



NOTICE OF ANNUAL GENERAL AND SPECIAL  
MEETING OF SHAREHOLDERS

TO BE HELD ON JUNE 26, 2023

AND

MANAGEMENT INFORMATION CIRCULAR

# ALMONTY INDUSTRIES INC.

## NOTICE OF ANNUAL GENERAL AND SPECIAL MEETING OF SHAREHOLDERS TO BE HELD ON JUNE 26, 2023

**NOTICE IS HEREBY GIVEN** that the Annual General and Special Meeting of the holders of common shares (the “**Shares**”, and holders thereof, the “**Shareholders**”) of Almonty Industries Inc. (the “**Company**”) will be held in the **North Boardroom** at the offices of **Suite 300 – 1055 W. Hastings Street, Vancouver, BC** on Monday, June 26, 2023, at 10:00 a.m. PST (Vancouver time) (together with any adjournment or postponement thereof, the “**Meeting**”).

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

1. to receive and consider the audited consolidated financial statements of the Company for the fiscal year ended December 31, 2022, together with the auditor’s report thereon;
2. to set the number of directors and to elect directors to serve for the ensuing year;
3. to confirm the appointment of the auditor of the Company by the board of directors and to appoint the auditor of the Company for the ensuing year and to authorize the board of directors of the Company to fix such auditor’s remuneration;
4. to consider, and if thought fit, to approve, by way of disinterested shareholder approval, the extension of the term of 700,000 share purchase warrants originally due to expire on February 19, 2023, to February 19, 2024; and
5. to transact such other business as may properly come before the Meeting.

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

The record date for determination of Shareholders entitled to receive notice of and to vote at the Meeting was the close of business on April 27, 2023, (the “**Record Date**”). Only Shareholders whose names were entered in the register of holders of Shares on the close of business on the Record Date are entitled to receive notice of and to vote at the Meeting.

Registered Shareholders are entitled to vote at the Meeting either in person or by proxy. Regardless of whether a Shareholder plans to attend the Meeting in person, please complete, date and sign the enclosed form of proxy and deliver it in accordance with the instructions set out in the form of proxy and in the Circular. To be valid, such proxies must be deposited with the Company’s transfer agent, Computershare Investor Services Inc., not later than 48 hours prior to the commencement of the Meeting, excluding Saturdays, Sundays and holidays.

All non-registered Shareholders who plan to attend the Meeting must follow the instructions set out in the voting instruction form and in the Circular to ensure that such Shareholders’ Shares will be voted at the Meeting. If you hold your Shares in a brokerage account, you are not a registered Shareholder.

### BY ORDER OF THE BOARD OF DIRECTORS

Toronto, Ontario  
May 18, 2023

*(signed) “Lewis Black”*

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

# ALMONTY INDUSTRIES INC. MANAGEMENT INFORMATION CIRCULAR

## FOR THE ANNUAL GENERAL AND SPECIAL MEETING OF SHAREHOLDERS TO BE HELD ON JUNE 26, 2023

This Management Information Circular (the “Circular”) is furnished in connection with the solicitation of proxies by the management of Almonty Industries Inc. (the “Company”), a corporation governed by the *Canada Business Corporations Act* (the “CBCA”), for use at the Annual General and Special Meeting of the holders of common shares of the Company (the “Shares”, and holders thereof, the “Shareholders”) to be held in the **North Boardroom** at the offices of **Suite 300 – 1055 W. Hastings Street, Vancouver, BC** on Monday, June 26, 2023, at 10:00 a.m. PST (Vancouver time) (together with any adjournment or postponement thereof, the “Meeting”) for the purposes set out in the accompanying notice of Meeting (the “Notice of Meeting”).

Information contained in this Circular is given as at April 27, 2023, and all dollar amounts are stated in Canadian dollars, unless otherwise indicated.

### GENERAL PROXY INFORMATION

#### A. SOLICITATION OF PROXIES

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

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

#### B. HOW TO VOTE YOUR SHARES

##### *Registered Shareholders*

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

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

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

Transfer Agent in the accompanying form of proxy and ensuring that the proxy is received not later than 48 hours prior to the commencement of the Meeting, excluding Saturdays, Sundays and holidays.

### ***Beneficial Shareholders***

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

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

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

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

### Non-Objecting Beneficial Owners

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

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

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

### Objecting Beneficial Owners

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

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

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

#### *Voting by Proxyholder*

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

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

#### **C. APPOINTMENT OF PROXYHOLDER**

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

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

#### **D. REVOCATION OF PROXIES**

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

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

- (c) following any other manner permitted by law.

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

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

## **E. NOTICE TO SHAREHOLDERS IN THE UNITED STATES**

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

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

## **VOTING SHARES AND PRINCIPAL HOLDERS OF VOTING SHARES**

### **A. DESCRIPTION OF SHARE CAPITAL**

The Company is authorized to issue an unlimited number of Shares. As of the close of business on April 27, 2023, there were 228,032,458 Shares issued and outstanding. Each Share carries the right to one vote. The Shares are the only class of securities entitled to vote at the Meeting. No group of Shareholders has the right to elect a specified number of directors, nor are there cumulative or similar voting rights attached to the Shares. As of the date hereof, the Shares are listed for trading on the Toronto Stock Exchange (the “**Exchange**”) under the symbol “AII”.

### **B. QUORUM**

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

### **C. RECORD DATE**

The Board has fixed April 27, 2023, as the record date (the “**Record Date**”) for determining those Shareholders entitled to receive notice of, and vote at, the Meeting. Only Shareholders of record at the close of business on the Record Date who either attend the Meeting personally or complete, sign and deliver a form of proxy in the manner and subject to the provisions described above will be entitled to vote or to have their Shares voted at the Meeting.

## D. OWNERSHIP OF SHARES

To the knowledge of the directors and officers of the Company, the only persons or companies that beneficially owned, directly or indirectly, or exercised control or direction over, securities carrying more than 10% of the voting rights attached to any class of voting securities of the Company as at April 27, 2023, are:

Name of Shareholder	Type of Ownership	Number of Shares Controlled	Percentage of Issued Shares <sup>(4)</sup>
Lewis Black <sup>(1)</sup>	Direct and Indirect	24,583,559	10.78%
Global Tungsten & Powders Corp. <sup>(2)</sup>	Direct	38,149,556	16.73%
Deutsche Rohstoff AG <sup>(3)</sup>	Direct	30,886,426	13.54%

Notes:

- (1) Lewis Black is the registered holder of 10,689,639 Shares. In addition, Lewis Black, together with Daniel D’Amato, have direction and control over shareholdings of Almonty Partners LLC, which is a privately held investment company specializing in tungsten mining investments. Almonty Partners LLC is the registered holder of 13,893,920 Shares.
- (2) Global Tungsten & Powders Corp. develops, manufactures and markets refractory metal powders and specialty products such as semi-finished parts for the aerospace and defense industry.
- (3) Deutsche Rohstoff AG is a public company listed on the Frankfurt Stock Exchange which identifies, develops and divests attractive resource projects in North America, Australia and Europe. Thomas Gutschlag, a director of the Company, is the former Chief Executive Officer of Deutsche Rohstoff AG.
- (4) Based on 228,032,458 Shares outstanding as at the date hereof.

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

Except as otherwise disclosed herein under the heading “Amendment of Warrants” or “Election of Directors”, no director or officer of the Company, nor any person who has held such a position since the beginning of the most recently completed fiscal year of the Company, nor any proposed nominee for election as a director of the Company, nor any associate or affiliate of the foregoing persons, has any substantial or material interest, direct or indirect, by way of beneficial ownership of securities or otherwise, in any matter to be acted.

## BUSINESS TO BE CONDUCTED AT THE MEETING

### A. PRESENTATION OF FINANCIAL STATEMENTS

The audited financial statements of the Company for the fiscal year ended December 31, 2022, together with the auditor’s report thereon, have been approved by the Board. A copy of the financial statements is available for review on [www.sedar.com](http://www.sedar.com). No vote of the Shareholders is required with respect to this item of business.

### B. ELECTION OF DIRECTORS

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

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

**Unless authority to do so is withheld, proxies given pursuant to this solicitation by the management of the Company will be voted “FOR” the election of each of the nominees named below (the “Management Nominees”).** If any of the Management Nominees should, for any reason, become unable to serve as a director of the Company prior to the Meeting, the persons named in the enclosed form of proxy reserve the right to nominate and vote for another nominee in their sole discretion.

The following disclosure sets out (i) the names of the six Management Nominees, (ii) their major offices and positions with the Company (if any), (iii) their place of residence, (iv) the committees of the Board on which each currently sits (if any), (v) the period of time during which each has been a director of the Company, (vi) their principal occupation, business or employment for the preceding five years, (vii) the number of Shares beneficially owned, or controlled or directed, directly or indirectly, by each as at April 27, 2023.

<b>Name, residence, office(s) held and date first became a director</b>	<b>Principal occupation, business or employment</b>	<b>Shares beneficially owned, or controlled or directed, directly or indirectly<sup>(1)</sup></b>
<p><b>Lewis Black</b> New York, USA</p> <p>Chairman, President and Chief Executive Officer</p> <p>Director since September 23, 2011</p>	<p>Mr. Black is currently the President and Chief Executive Officer of the Company. He is also currently a partner of Almonty Partners LLC, a privately held company specializing in tungsten mining investments.</p> <p>Mr. Black previously served as Chairman and Chief Executive Officer of Primary Metals Inc., a tungsten mining company formerly listed on the TSX Venture Exchange, from 2005 to 2007. Prior to that he was head of sales and marketing for SC Mining Tungsten Thailand. Mr. Black holds a B.A. (Honours) from Manchester University and is a former Vice President of the International Tungsten Industry Association.</p>	24,583,559 <sup>(2)(3)</sup>
<p><b>Daniel D'Amato</b> Paris, France</p> <p>Director</p> <p>Compensation and Corporate Governance Committee</p> <p>Director since September 23, 2011</p>	<p>Mr. D'Amato is currently a Partner of Almonty Partners LLC, a privately-held company specializing in tungsten mining investments. He has held this position since 2005.</p> <p>Mr. D'Amato previously served on the board of directors of Primary Metals Inc., a tungsten mining company formerly listed on the Exchange, from 2005 to 2007. He began his career on Wall Street with Bear Stearns where over nearly a decade he became Managing Director. Mr. D'Amato holds a B.Sc. from Siena College and holds several securities and insurance licenses.</p>	15,966,220 <sup>(2)(4)</sup>
<p><b>Dr. Thomas Gutschlag</b> Mannheim, Germany</p> <p>Director</p> <p>Audit Committee</p> <p>Compensation and Corporate Governance Committee</p> <p>Director since September 15, 2015</p>	<p>Dr. Gutschlag is a former Chairman and Chief Executive Officer of DRAG, a public company listed on the Frankfurt Stock Exchange which identifies, develops and divests attractive resource projects in North America, Australia and Europe, with a focus is on the development of oil and gas opportunities within the United States, as well as metals such as gold, copper, rare earth elements, tungsten and tin. Dr. Gutschlag co-founded DRAG in 2006 and has been its Chief Executive Officer since January 1, 2015 and, prior thereto, its Chief Financial Officer.</p> <p>Dr. Gutschlag is a qualified economist with a degree in economics from the University of Heidelberg and a doctorate from the University of Mannheim.</p>	31,878,926 <sup>(5)</sup>

Name, residence, office(s) held and date first became a director	Principal occupation, business or employment	Shares beneficially owned, or controlled or directed, directly or indirectly <sup>(1)</sup>
<p><b>Mark Trachuk</b> Toronto, Ontario, Canada</p> <p>Lead Director</p> <p>Audit Committee (Chair) Compensation and Corporate Governance Committee (Chair)</p> <p>Director since September 23, 2011</p>	<p>Mr. Trachuk currently serves as Counsel at Norton Rose Fulbright, a leading global law firm, where he practices corporate and securities law with an emphasis on mergers, acquisitions and strategic alliances. Mr. Trachuk is a former General Counsel and director of Entertainment One, Ltd. (LSE:ETO), a global entertainment studio that was a constituent member of the FTSE 250. Prior to joining Entertainment One, he was a Senior Partner in the Business Law Group at Osler, Hoskin &amp; Harcourt LLP, a Canadian-based law firm, where he practised from 1989 to 2018. Mr. Trachuk currently serves on the board of directors of Playmaker Capital, Inc. (TSXV: PMKR), a digital sports media company, where he serves as Chair of the Board and Thunderbird Entertainment Group Inc. (TSXV: TBRD), a film and television production and distribution company, where he serves as Lead Director and Chair of the Strategic Advisory Committee. Mr. Trachuk holds a B.A. in Economics from Carleton University, a J.D. from the University of Ottawa and an LL.M. in Corporate Law from the London School of Economics. Mr. Trachuk also received the ICD.D designation from the Institute of Corporate Directors through the University of Toronto – Rotman School of Management. Mr. Trachuk is called to the bar in the provinces of Ontario and British Columbia and is a qualified solicitor in England and Wales.</p>	860,000
<p><b>Andrew Frazer</b> Dalkeith, WA, Australia</p> <p>Director</p> <p>Director since May 28, 2021</p>	<p>Andrew Frazer has over 30 years of capital markets experience and is the founder and managing director of Lazarus Corporate Finance Pty Ltd. Mr. Frazer was a consultant at Azure Capital and previously was a stockbroker with Hartley Poynton, Patersons Securities and Morgan Stanley.</p> <p>Mr. Frazer graduated from the University of Western Australia with a Bachelor of Commerce – Honours, Bachelor of Jurisprudence and a Bachelor of Laws. Andrew also has obtained his CFA Charter, along with a Diploma from the Securities Institute of the Australian Stock Exchange.</p>	Nil
<p><b>David Hanick</b> Toronto, Ontario, Canada</p> <p>Director Nominee</p>	<p>Mr. Hanick currently serves as the Chief Legal Officer and is a member of the Investment Committee at Starlight Investments, a leading global real estate investment and asset management firm with over 77,000 multi-residential suites and over 9 million square feet of commercial property space totalling more than CDN\$25B in AUM. Prior to joining Starlight Investments, David was a corporate partner and co-head of the Mining and Natural Resources Group in the Toronto office of Osler, Hoskin &amp; Harcourt LLP where he focused on public and private mergers and acquisitions as well as capital markets transactions acting for issuers, underwriters and private equity firms. He has more than 20 years of legal, capital markets, mergers and acquisitions and corporate governance expertise, and has participated in transactions totalling more than \$40B. Mr. Hanick currently serves on the board of directors of Process Fusion Inc., a software and cloud computing organization and as corporate secretary for each of Starlight Western Canada Multi-Family (No. 2) Fund, Starlight U.S. Multi-Family (No. 2) Core Plus Fund (TSXV: SCPT.A / SCPT.U) and Starlight U.S. Residential Fund (TSXV: SURF.A / SURF.U). Mr. Hanick was awarded the 2020 and 2021 Law Department Leader of the Year Excellence Award by Canada Law Awards and was a finalist for the 2021 Canadian General Counsel Awards in the Business Achievement category. Mr. Hanick is a member of the Law Society of Upper Canada and holds a joint Master of Business Administration from the Schulich School of Business and Bachelor of Laws from Osgoode Hall Law School.</p>	Nil

Notes:

- (1) The number of shares beneficially owned, or controlled or directed, directly or indirectly, by each Management Nominee is based on information furnished by the nominees and from insider reports available under the Company's profile on SEDI at www.sedi.ca.

- (2) Almonty Partners LLC, a privately-held company specializing in tungsten mining investments, holds 13,893,920 Common Shares or approximately 6.09% of the issued and outstanding Common Shares as of the date hereof. Lewis Black and Daniel D'Amato are each partners of Almonty Partners LLC.
- (3) Lewis Black is the holder of 10,689,639 Shares.
- (4) Daniel D'Amato is the holder of 2,072,300 Shares.
- (5) Dr. Gutschlag is the former CEO of DRAG. DRAG owns 30,886,426 Common shares and holds convertible debentures in Almonty that, if converted, would result in an additional 7,322,644 Common Shares being issued to DRAG. Dr. Gutschlag also owns 950,000 Common Shares directly and 42,500 indirectly through Kooiker Investment GmbH.

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

### ***Majority Voting for Election of Directors***

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

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

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

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

### ***Orders, Bankruptcies, Penalties or Sanctions***

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

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

arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold any of their respective assets.

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

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

**C. APPOINTMENT OF AUDITORS**

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

**D. SPECIAL BUSINESS - AMENDMENT OF WARRANTS**

During December 2019 through February 2020, the Company conducted a private placement whereby it issued, in three tranches, 2,047,244 units comprising 2,047,244 Shares and 2,047,244 Share purchase warrants (each, a “Warrant” and, collectively, “Warrants”). Each Warrant is exercisable at a price of \$0.75 per Share with a three year term. Of the 2,047,244 Warrants issued, 1,020,000 expired, 327,244 were exercised, 47,244 of which were exercised by Lewis Black, CEO of the Company, and of which 700,000 remain outstanding and which expired on February 19, 2023. Such 700,000 Warrants are held by insiders of the Company as follows:

<u>Name</u>	<u>Title</u>	<b>Number of Warrants</b>	<b>Number of Shares held, controlled or directed and Percentage</b>	<b>Number of Shares Held, controlled or directed and Percentage Assuming Exercise of the Warrants</b>	<b>Number of Shares Held, controlled or directed and Percentage Assuming Exercise of all Securities Convertible into Shares</b>
Lewis Black	CEO, President and Chair	550,000	24,583,559 10.78%	25,133,559 10.98%	32,633,559 13.81%
Thomas Gutschlag	Director	150,000	31,878,926 13.98%	32,028,926 14.04%	56,501,972 22.36%

As indicated above and because the Warrants are instruments that were already outstanding, the extension of the expiry dates of the Warrants does not have any effect on control of the Company. Additionally, the Warrants subject to the proposed amendment were not in-the-money- at the time Board approval was obtained to the amendment, nor are the Warrants in-the-money at the date of this Management Information Circular , The 700,000 common shares underlying the Warrants represent 0.31% of the current issued and outstanding common shares of the Company.

The Company has entered into agreements with the holders of the Warrants to extend the expiry date of the Warrants to February 19, 2024. Since the outstanding 700,000 Warrants are held by insiders of the Company, the extension of the expiry date of the Warrants is subject to approval of the Exchange and, as required by Section 608(a) of the Exchange’s Company Manual, the Company’s shareholders on a disinterested basis.

The amendment of the Warrants held by insiders may be considered a related party transaction within the meaning of Multilateral Instrument 61-101 – *Protection of Minority Security Holders in Special Transactions* (“MI 61-101”).

As such, the Company would rely on exemptions from the formal valuation and minority shareholder approval requirements provided under sections 5.5(a) and 5.7(a) of MI 61-101 on the basis that the value of the Warrants held by insiders being amended will not exceed 25% of the fair market value of the Company's market capitalization.

Shareholders will be asked to consider, and, if thought advisable, to pass, with or without variation, a resolution ratifying the entering into of agreements that amended the expiry date of the Warrants to February 19, 2024. The full text of the resolution is as follows:

“BE IT RESOLVED, AS A RESOLUTION OF THE SHAREHOLDERS OF THE CORPORATION THAT:

1. The entering into by the Corporation of amending agreements with insiders of the Corporation to extend the expiry date of 700,000 common share purchase warrants issued to such insiders to February 19, 2024 is hereby ratified, confirmed and consented to; and

2. Any officer or director of the Corporation is hereby authorized and directed for on behalf of the Corporation to execute and deliver all such documents and to do all such other acts and things as he or she may determine to be necessary or advisable to give effect to this resolution, the execution of any such document or the doing of any such other act or thing being conclusive evidence of such determination.”

To be effective, the resolution must be approved by a majority of the shareholders of the Corporation. Pursuant to the Company Manual of the Exchange, the insiders noted above that hold Warrants will be excluded from voting on the resolution. Therefore, in the aggregate, 56,462,485 shares represented at the Meeting by insiders noted above, being 24.76% of the current issued and outstanding shares of the Company, will be excluded on the vote regarding the extension of Warrants.

The Board of Directors has determined that the extension of the expiry date of the Warrants is in the best interests of the Corporation as the potential for further equity ownership by insiders would have the effect of further aligning the interests of shareholders and such insiders. **Having determined that the extension of the expiry date of the Warrants is in the best interests of the Corporation, the Board of Directors unanimously recommends that Shareholders vote in favour of the foregoing resolution.**

**Shares represented by proxies in favour of the management nominees will be voted EOR approving the resolution to ratify the entering into of amending agreements to extend the expiry date of the Warrants to February 19, 2024, unless a Shareholder has specified in their proxy that their Common Shares are to be voted against such resolution.**

## **E. OTHER BUSINESS**

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

## **SECURITIES AUTHORIZED FOR ISSUANCE UNDER SECURITY-BASED COMPENSATION ARRANGEMENTS**

The following table sets forth as of December 31, 2022 the number of securities issuable upon exercise of outstanding Options, rights and other entitlements, the weighted exercise price of such outstanding Options, rights and other entitlements and the number of securities remaining available for future issuance under all Security-Based Compensation Arrangements previously approved by the Shareholders.

Plan Category	Number of securities to be issued upon exercise of outstanding options, warrants and rights	Weighted-average exercise price of outstanding options, warrants and rights (\$)	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in the first column)
Equity compensation plans approved by securityholders	16,075,000	\$0.77	1,904,489

## EXECUTIVE COMPENSATION

### A. COMPENSATION DISCUSSION AND ANALYSIS

The purpose of this compensation discussion and analysis portion of the Circular is to provide information about the Company’s executive compensation philosophy, objectives and processes and to discuss compensation decisions relating to the Company’s executive officers, including its “named executive officers”. Pursuant to applicable securities regulations, a “named executive officer” means (a) the Chief Executive Officer, (b) the Chief Financial, (c) each of the three most highly compensated executive officers of the Company, including any of its subsidiaries, or the three most highly compensated individuals acting in a similar capacity, other than the CEO and CFO, at the end of the most recently completed financial year whose total compensation was, individually, more than \$150,000 for that financial year, and (d) each individual who would be an NEO under paragraph (c) but for the fact that the individual was neither an executive officer of the Company or its subsidiaries, nor acting in a similar capacity, at the end of that financial year.

For the most recently completed fiscal year ended December 31, 2022, the only named executive officers of the Company were Lewis Black, Chief Executive Officer and Mark Gelmon, Chief Financial Officer (together, the “Named Executive Officers”).

#### *Compensation Governance*

##### Compensation and Corporate Governance Committee

The Board has established the CCG Committee to assist the Board in fulfilling its oversight responsibilities in relation to, among other things, executive compensation, Board compensation, broadly applicable compensation and benefit programs, and performance reviews of the Board, its committees and individual directors. The CCG Committee is currently comprised of Daniel D’Amato, Thomas Gutschlag, and Mark Trachuk (Chair), all of whom have been determined by the Board to be independent under section 1.4 of National Instrument 52-110 – *Audit Committees* (“NI 52-110”), other than Mr. D’Amato by virtue of \$233,400 received by him in consulting fees for the most recently completed fiscal year ended December 31, 2022. All members of the CCG Committee have experience in matters of executive compensation that is relevant to their responsibilities as members of such committee by virtue of their respective professions and long-standing involvement with public companies.<sup>1</sup> In addition, each member of the CCG Committee strives to keep abreast of trends and developments affecting executive compensation.

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

- (a) reviewing and recommending to the Board the compensation and benefits policies and plans (including incentive compensation plans) for the Company and its subsidiaries;

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

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

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

A complete copy of the CCG Committee charter is available on the Company's website at [www.almonty.com](http://www.almonty.com). Additional information with respect to the Board and the CCG Committee can be found in the section "*Corporate Governance – Board of Directors*" and "*Corporate Governance – Compensation and Corporate Governance Committee*", below.

#### ***Executive Compensation Program Design and Philosophy***

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

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

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

- (a) The Company's performance relative to its general goals and objectives.
- (b) The Company's performance relative to the mining industry as a whole, which, the Board, from time to time, determines on the basis of the size, scope and complexity of the other firms' businesses and operations compared to those of the Company, with regard to factors including the relative stage of development, production levels, past exploration and development success, revenue levels, total assets, free cash flow and capital expenditures.
- (c) The relative competitiveness of the Company's compensation program when compared with the similar companies in the same industry.
- (d) The Company's share price and market capitalization.
- (e) Developments in, and the stability of, the financial markets more generally.

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

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

### ***Elements of the Company's Executive Compensation Program***

#### **Base Salaries**

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

#### **Short-Term Incentive Compensation**

The Company may pay discretionary cash bonuses, which are intended to reward individual contribution to corporate performance over the course of the Company's most recently completed fiscal year end December 31, 2022. Bonuses are paid at the discretion of the Board, on the recommendation of the CCG Committee, and neither the CCG Committee nor the Board has established any particular trigger or formula for determining when an award will be made under this plan, nor the quantum of any award that is made. Instead, the CCG Committee and the Board will generally consider all aspects of an individual executive's personal contribution to corporate performance and general objectives when making a determination.

#### **Long-Term Incentive Compensation – Security-Based Awards**

#### **Stock Option Plan**

The Company has established a Stock Option Plan (the "**Stock Option Plan**") to provide long-term incentives to eligible directors, officers, employees and consultants. Stock Option Plan was initially adopted by the Company on February 10, 2010 when the Company was a Capital Pool Company (as defined in the TSX Venture Exchange's Corporate Finance Manual), an amended and restated Stock Option Plan was initially approved by Shareholders at the Company's annual meeting of Shareholders on March 26, 2013, and a further amended and restated Stock Option Plan was approved by the Shareholders at the annual meeting of Shareholders held on March 22, 2016. As part of the Company's listing on the Exchange, the Stock Option Plan was amended to bring certain provisions of the Stock Option Plan in-line with the requirements of the Exchange, and to remove certain provisions that were required when the Shares were listed on the TSX Venture Exchange and to make certain other corresponding amendments. At an annual and special meeting of Shareholder held on June 30, 2022, Shareholders approved such amendments as well as all unallocated options, rights or other entitlements under the Stock Option Plan until June 30, 2025.

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

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

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

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

### ***Summary of the Stock Option Plan***

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

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

Under the Stock Option Plan for eligible directors, officers, consultants and employees, the Company may grant Options to purchase Shares to such eligible directors, officers, consultants and employees as the Board deems advisable. The Stock Option Plan provides that the maximum number of Shares issuable upon the exercise of Options under the Stock Option Plan, together with all of the Company's other previously established or proposed stock options, stock option plans, employee stock purchase plans or any other compensation or incentive mechanisms involving the issuance or potential issuance of Shares, shall not exceed 10% of the issued and outstanding Shares (on a non-diluted basis) as at the date of grant of any Option under the Stock Option Plan. As a result, should the Company issue additional Shares in the future, the number of Shares issuable under the Stock Option Plan will increase accordingly. As of the date of this Circular and pursuant to the Stock Option Plan, the maximum number of Shares issuable upon exercise of options is 14,775,000 and 1,904,489 Options remain issuable under the Stock Option Plan.

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

As at the date hereof, Options to acquire 14,775,000 Shares (which represent 6.5% of the currently issued and outstanding Shares) had been granted and were outstanding pursuant to the Stock Option Plan and 201,000 Shares have been issued upon exercise of options previously granted under the Stock Option Plan. Options to acquire Shares were granted under the Stock Option Plan during the most recently completed fiscal year ended December 31, 2022 to: (i) the Named Executive Officers (5,550,000 on July 22, 2022); (ii) to directors (875,000 on July 22, 2022); and (iii) to other key employees/consultants (25,000 on July 22, 2022).

The annual burn rate of Options in respect of: (i) most recently completed fiscal year ended December 31, 2022 was 3.03%; (ii) fiscal 2021 was 0.75%; and (iii) fiscal 2020 was 1.13%. "Annual burn rate" is the number of Options granted under the Stock Option Plan during the applicable fiscal year divided by the weighted average number of

Shares outstanding for the applicable fiscal year, as required to be calculated and disclosed pursuant to Sections 613(p) and 613(d)(iii) of the TSX Company Manual.

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

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

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

- (a) any amendments to the maximum number of Shares reserved for issuance under the Stock Option Plan;
- (b) any amendment which reduces the exercise price of an Option that is held by an insider of the Company;
- (c) any amendment extending the term of an Option held by an insider of the Company beyond its original expiry date except as otherwise permitted by the Stock Option Plan;
- (d) any amendment which increases the limit on grants of Options to insiders of the Company under the Stock Option Plan;
- (e) the inclusion in the Stock Option Plan of amendment provisions granting additional powers to the Board to amend the Stock Option Plan or Option entitlements thereunder without Shareholder approval; and

- (f) amendments required to be approved by Shareholders under applicable law (including, without limitation, Exchange policies and securities laws).

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

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

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

### ***Summary of the 2020 Restricted Share Unit Plan***

The Company adopted the RSU Plan in 2020, a copy of which is attached to the Management Circular filed on SEDAR on May 19, 2021. The purpose of the RSU Plan is to enhance the Company’s ability to attract and retain talented employees, to promote an alignment of interests between such employees and the shareholders of the Company and to facilitate share ownership in the Company by its employees.

### ***Award of Units***

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

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

### ***Number of Common Shares Available for Issuance***

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

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

### ***Rights and Restrictions Attached to Restricted Share Units***

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

### ***Resignation or Other Cessation of Employment***

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

### ***Vesting***

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

### ***Change in Control***

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

### ***Settlement***

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

For the purpose of settling Cash Units, the amount of cash payable shall be determined by multiplying the number of such Units by the Fair Market Value (as defined below) on the date a determination is required, namely the earliest of: (a) the date of the Participant's death or disability; (b) the last day of employment of the Participant; (c) the settlement date(s) set out in any grant instrument; or (d) the Latest Settlement Date (as defined in the RSU Plan). The value will be paid to a Participant net of all applicable taxes and other amounts required to be withheld determined in the sole discretion of the Company, within 30 days of the date the Fair Market Value of the applicable Units was determined.

### ***Dividend Equivalents***

In the event a dividend becomes payable on the Shares, on the payment date for such dividend, each Participant's account shall be credited with a number of Units (including fractional Units) equal to: (a) the amount of the dividend paid per Share multiplied by the number of Units credited to the Participant's account as of the record date for

payment of the dividend, divided by (b) the weighted average trading price for the Shares on the TSX on the five trading days prior to that date (the “**Fair Market Value**”) as of the date for payment of the dividend. Subject to the RSU Plan, Units credited to a Participant’s account will generally vest at the same time as the related Units vest and will generally be settled in the same form, in cash or Common Shares, as the related Units.

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

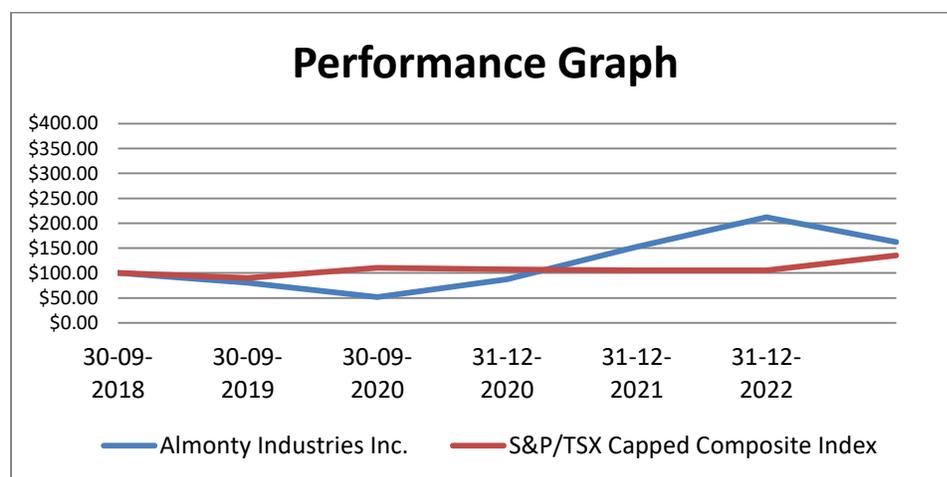
The Board may amend or terminate the RSU Plan, or any Units awarded under the Plan, at any time and in such manner and to such extent as it deems advisable. Any amendments shall be contingent on approval of the Company’s Shareholders to the extent required by the RSU Plan, or as required by applicable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

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

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

***Performance Graph***

The following graph compares the yearly percentage change in the cumulative total return on the Shares with the cumulative total return of the S&P/TSX Capped Composite Index. The graph indicates the relative values for each of the past five fiscal years, assuming that \$100 was invested on the first day of the five-year period, being October 1, 2017 taking into consideration that the Company changed its fiscal year end from September to December in 2022.



	2017	Sept 2018	Sept 2019	Sept 2020	Dec 2020	Dec 2021	Dec 2022
Almonty Industries Inc.	100	80.25	51.85	87.65	152.38	211.90	161.90
S&P/ TSX Capped Composite Index	100	89.89	110.45	107.04	105.60	105.56	135.17

## B. SUMMARY COMPENSATION TABLE

### *Summary Compensation Table*

The following table sets forth the compensation earned for each of the Company's three most recently completed financial years ended December 31, 2022, December 31, 2021 and December 31, 2020 by the Company's Named Executive Officers.

Name and principal position	Year ended	Salary (\$)	Share-based awards (\$) <sup>(1)</sup>	Option-based awards (\$) <sup>(1)</sup>	Non-equity incentive plan compensation (\$)		Pension value (\$)	All other compensation (\$)	Total compensation (\$)
					Annual incentive plans	Long-term incentive plans			
<b>Lewis Black</b> President & Chief Executive Officer, Director	Dec. 31, 2022	516,667	453,743	2,802,868	Nil	Nil	N/A	531,667	4,304,945
	Dec. 31, 2021	474,930	196,670	371,461	Nil	Nil	N/A	Nil	846,391
	Dec. 31, 2020	490,450	Nil	Nil	Nil	Nil	N/A	Nil	490,450
<b>Mark Gelmon</b> <sup>(2)</sup> Chief Financial Officer, Former Director	Dec. 31, 2022	240,000	Nil	25,480	Nil	Nil	N/A	Nil	265,480
	Dec. 31, 2021	240,000	Nil	Nil	Nil	Nil	N/A	Nil	240,000
	Dec. 31, 2020	240,000	n/a	Nil	Nil	Nil	N/A	Nil	240,000

Notes:

- (1) The Company accounts for stock options and RSUs using the fair value based method and the fair value of the award on the grant date has been determined using the Black-Scholes fair value option pricing model and the following assumptions for the fiscal year ended December 31, 2022: (i) weighted average fair value per option: \$0.51; (ii) weighted average share price \$0.87; (iii) weighted average exercise price: \$0.87; (iv) expected volatility: 68.23%; (v) dividend yield: Nil%; (vi) risk free interest rate: 2.86%; and (vii) weighted average expected life in years: 10.
- (2) Mr. Gelmon does not receive any compensation directly from the Company. All compensation paid by the Company in connection with the services of Mr. Gelmon is paid to iO Corporate Services Ltd., a Company which provides secretarial and accounting services.

### *Employment, Consulting and Management Agreements*

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

#### *Lewis Black, Chairman, President and Chief Executive Officer*

Effective January 1, 2023, the Company entered into an employment agreement with Mr. Black, as President and Chief Executive Officer of the Company. Under this agreement, Mr. Black is entitled to (i) an annual salary of US\$600,000 per year, increasing annually by US\$25,000 on January 1, 2024 and January 1, 2025, as may be adjusted by the Board from time to time (the "**Base Salary**"), (ii) standard benefits made available by the Company to its employees, and (iii) participation in the Corporation's Stock Option and RSU Plans. The agreement also contains certain confidentiality and non-competition provisions for the benefit of the Company.

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

If Mr. Black's employment is terminated without cause or for good reason, then Mr. Black will be entitled to receive (i) his unpaid Base Salary and any other benefits earned through the termination date, and (ii) 12 months' notice (or Base Salary in lieu of such notice). In the case of termination without cause all the entitlements under the Company's Stock Option Plan and any grant documents shall be governed fully by the terms and conditions of such Stock Option Plan and any grant documents.

For the purposes of Mr. Black's employment agreement, a change of control shall be considered a termination without cause and without prior notice entitling Mr. Black to a separation package and continuation of certain benefits. The separation package provides 12 months of Mr. Black's current base salary payable in one lump sum within 5 business days of the termination date and also entitling Mr. Black with a continuation of the benefits plan for 12 months following the termination date.

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

The following table sets out the incremental payments (but excluding any statutory benefits) that would be made to each Named Executive Officer, at, following, or in connection with each of the termination scenarios below as if the triggering event had occurred on December 31, 2022.

Name and Principal Position	Type of Payment	Termination for cause (\$)	Termination without cause (\$)	Resignation (\$)	Death (\$)	Good Reason (\$)	Change of Control (\$)
Lewis Black President and Chief Executive Officer	Cash Severance	Nil	US\$625,000 <sup>(1)</sup>	Nil	Nil	US\$625,000 <sup>(1)</sup>	Nil
	Options <sup>(2)</sup>	Nil	Nil	\$178,000	\$178,000	\$178,000	\$178,000

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

(2) The values shown represent the in-the-money amount of options for which vesting would be accelerated. The closing price of the Shares on the Exchange on December 31, 2022, was \$0.68.

INCENTIVE PLAN AWARDS

*Outstanding Option-Based Awards and other Compensation Securities*

The following table sets forth all compensation securities outstanding at the end of the most recently completed fiscal year ended December 31, 2022 for each of the Named Executive Officers.

<i>Compensation Securities</i>						
Name and position	Type of compensation security	Number of compensation securities, number of underlying securities, and percentage of class <sup>(1)</sup>	Issue, conversion or exercise price (\$) <sup>(1)</sup>	Expiry Date	Number of vested options as at December 31, 2022	Value of vested unexercised in-the-money options (\$) <sup>(1)</sup>
Lewis Black President & Chief Executive Officer, Director	Options	100,000	\$0.65	January 7, 2025	100,000	3,000
	Options	300,000	\$0.80	December 23, 2025	300,000	Nil
	Options	250,000	\$0.94	August 18, 2026	250,000	Nil
	Options	5,500,000	\$0.87	July 21, 2027	5,500,000	Nil
	Options	500,000	\$0.33	August 17, 2027	500,000	175,000
	Options	100,000	\$0.87	June 28, 2028	100,000	Nil
	RSUs	1,000,000	\$0.92	n/a	333,333	Nil
Mark Gelmon Chief Financial Officer, Former Director	Options	50,000	\$0.87	July 21, 2027	50,000	Nil
	Options	50,000	\$0.33	August 17, 2027	50,000	17,500
	Options	50,000	\$0.87	June 28, 2028	50,000	Nil

Notes:

(1) (2) The value at December 31, 2022 is calculated by determining the difference between the closing price on the TSX of the Shares at December 31, 2022 (\$0.68 per Share/market value) and the exercise price of the Options or RSUs.

### ***Incentive Plan Awards – Value Vested or Earned During the Fiscal Year Ended December 31, 2022***

The following table sets out the aggregate dollar value of options vested that would have been realized if the options were exercised on the date vested or earned. The value is based on the difference between the option exercise price and the market price of the underlying security of the date of vesting during the most recently completed fiscal year ended December 31, 2022 for each of the Named Executive Officers.

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

Notes:

See “*Summary of the Stock Option Plan*” “*Summary of the 2020 Restricted Share Unit Plan*” above for more information concerning the Security-Based Compensation Arrangements and the terms of options, rights and entitlements granted thereunder.

### **C. PENSION PLAN BENEFITS**

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

### **D. DIRECTOR COMPENSATION**

#### ***Director Compensation Table***

During the most recently completed fiscal year ended December 31, 2022, the directors earned compensation for serving as members of the Board as set out in the following table.

<b>Name<sup>(1)</sup></b>	<b>Fees earned (\$)</b>	<b>Share-based awards (\$)</b>	<b>Option-based awards (\$)<sup>(2)</sup></b>	<b>Non-equity incentive plan compensation (\$)</b>	<b>Pension value (\$)</b>	<b>All other compensation (\$)</b>	<b>Total (\$)</b>
<b>Michael Costa</b>	Nil	Nil	50,961	Nil	N/A	N/A	50,961
<b>Daniel D’Amato</b>	233,400 <sup>(3)</sup>	40,266	50,961	Nil	N/A	N/A	324,627
<b>Mark Trachuk</b>	Nil	40,266	178,364	Nil	N/A	N/A	218,630
<b>Thomas Gutschlag</b>	Nil	40,266	76,442	Nil	N/A	N/A	116,708
<b>James Kim<sup>(4)</sup></b>	Nil	Nil	Nil	Nil	N/A	N/A	Nil
<b>Andrew Frazer<sup>(5)</sup></b>	Nil	Nil	89,182	Nil	N/A	196,806 <sup>(7)</sup>	285,988
<b>Mark Goodman<sup>(6)</sup></b>	Nil	Nil	Nil	Nil	N/A	Nil	Nil
<b>Total (\$)</b>	233,400	120,798	445,910	Nil	N/A	196,806	996,914

Notes:

- (1) Information regarding compensation to Lewis Black and Mark Gelmon is disclosed under “Summary Compensation Table”, above.
- (2) The Company accounts for stock options and RSUs using the fair value based method and the fair value of the award on the grant date has been determined using the Black-Scholes fair value option pricing model and the following assumptions for the fiscal year ended December 31, 2022: (i) weighted average fair value per option: \$0.51 (ii) weighted average share price \$0.87; (iii) weighted average exercise price: \$0.87; (iv) expected volatility: 68.23%; (v) dividend yield: Nil%; (vi) risk free interest rate: 2.86%; and (vii) weighted average expected life in years: 10.
- (3) Represents consulting fees paid to Mr. D’Amato.
- (4) Mr. Kim did not stand for re-election at the Company’s last Annual General and Special meeting held on June 30, 2022.
- (5) Mr. Frazer was appointed a director on May 28, 2021.
- (6) Mr. Goodman did not stand for re-election at the Company’s last Annual General and Special meeting held on June 30, 2022.
- (7) IPO and Private Placement Finder fees paid to Lazarus Corporate Finance Pty Ltd., a Company that Mr. Frazer is the founder and managing director.

INCENTIVE PLAN AWARDS

***Outstanding Option-Based Awards and other Compensation Securities***

The following table sets forth all compensation securities outstanding at the end of the most recently completed fiscal year ended December 31, 2022 for each of the Directors.

<b><i>Compensation Securities</i></b>						
<b>Name and position<sup>(1)</sup></b>	<b>Type of compensation security</b>	<b>Number of compensation securities, number of underlying securities, and percentage of class<sup>(#)</sup></b>	<b>Issue, conversion or exercise price (\$)</b>	<b>Expiry Date</b>	<b>Number of vested options as at December 31, 2022</b>	<b>Value of vested unexercised in-the-money options (\$)<sup>(2)</sup></b>
<b>Michael Costa</b>	Options	100,000	\$0.98	August 24, 2026	100,000	Nil
	Options	100,000	\$0.87	July 21, 2027	100,000	Nil
	Options	200,000	\$0.87	June 28, 2028	200,000	Nil
	Options	100,000	\$0.70	October 27, 2030	100,000	Nil
<b>Daniel D'Amato</b>	Options	100,000	0.65	January 7, 2025	100,000	3,000
	Options	500,000	0.80	December 23, 2025	500,000	Nil
	Options	100,000	0.94	August 18, 2026	100,000	Nil
	Options	100,000	0.98	August 24, 2026	100,000	Nil
	Options	100,000	0.87	July 21, 2027	100,000	Nil
	Options	200,000	0.33	August 17, 2027	200,000	70,000
	Options	100,000	0.87	June 28, 2028	100,000	Nil
	Options	100,000	0.70	October 27, 2030	100,000	Nil
<b>Mark Trachuk</b>	Options	100,000	0.87	n/a	100,000	Nil
	Options	100,000	0.65	January 7, 2025	100,000	3,000
	Options	100,000	0.94	August 18, 2026	100,000	Nil
	Options	100,000	0.98	August 24, 2026	100,000	Nil
	Options	350,000	0.87	July 21, 2027	350,000	Nil
	Options	200,000	0.33	August 17, 2027	200,000	70,000
	Options	100,000	0.87	June 28, 2028	100,000	Nil
	Options	100,000	0.70	October 27, 2030	100,000	Nil
<b>Thomas Gutschlag</b>	Options	100,000	0.87	n/a	100,000	Nil
	Options	100,000	0.80	December 23, 2025	100,000	Nil
	Options	100,000	0.98	August 24, 2026	100,000	Nil
	Options	150,000	0.87	July 21, 2027	150,000	Nil
	Options	200,000	0.33	August 17, 2027	200,000	70,000
	Options	100,000	0.87	June 28, 2028	100,000	Nil
	Options	100,000	0.70	October 27, 2030	100,000	Nil
<b>James Kim</b>	Options	100,000	0.87	n/a	100,000	Nil
	Options	250,000	0.75	June 30, 2024	250,000	Nil
<b>Andrew Frazer</b>	Options	200,000	0.94	August 18, 2026	200,000	Nil
	Options	175,000	0.87	July 21, 2027	175,000	Nil
<b>Mark Goodman</b>	Options	200,000	0.98	June 30, 2024	200,000	Nil

Notes:

(1) Information regarding option-based awards to Lewis Black is disclosed under "Summary Compensation Table", above.

(2) The value at December 31, 2022 is calculated by determining the difference between the closing price on the TSX of the Shares at December 31, 2022 (\$0.68 per Share/market value) and the exercise price of the Options or RSUs.

### ***Incentive Plan Awards – Value Vested or Earned During the Year Ended December 31, 2022***

The following table sets out the aggregate dollar value of options vested that would have been realized if the options were exercised on the date vested or earned. The value is based on the difference between the option exercise price and the market price of the underlying security of the date of vesting during the most recently completed fiscal year ended December 31, 2022 for each of the directors.

<b>Name<sup>(1)</sup></b>	<b>Option-based awards – Value vested during the year (\$)</b>	<b>Non-equity incentive plan compensation – Value earned during the year (\$)</b>
<b>Michael Costa</b>	Nil <sup>(3)</sup>	Nil <sup>(2)</sup>
<b>Daniel D’Amato</b>	Nil <sup>(3)</sup>	Nil <sup>(2)</sup>
<b>Mark Trachuk</b>	Nil <sup>(3)</sup>	Nil <sup>(2)</sup>
<b>Thomas Gutschlag</b>	Nil <sup>(3)</sup>	Nil <sup>(2)</sup>
<b>Andrew Frazer</b>	Nil <sup>(3)</sup>	Nil <sup>(2)</sup>

Notes:

- (1) Information regarding option-based awards to Lewis Black is disclosed under “*Summary Compensation Table*”, above.
- (2) Represents cash bonuses.
- (3) The vesting date of the options noted above was the date of grant, being July 22, 2022. The market price on the TSX of the Company’s Common Shares on the date of grant was \$0.87 per Common Share.

### ***Directors’ and Officers’ Insurance***

During the most recently completed fiscal year ended December 31, 2022, the Company participated in directors’ and officers’ liability insurance coverage of \$10,000,000 for the benefit of all the directors and officers of the Company in such capacity and as a group. The premium cost paid by the Company for directors’ and officers’ liability insurance for this period was \$91,750. The coverage contains a deductible of \$100,000, payable by the Company for any loss.

## **CORPORATE GOVERNANCE**

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

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

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

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

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

## **A. BOARD OF DIRECTORS**

### ***Mandate of the Board of Directors***

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

### ***Composition and Independence***

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

Applicable securities laws, including NP 58-201, recommend that boards of directors of non-venture issuers such as the Company be comprised of a majority of independent directors, as that term is defined under applicable securities laws. Directors are considered to be independent if they have no direct or indirect material relationship with the Company. A “material relationship” is a relationship which could, in the view of the Board, be reasonably expected to interfere with the exercise of a director’s independent judgment.

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

The independent directors are:

- Thomas Gutschlag;
- Mark Trachuk; and
- Andre Frazer.

In addition, David Hanick, director nominee, if so elected, will also be an independent director.

The non-independent directors are:

- Lewis Black; and
- Daniel D’Amato.

Mr. Black is not independent of the Company by virtue of his role as Chief Executive Officer of the Company. Mr. D’Amato is not independent by virtue of the fact that he received \$233,400 from the Company for consulting fees for the most recently completed fiscal year ended December 31, 2022.

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

### ***Directorships of Other Reporting Issuers***

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

Name of Director	Name of Reporting Issuer (or the Equivalent)	Name of Exchange
Michael Costa	Fortress Technologies Inc. (formerly, Fortress Blockchain Corp.)  Base Carbon Inc.	TSX Venture  NEO Exchange
Thomas Gutschlag Mark Trachuk	Deutsche Rohstoff AG  Playmaker Capital, Inc. Thunderbird Entertainment Group Inc.	Frankfurt Stock Exchange  TSX Venture TSX Venture

### ***Board Meetings and Attendance***

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

The following is a summary of the meetings of the Board and the meetings of the Audit and Compensation and Corporate Governance Committees of the Board held during fiscal 2022 and the attendance at these meetings by the directors:

Name of Director	Board Meetings Attended	Audit Committee Meetings Attended	Compensation and Corporate Governance Committee Meetings Attended
Lewis Black	4 of 4	N/A	N/A
Michael Costa	3 of 4	3 of 4	N/A
Daniel D'Amato	4 of 4	N/A	1 of 1
Mark Trachuk	4 of 4	4 of 4	1 of 1
Thomas Gutschlag	4 of 4	4 of 4	1 of 1
James Kim	3 of 4	N/A	N/A
Andrew Frazer	2 of 4	N/A	N/A
Mark Goodman	1 of 4	N/A	N/A

### **B. AUDIT COMMITTEE**

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

Further information regarding the Audit Committee, including a copy of the charter of the Audit Committee, can be found in the Company's annual information form dated March 31, 2023, a copy of which is available for review under the Company's SEDAR profile at [www.sedar.com](http://www.sedar.com).

### **C. COMPENSATION AND CORPORATE GOVERNANCE COMMITTEE**

The CCG Committee is comprised of Daniel D'Amato, Mr. Thomas Gutschlag and Mark Trachuk (Chair), all of whom have been determined by the Board to be independent under NI 58-101, other than Mr. D'Amato for the

reasons described above. The CCG Committee assists the Board in fulfilling its oversight responsibilities with respect to each of the areas discussed below.

### ***Compensation***

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

### ***Nomination of Directors***

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

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

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

### ***Orientation and Continuing Education***

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

### ***Assessments***

Primary responsibility for assessing the performance of the Board, its committees and individual members lies with the CCG Committee. Pursuant to the CCG Committee's charter, the committee's responsibilities in this regard include the conduct of annual reviews of various aspects of the Company's corporate governance policies and

practices, and in particular to conduct an annual review, together with the Chairman of the Board, of the effectiveness of the Board as a whole, the committees of the Board, and the contribution of each individual director, and to make periodic reports to the Board on these matters. The CCG Committee is also responsible for reviewing and making recommendations to the Board with respect to the establishment or abolition of committees of the Board, their respective terms of reference, and the size and composition of the various committees of the Board.

#### ***Director Term Limits***

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

#### ***Diversity on the Board of Directors and among Executive Officers***

The Company does not currently have a formal diversity policy in place regarding gender representation on the Board or in executive officer positions. The Company believes in retaining the most qualified candidate for any position irrespective of gender, and recruitment efforts will continue to be governed by the principles set forth below.

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

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

#### **D. ETHICAL BUSINESS CONDUCT**

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

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

This policy outlines certain general obligations and provides for certain sanctions in the event of non-compliance with its terms by any of the Company's directors, executive officers, employees or consultants.

Further information and complete copies of the Company's codes and policies are available on the Company's website at [www.almonty.com](http://www.almonty.com).

## **E. OTHER COMMITTEES**

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

## **GENERAL MATTERS**

### **A. INDEBTEDNESS OF DIRECTORS AND OFFICERS**

No director, nominee for election as a director, executive officer, employee or former director, executive officer or employee of the Company or any of its subsidiaries, or any of their associates or other member of management of the Company, was indebted to the Company at any time since the beginning of the most recently completed fiscal year ended December 31, 2022, of the Company or as at the date hereof, other than "routine indebtedness" as defined in applicable securities laws.

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

Except as disclosed in the Company's annual information form dated March 31, 2023, to the knowledge of management of the Company, no informed person or nominee for election as a director of the Company or any associate or affiliate of any informed person or proposed director had any material interest, direct or indirect, in any transaction since the beginning of the Company's most recently completed fiscal year ended December 31, 2022, or in any proposed transaction which has materially affected or would materially affect the Company or any of its subsidiaries, except as disclosed in this Circular or in a previous information circular of the Company.

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

### **C. EXTERNAL MANAGEMENT COMPANIES**

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

### **D. RECEIPT OF SHAREHOLDER PROPOSALS FOR THE NEXT ANNUAL MEETING**

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

### **E. AUDITORS AND TRANSFER AGENT**

The Company's auditor is Zeifmans LLP, 201 Bridgeland Avenue, Toronto, ON, M6A 1Y7. Zeifmans LLP was first appointed as the Company's auditor effective October 1, 2021.

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

## **F. ADDITIONAL INFORMATION**

Additional information with respect to the Company is available on SEDAR at [www.sedar.com](http://www.sedar.com). Financial information with respect to the Company is provided in the Company's financial statements and management discussion and analysis for its most recently completed fiscal year December 31, 2022. Shareholders can access this information on SEDAR under the Company's profile or by request to the Corporate Secretary of the Company at the following address:

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

Phone: (647) 438-9766

## **G. APPROVAL**

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

May 18, 2023.

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

SCHEDULE “A”



MANDATE OF THE BOARD OF DIRECTORS

May 28, 2021

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

**Fiduciary Duty and Duty of Care**

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

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

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

**Meetings**

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

**Independent Directors**

An independent director is a non-executive director who is free of any interest, position, association or relationship that might influence, or could reasonably be perceived to influence, in a material respect his or her capacity to bring independent judgment to bear on issues before the Board and to act in the best interests of the entity and its security holders generally.

Where a director is in a position that might cause doubts or raise issues about the independence of a director, the Board should rule the director not to be independent unless it is clear that the interest, position or relationship in question is not material and will not interfere with the director's ability to bring an independent mind to issues or to act in the Company's best interests as a whole.

Family ties and cross directorships which may relate to the Company or its business may be relevant in considering interests and relationships which may compromise independence, and should be disclosed by Directors to the Board. The Board will:

- regularly review the independence of each Director in light of interests disclosed and will disclose any change to ASX, as required by the ASX Listing Rules and the TSX Company Manual and applicable Canadian securities laws; and
- review the independence of any director who has served in that position for more than 10 years to confirm that their independent status can be maintained.

### **Senior manager**

A senior manager is a manager who is a member of the key management personnel of the Company, including an executive director but not including a non-executive director.

The senior management team will usually be responsible for implementing the entity's strategic objectives and instilling and reinforcing its values, all while operating within the values, code of conduct, budget and risk appetite set by the Board.

The senior management team will also usually be responsible for providing the Board with accurate, timely and clear information on the entity's operations to enable the Board to perform its responsibilities. This is not just limited to information about the financial performance of the Company, but also its compliance with material legal and regulatory requirements and any conduct that is materially inconsistent with the values or code of conduct of the entity.

### **Position Descriptions**

The Board has developed position descriptions for the Chair of the Board, the Chief Executive Officer ("CEO"), Chief Financial Officer ("CFO") and the Corporate Secretary. The Board shall review such position descriptions from time to time, as required.

#### *Chair of the Board*

The Chair is responsible for overseeing the operations and affairs of the Board. In fulfilling his or her duties, the Chair will be responsible for:

- providing leadership to foster the effectiveness of the Board;
- ensuring there is an effective relationship between the Board and senior management, including by acting as a liaison between the Board and senior management;
- acting as an advisor to senior management in matters concerning the interests of the Corporation;
- ensuring that the appropriate committee structure is in place and assisting the Nomination, Compensation and Corporate Governance Committee in making recommendations for appointment to such committees;
- in consultation with the other members of the Board and the CEO, preparing the agenda for each meeting of the Board;
- ensuring that the directors receive the information required for the proper performance of their duties, including information relevant to each meeting of the Board;

- chairing Board meetings and sessions of independent directors, including stimulating debate, providing adequate time for discussion of issues, facilitating consensus, encouraging full participation and discussion by individual directors and confirming that decisions are reached and accurately recorded;
- chairing all shareholder meetings;
- together with the Nomination, Compensation and Corporate Governance Committee, ensuring that an appropriate system is in place to evaluate the performance of the Board as a whole, the Board's committees and individual directors with a view to ensuring that they are fulfilling their respective responsibilities and duties, and making recommendations to the Nomination, Compensation and Corporate Governance Committee for changes when appropriate and undertaking such an evaluation no less frequently than annually;
- consulting with the Nomination, Compensation and Corporate Governance Committee on candidates for nomination or appointment to the Board;
- monitoring shareholder communication and continuous disclosure generally and for compliance with the Disclosure Policy and Communication Policy;
- working with the CEO to ensure that the Board is provided with the resources to permit it to carry out its responsibilities and bringing to the attention of the CEO any issues that are preventing the Board from being able to carry out its responsibilities; and
- providing additional services required by the Board.

#### *Chief Executive Officer*

The CEO is primarily responsible for the overall management of the business and affairs of the Corporation. In this capacity, the CEO shall establish the strategic and operational priorities of the Corporation and provide leadership for the effective overall management of the Corporation. In fulfilling these duties, the CEO will be responsible for:

- implementing the policies and strategy set by the Board;
- developing annual business plans and budgets for the Board's approval that support the Corporation's long-term strategy;
- consistently striving to achieve the Corporation's short and long-term financial and operating goals and objectives;
- providing leadership and vision, and maintaining a high level of employee morale and motivation, with a view to ensuring the implementation of the Corporation's strategy;
- fostering a corporate culture that promotes integrity and ethical values throughout the organization, including setting the tone by meeting the highest ethical standards;
- developing and motivating the executive officers of the Corporation and providing overall management to ensure the effectiveness of the leadership team;
- serving as the Corporation's chief spokesperson and ambassador;
- ensuring compliance by the Corporation with all applicable laws, rules and regulations, as well as the

Corporation's Code of Business Conduct, corporate governance policies and any other policies adopted by the Board from time to time; and

- ensuring that the Board remains fully informed through direct communication with the Chair for all significant matters, and dealing with the Board in a manner that ensures that the Board is able to provide the best counsel and advice possible.

In carrying out those responsibilities, the CEO must report to the Board in a timely manner and ensure all reports to the Board present a true and fair view of the Corporation's financial condition and operational results.

#### *Chief Financial Officer*

The CFO is primarily responsible for the planning, implementation, managing and running of the financial activities of the company. The specific responsibilities the CFO has carriage over include:

- analyzing, advising, developing, formulating, communicating and overseeing the Corporation's financial policies, including in the Company's tax, capital and liquidity policies;
- reporting on the Corporation's financial performance;
- overseeing and ensuring the integrity of the Corporation's internal and external financial reporting;
- ensuring timely and adequate provision of information to the Board about the financial state of affairs of the Corporation; and
- overseeing and evaluating, together with the CEO (if appropriate), the processes for maintaining the integrity of the Corporation with regard to the financial statements and other public disclosures and certifying their effectiveness as required in reports and documents that the Corporation files with, or submits to, the relevant securities regulators.

In carrying out these responsibilities, the CFO must, where appropriate, liaise with and report to the Board in a timely manner and ensure all reports to the Board present a true and fair view of the Corporation's financial condition.

#### *Corporate Secretary*

The role of the Corporate Secretary is to support the effectiveness of the Board and the committees. In carrying out these responsibilities, the Corporate Secretary is accountable directly to the Board in the performance of this role which includes without limitation:

- advising the Board and the committees of governance matters;
- monitoring compliance with Board and committee policy and procedures;
- coordinating the timely completion and delivery of Board and committee papers; and
- assisting generally with the proper functioning of the Board.

#### **Responsibilities**

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

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

The Board shall also develop or approve the corporate goals and objectives that the CEO is responsible for meeting.

The Board also assumes responsibility for the following approvals:

*Financial Approvals:*

- Strategic plan
- Annual business and capital plans
- Annual financial statements and auditors' report, together with management's discussion and analysis and press release
- Quarterly financial statements, together with management's discussion and analysis and press release
- Budgeted capital expenditures
- Unbudgeted capital expenditures in excess of \$50,000
- Acquisitions/divestitures
- Significant financing or refinancing opportunities
- Dividend policy
- Share re-purchase programs
- Individual operating, real property or capital leases having total commitment in excess of \$100,000

*Human Resources Approvals:*

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

*Administration and Compliance Approvals:*

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

**Review of Charter**

The Board will review and reassess this Mandate at least annually and, if required, make any amendments to the Mandate.

\* Board may delegate to committees

Last Update: May 28, 2021

Approved by: Board of Directors