxy, **the shares will be voted or withheld from voting in accordance with the specifications so made. Where shareholders have properly executed proxies in favour of the persons named in the enclosed form of proxy and have not specified in the form of proxy the manner in which the named proxies are required to vote the shares represented thereby, such shares will be voted in favour of the passing of the matters set forth in the Notice.** The enclosed form of proxy confers discretionary authority with respect to amendments or variations to the matters identified in the Notice and with respect to other matters that may properly come before the Meeting. At the date hereof, management of the Company knows of no such amendments, variations or other matters to come before the Meeting. However, if any other matters which at present are not known to management of the Company should properly come before the Meeting, the proxy will be voted on such matters in accordance with the best judgment of the named proxies.

### **VOTING SHARES AND PRINCIPAL HOLDERS THEREOF**

Each holder of common shares in the capital of the Company (“**Common Shares**”) of record at the close of business on November 4, 2020 (the “**record date**”) will be entitled to vote at the Meeting or at any adjournment thereof, either in person or by proxy. As of November 4, 2020, the Company had 130,398,297 issued and outstanding Common Shares. Each Common Share carries the right to one vote per share. The outstanding Common Shares are listed on the TSX Venture Exchange (the “**TSXV**”) under the symbol “SEI”, and on the OTC market in the United States under the symbol “ZDEXF”.

To the knowledge of the directors and executive officers of the Company as of November 4, 2020, no person beneficially owns, controls or directs, directly or indirectly, 10% or more of the outstanding Common Shares.

### **NON-REGISTERED HOLDERS AND DELIVERY MATTERS**

Only registered Shareholders, or the persons they appoint as their proxies, are permitted to vote at the Meeting. Non-Objecting Beneficial Owners (“**NOBOs**”) may also vote at a meeting when the Company chooses to mail to NOBOs directly.

These securityholder materials are being sent to both registered and non-registered owners of the securities. If you are a non-registered owner, and the Company or its agent has sent these materials directly to you, your name and address and information about your holdings of securities, have been obtained in accordance with applicable securities regulatory requirements from the intermediary (“**Intermediary**”) holding on your behalf.

By choosing to send these materials to you directly, the Company (and not the Intermediary holding on your behalf) has assumed responsibility for (i) delivering these materials to you, and (ii) executing your proper voting instructions.

If you have received the Company's form of proxy, you may return it to Computershare Trust Company of Canada: (i) by regular mail in the return envelope provided, or (ii) by fax at (866) 962-0498 (within Canada) or (514) 982-8716 (outside of Canada).

Objecting Beneficial Owners ("OBOs") and other beneficial holders receive a Voting Instruction Form ("VIF") from an Intermediary by way of instructions of their financial institution. Detailed instructions of how to submit your vote will be on the VIF.

**In either case, the purpose of this procedure is to permit non-registered holders to direct the voting of the Common Shares they beneficially own. Should a non-registered holder who receives either form of proxy wish to vote at the Meeting in person, the non-registered holder should strike out the persons named in the form of proxy and insert the non-registered holder's name in the blank space provided.** Non-registered holders should carefully follow the instructions of their Intermediary including those regarding when and where the form of proxy or VIF is to be delivered.

The Company is using the "notice-and-access" provisions of National Instrument 54-101 ("NI 54-101") in connection with the delivery of the meeting materials in respect of the Meeting, and it is sending such meeting materials directly to "non-objecting beneficial owners" in accordance with NI 54-101. The Company intends to pay for intermediaries to deliver such meeting materials to "objecting beneficial owners" as defined in NI 54-101.

#### **COMPENSATION OF EXECUTIVE OFFICERS AND DIRECTORS**

The following table provides a summary of compensation for services rendered in all capacities to the Company for the fiscal years ended December 31, 2018 and 2019 in respect of the individuals who served as (i) the Chief Executive Officer, Chief Financial Officer, President and Chief Operating Officer, and Vice-President, Corporate Secretary, Controller and Treasurer of the Company and the Chairman during the fiscal years ended December 31, 2018 and 2019 (the "Named Executive Officers"); and (ii) the independent directors of the Company for the fiscal years ended December 31, 2018 and 2019. See also "Stock Options and Other Compensation Securities" below. The Company had no other executive officers whose total compensation during the fiscal years ended December 31, 2018 or 2019 exceeded \$150,000.

### Table of Compensation Excluding Compensation Securities

Name and Position	Fiscal Year Ended December 31,	Salary, Consulting Fee, Retainer or Commission	Bonus	Committee or Meeting Fees	Value of Perquisites	Value of All Other Compensation	Total Compensation
Douglas Manner, Chief Executive Officer and Director	2019	265,380 <sup>(3)</sup>	Nil	Nil	Nil	Nil	265,380
	2018	259,140 <sup>(3)</sup>	Nil	Nil	Nil	Nil	259,140
Carmelo Marrelli, Chief Financial Officer	2019	Nil	Nil	Nil	Nil	73,436 <sup>(1)(2)</sup>	73,436
	2018	Nil	Nil	Nil	Nil	82,831 <sup>(1)(2)</sup>	82,831
David Cherry, President and Chief Operating Officer	2019	265,380 <sup>(3)</sup>	Nil	Nil	Nil	Nil	265,380
	2018	259,140 <sup>(3)</sup>	Nil	Nil	Nil	Nil	259,140
Sean Austin, Vice-President, Corporate Secretary, Contoller and Treasurer	2019	238,842 <sup>(3)</sup>	Nil	Nil	Nil	Nil	238,842
	2018	233,226 <sup>(3)</sup>	Nil	Nil	Nil	Nil	233,226
Keith Spickelmier, Chairman	2019	265,380 <sup>(3)</sup>	Nil	Nil	Nil	Nil	265,380
	2018	259,140 <sup>(3)</sup>	Nil	Nil	Nil	Nil	259,140
Bruno Maruzzo, Director	2019	20,000 <sup>(3)</sup>	Nil	Nil	Nil	Nil	20,000
	2018	20,000 <sup>(3)</sup>	Nil	Nil	Nil	Nil	20,000
Dean Gendron, Director	2019	20,000 <sup>(3)</sup>	Nil	Nil	Nil	Nil	20,000
	2018	20,000 <sup>(3)</sup>	Nil	Nil	Nil	Nil	20,000
Robert Bose Director	2019	20,000 <sup>(3)</sup>	Nil	Nil	Nil	Nil	20,000
	2018	Nil	Nil	Nil	Nil	Nil	Nil

Note(s):

- (1) The Chief Financial Officer of the Company is the President of Marrelli Support Services Inc. ("MSSI"). Fees related to general accounting services, financial reporting matters and bookkeeping services provided by MSSI amounted to \$70,109 for the year ended December 31, 2019 (year ended December 31, 2018 - \$72,755).
- (2) The Chief Financial Officer of the Company is an officer of DSA Corporate Services Inc. ("DSA") and DSA Filing Services Inc. ("DSA Filing"). Each of DSA and DSA Filing is a private company controlled by Carmelo Marrelli, the Chief Financial Officer of the Company. Carmelo Marrelli is also the corporate secretary and sole director of each of DSA and DSA Filing. Fees related to corporate secretarial services provided by DSA amounted to \$514 for the year ended December 31, 2019 (year ended December 31, 2018 - \$9,476). Fees related to services provided by DSA Filing amounted to \$2,813 for the year ended December 31, 2019 (year ended December 31, 2018 - \$Nil).
- (3) Accrued but not paid.

## Stock Options and Other Compensation Securities

Set forth in the table below is a summary of all compensation securities granted or issued to each Named Executive Officer and director of the Company during the fiscal years ended December 31, 2018 and 2019.

Compensation Securities							
Name and Position	Type of Compensation Security	Number of Compensation Securities, Number of Underlying Securities, and Percentage of Class	Date of Issue or Grant	Issue, Conversion or Exercise Price	Closing Price of Security or Underlying Security on Date of Grant	Closing Price of Security or Underlying Security at Year End Following Grant Date	Expiry Date
Douglas Manner, Chief Executive Officer and Director <sup>(1)</sup>	Stock Options	800,000	December 18, 2018	\$0.10	\$0.06	\$0.06	December 18, 2023
	RSUs	200,000	February 11, 2019	N/A	\$0.09	\$0.11	December 31, 2021
Carmelo Marrelli, Chief Financial Officer <sup>(2)</sup>	Stock Options	100,000	December 18, 2018	\$0.10	\$0.06	\$0.06	December 18, 2023
David Cherry, President and Chief Operating Officer <sup>(3)</sup>	Stock Options	800,000	December 18, 2018	\$0.10	\$0.06	\$0.06	December 18, 2023
	RSUs	200,000	February 11, 2019	N/A	\$0.09	\$0.11	December 31, 2021
Sean Austin, Vice-President, Corporate Secretary, Controller and Treasurer <sup>(4)</sup>	Stock Options	800,000	December 18, 2018	\$0.10	\$0.06	\$0.06	December 18, 2023
	RSUs	200,000	February 11, 2019	N/A	\$0.09	\$0.11	December 31, 2021
Keith Spickelmier, Director <sup>(5)</sup>	Stock Options	800,000	December 18, 2018	\$0.10	\$0.06	\$0.06	December 18, 2023
	RSUs	200,000	February 11, 2019	N/A	\$0.09	\$0.11	December 31, 2021
Bruno Maruzzo, Director <sup>(6)</sup>	Stock Options	200,000	December 18, 2018	\$0.10	\$0.06	\$0.06	December 18, 2023
	Stock Options	200,000	June 8, 2018	\$0.10	\$0.06	\$0.06	June 8, 2023
Dean Gendron, Director <sup>(7)</sup>	Stock Options	50,000	December 18, 2018	\$0.10	\$0.06	\$0.06	December 18, 2023
	Stock Options	250,000	June 8, 2018	\$0.10	\$0.06	\$0.06	June 8, 2023
Robert Bose, Director <sup>(8)</sup>	Stock Options	300,000	December 18, 2018	\$0.10	\$0.06	\$0.06	December 18, 2023

Note(s):

- (1) As of December 31, 2019, Mr. Manner held an aggregate of 1,775,000 stock options and 100,000 RSUs, each entitling him to acquire one Common Share in accordance with the terms and conditions thereof (1,975,000 stock options and Nil RSUs as of December 31, 2018).
- (2) As of December 31, 2019, Mr. Marrelli held an aggregate of 250,000 stock options and Nil RSUs, each entitling him to acquire one Common Share in accordance with the terms and conditions thereof (250,000 stock options and Nil RSUs as of December 31, 2018).
- (3) As of December 31, 2019, Mr. Cherry held an aggregate of 1,775,000 stock options and 100,000 RSUs, each entitling him to acquire one Common Share in accordance with the terms and conditions thereof (1,775,000 stock options and Nil RSUs as of December 31, 2018).
- (4) As of December 31, 2019, Mr. Austin held an aggregate of 1,775,000 stock options and 100,000 RSUs, each entitling him to acquire one Common Share in accordance with the terms and conditions thereof (1,775,000 stock options and Nil RSUs as of December 31, 2018).
- (5) As of December 31, 2019, Mr. Spickelmier held an aggregate of 1,775,000 stock options and 100,000 RSUs, each entitling him to acquire one Common Share in accordance with the terms and conditions thereof (1,775,000 stock options and Nil RSUs as of December 31, 2018).

- (6) As of December 31, 2019, Mr. Maruzzo held an aggregate of 850,000 stock options and Nil RSUs, each entitling him to acquire one Common Share in accordance with the terms and conditions thereof (850,000 stock options and Nil RSUs as of December 31, 2018).
- (7) As of December 31, 2019, Mr. Gendron held an aggregate of 300,000 stock options and Nil RSUs, each entitling him to acquire one Common Share in accordance with the terms and conditions thereof (300,000 stock options and Nil RSUs as of December 31, 2018).
- (8) As of December 31, 2019, Mr. Bose held an aggregate of 300,000 stock options and Nil RSUs, each entitling him to acquire one Common Share in accordance with the terms and conditions thereof (300,000 stock options and Nil RSUs as of December 31, 2018).

### Exercise of Compensation Securities by Directors and Named Executive Officers

Set forth below is a summary of all compensation securities exercised by Named Executive Officers and directors of the Company during the fiscal years ended December 31, 2018 and 2019.

Name and Position	Type of Compensation Security	Number of Underlying Securities Exercised	Exercise Price per Security	Date of Exercise	Closing Price per Security on Date of Exercise	Difference between Exercise Price and Closing Price on Date of Exercise	Total Value on Exercise Date
Douglas Manner, Chief Executive Officer and Director	RSUs	100,000 <sup>(1)</sup>	N/A	February 11, 2019	\$0.09	N/A	\$9,000
Carmelo Marrelli, Chief Financial Officer	N/A	Nil	N/A	N/A	N/A	N/A	N/A
David Cherry, President and Chief Operating Officer	RSUs	100,000 <sup>(1)</sup>	N/A	February 11, 2019	\$0.09	N/A	\$9,000
Sean Austin, Vice-President, Corporate Secretary, Contoller and Treasurer	RSUs	100,000 <sup>(1)</sup>	N/A	February 11, 2019	\$0.09	N/A	\$9,000
Keith Spickelmier, Director	RSUs	100,000 <sup>(1)</sup>	N/A	February 11, 2019	\$0.09	N/A	\$9,000
Bruno Maruzzo, Director	N/A	Nil	N/A	N/A	N/A	N/A	N/A
Dean Gendron, Director	N/A	Nil	N/A	N/A	N/A	N/A	N/A
Robert Bose, Director	N/A	Nil	N/A	N/A	N/A	N/A	N/A

(1) These RSUs automatically vested on the date of grant.

For further details on the stock option plan of the Company (the “**Option Plan**”) and restricted share unit plan of the Company (the “**RSU Plan**”), please refer to “Summary of Securities Compensation Plans” below.

### COMPENSATION DISCUSSION AND ANALYSIS

The Company’s approach to executive compensation has been to provide suitable compensation for executives that is internally equitable, externally competitive and reflects individual achievements. The

Company attempts to maintain compensation arrangements that will attract and retain highly qualified individuals who are capable of carrying out the objectives of the Company.

The Company's compensation arrangements for the Named Executive Officers may, in addition to salary, include compensation in the form of bonuses and, over a longer term, benefits arising from the grant of stock options ("**Options**") and restricted share units ("**RSUs**"). Given the stage of development of the Company, compensation of the Named Executive Officers to date has primarily emphasized salary, RSUs and Options to attract and retain Named Executive Officers and, to a certain extent, to conserve cash. This policy may be re-evaluated from time to time depending upon the future development of the Company and other factors which may be considered relevant by the board of directors of the Company (the "**Board**").

During fiscal 2019, (i) each of the current Chief Executive Officer, President and Chief Operating Officer and Chairman of the Company accrued cash compensation of \$265,380 and received securities based compensation valued at \$35,889 (2018 - \$259,140 and \$15,849); (ii) the Chief Financial Officer of the Company was not paid a salary although the Company expensed \$73,436 to MSSSI, DSA and DSA Filing for the services of the Chief Financial Officer and other corporate and filing matters (2018 - \$82,831); and (iii) the Vice President, Corporate Secretary, Controller and Treasurer of the Company accrued a salary of \$238,842 and received securities based compensation valued at \$35,889 (2018 - \$233,226 and \$15,849). The Company's objective in determining the compensation of its Named Executive Officers is to reward performance, while seeking to conserve cash given current market conditions and ongoing commitments. The Board establishes and reviews the Company's overall compensation philosophy and its general compensation policies with respect to the Named Executive Officers, and approves the salary, bonus, Options, RSUs and other benefits for such officers. In determining compensation matters, the Board may consider a number of factors, including the Company's performance, the value of similar incentive awards to officers performing similar functions at comparable companies, the awards given in past years and other factors it considers relevant. With respect to any bonuses, RSUs or Options which may be awarded to executive officers in the future, the Company has not established any objective criteria and will instead rely upon discussions at the Board level with respect to the above-noted considerations and any other matters which the Board may consider relevant on a going-forward basis, including the cash position of the Company.

Existing options and RSUs held by the Named Executive Officers at the time of subsequent grants are taken into consideration in determining the quantum and terms of any such subsequent grants. Options and RSUs have been granted to directors, management, employees and certain service providers as long-term incentives to align the individual's interests with those of the Company. The size of the awards is in proportion to the deemed ability of the individual to have an impact on the Company's success.

## **COMPENSATION OF DIRECTORS**

Annual fees of \$20,000 are currently accrued to any director of the Company who is not also an executive officer. Directors are reimbursed for travel and other out of pocket expenses incurred in attending directors' and shareholders' meetings, and are entitled to receive compensation to the extent that they provide other services to the Company at rates that would be charged by such directors for such services to arm's length parties. During the year ending December 31, 2019, no such compensation was paid to any director other than fees of \$265,380 which were accrued on behalf of Mr. Spickelmier in consideration of his ongoing services to the Company which are focused on strategic planning, business development, capital markets, public relations and investor relations activities (\$259,140 for the fiscal year ended December 31, 2018). See "Compensation of Executive Officers and Directors".

Directors have also historically been entitled to participate in the Option Plan. As of November 4, 2020, the Company had outstanding Options to purchase 12,025,000 Common Shares, of which 1,975,000 have been granted to directors. See “Summary of Securities Compensation Plans”.

## **AUDIT COMMITTEE**

Multilateral Instrument 52-110 - *Audit Committees* (“**MI 52-110**”) requires the Company to disclose annually in its management information circular certain information concerning the constitution of its Audit Committee and its relationship with its independent auditor, as set forth below.

### **Audit Committee Charter**

The Company’s Audit Committee is governed by an Audit Committee charter, the text of which is attached as Schedule “A” to this Information Circular.

### **Composition of the Audit Committee**

The Company’s Audit Committee is currently comprised of Messrs. Maruzzo, Gendron and Bose each of whom is considered to be “independent” within the meaning of MI 52-110. Each member of the Audit Committee is considered to be “financially literate” which includes the ability to read and understand a set of financial statements that present a breadth and level of complexity of accounting issues of the Company.

### **Relevant Education and Experience**

Mr. Bruno C. Maruzzo has been the President (principal) of TechnoVenture Inc., a Toronto based business consulting company, since May 2007. Mr. Maruzzo served as the Director of Corporate Development of GeneNews Ltd., a Richmond Hill based molecular diagnostic company, from November 2002 until April 2007. Mr. Maruzzo has also served on the audit committees of Pinetree Capital Ltd., Critical Outcome Technologies Inc., Hamilton Thorne Limited (formerly Calotto Capital Inc.) and Diagnos Inc. Mr Maruzzo has over 20 years of experience in working with small to medium size technology companies as well as in venture capital investing in technology oriented companies. Mr Maruzzo holds a BSc in Electrical Engineering from the University of Waterloo, an MASc in Biomedical Engineering and an MBA, both from the University of Toronto.

Mr. Gendron is the founder, President and Chief Executive Officer of RedaN Capital Incorporated, a company that provides mergers and acquisitions and corporate finance advisory services. Mr. Gendron was the Regional Manager of Solantus Inc. from October 2014 until January 2018. From April 2011 to September 2011, Mr. Gendron was the Interim Chief Executive Officer of Blue Gold Canada Ltd., a supplier of nanotechnology products for water purification. From February 2007 to October 2009, Mr. Gendron was the Chairman of the Board, President, Chief Executive Officer and founder of Calotto Capital Inc., a predecessor to Hamilton Thorne Ltd., a TSXV listed company. Previously, Mr. Gendron provided leadership in the financing and growth of Critical Outcome Technologies Inc., a drug discovery and development company, including its reverse takeover of Aviator Petroleum Corp., a TSXV listed capital pool company, and served as a director from April 2006 to September 2008. Mr. Gendron was also the President and Chief Executive Officer of DDP Therapeutics, an early stage drug development company. Mr. Gendron is also a founder and until May 2014, a Director of KCC Capital Corporation, a TSXV listed capital pool company. He is a past member of the TSXV Ontario Advisory Committee and the TSXV National Advisory Committee.

Mr. Bose is a principal at Charlestown Capital Advisors, a family office located in New York, where he focuses on investments in the energy sector. He is also the lead director of Buzzards Bench Holdings, LLC, a private company that acquired the natural gas production and processing business of ExxonMobil Corporation located in the State of Utah in February of 2019. Prior to his involvement with Charlestown Capital Advisors, Mr. Bose spent 17 years in the Global Investment Banking Group at the Bank of Nova Scotia, most recently as Managing Director and Head of the Power & Utilities Group.

### Pre-Approval Policies and Procedures

The Audit Committee must pre-approve any significant non-audit services to be provided to the Company or its subsidiaries by the external auditor, with reference to compatibility of the service with the external auditor’s independence as prescribed by securities laws.

### Audit Fees

The following chart summarizes the aggregate fees billed by the external auditors of the Company for professional services rendered to the Company for audit and non-audit related services for the fiscal years ended December 31, 2018 and 2019:

Type of Work	Fiscal Year Ended December 31, 2018	Fiscal Year Ended December 31, 2019
Audit fees <sup>(1)</sup>	\$40,000	\$35,000
Audit-related fees <sup>(2)</sup>	Nil	Nil
Tax advisory fees <sup>(3)</sup>	\$28,612	\$26,740
All other fees <sup>(4)</sup>	Nil	Nil
<b>Total</b>	<b>\$68,612</b>	<b>\$61,740</b>

Notes:

- (1) Aggregate fees billed by the Company’s external auditor in respect of audit services.
- (2) Aggregate fees billed by the Company’s external auditor in respect of assurance and related services that are reasonably related to the performance of the audit or review of the Company’s financial statements and are not reported as “Audit fees”.
- (3) Aggregate fees billed by the Company’s external auditor in respect of tax compliance, advice, planning and assistance with tax for specific transactions.
- (4) Aggregate fees billed by the Company’s external auditor in respect of any product or service not otherwise disclosed.

### Exemption

The Company is relying on the exemption provided by section 6.1 of MI 52-110 which provides that the Company, as a “venture issuer”, is not required to comply with Part 5 (*Reporting Obligations*) of MI 52-110.

## SECURITIES AUTHORIZED FOR ISSUANCE UNDER EQUITY COMPENSATION PLANS

Set forth below is a summary of securities issued and issuable under all equity compensation plans of the Company as at December 31, 2019. See also “Summary of Securities Compensation Plans”.

## Equity Compensation Plan Information

Plan Category	Number of securities to be issued upon exercise of outstanding options (a)	Weighted-average exercise price of outstanding options	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a))
Equity compensation plans approved by securityholders	12,025,000	\$0.13	N/A
Equity compensation plans not approved by securityholders	Nil	N/A	N/A
Total	12,025,000	\$0.13	N/A

Note:

(1) The Option Plan had expired and no further RSUs remained available for grant under the RSU Plan as of December 31, 2019. See "Summary of Securities Compensation Plans".

## SUMMARY OF SECURITIES COMPENSATION PLANS

### *Stock Option Plan*

The shareholders of the Company approved the Option Plan on December 18, 2018. The number of Common Shares reserved for issuance under the Option Plan together with all other equity compensation plans may not exceed 10% of the aggregate number of Common Shares issued and outstanding from time to time. Options to purchase 12,025,000 Common Shares are currently outstanding under the Option Plan as of November 4, 2020, and the Company may not grant any further Options under the Option Plan as it has expired.

The purpose of the Option Plan is to attract, retain and motivate directors, officers, employees and other service providers of the Company by providing them with the opportunity, through Options, to acquire an equity interest in the Company and benefit from its growth. The Options granted under the Option Plan are non-assignable and may be granted for a term not exceeding five years.

Options could only be granted under the Option Plan to directors, officers, employees and other service providers subject to the rules and regulations of applicable regulatory authorities and any Canadian stock exchange upon which the Common Shares may be listed or may trade from time to time. The number of Common Shares reserved for issue to any one person pursuant to the Option Plan cannot exceed 5% of the issued and outstanding Common Shares within any one year period. The exercise price of Options issued under the Option Plan may not be less than the market value of the Common Shares at the time the option is granted, subject to any discounts permitted by applicable legislative and regulatory requirements. The maximum number of Common Shares which can be reserved for issuance to insiders under the Option Plan, any other equity compensation plans or options for services, is 10% of the Common Shares issued and outstanding at the time of the grant (on a non-diluted basis). The maximum number of Options which can be granted to insiders under the Option Plan, together with any other previously established or proposed share compensation arrangements, within any one year period is 10% of the outstanding issue. The maximum number of Options which can be granted to any one consultant under the Option Plan, any other equity compensation plans or options for services, within any 12 month period, cannot exceed 2% of the Common Shares issued and outstanding at the time of the grant (on a non-diluted basis). The maximum number of Options which can be granted to "investor relations persons" under the Option Plan, any other equity compensation plans or options for services, within any

12 month period cannot exceed, in the aggregate, 2% of the Common Shares issued and outstanding at the time of the grant (on a non-diluted basis).

At the Meeting, shareholders will be asked to consider and, if deemed fit, pass a resolution approving a new stock option plan for the Company. See “Particulars of Matters to be Acted Upon – Approval of 2020 Option Plan”.

#### *Restricted Share Unit Plan*

The shareholders of the Company approved the RSU Plan on December 18, 2018. The RSU Plan provides for the grant of RSUs to employees of the Company (an “**RSU Eligible Person**”). The RSUs were able to be settled under the RSU Plan either through cash payments or Common Shares.

The purpose of the RSU Plan is to allow for certain discretionary bonuses and similar awards as an incentive and reward for selected eligible persons related to the achievement of long-term financial and strategic objectives of the Company and the resulting increases in shareholder value. The RSU Plan is intended to promote a greater alignment of interests between the shareholders of the Company and the selected eligible persons by providing an opportunity to participate in increases in the value of the Company. The RSU Plan is administered by the Board, which has the authority to delegate all of its powers and authority under the RSU Plan to a committee of the Board of Directors.

RSUs are akin to “phantom shares” that track the value of the underlying Common Shares but do not entitle the recipient to the actual underlying Common Shares until such RSUs vest. The RSU Plan permits the Board to grant awards of RSUs to RSU Eligible Persons (“**RSU Grantees**”). Upon vesting, the RSUs are either converted on a one-for-one basis for freely tradable, non-restricted Common Shares or settled through a cash payment equal to the “Fair Market Value” of the RSUs as of the date of vesting.

The Board of Directors has the discretion to stipulate the length of time for vesting and to determine various performance objectives based on certain business criteria as a pre-condition to an RSU vesting. Any performance objectives to be met are established by the Board at the time of grant of the RSU. RSUs expire if they have not vested prior to an expiry date set by the Board, which shall be no later than December 31 of the third calendar year after the year in which the RSUs have been granted, and will terminate to the extent any performance objectives or other vesting criteria have not been met.

RSUs may not be sold, transferred, assigned, pledged or otherwise encumbered or disposed of (other than to the RSU Grantee’s beneficiary or estate, as the case may be, upon the death of the RSU Grantee) during the vesting period. RSUs remain outstanding and vest in accordance with their terms notwithstanding the subsequent termination of employment of an RSU Grantee, unless the RSU Grantee is terminated by the Company with cause, in which case all RSU awards of the RSU Grantee, whether vested or unvested, are forfeited and cancelled without payment. In the event of a change of control of the Company and the subsequent termination of the RSU Grantee, or a decrease or diminishment of the RSU Grantee’s duties, the RSUs immediately vest and the RSU award will be paid out. Upon resignation of a participant, RSUs for which performance and other vesting criteria have been met will remain outstanding, and all other RSUs will be forfeited for no consideration. The Board of Directors may, at any time and from time to time, amend, suspend or terminate the RSU Plan as to any Common Shares of which RSU awards have not been made.

No amendments may be made by the Board to the RSU Plan to effect any of the following without shareholder approval: (i) an increase in the maximum number of securities reserved for issuance under the RSU Plan, (ii) any amendment to remove or to exceed the insider participation limit, or (iii) an amendment to the amendment provisions. The maximum number of Common Shares available for issuance under the RSU Plan upon the vesting of RSUs is the lesser of (i) 1,000,000 Common Shares; and (ii) 10% of the issued and outstanding Common Shares in combination with all security-based

compensation arrangements of the Company (including the Option Plan). The maximum number of Common Shares issuable to insiders of the Company under all security-based compensation arrangements, including the RSU Plan, at any time cannot exceed 10% of the issued and outstanding Common Shares and the number of securities to be issued to insiders of the Company pursuant to such arrangements within any one-year period, cannot exceed 10% of the issued and outstanding Common Shares. RSU Awards which vest are not available for re-grant under the RSU Plan.

The Company has previously issued the maximum of 1,000,000 RSUs under the RSU Plan (representing less than 1% of the issued and outstanding Common Shares as of November 4, 2020), and accordingly no further RSUs are available for issuance thereunder. All RSUs granted under the RSU Plan have vested. Accordingly, the Company proposes to invite shareholders at the Meeting to consider and, if deemed fit, approve the adoption of a new restricted share unit plan of the Company. See “Particulars of Matters to be Acted Upon – Approval of 2020 RSU Plan”.

## STATEMENT OF CORPORATE GOVERNANCE PRACTICES

National Policy 58-201 of the Canadian Securities Administrators has set out a series of guidelines for effective corporate governance (the “**Guidelines**”). The Guidelines address matters such as the constitution and independence of corporate boards, the functions to be performed by boards and their committees and the effectiveness and education of board members. National Instrument 58-101 (“**NI 58-101**”) of the Canadian Securities Administrators requires the disclosure by each listed corporation of its approach to corporate governance with reference to the Guidelines as it is recognized that the unique characteristics of individual corporations will result in varying degrees of compliance.

Set out below is a description of the Company’s approach to corporate governance in relation to the Guidelines.

### *The Board of Directors*

NI 58-101 defines an “independent director” as a director who has no direct or indirect material relationship with the Company. A “material relationship” is in turn defined as a relationship which could, in the view of the Board, be reasonably expected to interfere with such member’s independent judgement. The Board is currently comprised of five members, three of which the Board has determined are “independent directors” within the meaning of NI 58-101.

Messrs. Manner and Spickelmier are not considered to be “independent” as the result of their respective roles as executive officers of the Company.

Messrs. Maruzzo, Gendron and Bose are each considered an independent director since they are each independent of management and free from any material relationship with the Company. The basis for this determination is that none of the independent directors has worked for the Company, received remuneration from the Company in excess of \$75,000 in any 12 month period within the last three years, nor does he have material contracts with or material interests in the Company which could interfere with his ability to act with a view to the best interests of the Company.

The Board believes that it functions independent of management. To enhance its ability to act independent of management, the Board may meet in the absence of members of management and the non-independent directors or may excuse such persons from all or a portion of any meeting where a potential conflict of interest arises or where otherwise appropriate. The Board did not hold any meetings of the independent directors in the absence of members of management and the non-independent directors during the fiscal year ended December 31, 2018 or 2019.

### *Directorships*

Certain of the directors of the Company are also directors of other reporting issuers (or equivalent) in a jurisdiction or a foreign jurisdiction as follows:

<u>Name of director</u>	<u>Other reporting issuer (or equivalent in a foreign jurisdiction)</u>
Douglas Manner	N/A
Keith Spickelmier	Discovery Energy Corp.
Bruno Maruzzo	Hamilton Thorne Limited
Dean Gendron	Hamilton Thorne Ltd.
Robert Bose	Buzzards Bench Holdings, LLC

### *Orientation and Continuing Education*

While the Company currently has no formal orientation and education program for new Board members, sufficient information (such as recent annual reports, annual information forms, prospectuses, proxy solicitation materials, technical reports and various other operating, property and budget reports and corporate presentations) is provided to each new Board member to ensure that the director is familiarized with the Company's business and the procedures of the Board. In addition, new directors are encouraged to visit and meet with management on a regular basis. The Company also encourages continuing education of its directors and officers, where appropriate, to ensure that they have the necessary skills and knowledge to meet their respective obligations to the Company.

### *Ethical Business Conduct*

The Board has adopted a formal Code of Ethics for directors, officers and employees. In order to ensure compliance with the Code of Ethics and that directors exercise independent judgement, the Board has assumed responsibility for approving transactions involving the Company and any "related party" (as that term is defined in Multilateral Instrument 61-101 Protection of Minority Security Holders in Special Transactions), and monitoring the Company's compliance with strategic planning matters. The Board expects management to operate the business of the Company in a manner that enhances shareholder value and is consistent with the highest level of integrity. In addition, the Board has adopted a Disclosure Policy and an Insider Trading and Blackout Policy.

### *Nomination of Directors*

The full Board performs the functions of a nominating committee with responsibility for the appointment and assessment of directors. The Board believes that this is a practical approach at this stage of the Company's development and given the small size of the Board.

While there are no specific criteria for Board membership, the Company attempts to attract and maintain directors with business knowledge and a particular knowledge of oil and gas exploration, development and production or other areas (such as finance) which provide knowledge which would assist in guiding the officers of the Company. As such, nominations tend to be the result of recruitment efforts by

management of the Company and discussions among the directors prior to consideration by the Board as a whole.

#### *Compensation*

The Board reviews on an annual basis the adequacy and form of compensation of directors to ensure that their compensation reflects the responsibilities, time commitment and risks involved in being an effective director. See “Compensation Discussion and Analysis”.

Currently, the Company accrues an annual fee of \$20,000 per non-executive director for his service on the Board, as described under “Compensation of Directors”. All directors also have historically been eligible to participate in the Option Plan and, if approved, will also be eligible to participate in the 2020 RSU Plan. See “Compensation of Directors” and “Summary of Securities Compensation Plans”.

#### *Other Board Committees*

The Board currently has no standing committees other than the Audit Committee. See also “Audit Committee”.

#### *Assessments*

The Board has not implemented a formal process or means to regularly assess the effectiveness of the Board, the Audit Committee or individual directors. However, effectiveness is informally assessed on an ongoing basis to confirm that each director continues to have the ability, and time, to fulfill the duties and responsibilities of a director in a timely and efficient manner. The relatively small size of the Board allows for the contributions of an individual director to be informally monitored by the other Board members, in light of the individual’s business and governance strengths and the specific purpose, if any, for which the individual was originally nominated to the Board. The Company feels its corporate governance practices are appropriate and effective, given its relatively small size and the nature of its operations. These practices allow the Company to operate efficiently, with simple checks and balances that control and monitor management and corporate functions without excessive administrative burden, cost or delay.

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

Except as otherwise disclosed in this Information Circular, none of the directors or executive officers of the Company, no nominee for election as a director of the Company (“**Nominee**”), none of the persons who have been directors or executive officers of the Company since the commencement of the Company’s last completed financial year and no associate or affiliate of any of the foregoing persons has any material interest, direct or indirect, by way of beneficial ownership of securities or otherwise, in any matter to be acted upon at the Meeting, other than the approval of the 2020 Option Plan and 2020 RSU Plan, in connection with which the directors and executive officers of the Company may be entitled to receive Option and/or RSU grants in the future. See “Particulars of Matters to be Acted Upon – Approval of 2020 Option Plan” and “- Approval of 2020 RSU Plan”.

### **CEASE TRADE ORDERS OR BANKRUPTCIES**

Other than as set forth below, no director of the Company or proposed director:

1. is, as at the date hereof, or has been, within 10 years before the date hereof, a director or executive officer of any company that,
  - a. while that person was acting in that capacity, was the subject of a cease trade or similar order or an order that denied the relevant company access to any exemption under securities legislation (each, an “**Order**”), for a period of more than 30 consecutive days; or
  - b. was subject to an Order that was issued, after the director or executive officer ceased to be a director or executive officer, in the company being the subject of such Order, that resulted from an event that occurred while that person was acting as a director or executive officer of that company;
2. has, within the 10 years before the date hereof, 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 the assets of the proposed director;
3. is, as at the date hereof, or has been within 10 years before the date hereof, a director or executive officer of any 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
4. has been subject to:
  - a. any penalties or sanctions imposed by a court relating to Canadian securities legislation or by a Canadian securities regulatory authority or has entered into a settlement agreement with a Canadian securities regulatory authority; or
  - b. 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 a proposed director.

Mr. Bose is a member of the board of managers of Buzzards Bench Holdings, LLC, a holding company formed to own 100% of Buzzards Bench, LLC which is the owner and operator of a natural gas production and processing business located in the State of Utah. Together, Buzzards Bench, LLC and Buzzards Bench Holdings, LLC filed petitions for relief under Chapter 11 of the United States bankruptcy code in May of 2020. The companies continue to operate under the protection provided thereby.

#### **INDEBTEDNESS OF DIRECTORS AND EXECUTIVE OFFICERS TO THE COMPANY**

No individual who is, or at any time during the most recently completed fiscal year of the Company was, a director, executive officer, employee or former director, executive officer or employee of the Company, a Nominee, or any of their associates, is indebted to the Company or any subsidiary of the Company as of November 4, 2020 or was so indebted at any time during either of the last two completed fiscal years of the Company, nor have any such individuals been or are currently indebted to another entity where such indebtedness is or has been the subject of a guarantee, support agreement, letter of credit or other similar arrangement provided by the Company or any subsidiary of the Company.

## **DIRECTORS' AND OFFICERS' LIABILITY INSURANCE**

The Company maintains liability insurance for the directors and officers of the Company. The Company's policy of insurance is currently in effect until October 28, 2021. An annual premium of approximately \$20,000 plus applicable taxes has been paid by the Company. No portion of the premium is directly paid by any of the directors or officers of the Company. The aggregate insurance coverage under the policy for both directors and officers is limited to \$2,000,000 with a \$25,000 deductible (which is paid by the Company). No claims have been made or paid to date under such policy.

## **INTEREST OF INFORMED PERSONS IN MATERIAL TRANSACTIONS**

Other than as set forth below, no director, executive officer, shareholder beneficially owning or exercising control or direction over (directly or indirectly) more than 10% of the Common Shares, or Nominee, and no associate or affiliate of the foregoing persons has or has had any material interest, direct or indirect, in any transaction since the beginning of the Company's last completed fiscal year or in any proposed transaction which, in either such case, has materially affected or will materially affect the Company.

On July 24, 2018, the Company completed a private placement pursuant to which it issued senior convertible debentures (the "**Debentures**") in the principal amount of \$650,000 (Canadian) and 5,720,000 share purchase warrants ("**Warrants**") to a private investor. Each Warrant entitles the holder to acquire one Common Share of the Company at an exercise price of \$0.10 for a period of three years. The Debentures have a term of five years and an annual interest rate of 8%, and the principal amount thereof may be converted into Common Shares of the Company at the option of the holder at a conversion price of \$0.07 per share during the first year following closing and \$0.10 thereafter (the "**Conversion Prices**"). Commencing two years after the date of closing, the Company may elect to redeem part or all of the remaining Debentures balance. The Debentures are also automatically convertible into Common Shares of the Company at the applicable Conversion Price in the event the closing price of the Common Shares exceeds 500% of the then applicable Conversion Price for 40 of 60 consecutive trading days. In a separate transaction, the private investor also purchased 416,666 Common Shares of the Company at a price of \$0.06 per share. On July 16, 2019, the Company announced that notice was received for a partial conversion of the Debentures, being (i) \$550,000 of the principal aggregate amount of the Debentures at \$0.07 per share; and (ii) \$42,875 of interest owing under the Debentures at a conversion price of \$0.075 per share.

While the Debentures remain outstanding, the holder is entitled to appoint one Nominee to the Board, subject to TSXV approval. Mr. Robert Bose has been appointed as such Nominee, as further set forth below under the heading "Particulars of Matters to be Acted Upon – Election of Directors".

## **PARTICULARS OF MATTERS TO BE ACTED UPON**

### **1. Financial Statements**

The shareholders will receive and consider the audited consolidated financial statements of the Company for the fiscal years ended December 31, 2018 and December 31, 2019, together with the auditor's reports thereon.

### **2. Election of Directors**

Under the constating documents of the Company, the Board is to consist of a minimum of one and a maximum of ten directors, to be elected annually. Each director holds office until the next annual meeting or until his or her successor is duly elected or appointed unless his or her office is earlier vacated

in accordance with the Company's By-Laws. On any ballot that may be called for in the election of directors, the persons named in the enclosed form of proxy intend to cast the votes to which the Common Shares represented by such proxy are entitled for the proposed Nominees whose names are set forth below, unless the shareholder who has given such proxy has directed that the Common Shares be otherwise voted or withheld from voting in respect of the election of directors. Management does not contemplate that any of the Nominees will be unable to serve as a director, but if that should occur for any reason prior to the Meeting, the persons named in the enclosed form of proxy reserve the right to vote for other Nominees at their discretion.

The following table sets out the name of each of the Nominees, all positions and offices in the Company held by each of them, the principal occupation or employment of each of them for the past five years, the year in which each was first elected a director of the Company and the approximate number of Common Shares that each has advised are beneficially owned or subject to his or her control or direction (directly or indirectly):

Name and Province of Residence	Position	Principal Occupation	Director Since	Number of Common Shares Held or Controlled <sup>(1)</sup>
Douglas G. Manner Texas, United States	Chief Executive Officer and Director	Chief Executive Officer of the Company (2015 to present)	2015	2,503,525
Keith D. Spickelmier Texas, United States	Executive Chairman and Director	Executive Chairman of the Company (2015 to present)	2015	2,398,261
Bruno C. Maruzzo <sup>(2)</sup> Ontario, Canada	Director	President (principal) of TechnoVenture Inc., a Toronto based business consulting company (2007 to present)	2015	47,368
Dean P. Gendron <sup>(2)</sup> Ontario, Canada	Director	President and Chief Executive Officer, RedaN Capital Inc., a consulting company (2007 to present)	2018	115,000
Robert Bose <sup>(2)</sup> New York, United States	Director	Principal, Charlestown Capital Advisors, investment company (2014 to present)	2018	10,507,973

Notes:

- (1) The information as to Common Shares beneficially owned or over which the Nominees exercise control or direction (directly or indirectly) not being within the knowledge of the Company has been furnished by the respective Nominees individually.
- (2) Member of the Audit Committee. The Company does not currently have an Executive Committee.

**The management representatives named in the attached form of proxy intend to vote the Common Shares represented by such proxy in favour of the election of the Nominees set forth in this Information Circular unless a shareholder specifies in the proxy that his or her Common Shares are to be withheld from voting in respect of such resolution.**

### 3. Appointment of Auditors

The directors propose to nominate MNP LLP, the present auditors, as the auditors of the Company to hold office until the close of the next annual meeting of shareholders, as well as to ratify the appointment of

MNP LLP as auditors of the Company for the fiscal year ended December 31, 2019. MNP LLP was first appointed auditors of the Company in August, 2015.

In the past, the directors have negotiated with the auditors of the Company on an arm's length basis in determining the fees to be paid to the auditors. Such fees have been based on the complexity of the matters in question and the time incurred by the auditors. The directors believe that the fees negotiated in the past with the auditors of the Company were reasonable and in the circumstances would be comparable to fees charged by other auditors providing similar services.

In order to appoint MNP LLP, Chartered Accountants as auditors of the Company to hold office until the close of the next annual meeting, and authorize the directors to fix the remuneration thereof, a majority of the votes cast at the Meeting must be voted in favour thereof.

**The management representatives named in the attached form of proxy intend to vote in favour of the appointment and ratification of MNP LLP, Chartered Accountants as auditors of the Company and in favour of authorizing the directors to fix the remuneration of the auditors, unless a shareholder specifies in the proxy that his or her Common Shares are to be withheld from voting in respect of the appointment of auditors and the fixing of their remuneration.**

#### 4. **Approval of 2020 Option Plan.**

The shareholders of the Company approved the prior Option Plan on December 18, 2018. Options to purchase 12,025,000 Common Shares are currently outstanding under the Option Plan as of November 4, 2020, of which an aggregate of 2,025,000 such Options were granted following the expiry of the Option Plan, and which grants are conditional upon the 2020 Option Plan receiving shareholder approval at the Meeting (the "**Conditional Options**"). The Company may not grant any further Options under that Option Plan as it has expired. See "Summary of Securities Compensation Plans" above. At the Meeting, shareholders will be invited to terminate the prior Option Plan which has expired, to approve a new stock option plan for the Company in substantially the form attached as Exhibit I to Schedule B to this Information Circular (the "**2020 Option Plan**"), and to approve the Conditional Options. The following description of the 2020 Option Plan is a summary only, and is qualified in its entirety by reference to the full text of the 2020 Option Plan attached as Exhibit I to Schedule B hereto.

The purpose of the 2020 Option Plan is to attract, retain and motivate directors, officers, employees and other service providers of the Company by providing them with the opportunity, through Options, to acquire an equity interest in the Company and benefit from its growth. The Options granted under the 2020 Option Plan will be non-assignable and may be granted for a term not exceeding the later of: (i) five years following the date of grant thereof; and (ii) the date which is the fifth business day following the conclusion of a self-imposed blackout period of the Company which is in effect on the date which is five years following the date of grant thereof.

Options may be granted under the 2020 Option Plan only to directors, officers, employees and other service providers subject to the rules and regulations of applicable regulatory authorities and any Canadian stock exchange upon which the Common Shares may be listed or may trade from time to time. Up to 10% of the total number of Common Shares issued and outstanding from time to time may be reserved for issue upon the exercise of Options granted pursuant to the 2020 Option Plan together with all other equity compensation plans. The number of Common Shares reserved for issue to any one person pursuant to the 2020 Option Plan cannot exceed 5% of the issued and outstanding Common Shares within any one year period. The exercise price of Options issued under the 2020 Option Plan may not be less than the market value of the Common Shares at the time the option is granted, subject to any discounts permitted by applicable legislative and regulatory requirements. The maximum number of Common

Shares which can be reserved for issuance to insiders under the 2020 Option Plan, any other equity compensation plans or options for services, is 10% of the Common Shares issued and outstanding at the time of the grant (on a non-diluted basis). The maximum number of Options which can be granted to insiders under the 2020 Option Plan, together with any other previously established or proposed share compensation arrangements, within any one year period is 10% of the outstanding issue. The maximum number of Options which can be granted to any one consultant under the 2020 Option Plan, any other equity compensation plans or options for services, within any 12 month period, cannot exceed 2% of the Common Shares issued and outstanding at the time of the grant (on a non-diluted basis). The maximum number of Options which can be granted to “investor relations persons” under the 2020 Option Plan, any other equity compensation plans or options for services, within any 12 month period cannot exceed, in the aggregate, 2% of the Common Shares issued and outstanding at the time of the grant (on a non-diluted basis).

The Company proposes to invite shareholders at the Meeting to consider and, if deemed fit, terminate the prior Option Plan, which has expired, authorize and approve the 2020 Option Plan as the current stock option plan of the Company. Accordingly, shareholders will be invited at the Meeting to consider and, if thought fit, authorize resolutions substantially in the form attached as Schedule "B" to this Information Circular (the “**2020 Option Plan Resolutions**”) to approve such matters. In addition, the Company proposes to invite shareholders at the Meeting to consider and, if thought fit, authorize the resolutions substantially in the form attached as Schedule "D" to this Information Circular authorizing the grant of the Conditional Options (the “**Conditional Option Resolutions**”).

If the 2020 Option Plan Resolutions are approved, the prior Option Plan will be terminated, the 2020 Option Plan will be authorized as the stock option plan of the Company and all Options currently outstanding under the Option Plan will remain outstanding under the 2020 Option Plan without any amendment to their terms. In addition, the Company will be able to grant a further 1,014,829 Options under the 2020 Option Plan, calculated based on 10% of the issued and outstanding Common Shares as of the date hereof, less the existing Options which will remain outstanding thereunder and no RSUs currently remaining outstanding (subject to adjustment based on any change in the number of issued and outstanding Common Shares, Options and RSUs from time to time). If the 2020 Option Plan Resolutions are not approved, the outstanding Options of the Company will continue to remain outstanding without any amendment to their terms under the prior Option Plan, and the Company will not be able to grant any further Options thereunder. If the Conditional Option Resolutions are approved at the Meeting, the Conditional Options will remain outstanding (under the 2020 Option Plan, if approved). If the Conditional Option Resolutions are not so approved, the Conditional Options will be void.

Set forth below is a summary of the 12,025,000 outstanding Options to purchase Common Shares under the prior Option Plan as at the date hereof, which will remain outstanding under the 2020 Option Plan in the event that the 2020 Option Plan Resolutions and Conditional Option Resolutions are approved:

<b>Holder</b>	<b>Number/Type of Shares Under Option</b>	<b>Date of Grant</b>	<b>Expiry Date</b>	<b>Exercise Price</b>
All executive officers and past executive officers of the Corporation, as a group (5)	2,400,000 Common Shares	November 5, 2015	November 5, 2020	\$0.175
	1,650,000 Common Shares	July 19, 2016	July 19, 2021	\$0.10
	3,300,000 Common Shares	December 18, 2018	December 18, 2023	\$0.10
	1,350,000 Common Shares <sup>(1)</sup>	January 30, 2020	January 30, 2025	\$0.145
All directors and past directors (who are not also executive officers), as a group (2)	250,000 Common Shares	November 5, 2015	November 5, 2020	\$0.175
	200,000 Common Shares	July 19, 2016	July 19, 2021	\$0.10
	450,000 Common Shares	June 4, 2018	June 4, 2023	\$0.10
	550,000 Common Shares	December 18, 2018	December 18, 2023	\$0.10
	525,000 Common Shares <sup>(1)</sup>	January 30, 2020	January 30, 2025	\$0.145
All other employees and past employees of the Corporation and all subsidiaries, as a group	900,000 Common Shares	November 5, 2015	November 5, 2020	\$0.175
	250,000 Common Shares	July 19, 2016	July 19, 2021	\$0.10
All consultants of the Corporation as a group	50,000 Common Shares	July 19, 2016	July 19, 2021	\$0.10
	150,000 Common Shares <sup>(1)</sup>	January 30, 2020	January 30, 2025	\$0.145

Notes:

(1) Represents Conditional Options.

Approval of the 2020 Option Plan Resolutions will be obtained if a majority of the votes cast are in favour thereof. Approval of the Conditional Option Resolutions will be obtained if a majority of the votes cast are in favour thereof, excluding votes attaching to Common Shares held by the holders of the Conditional Options. To the knowledge of the Company, the holders of Conditional Options hold an aggregate of 20,212,453 Common Shares (representing approximately 15.5% of all issued and outstanding Common Shares) as of the date hereof.

**The management representatives named in the attached form of proxy intend to vote in favour of the 2020 Option Plan Resolutions and Conditional Option Resolutions, unless a shareholder specifies in the proxy that his or her Common Shares are to be voted against the 2020 Option Plan Resolutions or Conditional Option Resolutions, as applicable.**

## **5. Approval of 2020 RSU Plan.**

At the Meeting, shareholders will be invited to approve a new restricted share unit plan for the Company in substantially the form attached as Exhibit I to Schedule C to this Information Circular (the “**2020 RSU Plan**”). The following description of the 2020 RSU Plan is a summary only, and is qualified in its entirety by reference to the full text of the 2020 RSU Plan attached as Exhibit I to Schedule C hereto.

The 2020 RSU Plan provides for the grant of RSUs to directors, officers and employees (other than those performing certain specified investor relations activities) of the Company (each, a “**2020 RSU Eligible Person**”). The RSUs will be settled through the issuance of Common Shares.

The purpose of the 2020 RSU Plan is to allow for certain discretionary bonuses and similar awards as an incentive and reward for selected eligible persons related to the achievement of long-term financial and strategic objectives of the Company and the resulting increases in shareholder value. The 2020 RSU Plan is intended to promote a greater alignment of interests between the shareholders of the Company and the selected eligible persons by providing an opportunity to participate in increases in the value of the Company. The 2020 RSU Plan is to be administered by the Board, which will have the authority to delegate all of its powers and authority under the 2020 RSU Plan to a committee of the Board of Directors.

RSUs are akin to “phantom shares” that track the value of the underlying Common Shares but do not entitle the recipient to the actual underlying Common Shares until such RSUs vest. The 2020 RSU Plan permits the Board to grant awards of RSUs to 2020 RSU Eligible Persons (“**2020 RSU Grantees**”). Upon vesting, the RSUs will be converted on a one-for-one basis for freely tradable, non-restricted Common Shares.

The Board of Directors has the discretion to stipulate the length of time for vesting and to determine various performance objectives based on certain business criteria as a pre-condition to a RSU vesting. Any performance objectives to be met are established by the Board at the time of grant of the RSU. RSUs shall expire if they have not vested prior to an expiry date to be set by the Board, which shall be no later than December 31 of the third calendar year after the year in which the RSUs were granted, and will be terminated to the extent that any performance objectives or other vesting criteria have not been met. RSUs may not be transferred, assigned, pledged or otherwise encumbered (other than to the 2020 RSU Grantee’s beneficiary or estate, as the case may be, upon the death of the 2020 RSU Grantee).

RSUs will remain outstanding and vest in accordance with their terms notwithstanding the subsequent retirement, death, disability, failure to be re-elected (in the case of a director) or termination of employment or removal from service of an 2020 RSU Grantee, unless the 2020 RSU Grantee is terminated or removed from service by the Company with cause, in which case all RSU awards of the 2020 RSU Grantee, whether vested or unvested, will be forfeited and cancelled without payment, in each case unless the Board otherwise determines. In the event of a change of control of the Company and the subsequent termination of the 2020 RSU Grantee, or a decrease or diminishment of the 2020 RSU Grantee’s duties, within 12 months of such change of control, the RSUs will immediately vest and the RSU award will be paid out in Common Shares. Upon resignation of a participant or determination of a participant not to run for re-election as a director, RSUs for which performance and other vesting criteria have been met will remain outstanding, and all other RSUs will be forfeited for no consideration.

The Board of Directors may, at any time and from time to time, terminate the 2020 RSU Plan as to any Common Shares of which RSU awards have not been made.

No amendments may be made by the Board to the 2020 RSU Plan to effect any of the following without shareholder approval: (i) an increase in the maximum number of securities reserved for issuance under the 2020 RSU Plan, (ii) any amendment to remove or to exceed the insider participation limit, or (iii) an amendment to the amendment provisions. The maximum number of Common Shares available for issuance upon the vesting of RSUs under the 2020 RSU Plan is the lesser of (i) 4,000,000 Common Shares; and (ii) 10% of the issued and outstanding Common Shares in combination with all security-based compensation arrangements of the Company (including any stock option plan), as determined as of the date on which shareholder approval of the 2020 RSU Plan is obtained. The maximum number of Common Shares issuable to insiders of the Company under all security-based compensation arrangements, including the 2020 RSU Plan, at any time cannot exceed 10% of the issued and outstanding Common Shares and the number of securities issued to insiders of the Company pursuant to such arrangements within any one-year period, cannot exceed 10% of the issued and outstanding Common Shares. RSU awards which vest will not be available for re-grant under the 2020 RSU Plan.

The Company proposes to invite shareholders at the Meeting to consider and, if deemed fit, approve the 2020 RSU Plan as the restricted share unit plan of the Company. Accordingly, shareholders will be invited at the Meeting to consider and, if thought fit, authorize the resolutions substantially in the form attached as Schedule C to this Information Circular (the “**2020 RSU Plan Resolutions**”) to approve such matters.

If the 2020 RSU Plan Resolutions are approved, the 2020 RSU Plan will be adopted and the Company will be able to grant up to 4,000,000 RSUs under the 2020 RSU Plan, calculated based on the lesser of (i) 4,000,000; and (ii) 10% of the issued and outstanding Common Shares as of the date hereof, less an aggregate of 8,475,000 Options anticipated to remain outstanding as of the date of the Meeting (subject to adjustment based on any change in the number of issued and outstanding Common Shares, RSUs and Options from time to time). If the 2020 RSU Plan Resolutions are not approved, the Company will not be able to grant any further RSUs given that the prior RSU Plan has expired. All RSUs previously granted under the prior RSU Plan have vested, and accordingly no RSUs of the Company are currently outstanding.

Approval of the 2020 RSU Plan Resolutions will be obtained if a majority of the votes cast are in favour thereof, excluding votes attaching to Common Shares owned by insiders of the Company eligible to receive a benefit under the 2020 RSU Plan, and their associates. To the knowledge of the Company, such insiders and their associates own an aggregate of 20,212,453 Common Shares (representing approximately 15.5% of all issued and outstanding Common Shares) as of the date hereof.

**The management representatives named in the attached form of proxy intend to vote in favour of the 2020 RSU Plan Resolutions, unless a shareholder specifies in the proxy that his or her Common Shares are to be voted against the 2020 RSU Plan Resolutions.**

#### **ADDITIONAL INFORMATION**

Additional information relating to the Company is available on SEDAR at [www.sedar.com](http://www.sedar.com). Financial information is provided in the Company’s comparative financial statements and management discussion and analysis for the years ended December 31, 2018 and December 31, 2019. Shareholders may contact the Company at its principal office address at 82 Richmond Street East, Suite 201, Toronto, Ontario, M5C 1P1 to request copies of the Company’s financial statements and management’s discussion and analysis.

**APPROVAL**

**The contents and the sending of this Information Circular have been approved by the directors of the Company.**

**DATED:** November 4, 2020.

(Signed)

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Douglas G. Manner  
Chief Executive Officer

## SCHEDULE A

### Charter of the Audit Committee of the Board of Directors of Sintana Energy Inc.

#### I PURPOSE

The Audit Committee (the "**Committee**") is appointed by the Board of Directors (the "**Board**") of Sintana Energy Inc. (the "**Corporation**") to assist the Board in fulfilling its oversight responsibilities relating to the financial accounting and reporting process and internal controls for the Corporation. The Committee's primary duties and responsibilities are to:

- conduct such reviews and discussions with management and the independent auditors relating to the audit and financial reporting as are deemed appropriate by the Committee;
- assess the integrity of internal controls and financial reporting procedures of the Corporation and ensure implementation of such controls and procedures;
- ensure that there is an appropriate standard of corporate conduct including, if necessary, adopting a corporate code of ethics for senior financial personnel;
- review the quarterly and annual financial statements and management's discussion and analysis of the Corporation's financial position and operating results and report thereon to the Board for approval of same;
- select and monitor the independence and performance of the Corporation's outside auditors (the "**Independent Auditors**"), including attending private meetings with the Independent Auditors and reviewing and approving all renewals or dismissals of the Independent Auditors and their remuneration; and
- provide oversight to related party transactions entered into by the Corporation.

The Committee has the authority to conduct any investigation appropriate to its responsibilities, and it may request the Independent Auditors as well as any officer of the Corporation, or outside counsel for the Corporation, to attend a meeting of the Committee or to meet with any members of, or advisors to, the Committee. The Committee shall have unrestricted access to the books and records of the Corporation and has the authority to retain, at the expense of the Corporation, special legal, accounting, auditing or other consultants or experts to assist in the performance of the Committee's duties.

The Committee shall review and assess the adequacy of this Charter annually and submit any proposed revisions to the Board for approval.

In fulfilling its responsibilities, the Committee will carry out the specific duties set out in Part III of this Charter.

## **II AUTHORITY OF THE AUDIT COMMITTEE**

The Committee shall have the authority to:

- (a) engage independent counsel and other advisors as it determines necessary to carry out its duties;
- (b) set and pay the compensation for advisors employed by the Committee; and
- (c) communicate directly with the internal and external auditors.

## **III COMPOSITION AND MEETINGS**

1. The Committee shall be composed of three or more directors as designated by the Board from time to time.
2. The Committee and its membership shall meet all applicable securities law and listing requirements relating to independence and financial literacy. Each member shall be financially literate and at least a majority of the members shall be independent, as defined by applicable securities law and listing requirements.
3. The members of the Committee shall appoint from among themselves a member who will serve as Chair.
4. The Committee shall meet at least quarterly, at the discretion of the Chair or a majority of its members, as circumstances dictate or as may be required by applicable legal or listing requirements. A minimum of two and at least 50% of the members of the Committee present either in person or by telephone shall constitute a quorum.
5. If within one hour of the time appointed for a meeting of the Committee, a quorum is not present, the meeting shall stand adjourned to the same hour on the second business day following the date of such meeting at the same place. If at the adjourned meeting a quorum as hereinbefore specified is not present within one hour of the time appointed for such adjourned meeting, the quorum for the adjourned meeting shall consist of the members then present.
6. If and whenever a vacancy shall exist, the remaining members of the Committee may exercise all of its powers and responsibilities so long as a quorum remains in office.
7. The time and place at which meetings of the Committee shall be held, and procedures at such meetings, shall be determined from time to time by, the Committee. A meeting of the Committee may be called by letter, telephone, facsimile, email or other communication equipment, by giving at least 48 hours notice, provided that no notice of a meeting shall be necessary if all of the members are present either in person or by means of conference telephone or if those absent have waived notice or otherwise signified their consent to the holding of such meeting.
8. Any member of the Committee may participate in the meeting of the Committee by means of conference telephone, online video or other communication equipment, and the member participating in a meeting pursuant to this paragraph shall be deemed, for purposes hereof, to be present in person at the meeting.

9. The Committee shall keep minutes of its meetings which shall be submitted to the Board. The Committee may, from time to time, appoint any person who need not be a member, to act as a secretary at any meeting.
10. The Committee may invite such officers, directors and employees of the Corporation and its subsidiaries as it may see fit, from time to time, to attend meetings of the Committee.
11. The Board may at any time amend or rescind any of the provisions hereof, or cancel them entirely, with or without substitution.
12. Any matters to be determined by the Committee shall be decided by a majority of votes cast at a meeting of the Committee called for such purpose. Actions of the Committee may be taken by an instrument or instruments in writing signed by all of the members of the Committee, and such actions shall be effective as though they had been decided by a majority of votes cast at a meeting of the Committee called for such purpose. All decisions or recommendations of the Audit Committee shall require the approval of the Board prior to implementation.

#### **IV RESPONSIBILITIES**

##### **A Financial Accounting and Reporting Process and Internal Controls**

1. The Committee shall review the annual audited financial statements to satisfy itself that they are presented in accordance with International Financial Reporting Standards ("IFRS") and report thereon to the Board and recommend to the Board whether or not same should be approved prior to their being filed with the appropriate regulatory authorities. The Committee shall also review and approve the interim financial statements. With respect to the annual and interim audited financial statements, the Committee shall discuss significant issues regarding accounting principles, practices, and judgments of management with management and the Independent Auditors as and when the Committee deems it appropriate to do so. The Committee shall satisfy itself that the information contained in the annual audited financial statements is not significantly erroneous, misleading or incomplete and that the audit function has been effectively carried out.
2. The Committee shall review management's internal control report and the evaluation of such report by the Independent Auditors, together with management's response.
3. The Committee shall review the financial statements, management's discussion and analysis relating to annual and interim financial statements, annual and interim earnings press releases and any other public disclosure documents that are required to be reviewed by the Committee under any applicable laws before the Corporation publicly discloses this information.
4. The Committee shall be satisfied that adequate procedures are in place for the review of the Corporation's public disclosure of financial information extracted or derived from the Corporation's financial statements, other than the public disclosure referred to in subsection (3), and periodically assess the adequacy of these procedures.
5. The Committee shall meet no less frequently than annually with the Independent Auditors and the Chief Financial Officer or, in the absence of a Chief Financial Officer, with the officer of the Corporation in charge of financial matters, to review accounting practices, internal controls and such other matters as the Committee, Chief Financial Officer or, in the absence of a Chief Financial Officer, with the officer of the Corporation in charge of financial matters, deems appropriate.

6. The Committee shall inquire of management and the Independent Auditors about significant risks or exposures, both internal and external, to which the Corporation may be subject, and assess the steps management has taken to minimize such risks.
7. The Committee shall review the post-audit or management letter containing the recommendations of the Independent Auditors and management's response and subsequent follow-up to any identified weaknesses.
8. The Committee shall ensure that there is an appropriate standard of corporate conduct including, if necessary, adopting a corporate code of ethics for senior financial personnel.
9. If appropriate, the Committee shall establish procedures for:
  - (a) the receipt, retention and treatment of complaints received by the Corporation regarding accounting, internal accounting controls or auditing matters; and
  - (b) the confidential, anonymous submission by employees of the Corporation of concerns regarding questionable accounting or auditing matters.
10. The Committee shall provide oversight to related party transactions entered into by the Corporation.

**B Independent Auditors**

1. The Committee shall be responsible for recommending the appointment, compensation and oversight of the Independent Auditors and the Independent Auditors shall report directly to the Committee.
2. The Committee shall be directly responsible for overseeing the work of the external auditors, including the resolution of disagreements between management and the external auditors regarding financial reporting.
3. The Committee shall pre-approve all significant audit and all non-audit services not prohibited by law to be provided by the Independent Auditors.
4. The Committee shall monitor and assess the relationship between management and the Independent Auditors and monitor, confirm, support and assure the independence and objectivity of the Independent Auditors. The Committee shall establish procedures to receive and respond to complaints with respect to accounting, internal accounting controls and auditing matters.
5. The Committee shall review the Independent Auditor's audit plan, including scope, procedures and timing of the audit.
6. The Committee shall review the results of the annual audit with the Independent Auditors, including matters related to the conduct of the audit and receive and review the auditor's interim review reports, if any.
7. The Committee shall obtain timely reports from the Independent Auditors describing critical accounting policies and practices, alternative treatments of information within IFRS that were discussed with management, their ramifications, and the Independent Auditors' preferred

treatment and material written communications between the Corporation and the Independent Auditors.

8. The Committee shall review fees paid by the Corporation to the Independent Auditors and other professionals in respect of audit and non-audit services on an annual basis.
9. The Committee shall review and approve the Corporation's hiring policies regarding partners, employees and former partners and employees of the present and former auditors of the Corporation.
10. The Committee shall monitor and assess the relationship between management and the external auditors, and monitor and support the independence and objectivity of the external auditors.

**C Other Responsibilities**

The Committee shall perform any other activities consistent with this Charter and governing law, as the Committee or the Board deems necessary or appropriate.

**SCHEDULE B**

**2020 OPTION PLAN RESOLUTIONS**

**BE IT RESOLVED THAT:**

1. all existing stock option plans of the Company be terminated, and the stock option plan of the Company (the “**2020 Option Plan**”) in substantially the form attached as Exhibit “I” to Schedule “B” of the management information circular of the Company dated as of November 4, 2020 (the “**Circular**”), and the reservation for issuance thereunder of up to 10% of the aggregate number of common shares of the Company as are issued and outstanding from time to time when taken together with the other share compensation plans of the Company, is hereby authorized and approved;
2. the 2020 Option Plan be authorized and approved as the stock option plan of the Company, subject to any limitations imposed by applicable regulations, laws, rules and policies;
3. all outstanding entitlements under pre-existing stock option plans of the Company shall remain outstanding under the 2020 Option Plan, without amendment to their respective terms; and
4. any officer or director of the Company is authorized and directed to execute and deliver, under corporate seal or otherwise, all such documents and instruments and to do all such acts as in the opinion of such officer or director may be necessary or desirable to give effect to this resolution.

**EXHIBIT "I" TO SCHEDULE "B"**

**SINTANA ENERGY INC.**

**2020 STOCK OPTION PLAN**

1. PURPOSE

The purpose of this 2020 Stock Option Plan (the "**2020 Option Plan**") is to authorize the grant to Eligible Persons (as such term is defined below) of Sintana Energy Inc. (the "**Corporation**") of stock options ("**Options**") to purchase common shares ("**shares**") of the Corporation's capital and thus benefit the Corporation by enabling it to attract, retain and motivate Eligible Persons by providing them with the opportunity, through Options, to acquire an increased proprietary interest in the Corporation.

2. ADMINISTRATION

The 2020 Option Plan shall be administered by the board of directors of the Corporation or a committee established by the board of directors for that purpose (the "**Committee**"). Subject to approval of the granting of Options by the board of directors or Committee, as applicable, the Corporation shall grant Options under the 2020 Option Plan.

3. SHARES SUBJECT TO 2020 OPTION PLAN

Subject to adjustment under the provisions of paragraph 12 hereof, the aggregate number of shares of the Corporation which may be issued and sold under the 2020 Option Plan, together with all other equity compensation plans of the Corporation, will not exceed 10% of the total number of shares of the Corporation issued and outstanding from time to time. The total number of shares which may be issued or reserved for issuance to any one individual under the 2020 Option Plan within any one year period shall not exceed 5% of the outstanding issue. The Corporation shall not, upon the exercise of any Option, be required to issue or deliver any shares prior to (a) the admission of such shares to listing on any stock exchange on which the Corporation's shares may then be listed, and (b) the completion of such registration or other qualification of such shares under any law, rules or regulation as the Corporation shall determine to be necessary or advisable. If any shares cannot be issued to any optionee for whatever reason, the obligation of the Corporation to issue such shares shall terminate and any Option exercise price paid to the Corporation shall be returned to the optionee.

4. LIMITS WITH RESPECT TO INSIDERS

- (a) The maximum number of shares which may be reserved for issuance to insiders under the 2020 Option Plan, any other equity compensation plans or options for services, shall be 10% of the shares issued and outstanding at the time of the grant (on a non-diluted basis).
- (b) The maximum number of Options which may be granted to insiders under the 2020 Option Plan, together with any other previously established or proposed share compensation arrangements, within any one year period shall be 10% of the outstanding issue.

5. ELIGIBILITY

Options shall be granted only to Eligible Persons, any registered savings plan established by an Eligible Person or any corporation wholly-owned by an Eligible Person. The term "Eligible Person" means:

- (a) a senior officer or director of the Corporation or any of its subsidiaries;
- (b) either:

- (i) an individual who is considered an employee under the Income Tax Act,
- (ii) an individual who works full-time for the Corporation providing services normally provided by an employee and who is subject to the same control and direction by the Corporation over the details and methods of work as an employee of the Corporation, but for whom income tax deductions are not made at source, or
- (iii) an individual who works for the Corporation on a continuing and regular basis for a minimum amount of time per week (the number of hours should be disclosed in the submission) providing services normally provided by an employee and who is subject to the same control and direction by the Corporation over the details and methods of work as an employee of the Corporation, but for whom income tax deductions are not made at source,

any such individual, an “Employee”;

- (c) an individual employed by a corporation, incorporated association or organization, body corporate, partnership, trust, association or other entity other than an individual (a “**Company**”) which individual is providing management services to the Corporation through such Company, or an individual (together with a Company, a “**Person**”) providing management services directly to the Corporation, which management services are required for the ongoing successful operation of the business enterprise of the Corporation, but excluding a Person engaged in Investor Relations Activities (as hereafter defined) (a “**Management Company Employee**”);
- (d) an individual (or a company or partnership of which the individual is an employee, shareholder or partner), other than an Employee, Management Company Employee, director or senior officer, who:
  - (i) provides ongoing consulting services to the Corporation or an Affiliate of the Corporation under a written contract;
  - (ii) possesses technical, business or management expertise of value to the Corporation or an Affiliate of the Corporation;
  - (iii) spends a significant amount of time and attention on the business and affairs of the Corporation or an Affiliate of the Corporation;
  - (iv) has a relationship with the Corporation or an Affiliate of the Corporation that enables the individual to be knowledgeable about the business and affairs of the Corporation; and
  - (v) does not engage in Investor Relations Activities (as hereafter defined),

any such individual, a “**Consultant**”;

- (e) an individual (or a company or partnership of which the individual is an employee, shareholder or partner), other than an Employee, Management Company Employee, director or senior officer, that falls within the definition of Consultant contained in subsections 5(d)(i) through (iv) which provides Investor Relations Activities (an “**Investor Relations Consultant**”); or

- (f) a Person that falls within the definition of Eligible Person contained in any of subsections 5(a), (b) or (d) which provides Investor Relations Activities (an “Investor Relations Person”).

For purposes of the foregoing, a Company is an “**Affiliate**” of another Company if: (a) one of them is the subsidiary of the other; or (b) each of them is controlled by the same Person.

The term “**Investor Relations Activities**” means any activities or oral or written communications, by or on behalf of the Corporation or shareholder of the Corporation, that promote or reasonably could be expected to promote the purchase or sale of securities of the Corporation, but does not include:

- (a) the dissemination of information provided, or records prepared, in the ordinary course of business of the Corporation
  - (i) to promote the sale of products or services of the Corporation, or
  - (ii) to raise public awareness of the Corporation,
  - (iii) that cannot reasonably be considered to promote the purchase or sale of securities of the Corporation;
- (b) activities or communications necessary to comply with the requirements of
  - (i) applicable securities laws, policies or regulations,
  - (ii) the rules, and regulations of the TSX Venture Exchange (“**TSX-V**”) or the bylaws, rules or other regulatory instruments of any other self-regulatory body or exchange having jurisdiction over the Corporation;
  - (iii) communications by a publisher of, or writer for, a newspaper, magazine or business or financial publication, that is of general and regular paid circulation, distributed only to subscribers to it for value or to purchasers of it, if
    - (I) the communication is only through the newspaper, magazine or publication, and
    - (II) the publisher or writer received no commission or other consideration other than for acting in the capacity of publisher or writer; or
- (c) activities or communications that may be otherwise specified by the TSX-V.

For Options to Employees, Consultants, Management Company Employees or Investor Relations Persons, the Corporation must represent that the optionee is a bona fide Employee, Consultant, Management Company Employee or Investor Relations Person as the case may be. The terms “insider”, “controlled” and “subsidiary” shall have the meanings ascribed thereto in the Securities Act (Ontario) from time to time. Subject to the foregoing, the board of directors or Committee, as applicable, shall have full and final authority to determine the persons who are to be granted Options under the 2020 Option Plan and the number of shares subject to each Option.

## 6. LIMITS WITH RESPECT TO CONSULTANTS AND INVESTOR RELATIONS PERSONS

- (a) The maximum number of Options which may be granted to any one Consultant under the 2020 Option Plan, any other equity compensation plans or options for services, within any 12 month period, must not exceed 2% of the shares issued and outstanding at the time of the grant (on a non-diluted basis).

- (b) The maximum number of Options which may be granted to Investor Relations Persons under the 2020 Option Plan, any other equity compensation plans or options for services, within any 12 month period must not exceed, in the aggregate, 2% of the shares issued and outstanding at the time of the grant (on a non-diluted basis).

## 7. PRICE

The purchase price (the “**Price**”) for the shares of the Corporation under each Option shall be determined by the board of directors or Committee, as applicable, on the basis of the market price, where “market price” shall mean the prior trading day closing price of the shares of the Corporation on any stock exchange on which the shares are listed or last trading price on the prior trading day on any dealing network where the shares trade, and where there is no such closing price or trade on the prior trading day, “market price” shall mean the average of the daily high and low board lot trading prices of the shares of the Corporation on any stock exchange on which the shares are listed or dealing network on which the shares of the Corporation trade for the five (5) immediately preceding trading days. In the event the shares are listed on the TSX-V, the price may be the market price less any discounts from the market price allowed by the TSX-V, subject to a minimum price of \$0.10. In the event the shares are not listed on any exchange and do not trade on any dealing network, the market price will be determined by the board of directors. The approval of disinterested shareholders will be required for any reduction in the Price of a previously granted Option to an insider of the Corporation.

## 8. PERIOD OF OPTION AND RIGHTS TO EXERCISE

Subject to the provisions of this paragraph 8 and paragraphs 9, 10 and 18 below, Options will be exercisable in whole or in part, and from time to time, during the currency thereof. Options shall not be granted for a term exceeding the later of: (i) five years following the date of grant thereof; and (ii) the date which is the fifth business day following the conclusion of a self-imposed blackout period of the Corporation which is in effect on the date which is five years following the date of grant thereof. The shares to be purchased upon each exercise of any Option (the “**optioned shares**”) shall be paid for in full at the time of such exercise. Except as provided in paragraphs 9, 10 and 18 below, no Option which is held by a service provider may be exercised unless the optionee is then a service provider for the Corporation.

## 9. CESSATION OF PROVISION OF SERVICES

Subject to paragraph 10 below, if any optionee who is a service provider shall cease to be an Eligible Person of the Corporation for any reason (whether or not for cause) the optionee may, but only within the period of ninety days (unless such period is extended by the board of directors or the Committee, as applicable, to a maximum of one year next succeeding such cessation, and approval is obtained from the stock exchange on which the shares of the Corporation trade where required), or thirty days if the Eligible Person is an Investor Relations Person (unless such period is extended by the board of directors or the Committee, as applicable, to a maximum of one year next succeeding such cessation, and approval is obtained from the stock exchange on which the shares of the Corporation trade where required), next succeeding such cessation and in no event after the expiry date of the optionee’s Option, exercise the optionee’s Option unless such period is extended as provided in paragraph 10 below.

## 10. DEATH OF OPTIONEE

In the event of the death of an optionee during the currency of the optionee’s Option, the Option theretofore granted to the optionee shall be exercisable within, but only within, the period of one year next succeeding the optionee’s death. Before expiry of an Option under this paragraph 10, the board of directors or Committee, as applicable, shall notify the optionee’s representative in writing of such expiry.

11. NON-ASSIGNABILITY AND NON-TRANSFERABILITY OF OPTION

An Option granted under the 2020 Option Plan shall be non-assignable and non-transferable by an optionee otherwise than by will or by the laws of descent and distribution, and such Option shall be exercisable, during an optionee's lifetime, only by the optionee.

12. ADJUSTMENTS IN SHARES SUBJECT TO 2020 OPTION PLAN

The aggregate number and kind of shares available under the 2020 Option Plan shall be appropriately adjusted in the event of a reorganization, recapitalization, stock split, stock dividend, combination of shares, merger, consolidation, rights offering or any other change in the corporate structure or shares of the Corporation. The Options granted under the 2020 Option Plan may contain such provisions as the board of directors, or Committee, as applicable, may determine with respect to adjustments to be made in the number and kind of shares covered by such Options and in the Option price in the event of any such change. If there is a reduction in the exercise price of the Options of an insider of the Corporation, the Corporation will be required to obtain approval from disinterested shareholders.

13. AMENDMENT AND TERMINATION OF THE 2020 OPTION PLAN

The board of directors or Committee, as applicable, may at any time amend or terminate the 2020 Option Plan, but where amended, such amendment is subject to regulatory approval.

14. EFFECTIVE DATE OF THE 2020 OPTION PLAN

The 2020 Option Plan becomes effective on the date of its approval by the shareholders of the Corporation.

15. EVIDENCE OF OPTIONS

Each Option granted under the 2020 Option Plan shall be embodied in a written agreement between the Corporation and the optionee which shall give effect to the provisions of the 2020 Option Plan.

16. EXERCISE OF OPTION

Subject to the provisions of the 2020 Option Plan and the particular Option, an Option may be exercised from time to time by delivering to the Corporation at its registered office a written notice of exercise specifying the number of shares with respect to which the Option is being exercised and accompanied by payment in cash or certified cheque for the full amount of the purchase price of the shares then being purchased.

Upon receipt of a certificate of an authorized officer directing the issue of shares purchased under the 2020 Option Plan, the transfer agent is authorized and directed to issue and countersign share certificates for the optioned shares in the name of such optionee or the optionee's legal personal representative or as may be directed in writing by the optionee's legal personal representative.

17. VESTING RESTRICTIONS

Options issued under the 2020 Option Plan may vest at the discretion of the board of directors or Committee, as applicable, provided that if required by any stock exchange on which the shares of the Corporation trade, Options issued to Investor Relations Consultants must vest in stages over not less than 12 months with no more than one-quarter (1/4) of the Options vesting in any three month period.

## 18. NOTICE OF SALE OF ALL OR SUBSTANTIALLY ALL SHARES OR ASSETS

If at any time when an Option granted under this 2020 Option Plan remains unexercised with respect to any optioned shares:

- (a) the Corporation seeks approval from its shareholders for a transaction which, if completed, would constitute an Acceleration Event; or
- (b) a third party makes a bona fide formal offer or proposal to the Corporation or its shareholders which, if accepted, would constitute an Acceleration Event;

the Corporation shall notify the optionee in writing of such transaction, offer or proposal as soon as practicable and, provided that the board of directors or Committee, as applicable, has determined that no adjustment shall be made pursuant to section 12 hereof, (i) the board of directors or Committee, as applicable, may permit the optionee to exercise the Option granted under this 2020 Option Plan, as to all or any of the optioned shares in respect of which such Option has not previously been exercised (regardless of any vesting restrictions), during the period specified in the notice (but in no event later than the expiry date of the Option), so that the optionee may participate in such transaction, offer or proposal; and (ii) the board of directors or Committee, as applicable, may require the acceleration of the time for the exercise of the said Option and of the time for the fulfilment of any conditions or restrictions on such exercise.

For these purposes, an Acceleration Event means:

- (a) the acquisition by any “offeror” (as defined in Part XX of the Securities Act (Ontario)) of beneficial ownership of more than 50% of the outstanding voting securities of the Corporation, by means of a take-over bid or otherwise;
- (b) any consolidation or merger of the Corporation in which the Corporation is not the continuing or surviving corporation or pursuant to which shares of the Corporation would be converted into cash, securities or other property, other than a merger of the Corporation in which shareholders immediately prior to the merger have the same proportionate ownership of stock of the surviving corporation immediately after the merger;
- (c) any sale, lease exchange or other transfer (in one transaction or a series of related transactions) of all or substantially all of the assets of the Corporation; or
- (d) the approval by the shareholders of the Corporation of any plan of liquidation or dissolution of the Corporation.

## 19. RIGHTS PRIOR TO EXERCISE

An optionee shall have no rights whatsoever as a shareholder in respect of any of the optioned shares (including any right to receive dividends or other distributions therefrom or thereon) other than in respect of optioned shares in respect of which the optionee shall have exercised the Option to purchase hereunder and which the optionee shall have actually taken up and paid for.

## 20. TAXES

The Corporation shall have the power and the right to deduct or withhold, or require an optionee to remit to the Corporation, the required amount to satisfy federal, state, provincial and local taxes, domestic or foreign, required by law or regulation to be withheld with respect to any taxable event arising as a result of the 2020 Option Plan, including the grant or exercise of any Option granted under the 2020 Option

Plan. With respect to any required withholding, the Corporation shall have the irrevocable right to, and the optionee consents to, the Corporation setting off any amounts required to be withheld, in whole or in part, against amounts otherwise owing by the Corporation to the optionee (whether arising pursuant to the optionee's relationship as a director, officer, employee or consultant of the Corporation or otherwise), or may make such other arrangements that are satisfactory to the optionee and the Corporation. In addition, the Corporation may elect, in its sole discretion, to satisfy the withholding requirement, in whole or in part, by withholding such number of shares issuable upon exercise of the Options as it determines are required to be sold by the Corporation, as trustee, to satisfy any withholding obligations net of selling costs. The optionee consents to such sale and grants to the Corporation an irrevocable power of attorney to effect the sale of such shares issuable upon exercise of the Options and acknowledges and agrees that the Corporation does not accept responsibility for the price obtained on the sale of such shares issuable upon exercise of the Options.

21. GOVERNING LAW

This 2020 Option Plan shall be construed in accordance with and be governed by the laws of the Province of Ontario and shall be deemed to have been made in said Province, and shall be in accordance with all applicable securities laws.

22. EXPIRY OF OPTION

On the expiry date of any Option granted under the 2020 Option Plan, and subject to any extension of such expiry date permitted in accordance with the 2020 Option Plan, such Option hereby granted shall forthwith expire and terminate and be of no further force or effect whatsoever as to such of the optioned shares in respect of which the Option has not been exercised.

**SCHEDULE C**

**2020 RSU PLAN RESOLUTIONS**

**BE IT RESOLVED THAT:**

1. all existing restricted share unit plans of the Company be terminated, and the restricted share unit plan of the Company (the “**2020 RSU Plan**”) in substantially the form attached as Exhibit “I” to Schedule “C” of the management information circular of the Company dated as of November 4, 2020 (the “**Circular**”), and the reservation for issuance thereunder of the lesser of (i) 4,000,000 common shares of the Company; and (ii) up to 10% of the aggregate number of common shares of the Company as are issued and outstanding as of the date of shareholder approval of the 2020 RSU Plan when taken together with the other share compensation plans of the Company, is hereby authorized and approved;
2. the 2020 RSU Plan be authorized and approved as the restricted share unit plan of the Company, subject to any limitations imposed by applicable regulations, laws, rules and policies; and
3. any officer or director of the Company is authorized and directed to execute and deliver, under corporate seal or otherwise, all such documents and instruments and to do all such acts as in the opinion of such officer or director may be necessary or desirable to give effect to this resolution.

**EXHIBIT "I" TO SCHEDULE "C"**  
**2020 RESTRICTED SHARE UNIT PLAN**

**PART 1 - General Provisions**

**Establishment and Purpose**

1.1 The Company hereby establishes a restricted share unit plan known as the "Restricted Share Unit Plan".

1.2 The purpose of this Plan is to allow for certain discretionary bonuses and similar awards as an incentive and reward for selected Eligible Persons related to the achievement of long-term financial and strategic objectives of the Company and the resulting increases in shareholder value. This Plan is intended to promote a greater alignment of interests between the shareholders of the Company and the selected Eligible Persons by providing an opportunity to participate in increases in the value of the Company.

**Definitions**

1.3 In this Plan:

- (a) "Applicable Withholding Tax" has the meaning set forth in §3.9;
- (b) "Award" means an agreement evidencing the grant of a Restricted Share Unit;
- (c) "Award Payout" means the applicable Share issuance in respect of a vested Restricted Share Unit pursuant and subject to the terms and conditions of this Plan and the applicable Award;
- (d) "Board" means the Board of Directors of the Company;
- (e) "Change of Control" in respect of any Recipient has the meaning ascribed to such term (in a relevant context) in the Recipient's then existing employment agreement with the Company or, if no meaning is so ascribed, means the acquisition by any person or by any person and its joint actors (as such term is defined in the Securities Act), whether directly or indirectly, of voting securities (as such term is defined in the Securities Act) of the Company which, when added to all of the voting securities of the Company at the time held by such person and its joint actors, totals for the first time not less than 50% of the outstanding voting securities of the Company;
- (f) "Committee" means the Compensation Committee of the Board or other committee of the Board, consisting of not less than three directors, to whom the authority of the Board is delegated in accordance with §1.5, if applicable;
- (g) "Company" means Sintana Energy Inc., and includes any successor company thereto;
- (h) "Director" means a director of the Company or any Related Entity;
- (i) "Early Trigger Date" has the meaning set forth in §3.7;
- (j) "Eligible Person" means any person who is a Director, Officer or Employee;
- (k) "Employee" means an employee of the Company or of a Related Entity, other than a person providing Investor Relations Activities;

- (l) "Expiry Date" means December 31 of the third calendar year after the Grant Date, or such earlier date as may be established by the Board in respect of an Award at the time of grant of the Award;
- (m) "Fair Market Value" means, as at a particular date, for the purpose of calculating the applicable Vesting Date Value and Award Payout or dividend equivalent for the purpose of §2.8:
  - (i) if the Shares are listed on the TSXV, the greater of : (I) the weighted average of the trading price per Share on the TSXV for the last five trading days ending on that date; and (II) the closing price of the Shares on the day before that date;
  - (ii) if the Shares are listed on the TSX, the volume weighted average price per Share traded on the TSX over the last five trading days preceding that date;
  - (iii) if the Shares are not listed on the TSX or the TSXV, the value established by the Board based on the volume weighted average price per Share traded on any other public exchange on which the Shares are listed over the same period; or
  - (iv) if the Shares are not listed on any public exchange, the value per Share established by the Board based on its determination of the fair market value of a Share;
- (n) "Grant Date" means the date of grant of any Restricted Share Unit;
- (o) "IFRS" means the International Financial Reporting Standards as adopted by the Accounting Standards Board of Canada;
- (p) "Insider" shall have the meaning ascribed thereto in the Securities Act;
- (q) "Investor Relations Activities" shall have the meaning ascribed thereto in the policies of the TSXV;
- (r) "Officer" means an individual who is an officer of the Company or of a Related Entity as an appointee of the Board or the board of directors of the Related Entity, as the case may be;
- (s) "Performance Conditions" has the meaning set forth in §2.3;
- (t) "Restricted Share Unit" means a right granted under this Plan to receive the Award Payout on the terms contained in this Plan as more particularly described in §3.1;
- (u) "Plan" means this Restricted Share Unit Plan, as amended from time to time;
- (v) "Recipient" means an Eligible Person who may be granted Restricted Share Units from time to time under this Plan;
- (w) "Related Entity" means a person that is controlled by the Company. For the purposes of this Plan, a person (first person) is considered to control another person (second person) if the first person, directly or indirectly, has the power to direct the management and policies of the second person by virtue of (i) ownership of or direction over voting securities in the second person, (ii) a written agreement or indenture, (iii) being the general partner or controlling the general partner of the second person, or (iv) being a trustee of the second person;

- (x) "Required Approvals" means all necessary approvals in respect of the adoption of this Plan from shareholders of the Company, the TSX or TSXV as applicable, and any other applicable regulatory bodies;
- (y) "Retirement" means, with respect to a Recipient, the early or normal retirement of the Recipient within the meaning of the pension plan of the Company for salaried employees, whether or not such Recipient is a member of that pension plan, or, if the Company does not have such a plan, the date on which the Recipient reaches age 65;
- (z) "Securities Act" means the *Securities Act* (Ontario), as amended from time to time;
- (aa) "Share" means a common share in the capital of the Company as constituted from time to time;
- (bb) "Termination" means, with respect to a Recipient, that the Recipient has ceased to be an Eligible Person, other than as a result of Retirement, and has ceased to fulfil any other role as employee, director or officer of the Company or any Related Entity, including as a result of termination of employment, resignation from employment, removal as an officer, failure to be re-elected as a director, death or Total Disability;
- (cc) "Total Disability" means, with respect to a Recipient, that, solely because of disease or injury, the Recipient is deemed by a qualified physician selected by the Company to be unable to work at any occupation which the Recipient is reasonably qualified to perform;
- (dd) "Trigger Date" means, with respect to a Restricted Share Unit, the date set by the Board at the time of grant, and if no date is set by the Board, then December 1 of the third calendar year following the Grant Date of the Restricted Share Unit, as such may be amended in accordance with §2.6;
- (ee) "TSX" means the Toronto Stock Exchange;
- (ff) "TSXV" means the TSX Venture Exchange; and
- (gg) "Vesting Date Value" means the notional value, as at a particular date, of the Fair Market Value of one Share.

## **Administration**

- 1.4 The Board will, in its sole and absolute discretion, but taking into account relevant corporate, securities and tax laws, (a) interpret and administer this Plan, (b) establish, amend and rescind any rules and regulations relating to this Plan, and (c) make any other determinations that the Board deems necessary or appropriate for the administration of this Plan. The Board may correct any defect or any omission or reconcile any inconsistency in this Plan in the manner and to the extent the Board deems, in its sole and absolute discretion, necessary or appropriate. Any decision of the Board in the interpretation and administration of this Plan will be final, conclusive and binding on all parties concerned. All expenses of administration of this Plan will be borne by the Company.

### **Delegation to Committee**

- 1.5 All of the powers exercisable hereunder by the Board may, to the extent permitted by law and as determined by a resolution of the Board, be delegated to a Committee.

### **Incorporation of Terms of Plan**

- 1.6 Subject to specific variations approved by the Board, all terms and conditions set out herein will be incorporated into and form part of each Restricted Share Unit granted under this Plan.

### **Effective Date**

- 1.7 This Plan will be effective on the date upon which all Required Approvals are received.

### **Maximum Number of Shares**

- 1.8 Subject to §1.9 below, the aggregate number of Shares available for issuance from treasury under this Plan, subject to adjustment pursuant to §2.9, shall not exceed the lesser of (i) 4,000,000 Shares; and (ii) such number of Shares as would not, when combined with all other Shares subject to grants made under the Company's other share compensation arrangements (including the Company's stock option plan), exceed 10% of the outstanding shares of the Company as determined as of the date of shareholder approval of this Plan.
- 1.9 Notwithstanding anything in this Plan, while the Company is subject to the regulations of the TSXV, the aggregate number of Restricted Share Units that may be granted to any one individual under this Plan shall not exceed: (a) 1% of the aggregate number of Shares of the Company outstanding at the time of grant; or (b) 2% of the aggregate number of Shares of the Company outstanding in aggregate over any given 12 month period, in each case calculated on a non-diluted basis.

## **PART 2 - Awards under this Plan**

### **Recipients**

- 2.1 Only Eligible Persons are eligible to participate in this Plan and receive one or more Restricted Share Units. Restricted Share Units that may be granted hereunder to a particular Eligible Person in a calendar year will (subject to any applicable terms and conditions) represent a right to a bonus or similar award to be received for services rendered by such Eligible Person to the Company or a Related Entity, as the case may be, in the Company's or the Related Entity's fiscal year ending in, or coincident with, such calendar year, as determined by the Board in its discretion.

### **Grant**

- 2.2 The Board may, in its discretion, at any time, and from time to time, grant Restricted Share Units to Eligible Persons as it determines is appropriate, subject to the limitations set out in this Plan. In making such grants the Board may, in its sole discretion but subject to §2.5, in addition to Performance Conditions set out below, impose such conditions on the vesting of the Awards as it sees fit, including imposing a vesting period on grants of Restricted Stock Units.

### **Performance Conditions**

- 2.3 At the time a grant of a Restricted Share Unit is made, the Board may, in its sole discretion, establish such performance conditions for the vesting of Restricted Share Units as may be specified in the Award (the "Performance Conditions"). The Board may use such business criteria and other measures of performance as it may deem appropriate in establishing any Performance Conditions, and may exercise its discretion to reduce the amounts payable under any Award subject to Performance Conditions. The Board may determine that an Award shall vest in whole or in part upon achievement of any one Performance Condition or that two or more Performance Conditions must be achieved prior to the vesting of an Award. Performance Conditions may differ for Awards granted to any one Recipient or to different Recipients.

### **Vesting**

- 2.4 Except as provided in this Plan, Restricted Share Units issued under this Plan will vest on the later of: (a) the Trigger Date; and (b) the date upon which the relevant Performance Condition or other vesting condition set out in the Award has been satisfied, provided that Restricted Share Units shall only vest on the Trigger Date to the extent that the Performance Conditions or other vesting conditions set out in an Award have been satisfied on or before the Trigger Date; and no Restricted Share Unit will remain outstanding for any period which exceeds the Expiry Date of such Restricted Share Unit.

### **Forfeiture and Cancellation Upon Expiry Date**

- 2.5 Restricted Share Units which do not vest on or before the Expiry Date of such Restricted Share Unit will be automatically cancelled, without further act or formality and without compensation.

### **Amendment of Trigger Date**

- 2.6 The Board of Directors may, at any time after a grant of a Restricted Share Unit, accelerate the Trigger Date of such Restricted Share Unit.

### **Account**

- 2.7 Restricted Share Units issued pursuant to this Plan (including fractional Restricted Share Units, computed to three digits) will be credited to a notional account maintained for each Recipient by the Company for the purposes of facilitating the determination of amounts that may become payable hereunder. A written confirmation of the balance in each Recipient's account will be sent by the Company to the Recipient upon request of the Recipient.

### **Dividend Equivalents**

- 2.8 On any date on which a cash dividend is paid on Shares, a Recipient's account will be credited with the number and type of Restricted Share Units (including fractional Restricted Share Units, computed to three digits) calculated by (a) multiplying the amount of the dividend per Share by the aggregate number of Restricted Share Units that were credited to the Eligible Person's account as of the record date for payment of the dividend, and (b) dividing the amount obtained in §(a) by the Fair Market Value on the date on which the dividend is paid. Any Restricted Share Units issued pursuant to this Section 2.8 will reduce the aggregate number of Restricted Share Units otherwise available for grant under this Plan.

### **Adjustments and Reorganizations**

- 2.9 In the event of any dividend paid in shares, share subdivision, combination or exchange of shares, merger, plan of arrangement, consolidation, spin-off or other distribution of Company assets to shareholders, or any other change in the capital of the Company affecting Shares, the Board, in its sole and absolute discretion, will make, with respect to the number of Restricted Share Units outstanding under this Plan, any proportionate adjustments as it considers appropriate to reflect that change.

### **Notice and Acknowledgement**

- 2.10 No certificates will be issued with respect to the Restricted Share Units issued under this Plan. Each Eligible Person will, prior to being granted any Restricted Share Units, deliver to the Company a signed acknowledgement substantially in the form of Schedule "A" to this Plan.

## **PART 3 - Payments Under this Plan**

### **Payment of Restricted Share Units**

- 3.1 Subject to the terms of this Plan and, in particular, §3.9 of this Plan, the Company will pay out vested Restricted Share Units issued under this Plan and credited to the account of a Recipient by issuing (net of any Applicable Withholding Tax) to such Recipient, on or subsequent to the Trigger Date but no later than the Expiry Date of such Vested Restricted Share Unit, an Award Payout of one Share for such whole vested Restricted Share Unit. Fractional Shares shall not be issued and where a Recipient would be entitled to receive a fractional Share in respect of any fractional vested Restricted Share Unit, the Company shall pay to such Recipient, in lieu of such fractional Share, cash equal to the Vesting Date Value as at the Trigger Date of such fractional Share. Each Share issued by the Company pursuant to this Plan shall be issued as fully paid and non-assessable.

### **Limitation on Issuance of Shares to Insiders**

- 3.2 Notwithstanding anything in this Plan, the Company shall not issue Shares under this Plan to any Eligible Person who is an Insider of the Company where such issuance would result in:
- (a) the total number of Shares issuable at any time under this Plan to Insiders, or when combined with all other Shares issuable to Insiders under any other equity compensation arrangements then in place, exceeding 10% of the total number of issued and outstanding equity securities of the Company on a non-diluted basis; or
  - (b) the total number of Shares issued to Insiders during any one year period under this Plan, or when combined with all other Shares issued to Insiders under any other equity compensation arrangements then in place, exceeding 10% of the total number of issued and outstanding equity securities of the Company on a non-diluted basis.

### **Consultants and Advisors**

- 3.3 The Board may engage such consultants and advisors as it considers appropriate, including compensation or human resources consultants or advisors, to provide advice and assistance in determining the amounts to be paid under this Plan and other amounts and values to be

determined hereunder or in respect of this Plan including, without limitation, those related to a particular Fair Market Value.

#### **Cancellation on Termination for Cause**

- 3.4 Subject to §3.7 and §3.8 of this Plan, unless the Board at any time otherwise determines, all Restricted Share Units held by any Recipient and all rights in respect thereof will be automatically cancelled, without further act or formality and without compensation, immediately in the event of a Termination arising from the termination of employment or removal from service by the Company or a Related Entity for cause.

#### **Retirement, Total Disability, Death and Termination Without Cause**

- 3.5 Subject to §3.7 and §3.8 of this Plan, unless the Board at any time otherwise determines, if a Recipient ceases to be an Eligible Person for any of the following reasons, Restricted Share Units will not be cancelled but will remain outstanding for a period of one year following the date upon which such Recipient ceases to be an Eligible Person, and shall vest in accordance with the terms of this Plan and the Award as if such person was an Eligible Person during such period: (a) Retirement of the Recipient; (b) death or Total Disability of a Recipient; (c) the Termination of employment or removal from service by the Company or a Related Entity without cause; or (d) the failure of a Director to be re-elected to the Board other than in the circumstances set forth in §3.6.

#### **Cancellation on Resignation**

- 3.6 Subject to §3.7 and §3.8 of this Plan, unless the Board at any time otherwise determines, all Restricted Share Units held by a Recipient for which the Performance Conditions or other vesting conditions set out in the Award have not been met and all rights in respect thereof will be automatically cancelled, without further act or formality and without compensation, immediately in the event of a Termination arising from the resignation by the Recipient from employment with or as a service provider to the Company, or determination by the Recipient that he or she shall not contend for re-election to the Board, and all Restricted Share Units for which the Performance Conditions or other vesting conditions set out in the Award have been met shall continue to remain outstanding in accordance with the terms of this Plan as if such person were an Eligible Person for a period of one year following the date upon which such Recipient ceases to be an Eligible Person.

#### **Termination on Change of Control**

- 3.7 Notwithstanding anything else in this Plan, all unvested Restricted Share Units held by any Recipient will automatically vest, without further act or formality, immediately in the event of a Termination arising from the resignation or cessation of employment or service by the Recipient based on a material reduction or change in position, duties or remuneration of the Recipient at any time within 12 months after the occurrence of a Change of Control (the "Early Trigger Date").
- 3.8 Upon the occurrence of an Early Trigger Date of this Plan, the Company will pay out on such vested Restricted Share Units issued under this Plan and credited to the account of such Recipient by paying (net of any Applicable Withholding Tax) to such Recipient on or subsequent to the Early Trigger Date, but no later than 10 days after the Early Trigger Date, an Award Payout in an amount equal to the Vesting Date Value as at the Early Trigger Date of such Restricted Share

Unit. Payments in respect of Restricted Share Units credited to the accounts of persons who are deceased will be made to or for the benefit of the legal representative of such person in accordance with the terms of this Plan.

### **Tax Matters and Applicable Withholding Tax**

- 3.9 The Company does not assume any responsibility for or in respect of the tax consequences of the receipt by Recipients of Restricted Share Units, or Shares received by Recipients pursuant to this Plan. The Company or relevant Related Entity, as applicable, is authorized to deduct such taxes and other amounts as it may be required or permitted by law to withhold (“Applicable Withholding Tax”), in such manner (including, without limitation, by selling Shares otherwise issuable to Recipients, on such terms as the Company determines) as it determines so as to ensure that it will be able to comply with the applicable provisions of any federal, provincial, state or local law or regulation relating to the withholding of tax or other required deductions, or the remittance of tax or other obligations. The Company or relevant Related Entity, as applicable, may require Recipients, as a condition of receiving amounts to be paid to them under this Plan, to deliver undertakings to, or indemnities in favour of, the Company or Related Entity, as applicable, respecting the payment by such Recipients of applicable income or other taxes.

## **PART 4 - Miscellaneous**

### **Compliance with Applicable Laws**

- 4.1 The issuance by the Company of any Restricted Share Units and its obligation to make any payments hereunder is subject to compliance with all applicable laws. As a condition of participating in this Plan, each Recipient agrees to comply with all such applicable laws and agrees to furnish to the Company all information and undertakings as may be required to permit compliance with such applicable laws. The Company will have no obligation under this Plan, or otherwise, to grant any Restricted Share Unit or make any payment under this Plan in violation of any applicable laws.

### **Non-Transferability**

- 4.2 Restricted Share Units and all other rights, benefits or interests in this Plan are non-transferable and may not be pledged or assigned or encumbered in any way and are not subject to attachment or garnishment, except that if a Recipient dies the legal representatives of the Recipient will be entitled to receive the amount of any payment otherwise payable to the Recipient hereunder in accordance with the provisions hereof.

### **No Right to Service**

- 4.3 Neither participation in this Plan nor any action under this Plan will be construed to give any Eligible Person or Recipient a right to be retained in the service or to continue in the employment of the Company or any Related Entity, or affect in any way the right of the Company or any Related Entity to terminate his or her employment or other service at any time.

### **Successors and Assigns**

- 4.4 This Plan will enure to the benefit of and be binding upon the respective legal representatives of the Eligible Person.

### **Plan Amendment**

- 4.5 The Board may amend this Plan as it deems necessary or appropriate, subject to the requirements of applicable laws, but no amendment will, without the consent of the Recipient or unless required by law, adversely affect the rights of a Recipient with respect to Restricted Share Units to which the Recipient is then entitled under this Plan. Notwithstanding the foregoing, no amendments may be made by the Board to this Plan to effect any of the following without shareholder approval: (i) an increase in the maximum number of securities reserved for issuance hereunder, (ii) any amendment to remove or to exceed the insider participation limits set forth in Section 3.2 hereof; or (iii) an amendment to the amendment provisions of this Section 4.5.

### **Plan Termination**

- 4.6 The Board may terminate this Plan at any time, but no termination will, without the consent of the Recipient or unless required by law, adversely affect the rights of a Recipient with respect to Restricted Share Units to which the Recipient is then entitled under this Plan. In no event will a termination of this Plan accelerate the vesting of Restricted Share Units or the time at which a Recipient would otherwise be entitled to receive any payment in respect of Restricted Share Units hereunder.

### **Governing Law**

- 4.7 This Plan and all matters to which reference is made in this Plan will be governed by and construed in accordance with the laws of Ontario and the federal laws of Canada applicable therein.

### **Reorganization of the Company**

- 4.8 The existence of this Plan or Restricted Share Units will not affect in any way the right or power of the Company or its shareholders to make or authorize any adjustment, recapitalization, reorganization or other change in the Company's capital structure or its business, or to create or issue any bonds, debentures, Shares or other securities of the Company or to amend or modify the rights and conditions attaching thereto or to effect the dissolution or liquidation of the Company, or any amalgamation, combination, merger, plan of arrangement or consolidation involving the Company or any sale or transfer of all or any part of its assets or business, or any other corporate act or proceeding, whether of a similar nature or otherwise.

### **No Shareholder Rights**

- 4.9 Restricted Share Units are not considered to be Shares or securities of the Company, and a Recipient who is issued Restricted Share Units will not, as such, be entitled to receive notice of or to attend any shareholders' meeting of the Company, nor entitled to exercise voting rights or any other rights attaching to the ownership of Shares or other securities of the Company, and will not be considered the owner of Shares by virtue of such issuance of Restricted Share Units.

### **No Other Benefit**

- 4.10 No amount will be paid to, or in respect of, a Recipient under this Plan to compensate for a downward fluctuation in the Fair Market Value or price of a Share, nor will any other form of benefit be conferred upon, or in respect of, a Recipient for such purpose.

**Unfunded Plan**

- 4.11 For greater certainty, this Plan will be an unfunded plan, including for tax purposes and for purposes of the Employee Retirement Income Security Act (United States). Any Recipient to which Restricted Share Units are credited to his or her account or holding Restricted Share Units or related accruals under this Plan will have the status of a general unsecured creditor of the Company with respect to any relevant rights that may arise thereunder

**SCHEDULE "A"**

**2020 RESTRICTED SHARE UNIT PLAN**

Sintana Energy Inc. (the "Company") hereby confirms the grant to the undersigned Recipient of Restricted Share Units ("Units") described in the table below pursuant to the Company's Restricted Share Unit Plan (the "Plan"), a copy of which Plan has been provided to the undersigned Recipient.

No. of Units <sup>(1)</sup>	Trigger Date	Expiry Date

(1) [include any specific/additional vesting period or Performance Conditions]

DATED \_\_\_\_\_, 20\_\_\_\_.

**SINTANA ENERGY INC.**

Per: \_\_\_\_\_

Authorized Signatory

The undersigned hereby accepts such grant, acknowledges being a Recipient under the Plan, agrees to be bound by the provisions thereof and agrees that the Plan will be effective as an agreement between the Company and the undersigned with respect to the Units granted or otherwise issued to it.

DATED \_\_\_\_\_, 20\_\_\_\_.

Per: \_\_\_\_\_

Name:

## SCHEDULE D

### CONDITIONAL OPTION RESOLUTIONS

#### BE IT RESOLVED THAT:

1. an aggregate of 2,025,000 stock options of the Company which were granted following December 18, 2019, all as further described in the management information circular of the Company dated as of November 4, 2020 (the “**Conditional Options**”) are hereby authorized and approved; and
2. any officer or director of the Company is authorized and directed to execute and deliver, under corporate seal or otherwise, all such documents and instruments and to do all such acts as in the opinion of such officer or director may be necessary or desirable to give effect to this resolution.

