



KELT EXPLORATION LTD.

NOTICE OF ANNUAL AND SPECIAL MEETING OF SHAREHOLDERS

TO BE HELD ON

APRIL 25, 2019

MANAGEMENT INFORMATION CIRCULAR

March 14, 2019

KELT EXPLORATION LTD.

Suite 300, 311 – 6th Avenue SW
Calgary, Alberta
T2P 3H2

NOTICE OF ANNUAL AND SPECIAL MEETING OF SHAREHOLDERS

NOTICE IS HEREBY GIVEN THAT an annual and special meeting (the “**Meeting**”) of holders of common shares (“**Common Shares**”) of Kelt Exploration Ltd. (the “**Corporation**”) will be held in the Grand Lecture Theatre of the Metropolitan Conference Centre, 333 – 4th Avenue S.W., Calgary, Alberta on Thursday, April 25, 2019 at 3:00 p.m. (Calgary time), for the following purposes:

1. to receive the audited financial statements of the Corporation for the year ended December 31, 2018 and the report of the auditors thereon;
2. to fix the number of directors to be elected at the Meeting at six (6);
3. to elect the board of directors of the Corporation for the ensuing year;
4. to appoint PricewaterhouseCoopers LLP, Chartered Professional Accountants, as auditors of the Corporation for the ensuing year, at a remuneration to be fixed by the board of directors;
5. to approve the unallocated options under the stock option plan of the Corporation, as described in the accompanying Management Information Circular;
6. to approve the unallocated entitlements under the restricted share unit plan of the Corporation, as described in the accompanying Management Information Circular; and
7. to transact such other business as may be properly brought before the Meeting or any adjournment or adjournments thereof.

The details of all matters proposed to be put before shareholders at the Meeting are set forth in the Management Information Circular accompanying this Notice of Meeting. Only shareholders of record at the close of business on March 12, 2019 are entitled to notice of and to attend the Meeting or any adjournment or adjournments thereof and to vote thereat.

DATED at the City of Calgary, in the Province of Alberta this 14th day of March, 2019.

BY ORDER OF THE BOARD OF DIRECTORS

(signed) “*David J. Wilson*”

David J. Wilson
President and Chief Executive Officer

IMPORTANT

It is desirable that as many Common Shares as possible be represented at the Meeting. If you do not expect to attend and would like your Common Shares represented, please complete the enclosed Instrument of Proxy and return it as soon as possible in the envelope provided for that purpose. In accordance with the by-laws of the Corporation, all proxies, to be valid, must be deposited at the office of the Registrar and Transfer Agent of the Corporation, Computershare Trust Company of Canada, 100 University Avenue, 9th Floor, North Tower, Toronto, Ontario, M5J 2Y1, Attention: Proxy Department, no later than 3:00 p.m. (Calgary time) on April 23, 2019, or not less than 48 hours (excluding Saturdays and holidays) preceding any adjournment of the Meeting. Registered shareholders may also use the internet site at www.investorvote.com to transmit their voting instructions.

KELT EXPLORATION LTD.

MANAGEMENT INFORMATION CIRCULAR ANNUAL AND SPECIAL MEETING OF SHAREHOLDERS TO BE HELD ON APRIL 25, 2019

This Management Information Circular is furnished in connection with the solicitation of proxies by the management of Kelt Exploration Ltd. (“**Kelt**” or the “**Corporation**”) for use at the annual and special meeting of the holders of common shares (the “**Common Shares**”) of the Corporation in the Grand Lecture Theatre of the Metropolitan Conference Centre, 333 – 4th Avenue S.W., Calgary, Alberta on the 25th day of April, 2019 at 3:00 p.m. (Calgary time) (the “**Meeting**”), or at any adjournment thereof, for the purposes set forth in the Notice of Meeting. The information contained herein is given as of the 14th day of March, 2019 except where otherwise indicated. There is enclosed herewith an Instrument of Proxy for use at the Meeting, together with a copy of the Corporation’s audited financial statements for the financial year ended December 31, 2018, to be presented at the Meeting. Each shareholder who is entitled to attend at meetings of shareholders is encouraged to participate in the Meeting and shareholders are urged to vote in person or by proxy on matters to be considered.

PERSONS MAKING THE SOLICITATION

This solicitation is made on behalf of the management of the Corporation. The cost incurred in the preparation and mailing of both the Instrument of Proxy and this Management Information Circular will be borne by the Corporation. In addition to the use of mail, proxies may be solicited by personal interviews, personal delivery, telephone or any form of electronic communication by directors, officers and employees of the Corporation who will not be directly compensated therefor. Any third party costs thereof will be borne by the Corporation.

In accordance with National Instrument 54-101 - *Communications with Beneficial Owners of Securities of a Reporting Issuer* (“**NI 54-101**”), arrangements have been made with brokerage houses and other intermediaries, clearing agencies, custodians, nominees and fiduciaries to forward solicitation materials to the beneficial owners of the Common Shares held of record by such persons and the Corporation may reimburse such persons for reasonable fees and disbursements incurred by them in doing so. However, the Corporation does not intend to pay for an intermediary to deliver solicitation materials to objecting beneficial owners (as described in NI 54-101), including this Management Information Circular, and objecting beneficial owners will not receive such materials unless their intermediary assumes the costs of delivery.

APPOINTMENT AND REVOCATION OF PROXIES

Those shareholders desiring to be represented by proxy must deposit their respective forms of proxy with Computershare Trust Company of Canada (the “**Transfer Agent**”) at 100 University Avenue, 9th Floor, North Tower, Toronto, Ontario M5J 2Y1, Attention: Proxy Department in the enclosed self-addressed envelope, by no later than 3:00 p.m. (Calgary time) on April 23, 2019 or not less than 48 hours (excluding Saturdays and holidays) preceding any adjournment of the Meeting. A proxy must be executed by the shareholder or by his or her attorney authorized in writing, or if the shareholder is a corporation, under its seal or by an officer or attorney thereof duly authorized. Registered shareholders may also cast their vote by telephone (1-866-732-8683 within North America, 312-588-4290 from outside North America) or by internet (www.investorvote.com) by following the instructions provided on the form. If you choose to vote by telephone or internet, your vote must also be cast no later than 48 hours, excluding Saturdays, Sundays and holidays prior to the time of the Meeting. A proxy is valid only at the Meeting in respect of which it is given or any adjournment of the Meeting.

Each shareholder submitting a proxy has the right to appoint a person to represent him, her or it at the Meeting other than the persons designated in the form of proxy furnished by the Corporation. The shareholder may exercise this right by striking out the names of the persons so designated and inserting the name of the desired representative in the blank space provided, or by completing another form of proxy and in either

case depositing the proxy with the Transfer Agent at the place and within the time specified above for the deposit of proxies.

An instrument of proxy may be revoked by the person giving it at any time prior to the exercise thereof. If a person who has given a proxy attends personally at the Meeting at which such proxy is to be voted, such person may revoke the proxy and vote in person by depositing an instrument in writing executed by the shareholder or its attorney authorized in writing with the Chairman of the Meeting on the day of the Meeting or any adjournment thereof. In addition to revocation in any other manner permitted by law, a proxy may be revoked by instrument in writing executed by the shareholder or its attorney authorized in writing, or if the shareholder is a corporation, under its seal or by an officer or attorney thereof duly authorized, and deposited with the Transfer Agent at the place specified above for the deposit of proxies and at any time up to and including the last business day preceding the Meeting, or any adjournment thereof.

NOTICE-AND-ACCESS

The Canadian Securities Administrators have adopted amendments to NI 54-101, which allow for the use of the “notice-and-access” regime for the delivery of meeting materials.

Under the notice-and-access regime, reporting issuers are permitted to deliver the meeting materials by posting them on SEDAR as well as a website other than SEDAR and sending a notice package to each shareholder receiving the meeting materials under this regime. The notice package must include: (i) the relevant form of proxy or voting instruction form; (ii) basic information about the meeting and the matters to be voted on; (iii) instructions on how to obtain a paper copy of the meeting materials; and (iv) a plain-language explanation of how the notice-and-access system operates and how the meeting materials can be accessed online. Where prior consent has been obtained, a reporting issuer can send this notice package to shareholders electronically. This notice package must be mailed to shareholders from whom consent to electronic delivery has not been received.

The Corporation has elected to send its meeting materials to Beneficial Shareholders (as defined herein) using the notice-and-access regime. Accordingly, the Corporation will send the above-mentioned notice package to Beneficial Shareholders which includes instructions on how to access the Corporation’s meeting materials online and how to request a paper copy of these materials. Distribution of the Corporation’s meeting materials pursuant to the notice-and-access regime has the potential to substantially reduce printing and mailing costs.

Notwithstanding the notice-and-access regime, the *Business Corporations Act* (Alberta) (“**ABCA**”) requires the Corporation to deliver a paper copy of the meeting materials to a registered shareholder unless such shareholder provides written consent to electronic delivery. In order to ensure compliance with the ABCA, registered shareholders who have not previously consented to electronic delivery will be mailed a copy of the meeting materials this year, together with a mail card soliciting a registered shareholders consent to electronic delivery in future years.

EXERCISE OF DISCRETION

The Common Shares represented by the enclosed form of proxy will be voted or withheld from voting in accordance with the instructions of the shareholder. **The persons appointed under the enclosed form of proxy are conferred with discretionary authority with respect to amendments or variations of those matters specified in the proxy and Notice of Meeting and with respect to any other matters which may properly be brought before the Meeting or any adjournment thereof. If any such matters should come before the Meeting, it is the intention of the persons named in the enclosed form of proxy to vote such proxy in accordance with their best judgment unless the shareholder has specified to the contrary or that Common Shares are to be withheld from voting. At the time of printing this Management Information Circular, management of the Corporation is not aware of any such amendment, variation or other matter.**

Unless otherwise specified, proxies in the accompanying form will be voted or withheld from voting on any motion, by ballot or otherwise, in accordance with any indicated instructions. In the absence of such direction, such shares will be voted for the resolutions referred to in items 1, 2, 3, 4 and 5 of the proxy.

ADVICE TO BENEFICIAL SHAREHOLDERS

The information set forth in this section is of significant importance to many shareholders, as a substantial number of shareholders do not hold Common Shares in their own name. Shareholders who do not hold their Common Shares in their own name (referred to herein as “**Beneficial Shareholders**”) are advised that only proxies from shareholders of record can be recognized and voted upon at the Meeting. If Common Shares are listed in an account statement provided to a shareholder by a broker, then in almost all cases those Common Shares will not be registered in the shareholder’s name on the records of the Corporation. Such Common Shares will more likely be registered under the name of the shareholder’s broker or an agent of that broker. In Canada, the vast majority of such Common 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). Although a Beneficial Shareholder may not be recognized directly at the Meeting for the purposes of voting Common Shares registered in the name of his or her broker, a Beneficial Shareholder may attend the Meeting as proxyholder for the registered shareholder and vote the Common Shares in that capacity.

Existing regulatory policy requires brokers and other intermediaries to seek voting instructions from Beneficial Shareholders in advance of shareholders’ meetings. The various brokers and other intermediaries have their own mailing procedures and provide their own return instructions to clients, which should be carefully followed by Beneficial Shareholders in order to ensure that their Common Shares are voted at the Meeting. The form of proxy supplied to a Beneficial Shareholder by its broker (or the agent of the broker) is substantially similar to the Instrument of Proxy provided directly to registered shareholders by the Corporation. However, its purpose is limited to instructing the registered shareholder (i.e., the broker or agent of the broker) how to vote on behalf of the Beneficial Shareholder. The vast majority of brokers now delegate responsibility for obtaining instructions from clients to Broadridge Financial Solutions, Inc. (“**Broadridge**”) in Canada. Broadridge typically prepares a machine-readable voting instruction form, mails those forms to Beneficial Shareholders and asks Beneficial Shareholders to return the forms to Broadridge, or otherwise communicate voting instructions to Broadridge (by way of the internet or telephone, for example). Broadridge then tabulates the results of all instructions received and provides appropriate instructions respecting the voting of Common Shares to be represented at the Meeting. **A Beneficial Shareholder who receives a Broadridge voting instruction form cannot use that form to vote Common Shares directly at the Meeting. The voting instruction forms must be returned to Broadridge (or instructions respecting the voting of Common Shares must otherwise be communicated to Broadridge) well in advance of the Meeting in order to have the Common Shares voted. If you have any questions respecting the voting of Common Shares held through a broker or other intermediary, please contact that broker or other intermediary for assistance.**

Although a Beneficial Shareholder may not be recognized directly at the Meeting for the purposes of voting Common Shares registered in the name of his or her broker, a Beneficial Shareholder may attend the Meeting as proxyholder for the registered shareholder and vote the Common Shares in that capacity. **Beneficial Shareholders who wish to attend the Meeting and indirectly vote their Common Shares as proxyholder for the registered shareholder, should enter their own names in the blank space on the form of proxy provided to them and return the same to their broker (or the broker’s agent) in accordance with the instructions provided by such broker.**

If you have any questions respecting the voting of Common Shares held through a broker or other intermediary, please contact that broker or other intermediary for assistance. All references to shareholders in this Management Information Circular and the accompanying instrument of proxy and Notice of Meeting are to shareholders of record, unless specifically stated otherwise.

VOTING SECURITIES AND PRINCIPAL HOLDERS THEREOF

As at March 14, 2019, the Corporation had 184,040,627 Common Shares outstanding. Each Common Share confers upon the holder thereof the right to one vote. The close of business on March 12, 2019 is the record date for the determination of shareholders who are entitled to notice of, and to attend and vote at, the Meeting (the “**Record Date**”). Only those shareholders of record on the Record Date are entitled to notice of, and to attend and vote at the Meeting. Any transferee or person acquiring Common Shares after the Record Date may, on proof of ownership of Common Shares, demand of the Transfer Agent not later than 10 days before the Meeting that his or her name be included in the list of persons entitled to attend and vote at the Meeting.

Two or more holders of 5% of the Common Shares present in person or represented by proxy constitutes a quorum for the Meeting.

To the knowledge of the directors and executive officers of the Corporation, as of the date hereof no person or company beneficially owns, or controls or directs, directly or indirectly voting securities of the Corporation carrying 10% or more of the voting rights attached to all voting securities of the Corporation.

EXECUTIVE COMPENSATION

Compensation Discussion and Analysis

Overview

The Compensation Committee of the board of directors of the Corporation (the “**Board**”) makes recommendations to the Board regarding compensation to be provided to the executive officers and directors of the Corporation and, in doing so, receives input from the President and the Chief Executive Officer of the Corporation (the “**CEO**”) in respect of all executive officers other than the CEO. Compensation of all executive officers, including the CEO, is based on the underlying philosophy that such compensation should be competitive with other corporations of similar size and should be reflective of the experience, performance and contribution of the individuals involved and the overall performance of the Corporation.

The Corporation’s executive compensation program is available to the “**Named Executive Officers**” or “**NEOs**” of the Corporation which is defined by applicable securities legislation to mean each of the following individuals, namely: (i) the CEO; (ii) the Chief Financial Officer of the Corporation (the “**CFO**”); (iii) each of the Corporation’s three most highly compensated executive officers, or the three most highly compensated individuals acting in a similar capacity, other than the CEO and the 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 (iv) each individual who would be a “**Named Executive Officer**” under (iii) above but for the fact that the individual was neither an executive officer of the Corporation, nor acting in a similar capacity, at the end of the most recently completed financial year. In this Management Information Circular executive compensation information is provided for the Named Executive Officers and the directors of the Corporation for the financial year ended December 31, 2018. The NEOs based on 2018 compensation levels are as follows: David J. Wilson, President and CEO; Sadiq H. Lalani, Vice President and CFO; Douglas J. Errico, Vice President, Land, Alan G. Franks, Vice President, Production; Douglas O. MacArthur, Vice President, Operations; and Patrick W. G. Miles, Vice President, Exploration.

Objectives of the Executive Compensation Program

The objectives of the Corporation’s executive compensation program are twofold, namely: (i) to enable the Corporation to attract and retain highly qualified and experienced individuals to serve as executive officers; and (ii) to align the compensation levels available to the Named Executive Officers to the successful implementation of the Corporation’s strategic plans. The Corporation’s executive compensation program is designed to reward the Named Executive Officers where they have contributed to the prosperity and growth of the Corporation and to align the interests of the Named Executive Officers with the shareholders of the Corporation. As a result, the

awarding of Options and the awarding of RSUs (both as defined herein) are significant components of the Corporation's executive compensation. This approach is based on the assumption that the Common Share price performance over the long term is an important indicator of long term performance.

Elements of the Executive Compensation Program

The Corporation's executive compensation program consists of a combination of the following significant elements: (i) base salary; (ii) the payment of bonuses where appropriate under the Bonus Plan (as hereinafter defined); and (iii) participation in the Stock Option Plan (as hereinafter defined), participation in the RSU Plan (as hereinafter defined) and participation in the Employee Stock Savings Plan (as hereinafter defined). These elements contain both short-term incentives, comprised of cash payments, being those provided by way of base salaries and under the Bonus Plan, as well as long-term incentives, comprised of equity-based incentives, being those provided under the Stock Option Plan, the RSU Plan and the Employee Stock Savings Plan. Extended health care, dental and insurance benefits and the right to participate in the Stock Option Plan, the RSU Plan and the Employee Stock Savings Plan are provided to all employees, including the Named Executive Officers. The process for determining prerequisites and approval of benefits for the Named Executive Officers is, firstly, to implement prerequisites and benefits which are comparable to those usually offered by other corporations of a similar size to the Corporation and secondly, to make those prerequisites and benefits available to each Named Executive Officer. The Corporation chooses to pay each element of its executive compensation program in order to maintain its competitive position in the marketplace. The amount for each element of the Corporation's executive compensation program is determined based upon compensation levels provided by the Corporation's competitors as well as upon the discretion of the Board, where applicable, as described below.

Each element of the Corporation's executive compensation program is intended to contribute to an overall total compensation package which is designed to provide both short-term and long-term financial incentives to the Named Executive Officers and to thereby assist the Corporation to successfully implement its strategic plans. The Compensation Committee annually assesses how each element fits into the overall total compensation package and will make recommendations to the Board relating thereto from time to time. In making all compensation recommendations, the Compensation Committee takes into consideration:

- (a) the duties of each individual, his or her past service and continuing responsibilities;
- (b) the position or job description of individuals, their short and long-term objectives, goals and performance measurement indicators;
- (c) the Corporation's performance and shareholder returns; and
- (d) the form and amount of compensation awarded by comparable companies and competitors.

Base Salaries

During the first two years of operations, commencing on February 27, 2013, the base salaries paid by the Corporation were set below the median levels paid by the Corporation's competitors and peers, as determined from commercially available salary survey data and information publicly disclosed by some of the Corporation's competitors and peers. Commencing January 1, 2015 and continuing throughout the financial year ended December 31, 2018, the base salaries paid by the Corporation were materially increased compared to the amounts paid in its initial two years of operations, however, notwithstanding these increases, base salaries remained below market, based on the same commercially available salary data and publically disclosed information by some of the Corporation's competitors and peers.

For the purpose of compensation comparisons, the Compensation Committee selects peer oil and gas companies from the Toronto Stock Exchange with business operations of a size and scope which, to the best of the knowledge of the Corporation, are comparable to those of the Corporation. In 2018, the Compensation Committee considered data from the following twelve (12) publicly traded companies.

ARC Resources Ltd.	NuVista Energy Ltd.	Surge Energy Inc.
Advantage Oil & Gas Ltd.	Painted Pony Petroleum Ltd.	Tamarack Valley Energy Ltd.
Birchcliff Energy Ltd.	Paramount Resources Ltd.	TORC Oil & Gas Ltd.
Crew Energy Ltd.	Peyto Exploration & Development Corp.	Whitecap Resources Inc.

Other than as set out immediately below and under the heading “*Elements of the Executive Compensation Program*” above, the base salaries of the Named Executive Officers are not determined based on benchmarks, performance goals or a specific formula.

	Base Salary 2018 (\$)	Increase from 2017 (%)	Base Salary 2017 (\$)
David J. Wilson	Nil	N/A	Nil
Sadiq H. Lalani,	196,250	7.5	182,500
Douglas J. Errico	196,250	7.5	182,500
Alan G. Franks	196,250	7.5	182,500
Douglas O. MacArthur	196,250	7.5	182,500
Patrick W. G. Miles	196,250	7.5	182,500

No salary has been paid to the CEO since incorporation. **The CEO has requested and the Compensation Committee has concurred, that the CEO should be remunerated primarily on the basis of performance. Therefore, his compensation is limited to Options, RSUs and participation in the Bonus Plan. Although it is acknowledged that this might lead to concerns that all of the CEO’s equity compensation is inherently at risk and may incentivize the CEO towards excessive risk taking, the CEO and the Corporation are of the view that the foregoing is entirely mitigated by the CEO’s share ownership in the Corporation, which further helps to align his interests with those of the shareholders of the Corporation. The CEO and the Compensation Committee are also of the view that any base salary paid to the CEO would be immaterial in view of his current shareholdings in the Corporation and therefore unlikely to influence excessive risk taking by the CEO.**

The table below sets forth the number and value of Common Shares and Kelt Debentures (as herein after defined) beneficially owned, controlled or directed, directly or indirectly by the CEO and the number and value of RSUs and Options (both as hereinafter defined) held by the CEO all as at December 31, 2018.

	Number	Value (\$)
Common Shares ⁽¹⁾	15,310,245	71,039,537
RSUs ⁽¹⁾⁽³⁾	116,680	541,395
Options ⁽²⁾⁽³⁾	582,000	27,300
Total Common Shares, RSUs and Options	16,008,925	71,608,232
Kelt Debentures ⁽⁴⁾⁽⁵⁾	9,967	11,036,459
Equivalent number of Common Shares if Kelt Debentures are converted ⁽⁶⁾	1,812,182	N/A
Total Common Shares, RSUs, Options and Kelt Debentures held	17,821,107	82,644,691

Notes:

- (1) The value of the ownership of Common Shares and the value of RSUs are calculated based on the closing price of the Common Shares on the TSX (as hereinafter defined) on December 31, 2018, being \$4.64.
- (2) Value is calculated based on the difference between the exercise price of the Options and the closing price of the Common Shares on the TSX on December 31, 2018, being \$4.64. Options with an exercise price in excess of \$4.64 have been valued at nil.
- (3) See the section herein entitled “Executive Compensation–Share–Based Awards and Option–Based Awards.”
- (4) The value of the ownership of Kelt Debentures is calculated based on the closing price of the Kelt Debentures on the TSX on December 31, 2018, being \$110.73 and is based on the initial trading price of \$100 per Kelt Debenture. “**Kelt Debentures**” means the 5.0% convertible secured subordinated debentures of the Corporation issued at a price of \$1,000 per Kelt Debenture.
- (5) Number represents the number of Kelt Debentures issued at a price of \$1,000 per Kelt Debenture.
- (6) The equivalent number of Common Shares represents the number of Kelt Debentures held, converted at a rate of 181.8182 Common Shares per \$1,000 principal amount of Kelt Debentures, being approximately equal to the conversion price of \$5.50 per Common Share.

CEO Share Ownership Guidelines

The Corporation has implemented share ownership guidelines applicable to the Corporation's CEO. The CEO is required to own that number of Common Shares that is not less than the greater of: (i) the minimum number required to be owned by each non-employee director of the Corporation three years after this appointment or election as director as prescribed under the Ownership Guidelines (as hereinafter defined); and (ii) having a value equal to or greater than three times the base salary then being paid to the CEO.

Bonus Plan

All regular full-time employees of the Corporation, including the Named Executive Officers, are eligible participants in the bonus plan of the Corporation (the "**Bonus Plan**"). The Bonus Plan is designed to reward extraordinary performance of duties and contributions to the achieving of the Corporation's goals. The Bonus Plan consists of a discretionary component and a non-discretionary component. The discretionary component is based upon employee merit and the amount to be paid out thereunder, if any, is determined by the Board, taking into consideration the recommendations of the Compensation Committee. In making its recommendations to the Board, the Compensation Committee recognizes any extraordinary success that has been achieved in implementing the Corporation's business plans, including significant production and reserve additions. Other than the foregoing, recommendations with respect to the payment of bonuses under the discretionary component of the Bonus Plan are based on overall contribution and effort and are not based on a formula or previously prescribed guidelines. The non-discretionary component of the Bonus Plan is based upon the Corporation's performance, on a year over year basis, as determined by a combination of two benchmarks, namely: (i) adjusted funds from operations per common share; and (ii) daily production per million common shares outstanding. Each benchmark is weighted at 50%. Both of these benchmarks are non-GAAP financial measures. The Corporation calculates "adjusted funds from operations per common share" from its financial statements by dividing the diluted weighted average number of Common Shares outstanding as at December 31 of each year by its "adjusted funds from operations" which is calculated as cash provided by operating activities before changes in non-cash operating working capital, and adding back: transaction costs associated with acquisitions and dispositions, provisions for potential credit losses, and settlement of decommissioning obligations. "Production per million common shares" is calculated by dividing the Corporation's combined daily average oil, natural gas liquids and natural gas production per day on a barrel of oil equivalent basis for each year, by the basic weighted average number of Common Shares outstanding as at December 31 on each year. Regular full-time employees, including the Named Executive Officers, are eligible to receive a bonus, equal to between a minimum of 10% and a maximum of 30% of the applicable employee's base salary depending on the category level of the employee's position within the Corporation, other than in the case of the CEO, who is not paid a salary and whose bonus, if any, will be determined by the Board upon recommendation by the Compensation Committee after giving due weight to the benchmarks noted above and assuming the same base salary as the CFO.

The Bonus Plan also includes a clawback provision in respect of bonus payments to the executive officers, including the Named Executive Officers, in situations where: (i) the amount of the bonus compensation received by an executive officer or former executive officer, including former Named Executive Officers, to whom the provision applies was calculated based on or contingent upon the achievement of certain financial results that were subsequently the subject of or affected by a material restatement of all or a portion of the Corporation's financial statements; and (ii) the executive officers or former executive officers engaged in gross negligence, intentional misconduct or fraud that caused, or partially caused, the need for the restatement, as admitted by the executive officers or in the absence of such admission, as determined by a court of competent jurisdiction in a final judgment that cannot be appealed; and (iii) the bonus compensation payment received would have been lower had the financial results been properly reported, then the Board may, to the extent permitted by applicable laws and to the extent it determines that it is in the Corporation's best interest to do so, require reimbursement of the amount by which the after-tax incentive compensation received by such executive officers under the Bonus Plan exceeded that which the executive officers would have received had the financial statements not been materially misleading.

Stock Option Plan

The stock option plan of the Corporation (the “**Stock Option Plan**”) was approved by shareholders of Celtic Exploration Ltd. (“**Celtic**”) at the annual and special meeting of the shareholders of Celtic and the debentureholders of Celtic held on December 14, 2012 and became instituted for purposes of the TSX on March 1, 2013, the date the Common Shares were listed on the TSX, was amended by Amendment No. 1 on February 19, 2016 and was amended and restated on March 12, 2019. The Stock Option Plan permits the granting of stock options (“**Options**”) to the directors, officers, employees and other eligible service providers of Kelt and its subsidiaries for the purpose of providing directors, officers, employees and other eligible service providers with an incentive to achieve the longer-term objectives of Kelt; to give suitable recognition to the ability and industry of such persons who contribute materially to the success of Kelt; and to attract and retain in the employ of Kelt or any of its subsidiaries, persons of experience and ability by providing them with the opportunity to acquire an increased proprietary interest in Kelt.

The Stock Option Plan provides that the aggregate number of Common Shares issuable pursuant to Options granted under the Stock Option Plan and the RSU Plan, in aggregate, shall not exceed 9% of the issued and outstanding Common Shares at the time of the grant of any Option. In addition, the Stock Option Plan provides that the aggregate number of Common Shares issuable pursuant to Options granted under the Stock Option Plan and any other security based compensation arrangement, if any, and: (i) issued to insiders, within any one year period, shall not exceed 9% of the issued and outstanding Common Shares; and (ii) issuable to insiders at any time, shall not exceed 9% of the issued and outstanding Common Shares. The Stock Option Plan also provides that: (i) the maximum number of Common Shares issuable pursuant to Options granted under the Stock Option Plan to any non-executive director, within any calendar year, shall not exceed \$100,000, as calculated on the date of grant using the Black-Scholes-Merton valuation model; and (ii) the maximum number of Common Shares reserved for issuance under all security based compensation arrangements of Kelt issued to any non-executive director, within any calendar year, shall not exceed \$150,000, as calculated on the date of grant using the Black-Scholes-Merton valuation model. The Stock Option Plan provides for the exercise price to be determined by the Board provided that the exercise price of the Options may not be less than the three day volume weighted average trading price per Common Share on the principal stock exchange on which the Common Shares are traded immediately preceding the date of grant.

Participation in the Stock Option Plan is voluntary. In order to constitute a valid Option under the Stock Option Plan, the participant and Kelt must enter into a valid option agreement in a form acceptable to the Board. Options granted under the Stock Option Plan will be for a term of no longer than 10 years after the date of grant. The Board has the sole discretion to determine the time during which stock options will vest and the method of vesting. The interest of any optionee under the Stock Option Plan is not transferable or alienable by the optionee either by assignment or in any manner, during the optionee’s lifetime. If any optionee ceases to be an eligible participant under the Stock Option Plan as a result of permanent physical or mental disability or death, then, the total number of Options not previously purchased by such optionee, whether or not the rights to purchase some or all of the Common Shares pursuant to those Options have previously vested, may be exercised for a period ending on the earlier of the expiry date of such Options and one year to the date the optionee ceases to be a participant due to such permanent physical or mental disability or death. If an optionee ceases to be a participant for reasons other than permanent physical or mental disability or death and is terminated without notice or entitlement to notice or compensation in lieu thereof, the optionee may exercise the Option, to the extent they have vested as of the date of ceasing to be a participant. If the optionee ceases to be a participant for any reasons other than as described above, the optionee may exercise the Option, to the extent they have vested, when reasonable notice has been given, on the date the optionee ceases to be a participant and when compensation is paid in lieu of notice, for 21 days after the date the optionee ceases to be a participant. In the event of any change in the Common Shares through subdivision, consolidation, reclassification, amalgamation, merger or otherwise or of any issuance, dividend or distribution to all or substantially all the holders of Common Shares of any shares, securities, property or assets of the Corporation other than in the ordinary course of business, or in the event any other rights are granted to holders of Common Shares to purchase Common Shares at prices materially below fair market value then, the Board will, subject to any required approval of any regulatory authority or the Toronto Stock Exchange (the “**TSX**”), proportionately adjust the number of Options available under the Stock Option

Plan and the number of Common Shares that may be issued under existing option agreements. In the event of a change of control, all unexercised and unvested outstanding Options shall immediately vest and be exercisable, but may only be purchased for tender to the subject transaction. If the subject transaction is not completed, any Common Shares issued and tendered to the transaction shall be deemed to be cancelled and returned to treasury.

An optionee may exercise the right (the “**Put Right**”), from time to time, to require Kelt to purchase all or any of its vested Options by delivery to Kelt of a written notice of exercise (“**Put Notice**”), specifying the number of Options with respect to which the Put Right is being exercised. Kelt will purchase from the optionee all of the Options specified in the Put Notice at a price (the “**Put Price**”) equal to the excess of the closing price of the Common Shares on the principal stock exchange on which they are traded on the date of receipt of the Put Notice by Kelt (the “**Notice Date**”) over the exercise price for each Option being purchased under the Put Right provided that the Put Notice is received by Kelt before 4:30 p.m. (Calgary time) on the Notice Date, or if the Put Notice is received by Kelt after 4:30 p.m. (Calgary time) on the Notice Date, the Put Price shall be the next date upon which the Common Shares trade on the principal stock exchange on which they are traded, or for such other amounts as may be agreed to by the optionee and Kelt. Upon the exercise of the Put Right, Kelt will cause to be delivered to the optionee a cheque representing the Put Price multiplied by the number of Options specified in the Put Notice (less any applicable withholding tax) within three business days of the Notice Date. Upon exercise of the Put Right and its acceptance by Kelt, the Options are deemed to be terminated and cancelled and shall cease to grant the optionee any further rights thereunder. Notwithstanding the foregoing, Kelt may, at its sole discretion, decline to accept and, accordingly, have no obligations with respect to the exercise of a Put Right at any time and from time to time.

The Stock Option Plan provides for the extension of the expiry date of any Option which would otherwise expire during a “black-out period” imposed by Kelt upon certain designated persons during which those persons may not trade in any securities of Kelt, for 10 business days from the date that any “black-out period” ends. The Stock Option Plan also provides that the Board may, in its sole discretion and without further approval of the shareholders, suspend, terminate or discontinue the Stock Option Plan and may amend the terms and conditions of Options granted under the Stock Option Plan, subject to any required approval of any regulatory authority or the TSX. The approval of the shareholders of the Corporation will be required for any amendments to the Stock Option Plan which reduces the exercise price of an Option or results in cancellation and reissuance of an Option; extends the term of an Option beyond its normal expiry date; changes the definition of the “participants” to permit the introduction or reintroduction of non-executive directors on a discretionary basis or that increase limits previously imposed on non-executive director participation; results in an increase in the number of Common Shares that may be subject to Options granted to participants under the Stock Option Plan; would permit Options granted under the Stock Option Plan to be transferable or assignable other than for normal estate settlement purposes; changes the amendment and termination provisions of the Stock Option Plan; and which require approval by shareholders of the Corporation under applicable law (including, without limitation, the rules, regulations and policies required by the TSX).

The Stock Option Plan also provides that the Board may seek reimbursement of Options awarded to an officer of the Corporation pursuant to the Stock Option Plan and any Common Shares issued upon the exercise thereof, where: (a) the payment of such compensation was predicated on achieving certain financial results that were subsequently the subject of or affected by a material restatement of all or a portion of the Corporation’s financial statements filed with any securities regulatory authority; (b) the Board, in its discretion, determines that the officer engaged in gross negligence, intentional misconduct or fraud that caused or partially caused, the need for the restatement; and (c) the value of the Options awarded would have been lower had the financial results been properly reported (collectively, the “**Option Clawback**”).

The amendments to the Stock Option Plan provided for in the amended and restated Stock Option Plan effective as of March 12, 2019 (a copy of which is attached hereto as Appendix B) (collectively, the “**2019 Stock Option Plan Amendments**”) include, but are not limited to: (i) providing for the Board’s authority to proportionately adjust the number of, and exercise price of, Options in the event of certain specified changes to the Common Shares, to be subject to any required approval of any regulatory authority or the TSX; (ii) amending the amendment and termination provision of the Stock Option Plan by providing examples of the types of changes

to the Stock Option Plan and Options that the Board can make without shareholder approval; (iii) removing the entitlement of the Board to make changes to the Stock Option Plan and Options, without shareholder approval, including, without limitation: amendments respecting eligibility for participation; changes to the terms and conditions relating to the exercise price, the expiry date and the acceleration of the expiry date; determination of adjustments under adjustment provisions; and changing definitions therein and changing the mechanics of exercise of Options; (iv) adding the requirement for shareholder approval for certain amendments to the Stock Option Plan, including, without limitation, amendments which reduce the exercise price or result in any cancellation and reissuance of an Option; extend the term of an Option; change the definition of participants to permit the reintroduction of non-executive directors on a discretionary basis or that increase limits on non-executive director participation; that results in an increase in the number of Common Shares that may be subject to Options, and that would permit Options to be transferable or assignable other than for normal estate settlement purposes; and (v) adding the Option Clawback. The 2019 Stock Option Plan Amendments also provided for a reduction to the number of Options issuable under the Stock Option Plan from ten (10%) percent to nine (9%) percent of the issued and outstanding Common Shares at the time of grant, a reduction from ten (10%) percent to nine (9%) percent of the number of Common Shares issuable pursuant to Options granted under the Stock Option Plan and under any other stock based compensation arrangement of the Corporation, and a reduction from ten (10%) to nine (9%) percent to the aggregate number of Common Shares issuable pursuant to Options granted under the Stock Option Plan and under any other security based compensation arrangement of the Corporation to insiders of the Corporation and within any one year period. None of the 2019 Stock Option Plan Amendments require shareholder approval.

The Corporation's annual burn rate, as calculated in accordance with Section 613(p) of the TSX Company Manual, under the Stock Option Plan was 1.5% for the year ending December 31, 2016, 1.3% for the year ending December 31, 2017 and 1.4% for the year ending December 31, 2018. The burn rate is subject to change, from time to time, based on the number of Options granted and the weighted average number of Common Shares issued and outstanding for the applicable financial year.

For a description of the process used by the Corporation to grant Options, see the section herein entitled "*Executive Compensation – Share-Based and Option-Based Awards*". Other than as set out therein, the number of Options granted are not based on benchmarks, performance goals or a specific formula.

RSU Plan

The restricted share unit plan of the Corporation (the "**RSU Plan**") was approved by shareholders of Celtic at the annual and special meeting of the shareholders of Celtic and the debentureholders of Celtic held on December 14, 2012 and became instituted for purposes of the TSX on March 1, 2013, the date the Common Shares were listed on the TSX, was amended by Amendment No. 1 on February 19, 2016 and was amended and restated on March 12, 2019. The RSU Plan is an incentive compensation plan established to retain and motivate directors, officers, employees and other eligible service providers of Kelt and its subsidiaries and to promote greater alignment of interest between service providers and holders of Common Shares. The RSU Plan provides directors, officers, employees and other eligible service providers with the opportunity to acquire Common Shares through an award of restricted share units ("**RSUs**"). Each RSU represents a right to receive one Common Share.

In accordance with the terms of the RSU Plan, the Board approves which service providers are awarded RSUs under the RSU Plan and the terms of each award, including the number of RSUs to be awarded to each participant, the vesting provisions and term. No award will vest later than December 15 of the third calendar year from the date of grant.

RSUs awarded to participants are credited to an account that is established on their behalf and maintained in accordance with the RSU Plan. Each RSU awarded conditionally entitles the participant to the delivery of one Common Share upon the RSU vesting provisions being satisfied. RSUs awarded to participants vest in accordance with terms determined by the Board from time to time, which terms may include timing criteria in which the RSUs vest over specified time intervals and/or performance criteria in which the number of Common

Shares to be delivered to a participant in respect of each RSU awarded is dependent upon Kelt's performance and/or the market price of the Common Shares, as determined by the Board. In addition, RSUs in a participant's account will be credited with dividend equivalents in the form of additional RSUs as of each dividend payment date, if any, in respect of which dividends are paid on Common Shares (which shall vest on the same terms as the underlying RSU). RSUs are non-transferable. The Board may delegate its administrative authority under the RSU Plan to a committee of the Board.

The Common Shares to be delivered to participants upon the vesting of RSUs will be issued from treasury. The RSU Plan provides that the maximum number of Common Shares reserved for issuance at any time pursuant to the RSU Plan shall not exceed 4.5% of the aggregate of the number of issued and outstanding Common Shares and that the maximum number of Common Shares reserved for issuance at any time pursuant to the RSU Plan and the Stock Option Plan, in aggregate, shall not exceed a number of Common Shares equal to 9% of the aggregate of the number of issued and outstanding Common Shares. To the extent that RSUs are terminated or cancelled prior to the issuance of any Common Shares, such Common Shares underlying such award shall be added back to the number of shares reserved for issuance under the RSU Plan and will become available for grant again under the RSU Plan.

The RSU Plan provides that the number of Common Shares available for issuance under the RSU Plan at any time shall not exceed a number of Common Shares equal to 4.5% of the aggregate number of Common Shares issued and outstanding from time to time. The RSU Plan also provides that the number of Common Shares reserved for issuance and which may be issued pursuant to the RSU Plan and other security based compensation arrangements established by Kelt (including the Stock Option Plan) shall be limited as follows: (i) the number of Common Shares reserved for issuance to any one individual shall not exceed 5% of the issued and outstanding Common Shares; (ii) the number of Common Shares reserved for issuance under all security based compensation arrangements of Kelt granted to insiders of Kelt at any time shall not exceed 9% of the issued and outstanding Common Shares; and (iii) the number of Common Shares that may be issued to insiders of Kelt within any one-year period under all security based compensation arrangements of Kelt shall not exceed 9% of the issued and outstanding Common Shares. The RSU Plan also provides that the maximum number of Common Shares reserved for issuance under all security based compensation arrangements of Kelt issued to any non-executive director, within any calendar year, shall not exceed \$150,000, as calculated on the date of grant using the Black-Scholes-Merton valuation model.

Unless otherwise determined by the Board or unless otherwise provided in any RSU award or any written agreement governing a participant's role as a service provider, if a participant's service with Kelt terminates for cause, then all unvested RSUs will automatically terminate. Upon a participant's voluntary resignation, all unvested RSUs will automatically terminate, provided however, that the Board has discretion to accelerate vesting or permit continued vesting of the RSUs. If a participant's services terminate as a result of the participant's disability, then the participant's awards will generally continue to vest in accordance with the vesting schedule set forth in the participant's award agreement. Upon a participant's death, all outstanding RSUs held by the participant shall immediately vest and Common Shares shall become deliverable.

In the event there is any change in the Common Shares through the declaration of stock dividends or subdivisions, consolidations or exchanges of Common Shares, or otherwise, the number of Common Shares available for issuance and to be issued upon the vesting of RSUs granted under the RSU Plan shall be adjusted appropriately by the Board, subject to TSX approval. In the event that a divestiture of a business unit of Kelt results in the termination of a participant's term as a director, officer, employee or other eligible service provider of Kelt and such participant becomes a director, officer or employee of the person acquiring or operating such business unit, the Board may accelerate the vesting of all or any portion of a participant's RSUs or determine that such participant shall continue to be a participant in the RSU Plan, subject to such terms and conditions (including vesting), if any, established by the Board in its sole discretion. In the event of a change of control of Kelt, subject to the terms of any employment agreement between Kelt and a participant, all outstanding RSUs shall vest upon or immediately prior to the completion of the transaction resulting in the change of control. Under no circumstances will RSUs be considered Common Shares nor shall they entitle the participant to

exercise voting rights or any other rights attaching to the ownership of Common Shares, nor shall any participant be considered the owner of the Common Shares by virtue of the award of RSUs.

Pursuant to the RSU Plan, a participant may make an offer (the “**Surrender Offer**”) to Kelt, at any time, for the disposition and surrender by the participant (and the termination thereof) of any of the RSUs granted under the RSU Plan for an amount (not to exceed the “**Fair Market Value**” of the RSUs) (as such term is defined in the RSU Plan) specified in the Surrender Offer by the participant and Kelt may, but is not obligated to, accept the Surrender Offer, subject to any regulatory approval required. If the Surrender Offer, either as made or as renegotiated, is accepted, the RSUs in respect of which the Surrender Offer relates shall be surrendered and deemed to be terminated and cancelled and shall cease to grant the participant any further rights thereunder upon payment of the amount of the agreed Surrender Offer by Kelt to the participant.

The Board may amend the terms of the RSU Plan or suspend the RSU Plan in whole or in part and may at any time terminate the RSU Plan without prior notice. In addition, the Board may, in its sole discretion, suspend, terminate or discontinue the RSU Plan and may amend the RSU Plan and any RSU granted pursuant to the RSU Plan, subject to any required approval of any regulatory authority or the TSX. The approval of the shareholders of the Corporation will be required for amendments to the RSU Plan which extends the term of a RSU beyond its normal expiry date; changes the definition of “participants” to permit the introduction or reintroduction of non-executive directors on a discretionary basis or that increase limits previously imposed on non-executive director participation; results in an increase in the number of Common Shares that may be subject to RSUs granted to participants under the RSU Plan; would permit RSUs granted under the RSU Plan to be transferable or assignable other than for normal estate settlement purposes; changes the amendment and termination provisions of the RSU Plan; and require the approval by shareholders of the Corporation under applicable law (including, without limitation, the rules, regulations and policies required by the TSX).

The RSU Plan also provides that the Board may seek reimbursement of RSUs awarded to an officer of the Corporation pursuant to the RSU Plan and any Common Shares issued upon the exercise thereof, where: (a) the payment of such compensation was predicated on achieving certain financial results that were subsequently the subject of or affected by a material restatement of all or a portion of the Corporation’s financial statements filed with any securities regulatory authority; (b) the Board, in its discretion, determines that the officer engaged in gross negligence, intentional misconduct or fraud that caused or partially caused, the need for the restatement; and (c) the value of the RSUs awarded would have been lower had the financial results been properly reported (collectively, the “**RSU Clawback**”).

The amendments to the RSU Plan provided for in the amended and restated RSU Plan effective as of March 12, 2019 (a copy of which is attached hereto as Appendix C) (collectively, the “**2019 RSU Plan Amendments**”) include, but are not limited to: (i) amending the amendment, suspension or termination provision of the RSU Plan by providing examples of the types of amendments to the RSU Plan or to RSUs that the Board can make without shareholder approval; (ii) adding the requirement for shareholder approval for certain amendments to the RSU Plan including, without limitation, amendments which extend the term of an RSU beyond its initial term; changes to the definition of participant to permit the reintroduction of non-executive directors on a discretionary basis or that increase limits on non-executive director participation; that result in an increase in the number of Common Shares that may be subject to RSUs; and that would permit RSUs to be transferable or assignable other than for normal estate settlement purposes; and (iii) adding the RSU Clawback. The 2019 RSU Plan Amendments also provided for a reduction to the number of Common Shares available for issuance under the RSU Plan at any time from 10% to 4.5% of the aggregate number of Common Shares issued and outstanding from time to time, and a reduction from 10% to 9% in the number of Common Shares issuable under the RSU Plan and under any other stock based compensation arrangement of the Corporation to insiders of the Corporation and within any one-year period. None of the 2019 RSU Plan Amendments require shareholder approval.

The Corporation’s annual burn rate, as calculated in accordance with Section 613(p) of the TSX Company Manual, under the RSU Plan was 0.3% for the year ending December 31, 2016, 0.2% for the year ending December 31, 2017 and 0.3% for the year ending December 31, 2018. The burn rate is subject to change, from

time to time, based on the number of RSUs granted and the weighted average number of Common Shares issued and outstanding for the applicable financial year.

For a description of the process used by the Corporation to grant RSUs, see the section herein entitled “*Executive Compensation – Share-Based and Option-Based Awards*”. Other than as set out therein, the number of RSUs granted are not based on benchmarks, performance goals or a specific formula.

As at the date hereof: (i) the maximum number of Common Shares issuable under the Stock Option Plan and the RSU Plan is 16,563,656 Common Shares, representing 9% of the issued and outstanding Common Shares; (ii) the Corporation has issued and there are currently outstanding Options to purchase 9,729,501 Common Shares under the Stock Option Plan which represents approximately 5.3% of the currently outstanding Common Shares; (iii) the Corporation has issued and there are currently outstanding 1,053,180 RSUs under the RSU Plan which represents approximately 0.6% of the currently outstanding Common Shares; and (iv) there remains for issuance under the Stock Option Plan and the RSU Plan, 5,780,975 Options or RSUs to purchase Common Shares representing approximately 3.1% of the currently outstanding Common Shares. During the year ended December 31, 2018, there were 2,080,898 Common Shares issued pursuant to the exercise of outstanding Options and 290,465 Common Shares were issued pursuant to the vesting of outstanding RSUs.

Historical Information Respecting Options and RSUs Outstanding

The following table sets forth historical information for the aggregate number of Options granted and RSUs granted to all grantees by the Corporation as at year end for the periods indicated.

Year ended December 31	Options Outstanding		RSUs Outstanding		Total Options and RSUs Outstanding		Options and RSUs Outstanding Held by Insiders		Common Shares Outstanding
	Number	% of Common Shares	Number	% of Common Shares	Number	% of Common Shares	Number	% of Common Shares	Number
2014	4,927,200	3.9%	1,761,500	1.4%	6,688,700	5.3%	3,150,000	2.5%	126,934,075
2015	6,690,600	4.0%	1,203,572	0.7%	7,894,172	4.7%	3,602,372	2.1%	168,668,350
2016	8,375,700	4.8%	720,346	0.4%	9,096,046	5.2%	4,312,082	2.5%	175,671,700
2017	9,894,067	5.5%	793,746	0.4%	10,687,813	6.0%	5,184,646	2.9%	178,857,767
2018	9,802,501	5.3%	1,096,980	0.6%	10,899,481	5.9%⁽¹⁾	4,767,605	2.6%	184,003,327

Note:

- (1) Effective as of March 12, 2019 the Stock Option Plan and the RSU Plan provide that the aggregate number of Common Shares reserved for issuance pursuant to the Stock Option Plan and the RSU Plan shall not exceed 9% of the aggregate number of issued and outstanding Common Shares.

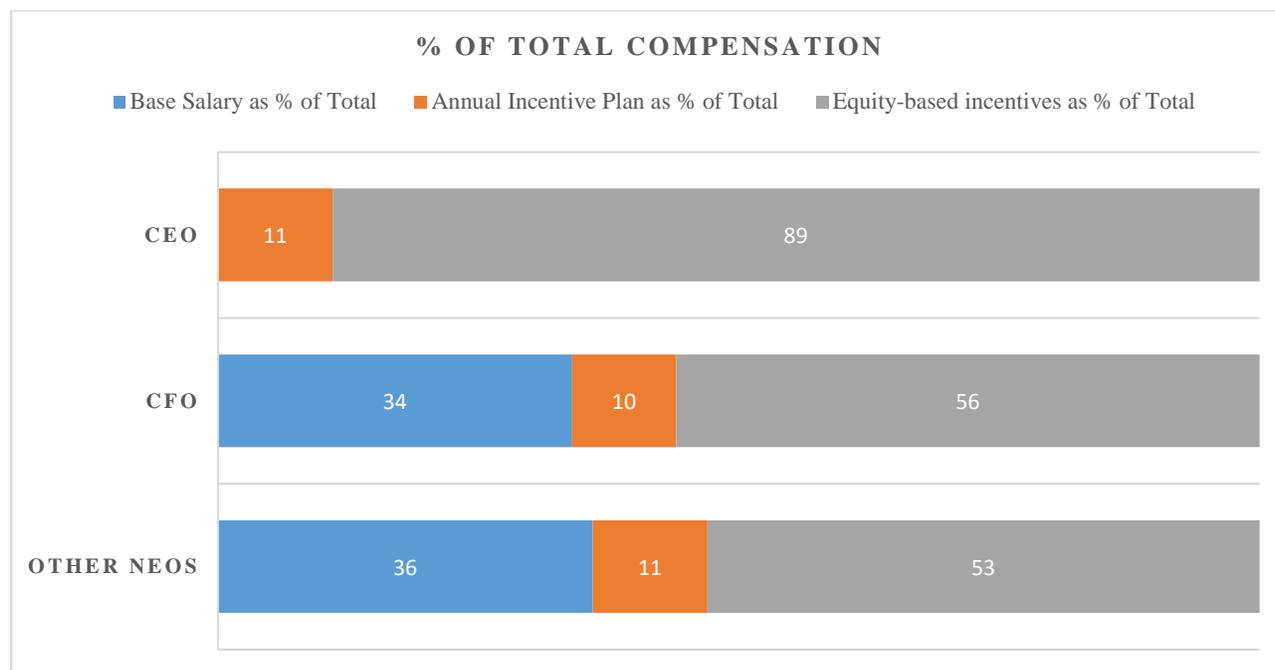
Employee Stock Savings Plan

The Corporation has an Employee Stock Savings Plan (the “**Employee Stock Savings Plan**”) in which all employees of the Corporation, including the Named Executive Officers, are eligible to participate. The purpose of the Employee Stock Savings Plan is to make available to the Corporation’s employees a means of acquiring, through regular payroll deductions and the Corporation’s matching contribution, Common Shares so that participating employees, including the Named Executive Officers, can have an opportunity to benefit from the growth in the value of the Corporation. All employees who become participants in the Employee Stock Savings Plan contribute, on a semi-monthly basis, an amount up to 10% of the amount of their regular salary for such semi-monthly period. At the end of each semi-monthly period, the Corporation shall contribute an amount to the Employee Stock Savings Plan equal to 100% of the participating employee’s contribution. All contributions to the Employee Stock Savings Plan are deposited with a trustee to purchase, through the TSX, Common Shares for participating employees. The Corporation’s portion of the contributions vests immediately at the time of payment by the Corporation.

At-Risk Compensation

The Corporation’s approach to risk compensation is to provide the majority of compensation to senior officers in the form of long-term, at-risk incentives in order to reinforce alignment between the executive officers and shareholders over the long-term. In line with the Corporation’s compensation philosophy, a higher proportion of NEO total compensation is at-risk and tied to the Corporation’s long-term performance.

The following chart depicts 2018 at-risk target total direct compensation among the Corporation’s NEOs:



Risks Associated with the Corporation’s Compensation Policies and Practices

The Board has considered the implications of the risks associated with the Corporation’s compensation policies and practices, including:

- (a) the risk of executives taking inappropriate or excessive risks;
- (b) the risk of inappropriate focus on achieving short term goals at the expense of long term return to shareholders;
- (c) the risk of encouraging aggressive accounting practises; and
- (d) the risk of excessive focus on financial returns and operational goals at the expense of regulatory, environmental and health and safety goals.

The Board does not believe that the Corporation’s executive compensation program encourages the Named Executive Officers to take inappropriate or excessive risks. This assessment is based on a number of considerations including, without limitation, the following:

- (a) the Corporation’s compensation policies and practices are uniform throughout and there are no significant differences in the compensation structure amongst the Named Executive Officers, other than the fact that the CEO does not receive a base salary;
- (b) the overall compensation program is aligned with the Corporation’s business plan and long-term strategies;
- (c) the Bonus Plan includes a clawback provision in respect of bonus payments to the executive officers of the Corporation in certain situations (see “*Bonus Plan*” above);

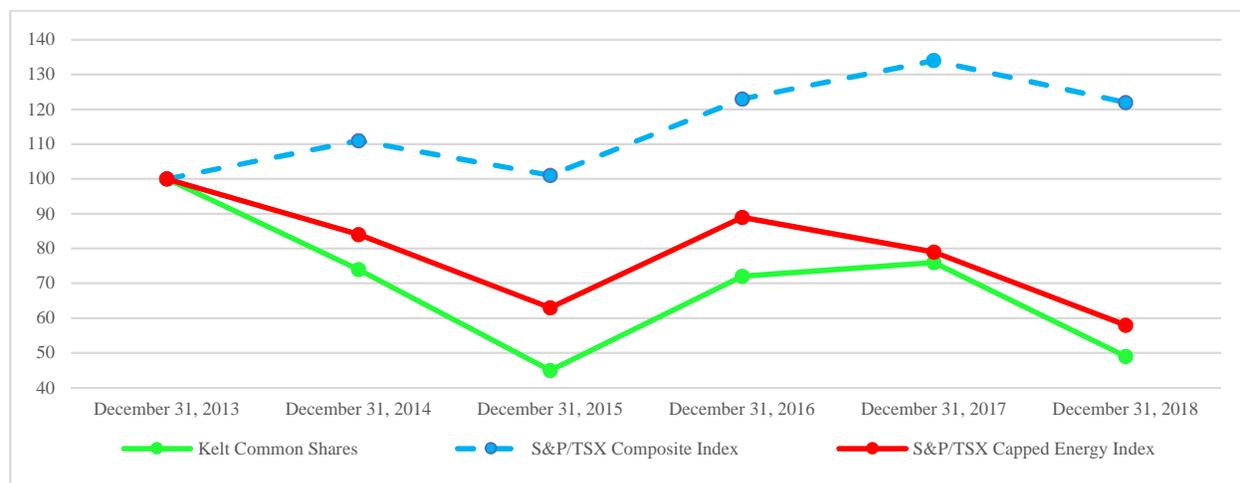
- (d) the Stock Option Plan includes a clawback provision in respect of Options granted to officers of the Corporation in certain circumstances (see “*Stock Option Plan*” above);
- (e) the RSU Plan includes a clawback provision in respect of RSUs awarded to officers of the Corporation in certain circumstances (see “*RSU Plan*” above);
- (f) establishing share ownership guidelines for the CEO and imposing short selling restrictions;
- (g) the compensation package for the Named Executive Officers consists of fixed (base salary) and variable elements (Options and RSUs) which are designed to balance short-term goals and the long-term interests of the Corporation and are aimed at creating sustainable value for the Corporation’s shareholders; and
- (h) in exercising its discretion in granting Options and RSUs, the Board reviews individual and corporate performance taking into account the long-term interests of the Corporation.

Financial Instruments (Anti-Hedging Policy)

The Corporation has implemented a policy which restricts its directors, officers and employees from knowingly selling, directly or indirectly, a security of the Corporation if such person selling such security does not own or has not fully paid for the security to be sold. Directors, officers and employees of the Corporation may not, directly or indirectly, sell a call or buy a put in respect of a security of the Corporation or any of its affiliates. Notwithstanding these prohibitions, directors, officers and employees of the Corporation may sell a security which such person does not own if such person owns another security convertible into the security sold or an option or right to acquire the security sold and, within 10 days after the sale, such person: (i) exercises the conversion privilege, option or right and delivers the security so acquired to the purchaser; or (ii) transfers the convertible security, option or right, if transferable to the purchaser. As a matter of corporate policy, hedging transactions involving directors, officers and employees are prohibited. Directors, officers and employees may not, for the purpose of hedging to protect against a decrease in the market price or value of an equity-based award or securities of the Corporation, buy, sell or enter into any derivative instruments, agreements or securities, the market price, value or payment obligations of which are derived from, referenced to or based on the value of the applicable securities, or any other derivative instruments, agreements, arrangements, or understandings (commonly known as equity monetization transactions) the effect of which is to alter, directly or indirectly, the director’s, officer’s and employee’s economic interest in securities of, or economic exposure to, the Corporation.

Performance Graph

The following graph compares on a yearly basis the cumulative total shareholder return from December 31, 2013 as measured by the closing price of the Common Shares at the end of each period indicated, assuming an initial investment of \$100 on December 31, 2013, compared to the S&P/TSX Composite Index and the S&P TSX Capped Energy Index.



	December 31, 2013	December 31, 2014	December 31, 2015	December 31, 2016	December 31, 2017	December 31, 2018	Average Annual Return
Kelt Common Shares	100	74	45	72	76	49	-13.3%
S&P/TSX Composite Index	100	111	101	123	134	122	4.1%
S&P/TSX Capped Energy Index	100	84	63	89	79	58	-10.3%

The trend shown by the foregoing performance graph reflects both operational and financial performance within the Corporation’s control as well as volatile commodity prices and economic and market conditions beyond its control, including the state of the global economy and the state of crude oil and natural gas prices. During the two years ended December 31, 2014, the base salaries paid by the Corporation to the NEOs were set below the median levels paid by the Corporation’s competitors and peers. The base salaries paid by the Corporation for the three year period from January 1, 2015 to the financial year ending December 31, 2018 were materially increased compared to the amounts paid during the previous two years, but nevertheless remained below market. During this latter three year period, although the trend in the Corporation’s executive compensation increased, the trend in the foregoing performance graph initially increased and then decreased, although the decrease in Kelt’s Common Shares was more pronounced than the decrease in the S&P/TSX Composite Index as shown in the foregoing performance graph. See the section herein entitled “*Executive Compensation – Compensation Discussion and Analysis – Elements of the Executive Compensation Program – Base Salaries*”.

Share-Based and Option-Based Awards

Granting Process for Share-Based Awards

The process that the Corporation uses to grant share-based awards to the Named Executive Officers, and the factors that are taken into account when considering new grants under the RSU Plan, are based on a number of criteria, including the base salary of the Named Executive Officers and the base salaries then being paid by the Corporation’s competitors and peers, the number of RSUs available for grant under the RSU Plan, the number of RSUs anticipated to be required to meet the future needs of the Corporation, as well as the number of RSUs previously granted to each of the Named Executive Officers. It is the full Board, as opposed to the Compensation Committee, which determines the need for amendments to the RSU Plan and it is the full Board which determines the number of RSU grants to be made under the RSU Plan. The CEO frequently provides input and recommendations to the Board regarding the granting of RSUs, from time to time. The CEO, in turn, and where appropriate, also obtains input from other executive officers of the Corporation when providing his input and recommendations. Other than as set out immediately above and under the heading “*Elements of the Executive Compensation Program*” above, the grant of share-based awards is not determined based on benchmarks, performance goals or a specific formula.

Granting Process for Option-Based Awards

The process that the Corporation uses to grant option-based awards to the Named Executive Officers, and the factors that are taken into account when considering new grants under the Stock Option Plan, is based upon a number of criteria, including the performance of the Named Executive Officers, the number of Options available for grant under the Stock Option Plan, the number of Options anticipated to be required to meet the future needs of the Corporation, as well as the number of Options previously granted to each of the Named Executive Officers. It is the full Board, as opposed to the Compensation Committee, which determines the need for any amendments to the Stock Option Plan and it is the full Board which determines the number of Option grants to be made under the Stock Option Plan. The CEO frequently provides input and recommendations to the Board regarding the granting of Options, from time to time. The CEO, in turn, and where appropriate, also obtains input from other executive officers of the Corporation when providing his input and recommendations. Other than as set out immediately above and under the heading “*Elements of the Executive Compensation Program*” above, the grant of option-based awards is not determined based on benchmarks, performance goals or a specific formula.

Compensation Governance

The members of the Compensation Committee are Robert J. Dales (Chair), Michael R. Shea and Neil G. Sinclair, each of whom is independent as required by the mandate of the Compensation Committee. Mr. Shea was appointed to the Compensation Committee on May 8, 2018 following the retirement of Eldon A. McIntyre from the Board on April 18, 2018. The Compensation Committee annually reviews and recommends the compensation to be received by the Corporation's directors and the Named Executive Officers. Compensation is based on the underlying philosophy that such compensation should be competitive with other corporations of similar size and should be reflective of the experience, performance and contribution of the individuals involved and the overall performance of the Corporation. During the first two years of operations of the Corporation, commencing on February 27, 2013, the base salaries paid by the Corporation were set below the median levels paid by the Corporation's competitors and peers. Although base salaries paid by the Corporation for the four year period from January 1, 2015 to the financial year ending December 31, 2018 were materially increased compared to the amounts paid during the previous two years, such base salaries nevertheless remained below market, the Corporation is of the view that base salaries, in conjunction with the long-term incentive component of the Corporation's executive compensation program, are in line with the foregoing underlying philosophy and will allow the Corporation to achieve its dual objectives. With respect to directors' compensation, the Compensation Committee reviews the level and form of compensation received by the directors, members of each committee, the Board Chair, the Lead Director and the Chair of each committee, considering the duties and responsibilities of each director, his or her past service and continuing duties in service to the Corporation. The compensation of directors, and the chief executive officer and other executive officers of competitors are considered, to the extent publicly available, in determining compensation and the Compensation Committee has the power to engage a compensation consultant or advisor to assist in determining appropriate compensation.

Each member of the Compensation Committee has direct experience that is relevant to his responsibilities as a member of the Compensation Committee. Mr. Dales holds an MBA and he has over 24 years of public issuer experience, both as an officer and as a director. Mr. Shea holds a B.Sc. and during a 33 year career in the oil and gas industry prior to his retirement in 2013, has thirteen years of public issuer experience as an officer, and one year of experience as a director. Mr. Sinclair holds a BA and an MBA and has been President of an active private corporation, with significant real estate operations, for over 46 years, and he also has extensive public company experience as an officer and as a director. The skills and experience possessed by the members of the Compensation Committee, acquired as a result of their lengthy and extensive business careers, enable them to make decisions on the suitability of Kelt's compensation policies and practices.

The duties and responsibilities of the Compensation Committee are as follows:

- (a) annually recommend objectives and performance criteria applicable to the Board, each director, the Board Chair, the Lead Director, the Chair of each committee and the CEO;
- (b) annually arrange for an evaluation of the performance, contribution and effectiveness of the Board and committees, individual directors, the Board Chair, the Lead Director, the Chair of each committee and the CEO in the context of the mandates, position descriptions, competencies and skills that each director is expected to bring to the Board;
- (c) prepare and distribute a report to the Board regarding annual evaluations to initiate discussion regarding how to improve the performance, contribution and effectiveness of the Board, each committee, each director and the CEO;
- (d) make recommendations to the Board regarding the amount and form of compensation to award to directors, the Board Chair, the Lead Director and the Chair of each committee;
- (e) make recommendations to the independent members of the Board regarding the amount and form of compensation to award the CEO;
- (f) review and make recommendations to the Board regarding proposals for the compensation of executive officers and management, including salary, bonus, options, perquisites, retirement allowances and all other forms of proposed compensation;
- (g) review and make recommendations regarding all incentive and equity-based compensation plans and all proposed grants of securities under such plans; and

- (h) review and make recommendations regarding employee benefit and retirement plans.

Summary Compensation Table

The following table provides compensation information for the financial year ended December 31, 2018 and for the financial years ended December 31, 2017 and December 31, 2016 in respect of the Named Executive Officers.

Name and principal position	Year	Salary (\$)	Share-based awards ⁽¹⁾⁽²⁾		Option-based awards ⁽⁴⁾⁽⁵⁾		Non-equity incentive plan compensation (\$)		All other compensation (\$) ⁽⁶⁾⁽⁷⁾	Total compensation (\$)
			#	(\$)	#	(\$)	Annual incentive plan ⁽³⁾	Long-term incentive plans		
David J. Wilson, ⁽⁸⁾ President and Chief Executive Officer	2018	Nil	40,000	321,600	110,000	217,508	65,000	Nil	Nil	604,405
	2017	Nil	44,000	293,480	125,000	310,000	30,000	Nil	Nil	633,480
	2016	Nil	65,360	306,538	105,000	193,200	8,750	Nil	Nil	508,488
Sadiq H. Lalani, Vice President and Chief Financial Officer	2018	196,250	17,000	136,680	110,000	217,805	65,000	Nil	19,625	635,360
	2017	182,500	7,000	46,690	125,000	310,000	30,000	Nil	18,250	587,440
	2016	169,792	8,170	38,317	105,000	193,200	8,750	Nil	16,979	427,038
Douglas J. Errico, Vice President, Land	2018	196,250	17,000	136,680	90,000	178,204	65,000	Nil	19,625	595,759
	2017	182,500	7,000	46,690	100,000	248,000	30,000	Nil	18,250	525,440
	2016	169,792	8,170	38,317	90,000	165,600	8,750	Nil	16,979	399,438
Alan G. Franks, Vice President, Production	2018	196,250	17,000	136,680	90,000	178,204	65,000	Nil	19,625	595,759
	2017	182,500	7,000	46,690	100,000	248,000	30,000	Nil	18,250	525,440
	2016	169,792	8,170	38,317	90,000	165,600	8,750	Nil	16,979	399,438
Douglas O. MacArthur, Vice President, Operations	2018	196,250	17,000	136,680	90,000	178,204	65,000	Nil	19,625	595,759
	2017	182,500	7,000	46,690	100,000	248,000	30,000	Nil	18,250	525,440
	2016	169,792	8,170	38,317	90,000	165,600	8,750	Nil	16,979	399,438
Patrick W.G. Miles, Vice President, Exploration	2018	196,250	17,000	136,680	90,000	178,204	65,000	Nil	19,625	595,759
	2017	182,500	7,000	46,690	100,000	248,000	30,000	Nil	18,250	525,440
	2016	169,792	8,170	38,317	90,000	165,600	8,750	Nil	16,979	399,438

Notes:

- (1) Share-based awards are RSUs granted under the RSU Plan.
- (2) The Corporation has calculated the grant date fair value of RSUs for 2016, 2017 and for 2018, respectively, using the volume weighted average trading price of the Common Shares on the TSX over three trading days immediately preceding the date of grant of \$4.69 (for 2016), \$6.67 (for 2017) and \$8.04 (for 2018) per Common Share for RSUs granted during the financial years ended December 31, 2016, December 31, 2017 and December 31, 2018, respectively.
- (3) Amounts shown are payments under the Bonus Plan made in 2018.
- (4) Option-based awards are Options granted under the Stock Option Plan.
- (5) The Corporation has calculated the grant date fair value of the Options granted to Named Executive Officers using the Black-Scholes-Merton valuation option pricing model and does not reflect what was actually paid to the NEO in the calendar year. The Corporation chose this methodology because it is recognized as the most common methodology used for valuing options and value comparisons. The Black-Scholes-Merton option pricing model assumptions used by the Corporation were:

	2018	2017	2016
Risk free interest rate	2.24%	1.4%	0.6%
Expected life (years)	4.0	4.0	4.0
Expected volatility	51%	52.1%	50.3%
Expected dividend rate	0%	0.0%	0.0%
Expected forfeiture rate	2.1%	0.0%	0.0%
Fair Value of Options granted during year (\$/share)	\$1.98	\$2.48	\$1.84

The aggregate number of Options held by each of the Named Executive Officers, including the number of Options granted to each Named Executive Officer during the financial year ended December 31, 2018, is set out in the table under the heading entitled “*Executive Compensation – Outstanding Share-Based Awards and Option-Based Awards*”.

- (6) Amounts paid by the Corporation as matching contributions under the Employee Stock Savings Plan.
- (7) None of the Named Executive Officers received perquisites, including property or personal benefits not generally available to all employees that in aggregate were worth \$50,000 or more, or were worth 10% or more of the Named Executive Officer’s total salary for the financial year ended December 31, 2018.
- (8) Mr. Wilson also serves as a director of the Corporation. All of the compensation paid to Mr. Wilson relates to his position as a Named Executive Officer and none of the compensation paid to Mr. Wilson relates to his role as a director.

Share-Based Awards and Option-Based Awards

The following table sets forth information in respect of incentive plan awards outstanding at the end of the financial year ended December 31, 2018 held by the Named Executive Officers.

Name	Option-based Awards				Share-based Awards		
	Number of securities underlying unexercised options ⁽¹⁾ (#)	Option exercise price (\$) (\$)	Option expiration date	Value of unexercised in-the-money options ⁽²⁾ (\$)	Number of shares or units of shares that have not vested ⁽³⁾ (#)	Market or payout value of share-based awards that have not vested ⁽⁷⁾ (\$)	Market or payout value of share-based awards not paid out or distributed (\$)
David J. Wilson	60,000	12.30	Mar 18/19	-	32,680 ⁽⁴⁾	151,635	N/A
	77,000	7.08	Dec 15/19	-	44,000 ⁽⁵⁾	204,160	
	105,000	4.38	Nov 17/20	27,300	40,000 ⁽⁶⁾	185,600	
	105,000	4.72	June 6/21	-	-	-	
	125,000	6.06	Aug 17/22	-	-	-	
	110,000	4.76	Nov 19/23	-	-	-	
Sadiq H. Lalani	60,000	12.30	Mar 18/19	-	4,085 ⁽⁴⁾	18,954	N/A
	77,000	7.08	Dec 15/19	-	7,000 ⁽⁵⁾	32,480	
	105,000	4.38	Nov 17/20	27,300	17,000 ⁽⁶⁾	78,880	
	105,000	4.72	June 6/21	-	-	-	
	125,000	6.06	Aug 17/22	-	-	-	
	110,000	4.76	Nov 19/23	-	-	-	
Douglas J. Errico	50,000	12.30	Mar 18/19	-	4,085 ⁽⁴⁾	18,954	N/A
	66,000	7.08	Dec 15/19	-	7,000 ⁽⁵⁾	32,480	
	90,000	4.38	Nov 17/20	23,400	17,000 ⁽⁶⁾	78,880	
	90,000	4.72	June 6/21	-	-	-	
	100,000	6.06	Aug 17/22	-	-	-	
	90,000	4.76	Nov 19/23	-	-	-	
Alan G. Franks	50,000	12.30	Mar 18/19	-	4,085 ⁽⁴⁾	18,954	N/A
	66,000	7.08	Dec 15/19	-	7,000 ⁽⁵⁾	32,480	
	90,000	4.38	Nov 17/20	23,400	17,000 ⁽⁶⁾	78,880	
	60,000	4.72	June 6/21	-	-	-	
	100,000	6.06	Aug 17/22	-	-	-	
	90,000	4.76	Nov 19/23	-	-	-	
Douglas O. MacArthur	50,000	12.30	Mar 18/19	-	4,085 ⁽⁴⁾	18,954	N/A
	66,000	7.08	Dec 15/19	-	7,000 ⁽⁵⁾	32,480	
	90,000	4.38	Nov 17/20	23,400	17,000 ⁽⁶⁾	78,880	
	90,000	4.72	June 6/21	-	-	-	
	100,000	6.06	Aug 17/22	-	-	-	
	90,000	4.76	Nov 19/23	-	-	-	
Patrick W. G. Miles	50,000	12.30	Mar 18/19	-	4,085 ⁽⁴⁾	18,954	N/A
	66,000	7.08	Dec 15/19	-	7,000 ⁽⁵⁾	32,480	
	90,000	4.38	Nov 17/20	23,400	17,000 ⁽⁶⁾	78,880	
	90,000	4.72	June 6/21	-	-	-	
	100,000	6.06	Aug 17/22	-	-	-	
	90,000	4.76	Nov 19/23	-	-	-	

Notes:

- (1) Options vest as to one-third on each anniversary of the date of grant.
- (2) Value is calculated based on the difference between the exercise price of the Options and the closing price of the Common Shares on the TSX on December 31, 2018, being \$4.64.
- (3) Represents RSUs all of which vest as to one-half on the second anniversary of the date of grant and as to one-half on the third anniversary of the date of grant.
- (4) RSUs granted on June 2, 2016, one-half of which vested on June 2, 2018 and one-half of which vest on June 2, 2019.
- (5) RSUs granted on April 4, 2017, one-half of which vest on April 4, 2019 and one-half of which vest on April 4, 2020.
- (6) RSUs granted on September 12, 2018, one-half of which vest on September 12, 2020 and one-half of which vest on September 12, 2021.
- (7) Value is calculated based on the closing price of the Common Shares on the TSX on December 31, 2018, being \$4.64.

Incentive Plan Awards – Value Vested or Earned During the Year

The following table sets forth the value of incentive plan awards which vested during the financial year ended December 31, 2018 for each Named Executive Officer.

Name	Share-based awards - Value vested during the year ⁽¹⁾ (\$)	Option-based awards - Value vested during the year ⁽²⁾ (\$)	Non-equity incentive plan compensation – Value earned during the year ⁽³⁾ (\$)
David J. Wilson	399,229	245,665	65,000
Sadiq H. Lalani	85,532	245,665	65,000
Douglas J. Errico	59,389	204,332	65,000
Alan G. Franks	59,389	204,332	65,000
Douglas O. MacArthur	59,389	204,332	65,000
Patrick W. G. Miles	59,389	204,332	65,000

Notes:

- (1) One-half of the RSUs granted under the RSU Plan on March 19, 2015 vested during the financial year ended December 31, 2018. The aggregate dollar value reflects the closing market price of the Common Shares on March 20, 2018, of \$6.56 being the release date. One-half of the RSUs granted under the RSU Plan on June 2, 2016 vested during the financial year ended December 31, 2018. The aggregate dollar value reflects the closing market price of the Common Shares on June 3, 2018, of \$8.14, being the release date. None of the RSUs granted under the RSU Plan on April 4, 2017 vested during 2018.
- (2) Represents the aggregate dollar value that would have been realized if the Options under the option-based awards had been exercised on the vesting date based on the difference between the closing market price of the Common Shares on the date immediately preceding the vesting date.
- (3) Amounts shown are payments made under the Bonus Plan in 2018.

Termination and Change of Control Benefits

Stock Option Plan

The Stock Option Plan provides that in the event of a change of control, all unexercised and unvested outstanding Options shall immediately vest and be exercisable, but may only be purchased for tender to the subject transaction. If the subject transaction is not completed, any Common Shares issued and tendered to the transaction shall be deemed to be cancelled and returned to treasury.

RSU Plan

The RSU Plan provides that in the event of a change of control of the Corporation, subject to the terms of any employment agreement between the Corporation and a participant, all outstanding RSUs shall vest upon or immediately prior to the completion of the transaction resulting in the change of control.

Executive Employment Agreements

As of February 28, 2019, the Corporation entered into written executive employment agreements with all executive officers of the Corporation including each of the Named Executive Officers of the Corporation. Each of these written agreements provides that in the event of a change of control of the Corporation and in the further event that the NEO's employment with the Corporation is contemporaneously terminated by the Corporation, or, the NEO elects to leave the Corporation on thirty day's notice to the Corporation within ninety days following a change of control, or a termination without just cause, each of the Named Executive Officers is entitled to the following payments, namely: (i) the amount of fifteen months of the then applicable base salary, less required withholdings; and (ii) an amount equal to 25% of the Named Executive Officer's then applicable base salary, representing the Corporation's cost of providing benefits to the Named Executive Officer during the fifteen months immediately prior to the effective date of the change of control or the termination without just cause, provided that the Named Executive Officer has provided a written resignation of all offices and director positions held in the Corporation and has delivered to the Corporation a duly executed full and final release in favour of the Corporation, in a form reasonably satisfactory to the Corporation. In the case of the executive employment agreement entered into between the CEO (who is not paid a base salary) and the Corporation, the foregoing

amounts are equivalent to the amounts payable under the executive employment agreement to which the CFO is a party. The basis for selecting the foregoing events which trigger such payments is the Board's determination of comparable terms prevailing in the marketplace in which the Corporation competes. The written agreements provide that the Named Executive Officers shall provide the Corporation with thirty days notice of the termination of his or her employment. The written agreements also provide that the Corporation shall reimburse the Named Executive Officers for all reasonable business expenses incurred in the performance of his or her duties on behalf of the Corporation.

Estimated Incremental Payments and Benefits as of December 31, 2018

The following table sets forth the estimated incremental payments and benefits that would be received by the Named Executive Officers following a change of control, in each case had such events occurred on December 31, 2018.

Name	Stock Option Plan⁽¹⁾ (\$)	RSU Plan⁽²⁾ (\$)	Total⁽³⁾ (\$)
David J. Wilson	27,300	541,395	568,695
Sadiq H. Lalani	27,300	130,314	157,614
Douglas J. Errico	23,400	130,314	153,714
Alan G. Franks	23,400	130,314	153,714
Douglas O. MacArthur	23,400	130,314	153,714
Patrick W. G. Miles	23,400	130,314	153,714

Notes:

- (1) As provided for in the Stock Option Plan, assuming a change of control on December 31, 2018, all unvested Options held by the Named Executive Officers would vest and be immediately exercisable. Value is calculated based on the difference between the exercise price of the Options and the closing price of the Common Shares on the TSX on December 31, 2018, being \$4.64.
- (2) As provided for in the RSU Plan, assuming a change of control on December 31, 2018, all unvested RSUs held by the Named Executive Officers would vest. Value is calculated based on the closing price of the Common Shares on the TSX on December 31, 2018, being \$4.64.
- (3) The Executive Employment Agreements between the NEOs and the Corporation were entered into on February 28, 2019 and therefore estimated incremental payments and benefits thereunder resulting from a change of control are not included within the foregoing estimated incremental payments and benefits as of December 31, 2018.

Compensation of Directors

In designing a compensation program for non-executive directors, the Board's objective is to ensure that the Corporation attracts and retains highly qualified, committed and talented members of the Board with an extensive and relevant breadth of experience, as well as to align the interests of directors with those of its shareholders.

The Board sets the compensation of non-executive directors based on the Compensation Committee's recommendations. The Compensation Committee annually reviews the compensation of non-executive directors and recommends to the Board such adjustments as it considers appropriate and necessary to recognize the workload, time commitment and responsibility of the Board and committee members and to remain competitive with director compensation trends in Canada.

On March 6, 2018, the Compensation Committee of the Corporation approved the payment of retainer fees to the non-executive directors in the amount of \$10,000 per year, payable on a quarterly basis, commencing on June 30, 2018. Other than the foregoing retainer fees, non-executive director compensation has been limited to Options. Although the non-executive directors may be issued RSUs under the RSU Plan, no RSUs have been issued to non-executive directors since incorporation. The directors retainer fees were approved, in part, to address the concerns that if all of the non-executive directors' equity compensation is inherently at risk it may incentivize the non-executive directors towards excessive risk taking, although, the Corporation is of the view that any such perceived risk is mitigated by the share ownership in the Corporation of each of the non-executive directors, which further helps to align such non-executive directors' interests with those of the shareholders of the Corporation. The non-executive directors are also subject to the share ownership guidelines, as described below. The Compensation Committee is also of the view that any directors retainer fees paid to the non-executive directors would be immaterial in view of their current shareholdings and therefore unlikely to influence excessive risk taking by such non-executive directors.

The Stock Option Plan provides that the maximum number of Common Shares issuable pursuant to Options granted under the Stock Option Plan to any non-executive director, within any calendar year, shall not exceed \$100,000, as calculated on the date of grant using the Black-Scholes-Merton valuation model and each of the Stock Option Plan and the RSU Plan provides that the maximum number of Common Shares reserved for issuance under all security based compensation arrangements of Kelt issued to any non-executive director, within any calendar year, shall not exceed \$150,000, as calculated on the date of grant.

Non-Executive Director Share Ownership Guidelines

Non-executive directors are encouraged to own shares to align the long-term financial interests of the Board with those of the Corporation’s shareholders. The Corporation has implemented share ownership guidelines applicable to the Corporation’s non-executive directors (“**Ownership Guidelines**”). Non-executive directors are required to hold a number of Common Shares having a value equal to three times their total annual compensation from the Corporation. New non-executive directors will have three years to achieve the required level of ownership. Although the share ownership guidelines were adopted in March 2016, each member of the Board met this requirement for the financial year ended December 31, 2018, other than Geraldine L. Greenall who was appointed to the Board on December 14, 2017.

The table below sets forth the number and value of Common Shares held by each non-employee director as at December 31, 2018.

Name	Common Shares	RSUs ⁽¹⁾	Total Common Shares	Total Value of Common Shares ⁽¹⁾	Share Ownership Target	
					Meets Target	Multiple of Annual Compensation ⁽²⁾
Robert J. Dales	1,764,255	Nil	1,764,255	8,186,143	Yes	95
Geraldine L. Greenall	21,500	Nil	21,500	99,760	No ⁽³⁾	N/A
William C. Guinan	1,134,459	Nil	1,134,459	5,263,890	Yes	61
Neil G. Sinclair	2,563,141	Nil	2,563,141	11,892,974	Yes	138
Michael R. Shea	544,320	Nil	544,320	2,525,645	Yes	26

Notes:

- (1) The value of the Common Shares is the closing price of the Common Shares on the TSX on December 31, 2018, being \$4.64. No RSUs have been issued to the non-employee directors of the Corporation.
- (2) Annual compensation for the Corporation’s financial year ended December 31, 2018 was approximately \$100,000 for each non-employee director. See “Executive Compensation – Director Compensation – Summary Compensation Table”.
- (3) Ms. Greenall was appointed as a director on December 14, 2017 and has three years from December 14, 2017 to achieve the required level of ownership under the Ownership Guidelines.

Director Compensation

Summary Compensation Table

The following table sets forth information in respect of all amounts of compensation provided to the directors of the Corporation for the Corporation’s financial year ended December 31, 2018.

Name	Fees earned ⁽⁵⁾ (\$)	Option-based awards ⁽¹⁾ (\$)	All other compensation (\$)	Total (\$)
Robert J. Dales	7,500	78,835	Nil	86,335
Geraldine L. Greenall	7,500	78,835	Nil	86,335
William C. Guinan	7,500	78,835	Nil	86,335
Eldon A. McIntyre ⁽³⁾	Nil	Nil	Nil	Nil
Neil G. Sinclair	7,500	78,835	Nil	86,335
Michael R. Shea ⁽⁴⁾	7,500	89,900	Nil	97,400

Notes:

- (1) The Corporation has calculated the grant date fair value of the Options granted to directors using the Black-Scholes-Merton option pricing model. The Corporation chose this methodology because it is recognized as the most common methodology used for valuing options and value comparisons. The weighted average of the Black-Scholes option pricing model assumptions used by the Corporation during 2018 were:

Risk free interest rate	2.27%
Expected life (years)	5
Expected annualized volatility	52.3%
Expected dividend yield	0%
Expected forfeiture rate	2.1%
Fair Value of Options granted during 2018 (\$/share)	\$2.25

The aggregate number of Options held by each of the directors of the Corporation, including the number of Options granted to each director of the Corporation during the financial year ended December 31, 2018, is set out in the table under the heading entitled “*Executive Compensation – Director Compensation – Outstanding Option-Based Awards*”.

- (2) Compensation information for David J. Wilson, President, CEO and a director of the Corporation has been previously provided herein under the section entitled “Executive Compensation - Summary Compensation Table”.
- (3) Mr. McIntyre ceased to be a director on April 18, 2018.
- (4) Mr. Shea was first elected as a director on April 18, 2018.
- (5) Kelt commenced payment of retainer fees to the non-executive directors in the amount of \$10,000 per annum, payable on a quarterly basis, on June 30, 2108.

Outstanding Option-Based Awards

The following table sets forth information in respect of all option-based awards outstanding at the end of the Corporation’s financial year ended December 31, 2018 provided to the directors of the Corporation.

Name	Number of securities underlying unexercised options (#)	Option exercise price (\$)	Option expiration date	Value of unexercised in-the-money options ⁽¹⁾ (\$)
Robert J. Dales	25,000	12.30	March 18, 2019	Nil
	15,000	4.38	November 17, 2020	3,900
	42,000	4.72	June 6, 2021	Nil
	38,000	6.06	August 17, 2022	Nil
	35,000	4.76	November 19, 2023	Nil
Geraldine L. Greenall	32,000	7.13	December 14, 2022	Nil
	35,000	4.76	November 19, 2023	Nil
William C. Guinan	25,000	12.30	March 18, 2019	Nil
	15,000	4.38	November 17, 2020	3,900
	14,000	4.72	June 6, 2021	Nil
	38,000	6.06	August 17, 2022	Nil
	35,000	4.76	November 19, 2023	Nil
Neil G. Sinclair	25,000	12.30	March 18, 2019	Nil
	33,000	7.08	December 15, 2019	Nil
	45,000	4.38	November 17, 2020	11,700
	42,000	4.72	June 6, 2021	Nil
	38,000	6.06	August 17, 2022	Nil
	35,000	4.76	November 19, 2023	Nil
Michael R. Shea ⁽²⁾	27,000	7.94	April 19, 2023	Nil

Notes:

- (1) Value is calculated based on the difference between the exercise price of the Options and the closing price of the Corporation’s Common Shares on the TSX on December 31, 2018, being \$4.64.
- (2) Mr. Shea was first elected as a director on April 18, 2018.
- (3) Compensation information for David J. Wilson, President, CEO and a director of the Corporation has been previously provided herein under the section entitled “Executive Compensation – Outstanding Share-Based Awards and Option-Based Awards”.

The 167,000 Options granted under the Stock Option Plan in 2018 to the non-executive directors of the Corporation totaled approximately 0.09% of Common Shares outstanding at the end of 2018.

Incentive Plan Awards – Value Vested or Earned During the Year

The following table sets forth the value of incentive plan awards which vested during the financial year ended December 31, 2018. The directors of the Corporation do not receive share-based awards or non-equity incentive plan compensation.

Name	Option-based awards value vested during year (\$) ⁽¹⁾
Robert J. Dales	88,245
Geraldine L. Greenall	Nil
William C. Guinan	88,245
Neil G. Sinclair	88,245
Michael R. Shea ⁽²⁾	Nil

Notes:

- (1) Represents the aggregate dollar value that would have been realized if the Options under the option-based awards had been exercised on the vesting date based on the difference between the closing market price of the Common Shares on the date immediately preceding the vesting date.
- (2) Mr. Shea was first elected as a director on April 18, 2018.

Securities Authorized for Issuance Under Equity Compensation Plans

The following table sets forth information as at December 31, 2018 with respect to the Corporation’s compensation plans under which equity securities of the Corporation are authorized for issuance.

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 first column)
Equity compensation plans approved by securityholders ⁽¹⁾	9,802,501 Options: 1,096,980 RSUs:	Options: \$6.20 RSUs: N/A	5,660,818 ⁽²⁾
Equity compensation plans not approved by securityholders	Nil	N/A	N/A
Total	10,899,481	Options: \$6.20 RSUs: N/A	5,660,818 ⁽²⁾

Notes:

- (1) The Stock Option Plan and the RSU Plan were approved by the shareholders of Celtic at the annual and special meeting of the shareholders of Celtic and the debentureholders of Celtic held on December 14, 2012. The unallocated Options under the Stock Option Plan and the unallocated RSUs under the RSU Plan were approved by the shareholders of the Corporation at the annual and special meeting of the shareholders of Kelt held on April 20, 2016.
- (2) The Stock Option Plan and the RSU Plan provide that the aggregate number of Common Shares reserved for issuance pursuant to the Stock Option Plan and the RSU Plan shall not exceed 9% of the aggregate number of issued and outstanding Common Shares.

INDEBTEDNESS OF DIRECTORS AND EXECUTIVE OFFICERS

No director, proposed nominee for election as a director of the Corporation, executive officer, employee or former executive officer, director or employee of the Corporation, or any associate of any such director, officer or employee is, or has been at any time since the beginning of the most recently completed financial year of the Corporation, indebted to the Corporation, nor, at any time since the beginning of the most recently completed financial year of the Corporation has, any indebtedness of any such person been the subject of a guarantee, support agreement, letter of credit or other similar arrangement or understanding provided by the Corporation.

AUDIT COMMITTEE

Information in respect of the composition of the Corporation’s Audit Committee, the education and experience of each of the members of the Audit Committee, the Terms of Reference for the Audit Committee, the Audit Committee’s pre-approval policies and procedures for the engagement of non-audit services and the fees paid

by the Corporation for external auditor services in 2017 and 2018 is set out under the heading “*Audit Committee*” in the Corporation’s Annual Information Form dated March 6, 2019.

CORPORATE GOVERNANCE

National Policy 58-201 – *Corporate Governance Guidelines* (the “**Policy**”) and National Instrument 58-101 – *Disclosure of Corporate Governance Practices* (“**NI 58-101**”) and Form 58-101F1 *Corporate Governance Disclosure* (“**Form 58-101F1**”) require the Corporation to disclose in its management information circular, among other things, the constitution and independence of corporate boards, the functions to be performed by boards and their committees and the effectiveness and continuing education of board members. Attached to this Management Information Circular as Appendix A, is the Corporation’s corporate governance disclosure prescribed by Form 58-101F1 with respect to the matters set out under the Policy. This disclosure includes the amendments to NI 58-101 (the “**NI 58-101 Amendments**”) which were adopted for implementation effective December 31, 2014 by the securities regulatory authorities in the provinces and territories of Canada, other than Alberta, British Columbia, Prince Edward Island and Yukon Territory.

MATTERS TO BE ACTED UPON AT THE MEETING

1. Financial Statements and Auditors’ Report

At the Meeting, shareholders will receive and consider the financial statements of the Corporation for the year ended December 31, 2018 and the auditors’ report thereon, but no vote by the shareholders with respect thereto is required or proposed to be taken.

2. Fixing Number of Directors to be Elected at the Meeting

At the Meeting, shareholders will be asked to consider and, if thought fit, approve an ordinary resolution fixing the number of directors to be elected at the Meeting at six (6).

Unless otherwise directed, it is the intention of the persons designated in the accompanying form of proxy to vote in favour of the ordinary resolution fixing the number of directors to be elected at the Meeting at six (6). In order to be effective, the ordinary resolution in respect of fixing the number of directors to be elected at the Meeting at six (6) must be passed by a majority of the votes cast by shareholders who vote in respect of this ordinary resolution.

3. Election of Directors

At the Meeting it is proposed that six (6) directors be elected to hold office until the next annual meeting or until their successors are elected or appointed. There are presently six (6) directors of the Corporation, the term of each of which expires at the Meeting.

Unless otherwise directed, it is the intention of the persons designated in the accompanying form of proxy to vote in favour of the election as directors of the six (6) nominees hereinafter set forth. Management has no reason to believe that any of the nominees will be unable to serve as a director, but if that should occur for any reason prior to the Meeting, the persons designated in the accompanying form of proxy reserve the right to vote for other nominees in their discretion unless the shareholder has specified in the accompanying form of proxy that such shareholder’s Common Shares are to be withheld from voting on the election of directors.

The following table sets forth the name of each of the persons proposed to be nominated for election as a director, their province and country of residence, their principal occupation, the period served as a director and the number of voting Common Shares that each proposed nominee beneficially owns, or exercises control or direction over, directly or indirectly, as of the Record Date. The information as to Common Shares owned beneficially, not being within the knowledge of the Corporation, has been provided by each nominee.

Name and Province and Country of Residence	Number of Common Shares Beneficially Owned, Controlled or Directed, Directly or Indirectly ⁽¹⁾	Director Since	Principal Occupation
Robert J. Dales ⁽²⁾⁽³⁾⁽⁵⁾⁽⁶⁾⁽⁷⁾ Alberta, Canada Age: 71	1,764,255	October, 2012	President, Valhalla Ventures Inc., a private investment corporation from January 1999 to the present.
Geraldine L. Greenall ⁽²⁾⁽⁵⁾⁽⁶⁾ Alberta, Canada Age: 45	21,500	December, 2017	Executive Vice President, Portfolio Manager and Chief Operating Officer of Camber Capital Corp. (formerly named Kyklopes Capital Management Ltd.), an investment management corporation, from May 2011 to the present.
William C. Guinan ⁽⁴⁾⁽⁸⁾ Alberta, Canada Age: 63	1,134,459	October, 2012	Partner, Borden Ladner Gervais LLP, a law firm.
Michael R. Shea ⁽³⁾⁽⁵⁾⁽⁶⁾ Alberta, Canada Age: 61	544,320	April, 2018	Retired businessman since February 2013.
Neil G. Sinclair ⁽²⁾⁽³⁾⁽⁴⁾⁽⁵⁾⁽⁶⁾ British Columbia, Canada Age: 71	2,563,141 ⁽⁹⁾	October, 2012	President, Sinson Investments Ltd., a private British Columbia corporation engaged in property development, from 1973 to the present.
David J. Wilson ⁽⁴⁾ Alberta, Canada Age: 58	15,310,245 ⁽¹⁰⁾	October, 2012	President and Chief Executive Officer of Kelt Exploration Ltd. since October 2012. Prior thereto President and Chief Executive Officer of Celtic Exploration Ltd., a public oil and gas company, from September 2002 to February 2013.

Notes:

- (1) In addition to the Common Shares beneficially owned, controlled or directed, directly or indirectly, the nominees for director hold, control or direct, directly or indirectly, an aggregate 10,937 Kelt Debentures and hold 629,000 Options and, Mr. Wilson holds 26,500 RSUs.
- (2) Member of the Audit Committee. The Corporation is required to have an audit committee pursuant to the *Business Corporations Act* (Alberta).
- (3) Member of the Compensation Committee.
- (4) Member of the Health, Safety and Environment Committee.
- (5) Member of the Reserves Committee.
- (6) Member of the Nominating Committee.
- (7) Lead Director.
- (8) Chairman of the Board.
- (9) Mr. Sinclair controls Sinson Investments Ltd. which owns 28,334 of these shares.
- (10) Mr. Wilson controls 710719 Alberta Inc. which owns 2,562,085 of these shares, controls 860320 Alberta Ltd. which controls 126,843 of these shares, is a trustee of the David and Penny Wilson Family Foundation which owns 1,627,567 of these shares and is a trustee of the David Wilson Family Trust which owns 158,200 of these shares.

The voting results for those directors who were nominees for election at the annual meeting of shareholders held on April 18, 2018 are shown in the table below.

Name	Votes For	Votes Withheld
Robert J. Dales	97.42%	2.58%
Geraldine L. Greenall	99.78%	0.22%
William C. Guinan	94.66%	5.34%
Neil G. Sinclair	97.39%	2.61%
Michael R. Shea	99.96%	0.04%
David J. Wilson	99.97%	0.03%

Skills Matrix

The Compensation Committee has established the following "skills matrix" outlining the skills and experience which they believe are required by the members of the Board. This skills matrix is reviewed annually by the Compensation Committee and by the Nominating Committee and updated as necessary. The Compensation Committee also annually reviews the skills and experience of the directors. The Compensation Committee also assesses the knowledge and character of all nominees to the Board to ensure general compliance with the skills matrix.

SKILLS MATRIX	
<i>Executive Leadership</i>	Experience as a CEO or equivalent.
<i>Enterprise Risk Assessment</i>	Board or executive experience in evaluating and managing risks in the oil and natural gas business.
<i>Value Creation</i>	Board or executive experience in evaluating, and executing on, value creation opportunities through acquisitions, divestitures, mergers or developmental opportunities.
<i>Health, Safety & Environment</i>	Board or management experience with environmental compliance and workplace health and safety in the oil and gas industry.
<i>Operations</i>	Management experience with oil and natural gas operations.
<i>Reserves Evaluation</i>	Board experience with, or management responsibility for, oil and natural gas reserve evaluation and reporting.
<i>Compensation and Human Resources</i>	Management experience in human resources and executive compensation.
<i>Accounting & Finance</i>	Financial literacy in reading financial statements, financial accounting and operational accounting experience as well as corporate finance knowledge and experience usually from senior accounting and financial management, audit firm background or banking experience.
<i>Business Development</i>	Experience identifying and evaluating value creation opportunities.
<i>Legal, Regulatory and Governmental</i>	Broad understanding of corporate, securities, land tenure, and oil and natural gas law, regulatory regimes in Western Canada and governmental royalty, and incentive and taxation policies usually through management experience or a legal background.
<i>Corporate Governance</i>	Broad understanding of good corporate governance usually through experience as a board member or as a senior executive officer.

The following outlines the experience and background of, but not necessarily the technical expertise of the Corporation's directors who are seeking re-election, or election, at the Meeting, based on information provided by such individuals:

Name	Executive Leadership	Enterprise Risk Assessment	Value Creation	Health, Safety & Environment	Operations	Reserves Evaluation	Compensation and Human Resources	Accounting & Finance	Business Development	Legal, Regulatory and Governmental	Corporate Governance
Robert J. Dales	√	√	√	√	√	√	√	√	√	-	√
Geraldine L. Greenall	-	√	√	-	-	√	-	√	√	√	√
William C. Guinan	√	√	√	√	-	-	√	√	√	√	√
Michael R. Shea	√	√	√	√	√	√	√	√	√	-	√
Neil G. Sinclair	-	√	√	-	-	-	√	√	√	-	√
David J. Wilson	√	√	√	√	√	√	√	√	√	√	√
Total	4/6	6/6	6/6	4/6	3/6	4/6	5/6	6/6	6/6	3/6	6/6

Cease Trade Orders, Bankruptcies, Penalties or Sanctions

None of those persons who are proposed directors of the Corporation is, or has been within the past 10 years, a director, chief executive officer or chief financial officer of any company, including the Corporation, that while

such person was acting in that capacity, was the subject of 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, or after such persons ceased to be a director, chief executive officer or chief financial officer of the company, was the subject of 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, for a period of more than 30 consecutive days, which resulted from an event that occurred while acting in such capacity. In addition, none of those persons who are proposed directors of the Corporation is, or has been within the past 10 years, a director or executive officer of any company, including the Corporation, that, while such 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. None of the persons who are proposed directors of the Corporation have, within the past 10 years, 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 his or her assets. None of those persons who are proposed directors of the Corporation have been subject to any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority or has entered into a settlement with a securities regulatory authority or been subject to any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable shareholder in deciding whether to vote for a proposed director.

Majority Voting for Directors

The Board has adopted a policy which requires that any nominee for director who receives a greater number of votes “withheld” than votes “for” his or her election as a director shall submit his or her resignation to the Board for consideration promptly following the shareholders annual meeting. This policy applies only to uncontested elections, meaning elections where the number of nominees for director is equal to the number of directors to be elected. The Nominating Committee of the Board shall consider the resignation and shall recommend to the Board whether or not to accept the resignation. In the absence of exceptional circumstances, the Board expects the Nominating Committee will recommend accepting such recommendation. The Board shall act on the Nominating Committee’s recommendation within ninety (90) days following the applicable meeting and, if applicable, a press release disclosing the resignation shall be issued at the time of the Board’s determination. Any director who tenders his or her resignation will not participate in any meeting of the Board to consider whether or not his or her resignation shall be accepted.

4. Appointment of Auditors

PricewaterhouseCoopers LLP, Chartered Professional Accountants, of Calgary, Alberta are the auditors of the Corporation and were appointed as the auditors of the Corporation on October 11, 2012.

At the Meeting, shareholders will be asked to pass an ordinary resolution appointing PricewaterhouseCoopers LLP, Chartered Professional Accountants, to serve as auditors of the Corporation to hold office until the close of the next annual meeting of shareholders or until such firm is removed from office or resigns as provided by law, at a remuneration to be fixed by the Board.

Unless otherwise directed, it is the intention of the persons designated in the accompanying form of proxy to vote in favour of an ordinary resolution to appoint the firm of PricewaterhouseCoopers LLP, Chartered Professional Accountants, to serve as auditors of the Corporation to hold office until the close of the next annual meeting of shareholders or until such firm is removed from office or resigns as provided by law, at a remuneration to be fixed by the Board.

5. Approval of the Unallocated Options under the Stock Option Plan

At the meeting, shareholders will be asked to pass an ordinary resolution approving all unallocated options, rights or other entitlements under the Stock Option Plan.

In accordance with the requirements of the TSX, every three years after institution, all unallocated options, rights or other entitlements under a security based compensation arrangement which does not have a fixed maximum aggregate of securities issuable must obtain approval from both a majority of the issuer's board of directors and a majority of the issuer's security holders. The Stock Option Plan requires such approvals as it is a "rolling plan" whereby the maximum number of Common Shares issuable upon the exercise of all Options granted under the Stock Option Plan and all RSUs granted under the RSU Plan, in aggregate, shall not exceed 9% of the issued outstanding Common Shares at the time of an Option grant. As a result, should the Corporation issue additional Common Shares in the future, the number of Common Shares issuable under the Stock Option Plan will increase accordingly. A "rolling" stock option plan allows that the number of Common Shares covered by the Options which have been exercised will be available for subsequent grants under the Stock Option Plan. A copy of the Stock Option Plan is attached hereto as Appendix B.

The Stock Option Plan was approved by shareholders of Celtic at the annual and special meeting of the shareholders of Celtic and the debentureholders of Celtic held on December 14, 2012 and became instituted for purposes of the TSX on March 1, 2013, the date the Common Shares were listed on the TSX, was amended by Amendment No. 1 on February 19, 2016 and was amended and restated on March 12, 2019.

As at March 14, 2019: (i) there were Options to purchase 9,729,501 Common Shares outstanding under the Stock Option Plan, which represents approximately 5.3% of the currently outstanding Common Shares; (ii) there were 1,053,180 RSUs outstanding under the RSU Plan, which represents approximately 0.6% of the currently outstanding Common Shares; and (iii) there remains for issuance under the Stock Option Plan and the RSU Plan, 5,780,975 unallocated Options or RSUs to purchase Common Shares representing approximately 3.1% of the currently outstanding Common Shares. During the year ended December 31, 2018, 2,080,898 Common Shares were issued pursuant to the exercise of outstanding Options.

If the resolution approving the unallocated options, rights and other entitlements under the Stock Option Plan is not approved, previously granted Options will continue and not be affected; however, in such circumstances, previously granted Options will not be available for re-allocation if they are cancelled prior to the exercise thereof.

In compliance with Section 613(d) of the policies of the TSX, certain terms of, and information relating to the Stock Option Plan are provided in this Management Information Circular under the heading "*Statement of Executive Compensation – Stock Option Plan*".

The text of the ordinary resolution of shareholders which management intends to place before the Meeting for the approval, adoption and ratification is as set out below.

BE IT HEREBY RESOLVED as an ordinary resolution of the shareholders of the Corporation that:

1. all unallocated options, rights or other entitlements ("**Options**") under the Corporation's stock option plan (the "**Stock Option Plan**") be and are hereby approved;
2. the Corporation shall have the ability to continue granting Options under the Stock Option Plan until April 25, 2022, being the date that is three years from the date of this shareholder approval under the Stock Option Plan; and
3. any one (or more) director or officer of the Corporation is authorized and directed, on behalf of the Corporation, to take all necessary steps and proceedings and to execute, deliver and file any and all declarations, agreements, documents and other instruments and do all such other acts

and things (whether under corporate seal of the Corporation or otherwise) that may be necessary or desirable to give effect to this ordinary resolution).

Unless otherwise directed it is the intention of the persons designated in the accompanying form of proxy to vote in favour of the ordinary resolution approving the unallocated options, rights or other entitlements under the Stock Option Plan.

6. Approval of the Unallocated RSUs under the RSU Plan

At the meeting, shareholders will be asked to pass an ordinary resolution approving all unallocated options, rights or other entitlements under the RSU Plan.

In accordance with the requirements of the TSX, every three years after institution, all unallocated options, rights or other entitlements under a security based compensation arrangement which does not have a fixed maximum aggregate of securities issuable must obtain approval from both a majority of the issuer's board of directors and a majority of the issuer's security holders. The RSU Plan requires such approvals as it is a "rolling plan" whereby the maximum number of Common Shares issuable upon the exercise of all RSUs granted under the RSU Plan and all Options granted under the Stock Option Plan, in aggregate, shall not exceed 9% of the issued outstanding Common Shares at the time of an RSU grant, provided, always, that the maximum number of Common Shares reserved for issuance at any time under the RSU Plan shall not exceed 4.5% of the issued and outstanding Common Shares at the time of an RSU grant. As a result, should the Corporation issue additional Common Shares in the future, the number of Common Shares issuable under the RSU will increase accordingly. A "rolling" restricted share unit plan allows that the number of Common Shares covered by the RSUs which have been exercised will be available for subsequent grants under the RSU Plan. A copy of the RSU Plan is attached hereto as Appendix C.

The RSU Plan was approved by shareholders of Celtic, a predecessor company of the Corporation, at the annual and special meeting of the shareholders of Celtic and the debentureholders of Celtic held on December 14, 2012 and became instituted for purposes of the TSX on March 1, 2013, the date the Common Shares were listed on the TSX, was amended by Amendment No. 1 on February 19, 2016 and was amended and restated on March 12, 2019.

As at March 14, 2019: (i) there were Options to purchase 9,729,501 Common Shares outstanding under the Stock Option Plan, which represents approximately 5.3% of the currently outstanding Common Shares; (ii) there were 1,053,180 RSUs outstanding under the RSU Plan, which represents approximately 0.6% of the currently outstanding Common Shares; and (iii) there remains for issuance under the Stock Option Plan and the RSU Plan, 5,780,975 unallocated Options or RSUs to purchase Common Shares representing approximately 3.1% of the currently outstanding Common Shares. During the year ended December 31, 2018, 290,465 Common Shares were issued pursuant to the vesting of outstanding RSUs.

If the resolution approving the unallocated options, rights and other entitlements under the RSU Plan is not approved, previously granted RSUs, will continue and not be affected. However, in such circumstances, previously granted RSUs will not be available for re-allocation if they are cancelled prior to the exercise thereof.

In compliance with Section 613(d) of the policies of the TSX, certain terms of, and information relating to the RSU Plan are provided in this Management Information Circular under the heading "*Statement of Executive Compensation – RSU Plan*".

The text of the ordinary resolution of shareholders which management intends to place before the Meeting for the approval, adoption and ratification is as set out below.

BE IT HEREBY RESOLVED as an ordinary resolution of the shareholders of the Corporation that:

1. all unallocated options, rights or other entitlements (“**RSUs**”) under the Corporation’s restricted share unit plan (the “**RSU Plan**”) be and are hereby approved;
2. the Corporation shall have the ability to continue granting RSUs under the RSU Plan until April 25, 2022, being the date that is three years from the date of this shareholder approval under the RSU Plan; and
3. any one (or more) director or officer of the Corporation is authorized and directed, on behalf of the Corporation, to take all necessary steps and proceedings and to execute, deliver and file any and all declarations, agreements, documents and other instruments and do all such other acts and things (whether under corporate seal of the Corporation or otherwise) that may be necessary or desirable to give effect to this ordinary resolution).

Unless otherwise directed it is the intention of the persons designated in the accompanying form of proxy to vote in favour of the ordinary resolution approving the unallocated options, rights or other entitlements under the RSU Plan.

INTERESTS OF INFORMED PERSONS IN MATERIAL TRANSACTIONS

None of the Corporation’s directors or executive officers or companies or persons that beneficially own or control or direct, directly or indirectly, or a combination of both, more than 10% of the Common Shares, is a director or executive officer of such 10% holder, or any of their respective associates and affiliates, or any proposed nominee for election as a director of the Corporation, has any material interest in any transaction with the Corporation since the commencement of the Corporation’s last financial year or in any proposed transaction which has materially affected or would materially affect the Corporation which has not been previously disclosed.

There are potential conflicts of interest to which the directors and officers of the Corporation may be subject in connection with the operations of the Corporation. Some of the directors and officers of the Corporation are engaged and will continue to be engaged in other business opportunities on their own behalf and on behalf of other corporations, and situations may arise where such directors and officers will be in competition with the Corporation. Individuals concerned shall be governed in any conflicts or potential conflicts by applicable law and internal policies of the Corporation.

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

No director or executive officer of the Corporation, nor any proposed nominee for election as a director of the Corporation, or any associate or affiliate of any one of them, has any material interest, direct or indirect, by way of beneficial ownership of securities or otherwise, in any matter to be acted on at the Meeting, except as described in this Management Information Circular under the heading “*Matters to be Acted Upon at the Meeting – Election of Directors*”.

OTHER MATTERS TO BE ACTED UPON

Management knows of no matters to come before the Meeting other than the matters referred to in the Notice of Meeting. However, if any other matters properly come before the Meeting, the accompanying proxy will be voted on such matters in the best judgment of the person or persons voting the proxy.

ADDITIONAL INFORMATION

Additional financial information is provided in the Corporation’s audited financial statements and management’s discussion and analysis for the financial year ended December 31, 2018.

Any request for these documents can be made by contacting the Vice President and Chief Financial Officer of Kelt Exploration Ltd. at Suite 300, 311 – 6th Avenue S.W., Calgary, Alberta, T2P 3H2 and/or fax (403) 291-0155. Information relating to the Corporation can also be obtained on SEDAR under the Corporation's profile at www.sedar.com.

APPENDIX A

STATEMENT OF CORPORATE GOVERNANCE PRACTICES

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 that certain prescribed disclosure respecting corporate governance matters be included in its management information circular. The TSX also requires listed companies to provide, on an annual basis, the corporate governance disclosure which is prescribed by NI 58-101.

The prescribed corporate governance disclosure for the Corporation is that contained in Form 58-101F1, including the NI 58-101 Amendments, which is attached to NI 58-101 (“**Form 58-101F1 Disclosure**”).

Set out below is a description of the Corporation’s current corporate governance practices, relative to the Form 58-101F1 Disclosure.

1. **Board of Directors**

(a) **Disclose the identity of directors who are independent.**

The following directors of the Corporation, all of whom are nominated for re-election, are all independent (for purposes of NI 58-101):

Robert J. Dales
Geraldine L. Greenall
William C. Guinan⁽¹⁾
Michael R. Shea
Neil G. Sinclair

Note:

(1) Mr. Guinan is a partner of Borden Ladner Gervais LLP who provides legal services to the Corporation. The Board has concluded that Mr. Guinan is independent for purposes of NI 58-101.

(b) **Disclose the identity of directors who are not independent, and describe the basis for that determination.**

David J. Wilson is not independent as he also occupies the positions of President and Chief Executive Officer of the Corporation.

(c) **Disclose whether or not a majority of directors are independent. If a majority of directors are not independent, describe what the board of directors (the board) does to facilitate its exercise of independent judgement in carrying out its responsibilities.**

A majority of the directors of the Corporation (five of the six) are independent (for purposes of NI 58-101) and one director is related to the Corporation. See also paragraph 1(f) below.

(d) **If a director is presently a director of any other issuer that is a reporting issuer (or the equivalent) in a jurisdiction or a foreign jurisdiction, identify both the director and the other issuer.**

None of the directors are presently directors of other issuers that are reporting issuers (or the equivalent).

- (e) **Disclose whether or not the independent directors hold regularly scheduled meetings at which non-independent directors and members of management are not in attendance. If the independent directors hold such meetings, disclose the number of meetings held since the beginning of the issuer's most recently completed financial year. If the independent directors do not hold such meetings, describe what the board does to facilitate open and candid discussion among its independent directors.**

At the end of or during each meeting of the Board, the independent directors meet without management to consider any matters arising from the meeting or otherwise that require consideration or discussion among the independent directors. Five such meetings were held during 2018. In addition, other meetings of the independent directors may be held from time to time if required. The independent directors each take leadership roles on various issues as the need arises. Further, as with all directors, the independent directors may engage external advisors at the expense of the Corporation in appropriate circumstances, subject to the approval of the Board and have complete access to appropriate personnel of the Corporation in order to secure all information necessary to fulfill their duties.

- (f) **Disclose whether or not the chair of the board is an independent director. If the board has a chair or lead director who is an independent director, disclose the identity of the independent chair or lead director, and describe his or her role and responsibilities. If the board has neither a chair that is independent nor a lead director that is independent, describe what the board does to provide leadership for its independent directors.**

The Board has appointed William C. Guinan, an independent member of the Board, Chair of the Board. The primary responsibilities of the Chair of the Board are to serve as the Board's role model for responsible, ethical and effective decision making, provide leadership to the independent directors, to manage the affairs of the Board to ensure the Board is organized properly and functions effectively and to take reasonable steps to ensure that the members of the Board execute their duties pursuant to the Board Mandate.

The Board has appointed Robert J. Dales, an independent member of the Board, Lead Director of the Board. The primary focus of the Lead Director is to act as liaison between management and the independent directors to ensure the Board is organized properly, functions effectively and can operate independently of management when necessary.

- (g) **Disclose the attendance record of each director for all board and committee meetings held since the beginning of the issuer's most recently completed financial year.**

For 2018, Board and Committee meetings were attended by the respective members as described in the following table:

	No. of Meetings held	Robert J. Dales	Geraldine L. Greenall	William C. Guinan	Eldon A. McIntyre ⁽²⁾	Michael R. Shea ⁽¹⁾	Neil G. Sinclair	David J. Wilson
Board	5	3	5	5	1	3	5	5
Audit Committee	4	2	4	N/A	1	N/A	4	N/A
Compensation Committee	1	1	N/A	N/A	1	N/A	1	N/A
Health, Safety and Environment Committee	1	N/A	N/A	1	N/A	N/A	1	1
Nominating Committee	1	1	1	N/A	1	N/A	1	N/A
Reserves Committee	1	1	1	N/A	1	N/A	1	N/A

	No. of Meetings held	Robert J. Dales	Geraldine L. Greenall	William C. Guinan	Eldon A. McIntyre ⁽²⁾	Michael R. Shea ⁽¹⁾	Neil G. Sinclair	David J. Wilson
Total Meetings/Meetings Attended	13	8/12	11/11	6/6	5/5	3/3	13/13	5/5
Attendance Rating		66.66%	100%	100%	100%	100%	100%	100%

Notes:

- (1) Mr. Shea was elected as a director on April 18, 2018 and his attendance percentage is calculated based on his attendance at those Board and committee meetings held between that date and December 31, 2018.
- (2) Mr. McIntyre ceased to be a director on April 18, 2018 and from January 1 to April 18, 2018, his attendance percentage is calculated based on his attendance at those Board and committee meeting held during that time.
- (3) Mr. Sinclair is the Chair of the Audit Committee, Mr. Dales is the Chair of the Compensation Committee, Mr. Wilson is the Chair of the Health, Safety and Environment Committee and Mr. Sinclair is the Chair of the Nominating Committee. Mr. McIntyre was the Chair of the Reserves Committee until he ceased to be a director on April 18, 2018. Ms. Greenall was appointed Chair of the Reserves Committee on May 8, 2018.

2. **Board Mandate - Disclose the text of the board's written mandate. If the board does not have a written mandate, describe how the board delineates its role and responsibilities.**

The mandate of the Board is attached to this Appendix A as Schedule A.

3. **Position Descriptions**

- (a) **Disclose whether or not the board has developed written position descriptions for the chair and the chair of each board committee. If the board has not developed written position descriptions for the chair and/or the chair of each board committee, briefly describe how the board delineates the role and responsibilities of each such position.**

The Board has developed written position descriptions for the Board Chair as well as the Chair of each of the Committees of the Board.

In addition, the Board has developed a written position description for the Lead Director.

- (b) **Disclose whether or not the board and CEO have developed a written position description for the CEO. If the board and CEO have not developed such a position description, briefly describe how the board delineates the role and responsibilities of the CEO.**

The Board, with the input of the CEO of the Corporation, has developed a written position description for the CEO.

In addition, the Board, with the input of the CFO of the Corporation, has developed a written position description for the CFO.

4. **Orientation and Continuing Education**

- (a) **Briefly describe what measures the board takes to orient new directors regarding (i) the role of the board, its committees and its directors, and (ii) the nature and operation of the issuer's business.**

The Nominating Committee is responsible for procedures relating to the orientation and education of new members of the Board. The Nominating Committee will co-ordinate an orientation program for new directors to include: (i) a director manual regarding the duties of the Board, individual directors, each Committee, the Board Chair, the Lead Director, the Chair of each Committee, the Chief Executive Officer, the Chief Financial Officer and other executive officers of the Corporation; (ii) information regarding the nature and operation of the

Corporation's business and organization structure; and (iii) copies of the Board and Committee mandates, position descriptions, the Code (as defined below), the Board Diversity Policy and other governance policies.

- (b) **Briefly describe what measures, if any, the board takes to provide continuing education for its directors. If the board does not provide continuing education, describe how the board ensures that its directors maintain the skill and knowledge necessary to meet their obligations as directors.**

The Board recognizes the importance of ongoing continuing education for its directors. The Nominating Committee is responsible by its terms of reference to arrange for the directors to receive: (i) distributions of updated information regarding the Corporation's business, market and competitors; (ii) presentations as appropriate to advise of corporate developments, changes in industry conditions and changes in legal and regulatory requirements affecting the Corporation; and (iii) tours of the Corporation's facilities to interact with executive officers, management and employees in order to stay abreast of industry developments and the evolving nature of the Corporation.

In connection with the foregoing, the Corporation regularly provides the directors (at least on a quarterly basis) briefings and an update on the business, operations and affairs of the Corporation, including new and ongoing prospects of the Corporation, the Corporation's performance relative to its peers and competitors and other developments related thereto that could have a significant impact on the Corporation's operations and results. Such updates are conducted by senior levels of management with responsibility in the various areas under discussion. The Corporation also encourages directors to attend, enrol or participate in courses and/or seminars dealing with financial literacy, corporate governance and related matters and will pay the cost of certain courses. The Corporation also encourages directors to attend tours of the Corporation's facilities, which are conducted from time to time.

5. **Ethical Business Conduct**

- (a) **Disclose whether or not the board has adopted a written code for the directors, officers and employees.**

The Corporation has adopted a Code of Business Conduct and Ethics for directors, officers and employees (the "**Code**"). The Code reflects the Corporation's commitment to a culture of honesty, integrity and accountability and outlines the basic principles and policies with which all employees are expected to comply. The Corporation recognizes that each employee's cooperation and commitment is necessary for continued success and the cultivation and maintenance of its reputation as a good corporate citizen.

The Code also addresses a number of important topics, including compliance with laws, rules and regulations, gifts and entertainment, conflicts of interest, corporate opportunities, insider trading, confidentiality, protection and proper use of the Corporation's assets, fair dealing, discrimination and harassment, health and safety, accuracy of the Corporation's records and reporting, accurate and timely periodic reporting, political activities, and compliance procedures.

If the board has adopted a written code:**(i) disclose how a person or company may obtain a copy of the code;**

A copy of the Code may be obtained from the Chief Financial Officer of the Corporation at (403) 215-5310 or slalani@keltexploration.com and is also available on the Corporation's website at www.keltexploration.com and on SEDAR at www.sedar.com.

(ii) describe how the board monitors compliance with its code, or if the board does not monitor compliance, explain whether and how the board satisfies itself regarding compliance with its code; and

All employees are provided with a copy of the Code on commencement of employment and are made aware of the consequences of violation thereof. An annual reminder that compliance with the Code is required is also provided. In addition, all employees of the Corporation are required to affirm in writing on an annual basis his or her agreement to abide by the Code.

(iii) provide a cross-reference to any material change report filed since the beginning of the issuer's most recently completed financial year that pertains to any conduct of a director or executive officer that constitutes a departure from the code.

There have been no material change reports filed since the beginning of the Corporation's most recently completed financial year that pertains to any conduct of a director or executive officer that constitutes a departure from the Code.

(b) Describe any steps the board takes to ensure directors exercise independent judgement in considering transactions and agreements in respect of which a director or executive officer has a material interest.

In accordance with the *Business Corporations Act* (Alberta), directors who are a party to, or are a director or an officer of a person which is a party to, a material contract or material transaction or a proposed material contract or proposed material transaction are required to disclose the nature and extent of their interest and not to vote on any resolution to approve the contract or transaction. In addition, in certain cases, an independent committee of the Board may be formed to deliberate on such matters in the absence of the interested party. As a standing item at each meeting of the Board, directors are required to advise of any conflicts of interest or duty regarding agenda items that will appear on Board meeting agendas at the beginning of each meeting and before discussion of any substantial agenda item.

(c) Describe any other steps the board takes to encourage and promote a culture of ethical business conduct.

In addition to the Code, the Board has also adopted a "Whistleblower Policy" wherein employees of the Corporation are provided with the mechanics by which they may raise concerns with respect to a possible violation of the Corporation's disclosure standards in a confidential, anonymous process.

6. Nomination of Directors

(a) **Describe the process by which the board identifies new candidates for board nomination.**

The Nominating Committee is responsible for identifying suitable candidates for nominees for election or appointment as director, and recommending the criteria governing the overall composition of the Board and governing the desirable characteristics for directors. In making such recommendations, the Nominating Committee is to consider: (i) the competencies and skills that the Board considers to be necessary for the Board, as a whole, to possess; (ii) the competencies and skills that the Board considers each existing director to possess; (iii) the competencies and skills that each new nominee will bring to the boardroom; and (iv) whether or not each new nominee can devote sufficient time and resources to his or her duties as a member of the Board. In addition, in accordance with the provisions of the Board Diversity Policy of the Corporation, the Nominating Committee will also consider the balance of skills, background, experience and knowledge on the Board and Board diversity when identifying suitable candidates for the Board and when making recommendations to the Board regarding nominating candidates for election or appointment to the Board. Candidates will be recommended for appointment or election as directors based on merit considered against objective criteria, having due regard for the benefits of diversity on the Board, including gender, and the Nominating Committee will strive to include woman among those candidates being considered for appointment or election as directors.

(b) **Disclose whether or not the board has a nominating committee composed entirely of independent directors. If the board does not have a nominating committee composed entirely of independent directors, describe what steps the board takes to encourage an objective nomination process.**

The Corporation has a Nominating Committee, which is responsible for nominating directors, and which is comprised of only independent directors.

(c) **If the board has nominating committee, describe the responsibilities, powers and operation of the nominating committee.**

The responsibilities, powers and operations of the Nominating Committee are to annually review the composition, skills, size and tenure of directors in advance of annual general meetings and whenever individual directors indicate that their status as members may change; identify qualified candidates, taking into account candidates' independence, financial acumen, skills and time available to devote to the duties of the Board; assess the competencies and skills each director possesses, the Board as a whole possesses, the nominees will bring the Board if elected and the Board as a whole should possess; assess the appropriate size of the Board with a view to facilitating effective decision making; advise directors of the time and resources directors are expected to contribute to the Board; recommend nominees for election as directors and appointment as members and the Chair of Committees together with the reasons for their recommendations; co-ordinate an orientation program for new directors to include: (i) a director manual regarding the duties of the Board, individual directors, each Committee, the Board Chair, the Lead Director, the Chair of each Committee, the CEO, the Chief Financial Officer and other executive officers of the Corporation; (ii) information regarding the nature and operation of the Corporation's business and organizational structure; (iii) copies of the Board and Committee Mandates, position descriptions, the Code and other governance policies; (iv) arrange for the directors to receive: (a) distributions of updated information regarding the Corporation's business, market and competitors; (b) presentations as appropriate to advise of corporate developments, changes in industry conditions and changes in legal and regulatory requirements affecting the Corporation; and (c) tours of the Corporation's facilities to interact

with executive officers, management and employees in order to stay abreast of industry developments and the evolving business of the Corporation; and (v) recommend the removal of directors from Committees and the Board in the event of conflicts of interest, breach of the Code or otherwise.

7. **Compensation**

- (a) **Describe the process by which the board determines the compensation for the issuer's directors and officers.**

See "Executive Compensation - Compensation Discussion and Analysis" and "Executive Compensation - Elements of Executive Compensation Program" in the body of this Management Information Circular.

- (b) **Disclose whether or not the board has a compensation committee composed entirely of independent directors. If the board does not have a compensation committee composed entirely of independent directors, describe what steps the board takes to ensure an objective process for determining such compensation.**

The Compensation Committee is comprised entirely of independent directors.

- (c) **If the board has a compensation committee, describe the responsibilities, powers and operation of the compensation committee.**

See "Executive Compensation - Compensation Discussion and Analysis" in the body of this Management Information Circular.

- (d) **If a compensation consultant or advisor has, at any time since the beginning of the issuer's most recently completed financial year, been retained to assist in determining compensation for any of the issuer's directors and officers, disclose the identity of the consultant or advisor and briefly summarize the mandate for which they have been retained. If the consultant or advisor has been retained to perform any other work for the issuer, state that fact and briefly describe the nature of the work.**

The Corporation has not retained a compensation consultant or advisor. The Corporation has, however, on January 8, 2019, entered into a corporate solutions agreement with ISS Corporate Solutions, Inc. ("ICS") whereunder ICS has agreed to provide certain services to the Corporation, including, among other matters, services relating to executive compensation benchmarking and analytics, non-employee director compensation benchmarking, monitoring of peer companies and executive stock grants, say-on-pay proposal trends, shareholder concerns and evolving compensation practices and advisory support to assist with benchmarking, design and disclosure of the Corporation's compensation programs.

8. **Other Board Committees - If the board has standing committees other than the audit, compensation and nominating committees identify the committees and describe their function.**

Other than the Audit Committee, Compensation Committee and the Nominating Committee, the Corporation has established a Health, Safety and Environment Committee, and a Reserves Committee.

The purpose of the Health, Safety and Environment Committee is to assist the Board in fulfilling its responsibilities in relation to environmental, health and safety matters, including: (i) the provision of a safe environment for employees and others to perform their duties; (ii) reviewing and monitoring the policies and procedures of the Corporation relating to health, safety and environmental matters; and (iii)

overseeing management's actions relating to compliance by the Corporation with environmental regulatory requirements and the Corporation's health, safety and environmental goals. Its duties are to: (a) in conjunction with management, review, from time to time, the Corporation's health, safety and environmental policies, practices and procedures and monitor whether those policies, practices and procedures: (i) comply with applicable legislation, regulatory requirements, and industry standards, (ii) meet the Corporation's goals, and (iii) adequately prevent or mitigate losses; (b) assess, from time to time, whether the Corporation's health, safety and environmental policies, practices and procedures are being effectively implemented; (c) receive reports from management on the Corporation's health, safety and environmental performance and review the responses of management to changes in the Corporation's performance; (d) review the effectiveness of the response by the Corporation, to health, safety and environmental issues, including compliance with applicable legislation, regulatory requirements and industry standards; (e) review and consider, as appropriate, reports and recommendations issued by the Corporation or by an external party relating to health, safety and environmental issues, together with management's response thereto; (f) review with management, its response to and management of health, safety and environmental issues; (g) report, as appropriate, to the Board on issues related to the Corporation's health, safety and environmental policies, practices and procedures, including the Corporation's management of those issues, and make recommendations to the Board thereon; (h) review with management their assessment of significant operational risks and exposures and review and assess the steps taken by the Corporation's management to mitigate those risks; and (i) at least annually, review the processes used by the Corporation's management to determine the Corporation's asset retirement obligations.

The Reserves Committee is responsible for various matters relating to reserves of the Corporation that may be delegated to the Reserves Committee pursuant to National Instrument 51-101 *Standards of Disclosure for Oil and Gas Activities* ("NI 51-101"), including arranging for the preparation and public filing with securities authorities of a Statement of Reserves Data and Other Information pursuant to Form 51-101F3 (the "**Management Report**") confirming the role of the Board in connection with reserves and executed by two senior officers and two directors of the Corporation. In addition, the Reserves Committee's duties are to: (a) recommend to the Board the engagement of a qualified reserves evaluator or auditor pursuant to the requirements of NI 51-101; (b) ensure the independence of the reserve evaluator or auditor; (c) ensure the reserves auditor or auditor has all of the information reasonably necessary to provide a Reserves Report that satisfies the requirements of NI 51-101; (d) review the appointment or change in appointment of the reserves evaluator or auditor and in the case of a proposed change in appointment, determine whether there have been any disputes between the reserves evaluator or auditor and management of the Corporation; (e) determine whether any restrictions affect the ability of the reserves evaluator or auditor in reporting on the Corporation's reserves data; (f) review, with reasonable frequency, the Corporation's procedures relating to the disclosure of oil and gas activities and reserves information; (g) review the scope of the annual review of reserves; (h) meet independently of management with the reserves evaluator or auditor; (i) before approving the filing of the Reserves Report, meet with management and the reserves evaluator or auditor to: (i) determine whether any restrictions affect the ability of the reserves evaluator or auditor to report on reserves data without reservation; (ii) review the reserves data and the report of the reserves evaluator or auditor; and (iii) review and approve the content and filing of the Reserves Report, the Evaluator's Report and the Management Report; (j) discuss reserves findings and disagreements between management and the reserves evaluator or auditor and resolve disputes; (k) annually assess the work of the reserves evaluator or auditor; (l) ensure that the filing of the Reserves Report, Evaluator's Report and the Management Report are the subject of a press release (or other required public disclosure) at the time of filing; and (m) ensure the qualifications of the members of the Reserves Committee pursuant to section 3.5 of NI 51-101.

9. **Assessments - Disclose whether or not the board, its committees and individual directors are regularly assessed with respect to their effectiveness and contribution. If assessments are regularly conducted, describe the process used for the assessments. If assessments are not**

regularly conducted, describe how the board satisfies itself that the board, its committees, and its individual directors are performing effectively.

The Compensation Committee is responsible by its terms of reference to annually arrange for an evaluation of the performance, contribution and effectiveness of the Board, Committees, individual directors, the Board Chair, the Lead Director, the Chair of each committee and the Chief Executive Officer in the context of the mandates, position descriptions, competencies and skills that each director is expected to bring to the Board. In connection with the annual evaluation, members of the Board are circulated: (i) a Board questionnaire which asks directors to identify their own skills, their contributions to the Board and Committees, and rate their effectiveness; (ii) a peer review questionnaire which asks directors to rate the contributions and effectiveness of their fellow Board members; and (iii) a governance questionnaire which asks the directors to provide feedback on the Board and Committee mandates, position descriptions, the Code and other policies. The Compensation Committee is then responsible for preparing and distributing a report to the Board regarding the annual evaluations to initiate discussions regarding how to improve the performance, contribution and effectiveness of the Board, each Committee, each director and the Chief Executive Officer. In addition, the Nominating Committee is responsible by its terms of reference to annual review the composition, skills, size and tenure of directors in advance of annual general meetings and whenever individual directors indicate that their status as members may change.

10. **Director Term Limits and Other Mechanisms of Board Renewal – Disclose whether or not the issuer has adopted term limits for the directors on its board or other mechanisms of board renewal and, if so, include a description of those director term limits or other mechanisms of board renewal. If the issuer has not adopted director term limits or other mechanisms of board renewal, disclose why it has not done so.**

The Board has not adopted term limits for the directors on the Board or other mechanisms of Board renewal. Instead, the Compensation Committee has the mandate and responsibility to ensure that a process is in place for the annual review of the performance of individual Directors, the Board as a whole and the Board Committees. Through this annual review process, the Compensation Committee determines whether an individual Director is able to continue to make an effective contribution. The Board is of the view that such annual review process is more effective than term limits or other mechanisms of Board renewal such as a mandatory retirement age. In addition, the Nominating Committee has the mandate and responsibility for annually reviewing the composition, skills, size and tenure of directors in advance of annual general meetings and whenever individual directors indicate that their status as members may change.

The Board is concerned that imposing arbitrary and inflexible director term limits may result in Kelt losing valued directors at a time when Kelt most needs their skills, qualities and contributions, as well as their knowledge of the history and culture of the organization. Mandatory retirement ages pose the same risk and the Board does not want to risk the loss of key directors to retirement policies that seem unnecessarily arbitrary and inflexible when they force a high performing director off the Board. As a result, the Board does not feel that it would be appropriate to set term limits for its directors but rather relies on the experience of its members to determine when Board renewals, Board removals and Board additions are appropriate.

11. Policies Regarding the Representation of Women on the Board

- (a) **Disclose whether the issuer has adopted a written policy relating to the identification and nomination of women directors. If the issuer has not adopted such a policy, disclose why it has not done so.**

The Corporation has adopted a written Board Diversity Policy relating to, *inter alia*, the identification and nomination of women directors for the Corporation. The Board Diversity Policy sets out a framework to achieve and maintain diversity on the Board, with a specific emphasis on gender diversity. The Board evaluates potential nominees to the Board by reviewing individual qualifications of prospective members and determining if the candidates' qualifications will meaningfully contribute to the effective functioning of the Board, taking into consideration the then current Board composition and the anticipated skills required to round out the capabilities of the Board, including knowledge and diversity of membership under the Board Diversity Policy. Candidates will also be recommended for appointment or election as directors based on merit considered against objective criteria, having due regard for the benefits of diversity on the Board, including gender, and the Nominating Committee will strive to include women among those candidates being considered for appointment or election as directors.

- (b) **If an issuer has adopted a policy referred to in (a), disclose the following in respect of the policy: (i) a short summary of its objectives and key provisions; (ii) the measures taken to ensure that the policy has been effectively implemented; (iii) annual and cumulative progress by the issuer in achieving the objectives of the policy; and (iv) whether and, if so, how the board or its nominating committee measures the effectiveness of the policy.**

(i) The objectives and key provisions of the Board Diversity Policy are to embody the Corporation's view that Board member appointments should be based on merit, and the Corporation remains committed to selecting the best people to serve on the Board, while at the same time recognizing and embracing the benefits of having a diverse Board thereby drawing on a variety of perspectives, skills, experience and expertise to facilitate effective decision making. The Corporation also views diversity at the Board level as an important element in strong corporate governance. The Corporation recognizes that gender diversity is a significant aspect of diversity, and acknowledges the important role that women with appropriate and relevant skills and experience can play in contributing to the diversity of perspective on the Board. In selecting qualified candidates to serve as directors of the Corporation, a wide-range of diversity criteria will be considered, including skills, experience, education, gender, age, ethnicity, and geographical and cultural background, in order to ensure that the Board, as a whole, reflects a range of viewpoints, backgrounds, skills, experience and expertise;

(ii) The measures taken to ensure that the Board Diversity Policy has been effectively implemented include the annual review by the Nominating Committee of the composition, skills, size and tenure of directors and identifies candidates for appointment or election as directors, and assesses the competencies and skills each director possesses and of the Board as a whole. In reviewing Board composition, the Nominating Committee will consider the benefits of all aspects of diversity in order to maintain an appropriate balance of skills, background, experience and knowledge on the Board. The Nominating Committee will also consider the balance of skills, background, experience and knowledge on the Board and Board diversity when identifying suitable candidates for the Board and when making recommendations to the Board regarding nominating candidates for election or appointment to the Board. Candidates will be recommended for appointment or election as directors based on

merit considered against objective criteria, having due regard for the benefits of diversity on the Board, including gender, and the Nominating Committee will strive to include women among those candidates being considered for appointment or election as directors;

- (iii) The annual and cumulated progress by the Corporation in achieving the objectives of the Board Diversity Policy will be determined by the Nominating Committee which is required to conduct a review of the Board Diversity Policy from time to time as necessary; and
- (iv) The Nominating Committee will measure the effectiveness of the Board Diversity Policy by periodically, but at least once every three years, implementing a renewal program intended to achieve what the Board believes to be a desirable balance of skills, experience, gender, age and other diversity criteria.

12. **Consideration of the Representation of Women in the Director Identification and Selection Process – Disclose whether and, if so, how the board or nominating committee considers the level of representation of women on the board in identifying and nominating candidates for election or re-election to the board. If the issuer does not consider the level of representation of women on the board in identifying and nominating candidates for election or re-election to the board, disclose the issuer’s reasons for not doing so.**

The Nominating Committee, in accordance with the Board Diversity Policy, will consider the level of representation of women on the Board in identifying and nominating board members. The number of women directors on the Board is a factor that the Nominating Committee considers when selecting new nominees for the Board having regard to current Board composition, and the anticipated skills required to round out the capabilities of the Board, including knowledge and diversity of membership.

13. **Consideration given to the Representation of Women in Executive Officer Appointments – Disclose whether and, if so, how the issuer considers the level of representation of women in executive officer positions when making executive officer appointments. If the issuer does not consider the level of representation of women in executive officer positions when making executive officer appointments, disclose the issuer’s reasons for not doing so.**

Although the Board does not specifically consider the level of representation of women in executive officer positions when making executive officer appointments, Kelt is committed to the fundamental principles of equal employment opportunities which is prescribed in its employment policies which further provide for Kelt’s commitment to treating people, fairly, with respect and dignity, and to offering equal employment opportunities based upon an individual’s qualifications and performance – free from discrimination or harassment because of race, colour, ancestry, place of origin, religion, gender, sexual orientation, age, marital status, family status, physical or mental disability. Furthermore, Kelt’s employment policies and procedures provide that candidates are selected based on primary consideration such as experience, skill and ability, while giving consideration to the importance of gender equality and diversification when recruiting for and appointing executive officer positions.

14. **Issuer’s Targets Regarding the Representation of Women on the Board and in Executive Officer Positions. For purposes of this Item, a “target” means a number or percentage, or a range of numbers or percentages, adopted by the issuer of women on the issuer’s board or in executive officer positions of the issuer by a specific date.**

- (a) **Disclose whether the issuer has adopted a target regarding women on the issuer’s board. If the issuer has not adopted a target, disclose why it has not done so.**

Kelt has not adopted a target regarding women on its Board. The Board is made up of a diverse set of individuals with a broad range of skill sets and at this time the Board has one (1) female member. The Board recognizes the potential benefits from different perspectives which could be realized through gender diversity within its ranks. While the Board has not set a target for the number or percentage of female members that it wishes to include, the Board acknowledges the importance of diversity, including gender diversity, in the review and consideration of potential director nominees. As a result, the Nominating Committee will consider the balance of skills, background, experience and knowledge on the Board and Board diversity when identifying suitable candidates for the Board and when making recommendations to the Board regarding nominating candidates for election or appointment to the Board. Candidates will be recommended for appointment or election as directors based on merit considered against objective criteria, having due regard for the benefits of diversity on the Board, including gender, and the Nominating Committee will strive to include women among those candidates being considered for appointment or election as directors.

- (b) **Disclose whether the issuer has adopted a target regarding women in executive officer positions of the issuer. If the issuer has not adopted a target, disclose why it has not done so.**

Kelt has not adopted a target regarding women in executive officer positions. At this time Kelt has one female executive officer, namely, it's Vice President, Marketing. When appointing new officers, the Corporation is committed to being an equal employment opportunity employer whereby candidates are selected based on primary considerations such as experience, skill and ability, while giving consideration to the importance of gender equality and diversification when recruiting for and appointing executive officer positions.

- (c) **If the issuer has adopted a target referred to in either (b) or (c), disclose: (i) the target; and (ii) the annual and cumulative progress of the issuer in achieving the target.**

N/A

15. **Number of Women on the Board and in Executive Officer Positions**

- (a) **Disclose the number and proportion (in percentage terms) of directors on the issuer's board who are women.**

As at the date hereof, Kelt has one (1) director on its Board who is a woman (16.67%).

- (b) **Disclose the number and proportion (in percentage terms) of executive officers of the issuer, including all major subsidiaries of the issuer, who are women.**

As at the date hereof, Kelt has one (1) executive officer who is a woman (11.11%).

SCHEDULE A
KELT EXPLORATION LTD.
(the “Corporation”)

BOARD MANDATE

1. The Board of Directors of the Corporation (“**Board**”) is responsible for:
 - (a) stewardship of the Corporation;
 - (b) supervising the management of the business and affairs of the Corporation; and
 - (c) providing leadership to the Corporation by practicing responsible, sustainable and ethical decision making.
2. The Board has the responsibility to:
 - (a) act honestly and in good faith with a view to the best interests of the Corporation;
 - (b) exercise the care, diligence and skill that a reasonably prudent Board would exercise in comparable circumstances; and
 - (c) direct management to ensure legal, regulatory and exchange requirements applicable to the Corporation have been met.
3. A majority of the Board will, at all times, be independent directors as defined in then current laws applicable to the Corporation.
4. To be considered for nomination and election to the Board, directors must demonstrate integrity and high ethical standards in their business dealings, their personal affairs and in the discharge of their duties to and on behalf of the Corporation.
5. The Board is responsible to:
 - (a) meet in person, or in exceptional circumstances by telephone conference call, at least once each quarter and as often thereafter as required to discharge the duties of the Board;
 - (b) hold meetings of the independent directors without management and non-independent directors present; and
 - (c) comply with the position description applicable to individual directors.
6. The Board is responsible to annually select a member of the Board, who is independent as defined in then current laws applicable to the Corporation: (a) to serve as Board Chair; and (b) where the Board Chair is an affiliated outside director, to serve as lead director of the Board;
7. The Board chair (jointly with the lead director if a lead director has been appointed) shall:
 - (a) provide leadership to the directors;
 - (b) manage the affairs of the Board; and
 - (c) ensure that the Board functions effectively in fulfillment of its duties to the Corporation.

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8. The Board is responsible to:
- (a) establish such committees of the Board as are required by applicable law and as are necessary to effectively discharge the duties of the Board;
 - (b) appoint directors to serve as members of each committee;
 - (c) appoint a chair of each committee to:
 - (i) provide leadership to the committee;
 - (ii) manage the affairs of the committee; and
 - (iii) ensure that the committee functions effectively in fulfilling its duties to the Board and the Corporation; and
 - (d) regularly receive and consider reports and recommendations of each committee, in particular:
 - (i) Audit Committee reports and recommendations, particularly with respect to the Corporation's annual audit; and
 - (ii) Compensation Committee recommendations regarding corporate goals and objectives, Board assessments and compensation.
9. The Board is responsible to:
- (a) select and appoint the Chief Executive Officer (the "CEO") and with the assistance of the Compensation Committee, establish CEO goals and objectives and evaluate CEO performance;
 - (b) assist the CEO to select and appoint executive officers, establish executive officers' goals and objectives and monitor their performance;
 - (c) maintain a succession plan for the replacement of the CEO and other executive officers; and
 - (d) to the extent feasible, to satisfy itself as to the integrity of the CEO and other executive officers and that the CEO and other executive officers create a culture of integrity throughout the Corporation.
10. The Board is responsible to:
- (a) annually review and either approve or require revisions to the mandates of the Board and each Board committee, position descriptions, the code of business conduct and ethics (the "Code") and all other policies of the Corporation (collectively the "Governance Documents");
 - (b) take reasonable steps to satisfy itself that each director, the CEO and the executive officers are:
 - (i) performing their duties ethically;
 - (ii) conducting business on behalf of the Corporation in accordance with the requirements and the spirit of the Governance Documents;
 - (iii) fostering a culture of integrity throughout the Corporation; and

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- (c) arrange, on the advice of the Audit Committee, for the Governance Documents to be publicly disclosed.
11. The Board is responsible, with the assistance of the Audit Committee, to:
- (a) approve and implement a disclosure policy which provides for disclosure and communications practices governing the Corporation; and
 - (b) approve and maintain a process for the Corporation's stakeholders to contact the independent directors directly with concerns and questions regarding the Corporation.
12. The Board is responsible for:
- (a) reviewing departures from the Code;
 - (b) providing or denying waivers from the Code; and
 - (c) disclosing departures from the Code including by filing required material change reports for material departures from the Code containing:
 - (i) the date of the departure;
 - (ii) the parties involved;
 - (iii) the reason why the Board has or has not sanctioned the departure; and
 - (iv) any measures taken to address or remedy the departure.
13. The Board has the duty to:
- (a) adopt a strategic planning process for increasing shareholder value, annually approve a strategic plan, and regularly monitor the Corporation's performance against its strategic plan;
 - (b) approve capital and operating budgets to implement the strategic plan;
 - (c) conduct periodic reviews of the Corporation's resources, risks, and regulatory constraints and opportunities to facilitate the strategic plan; and
 - (d) evaluate management's analysis of the strategies of existing and potential competitors and their impact, if any, on the Corporation's strategic plan.
14. The Board has the duty to:
- (a) adopt a process to identify business risks and ensure appropriate systems to manage risks; and
 - (b) together with the Audit Committee, ensure policies and procedures are in place and are effective to maintain the integrity of the Corporation's:
 - (i) disclosure controls and procedures;
 - (ii) internal controls over financial reporting; and
 - (iii) management information systems.

15. The Board has the duty to:
 - (a) review and on the advice of the Audit Committee, approve, prior to their public dissemination:
 - (i) interim and annual financial statements and notes thereto;
 - (ii) managements' discussion and analysis of financial condition and results of operations;
 - (iii) relevant sections of the annual report, annual information form and management information circular containing financial information;
 - (iv) forecasted financial information and forward looking statements; and
 - (v) all press releases and other documents in which financial statements, earnings forecasts, results of operations or other financial information is disclosed; and
 - (b) approve dividends and distributions, material financings, transactions affecting authorized capital or the issue and repurchase of shares and debt securities, and all material divestitures and acquisitions.
16. The Board has access to all books, records, facilities and personnel of the Corporation necessary for the discharge of its duties.
17. The Board has the power, at the expense of the Corporation, to retain, instruct, compensate and terminate independent advisors to assist the Board in the discharge of its duties.

Revision No. 1 adopted and approved by the Board: February 26, 2016.

APPENDIX B

KELT EXPLORATION LTD.

INCENTIVE STOCK OPTION PLAN

(Amended and Restated)

1. INTERPRETATION

In this Plan (including this clause), unless there is something in the subject or context inconsistent therewith, words importing the singular number includes the plural and vice versa, words importing the masculine gender includes the feminine and neuter genders and the expressions following have the following meanings, respectively:

- (a) “**Associate**” has the meaning ascribed thereto in the Securities Act;
- (b) “**Black-Out Expiry Date**” means ten (10) business days from the date that any Black-Out Period ends;
- (c) “**Black-Out Period**” means a period of time imposed by the Corporation upon certain designated persons during which those persons may not trade in any securities of the Corporation;
- (d) “**Board**” means the Board of Directors of the Corporation as constituted from time to time;
- (e) “**Change of Control**” means the purchase or acquisition of Common Shares and/or securities convertible into or exchangeable or exercisable for Common Shares as a result of which a person, group of persons or persons acting jointly or in concert, or persons who are Associates of or affiliated with, within the meaning of the Securities Act, any such person, group or persons or any of such persons acting jointly or in concert, beneficially owns or exercises control or direction over Common Shares and/or securities convertible into or exchangeable or exercisable for Common Shares such that, assuming the conversion, exercise or exchange of all such securities, would entitle such person, group of persons or person acting jointly or in concert to cast 50% plus one of the votes attaching to all Common Shares of the Corporation (on a non-diluted basis), excluding, however, a purchase or acquisition of Common Shares in connection with a Reverse Take-Over, and provided that the beneficial ownership by or exercise or control or direction over securities by shareholders of the Corporation as at the date hereof shall not constitute or be counted towards a Change of Control;
- (f) “**Committee**” means a committee of Directors appointed by the Board as contemplated by Clause 3 hereof;

- (g) “**Common Share**” means a common share in the capital stock of the Corporation and, after any adjustments pursuant to Clause 7 hereof, means the shares or other securities or property which, as a result of such adjustments and all prior adjustments pursuant to Clause 7, the holders of Options are then entitled to receive on the exercise thereof;
- (h) “**Consultant**” means any person or company, other than an employee, officer or director of the Corporation or of a subsidiary of the Corporation that:
 - (i) is engaged to provide services to the Corporation or a subsidiary of the Corporation, other than services provided in relation to a distribution of securities of the Corporation;
 - (ii) provides the services under a written contract with the Corporation or a subsidiary of the Corporation; and
 - (iii) spends or will spend a significant amount of time and attention on the affairs and business of the Corporation, or a subsidiary of the Corporation;
- (i) “**Corporation**” means Kelt Exploration Ltd. and any successor or continuing corporation resulting from any form of corporate reorganization;
- (j) “**Early Termination Date**” means, in respect of any Option, 5:00 p.m. (Calgary time) on the date that an Option terminates prior to the Normal Expiry Date;
- (k) “**Exchange**” means the Toronto Stock Exchange or, if the Common Shares are not then listed and posted for trading on the Toronto Stock Exchange, on such stock exchange in Canada on which such shares are listed and posted for trading as may be selected for such purpose by the Board.
- (l) “**Exercise Price**” means the purchase price of Option Shares under an Option Agreement determined as provided in subclause 6(b) of this Plan;
- (m) “**Expiry Date**” means the Normal Expiry Date or the Early Termination Date, as the case may be;
- (n) “**Insider**” has the meaning ascribed thereto in the Toronto Stock Exchange Company Manual;
- (o) “**Market Price**” at any date and in respect of an Option, means:
 - (i) where the Common Shares are not listed and posted for trading on a stock exchange, the value conclusively determined by the Board or Committee, as the case may be, on the Option Date; or
 - (ii) where the Common Shares are listed and posted for trading on a stock exchange, the volume weighted average trading price per Common Share

on the principal stock exchange on which they are traded for the three (3) trading days on which the Common Shares traded on the said exchange immediately preceding such date.

- (p) “**Non-Executive Director**” means a director of the Corporation who is not an officer or employee of the Corporation or one of its subsidiaries;
- (q) “**Notice Date**” has the meaning ascribed thereto under Clause 10;
- (r) “**Normal Expiry Date**” means, in respect of any Option, 5:00 p.m. (Calgary time) on the date determined by the Corporation and specified in the particular Option Agreement on which the Option would normally terminate, which date may not be later than ten (10) years after the Option Date;
- (s) “**Offer**” means an offer made generally to the holders of the Common Shares in one or more jurisdictions to acquire, directly or indirectly, Common Shares and which is in the nature of a “takeover bid” as defined in the Securities Act and where the Common Shares are listed and posted for trading on a stock exchange, not exempt from the formal bid requirements of the Securities Act;
- (t) “**Option**” means a right to purchase Common Shares pursuant to this Plan and an Option Agreement;
- (u) “**Option Agreement**” means an agreement entered into between the Corporation and a Participant pursuant to which an Option is granted to a Participant and which contains such provisions not inconsistent with this Plan as the Board or the Committee may determine;
- (v) “**Option Date**” means the date on which an Option is granted by the Corporation to a Participant which for greater certainty is:
 - (i) where prior notice is required under the policies of the principal stock exchange on which the Common Shares are listed and posted for trading in connection with regulatory approval for the grant of the Option, the date of notice to such stock exchange of such proposed grant; or
 - (ii) in all other cases, the date on which the grant of the Option is approved by the Board or the Committee, as the case may be;
- (w) “**Option Shares**” means the Common Shares which a Participant is entitled to purchase under an Option whether or not the rights to purchase all such Common Shares have vested in and to the Optionee;
- (x) “**Optionee**” means a Participant who has entered into an Option Agreement with the Corporation;
- (y) “**Participant**” means, on any date, a person who is at least one of the following:

- (i) regularly employed by the Corporation or one of its subsidiaries on that date;
- (ii) an officer of the Corporation or one of its subsidiaries on that date;
- (iii) a director of the Corporation or one of its subsidiaries on that date;
- (iv) a Consultant to the Corporation or one of its subsidiaries on that date; or
- (v) a corporation, the shares of which are wholly owned by a person described in subclause (i), (ii), (iii) or (iv);
- (z) **“Plan”** means the Corporation’s “Incentive Stock Option Plan” embodied herein, as from time to time amended;
- (aa) **“Put Notice”** has the meaning ascribed thereto under Clause 10;
- (bb) **“Put Price”** has the meaning ascribed thereto under Clause 10;
- (cc) **“Put Right”** has the meaning ascribed thereto under Clause 10;
- (dd) **“Reverse Take-Over”** means a transaction in the nature of a “reverse take-over” as defined in the policies of any stock exchanges upon which the Common Shares are listed and posted for trading;
- (ee) **“Securities Act”** means the *Securities Act* (Alberta), as amended; and
- (ff) **“Security Based Compensation Arrangements”** has the meaning ascribed thereto in Part VI of the Company Manual of the Toronto Stock Exchange, as amended from time to time.

2. PURPOSE OF THE PLAN

The purpose of the Plan is to provide Optionees with an incentive to achieve the longer-term objectives of the Corporation; to give suitable recognition to the ability and industry of such persons who contribute materially to the success of the Corporation; and to attract and retain in the employ of the Corporation or any of its subsidiaries, persons of experience and ability by providing them with the opportunity to acquire an increased proprietary interest in the Corporation.

3. ADMINISTRATION, PARTICIPANTS AND ALLOTMENTS

- (a) The Board will administer the Plan. The Board may at any time or from time to time delegate to a Committee the responsibility for administering the Plan or elements thereof. The Board, or the Committee if so empowered, will determine from time to time those Participants to whom Options should be granted, the Normal Expiry Date, the number of Common Shares which should be optioned from time to time to any Participant, the Exercise Price and such other terms and

conditions of the Option Agreement, not inconsistent with the Plan, as the Board or the Committee in its discretion may determine. The Board or the Committee may prescribe rules and regulations relating to the Plan and any Options granted hereunder and may approve the form and content and prescribe the use of such forms of applications, directions, powers of attorney, and other documents or instruments, either generally or in specific cases, as may be deemed necessary or advisable, for the grant or issuance of Options under the Plan and for the proper administration and operation of the Plan. The Board or the Committee will review the Plan from time to time with a view to making revisions to it, granting additional Options and, in the case of the Committee, making appropriate recommendations to the Board. Nothing contained in the Plan or in any resolution adopted or to be adopted by the Board or by the Committee constitutes an Option hereunder. An Option granted by the Board or the Committee to a Participant pursuant to the Plan is subject to, and is of no force and effect until, the execution and delivery of, an Option Agreement by both the Corporation and such Participant.

- (b) The Corporation is responsible for all costs of administration of the Plan.
- (c) The implementation of the Plan, the grant or exercise of any Options pursuant to the Plan and, from time to time, the operation and administration of the Plan is subject to receipt by the Corporation of all necessary approvals, advance rulings, exemptions or registrations required or deemed advisable under applicable law or regulatory policy including without limiting the generality of the foregoing, all necessary approvals or registrations required by any and all stock exchanges upon which the Common Shares are listed and posted for trading.
- (d) The Board or the Committee, as the case may be, may at any time and subject to regulatory approvals:
 - (i) discontinue or terminate the Plan; or
 - (ii) subject to Clause 15, amend or revise the terms and conditions of the Plan; amend or revise the terms and conditions of the Plan and any outstanding Options granted under the Plan,

provided that no such action adversely affects any Options previously granted under the Plan or the rights of Optionees in respect of those Options without the prior written consent or agreement of those Optionees.

4. COMMON SHARES SUBJECT TO PLAN

- (a) The maximum number of Common Shares issuable pursuant to Options issued and outstanding under the Plan and the Corporation's Restricted Share Unit Plan shall not exceed nine (9%) percent of the aggregate number of issued and outstanding Common Shares at the time of grant of any Option.

- (b) The aggregate number of Common Shares issuable pursuant to Options granted under the Plan and under any other security based compensation arrangement, if any, and:
 - (i) issued to Insiders, within any one year period, shall not exceed nine (9%) percent of the issued and outstanding Common Shares; and
 - (ii) issuable to Insiders, shall not exceed nine (9%) percent of the issued and outstanding Common Shares.
- (c) The maximum number of Common Shares issuable pursuant to Options granted under the Plan to any one Non-Executive Director, within any calendar year, shall not exceed \$100,000, as calculated on the date of grant using the Black-Scholes-Merton valuation model.
- (d) The maximum number of Common Shares reserved for issuance under all Security Based Compensation Arrangements granted to any one Non-Executive Director, within any calendar year, shall not exceed \$150,000, as calculated on the date of grant using the Black-Scholes-Merton valuation model.

For the purposes hereof, the number of issued and outstanding Common Shares is determined as the number of Common Shares that are issued and outstanding immediately prior to a proposed grant of Options.

5. PARTICIPATION VOLUNTARY

Participation in the Plan by a Participant is entirely voluntary and does not affect the Participant's employment or continued retainer by, or other engagement with, the Corporation or its subsidiaries. None of the Plan or any Options granted under the Plan of itself gives any Participant the right to continue to be an employee, officer, director or consultant of the Corporation or any subsidiary thereof. None of the terms and conditions governing the Option are affected by any change in the Optionee's employment by or engagement with the Corporation so long as the Optionee continues to be a Participant.

6. CERTAIN TERMS OF OPTION AGREEMENTS

In order to constitute a valid Option granted under this Plan, the Optionee and the Corporation must enter into an Option Agreement in the form acceptable to the Board or the Committee, as the case may be.

An Option Agreement may, in respect of any Option, specify a number or percentage of Option Shares that the Participant may exercise in any specified period, year or number of years. In addition, Option Agreements are deemed to contain the following provisions with respect to the exercise of Options under the Plan:

- (a) An Option under the Plan is only exercisable for a minimum of 100 Common Shares at any one time.

- (b) The Exercise Price must not be less than the Market Price and upon exercise of the Option must be paid in full in respect of those Option Shares being acquired in Canadian funds by certified cheque or bank draft payable to or to the order of the Corporation at the time of exercise.
- (c) Each Option terminates on its Normal Expiry Date but subject always to the provisions of subclause 6(d) of this Plan.
- (d) If, after the Option Date and on or before the exercise in full of the Option or the Normal Expiry Date, the Optionee ceases to be a Participant:
 - (i) by reason of the Optionee's permanent physical or mental disability, or death, then such Optionee's Options may be exercised to purchase the total number of Option Shares not previously purchased by the Optionee whether or not the rights to purchase some or all of those Option Shares have previously vested in and are exercisable by the Optionee as at the date of ceasing to be a Participant, provided such exercise occurs at any time on or before the earlier of the Normal Expiry Date and the date that is 12 months after the date the Optionee ceases to be a Participant, due to such permanent physical or mental disability, or death. Thereafter, the Option and all unexercised rights to acquire Option Shares thereunder cease and expire and are of no further force and effect. For greater certainty but without limiting the generality of the foregoing, if the Optionee is deemed to be an employee of the Corporation pursuant to a medical or disability plan of the Corporation or a subsidiary thereof, the Optionee is deemed to be an employee for the purpose of the Plan and the Option; or
 - (ii) for any reason other than the Optionee's permanent physical or mental disability, or death, and the Optionee's termination occurs without notice or entitlement to a period of notice of such termination or compensation in lieu thereof, the Optionee may exercise the Option to purchase Option Shares not previously purchased by the Optionee but only to the extent that rights to purchase Option Shares have vested in and are exercisable by the Optionee as at the date of such ceasing to be a Participant, provided that such exercise occurs at any time on or before the earlier of the Normal Expiry Date and the date that the Optionee ceases to be a Participant. Thereafter, the Option and all unexercised rights to acquire Option Shares thereunder, whether or not such rights have vested to and in favour of the Optionee, cease and expire and are of no further force and effect; or
 - (iii) for any reason other than the Optionee's permanent physical or mental disability, death, or termination without notice or compensation in lieu thereof, and the Optionee is entitled to reasonable notice of termination or compensation in lieu thereof, then:

- (A) the Optionee may exercise the Option to purchase Option Shares not previously purchased by the Optionee but only to the extent that rights to purchase Option Shares have vested in and are exercisable by the Optionee on or before the date of such ceasing to be a Participant, provided that such exercise occurs at any time on or before the earlier of the Normal Expiry Date and:
 - (1) where the Optionee is given a reasonable period of notice prior to termination, the date the Optionee ceases to be a Participant; or
 - (2) where the Optionee is paid compensation in lieu of reasonable notice of termination, the date that is 21 days after the Optionee ceases to be a Participant; and
- (B) the Optionee is not entitled:
 - (1) to further time to exercise the Option during such reasonable notice period or during such specific notice period; or
 - (2) compensation in lieu thereof by way of general damages, or special damages, whether in contract, tort or otherwise.

Thereafter, the Option and all unexercised rights to acquire Option Shares thereunder, whether or not such rights have vested to and in favour of the Optionee, cease and expire and are of no further force and effect.

- (e) With respect to subclause 6(d)(i), the rights under the Option exercisable after the death or disability of the Optionee, as therein specified, may be exercised by the person or persons to whom the Optionee's rights under the applicable Option Agreement pass by will or applicable law or, if no such person has such right, by the deceased or disabled Optionee's legal representatives, within one year from the date of death or disability.
- (f) An Optionee has no rights whatsoever as a shareholder in respect of any of the Option Shares (including any right to receive dividends or other distributions therefrom or thereon) other than in respect of Common Shares in respect of which the Optionee has exercised his Option to purchase thereunder, which the Optionee has actually taken up and paid for, and which have been duly issued to the Optionee and are outstanding as fully paid and non-assessable Common Shares.
- (g) If the Expiry Date of an Option is on a date during a Black-Out Period applicable to a Participant holding such Option, the Expiry Date shall be extended to the Black-Out Expiry Date.

7. CHANGES IN STOCK

In the event:

- (a) of any change or proposed change in the Common Shares through subdivision, consolidation, reclassification, amalgamation, merger or otherwise;
- (b) of any issuance, dividend or distribution to all or substantially all the holders of Common Shares of any shares, securities, property or assets of the Corporation other than in the ordinary course;
- (c) that any rights are granted to holders of Common Shares to purchase Common Shares at prices materially below fair market value; or
- (d) that as a result of any recapitalization, merger, consolidation or otherwise the Common Shares are converted into or exchangeable for any other shares or securities;

then in any such case:

- (e) the Board will, subject to any required approval of any regulatory authority or the Exchange, proportionately adjust the number of Option Shares available for Options, the number of Option Shares covered by outstanding Options, the securities or other property that may be acquired upon the exercise of an Option and the price per Option Share in such Option, or one or more of the foregoing, to prevent substantial dilution or enlargement of the rights granted to, or available for, Optionees/Participants; and
- (f) the Board, in its discretion, may determine that:
 - (i) all or any part of the unexercised and unvested outstanding Options granted under the Plan vest and are exercisable on a date specified by the Board and the unexercised and unvested portion of such Options are thereupon deemed to have been vested and are exercisable on and after the date so specified in respect of any and all Option Shares for which the Optionee has not exercised the Option (notwithstanding that an Option Agreement states that those Options are exercisable only during a later period or year); or
 - (ii) such Options may be exercisable for a limited period of time only and, if so, the Board will determine such period of time,

and such determination or limitation, once made or set, is deemed to be incorporated into the applicable Option Agreement(s).

8. TAKEOVER BID

If an Offer is made which, if successful, would result in a Change of Control, then all unexercised and unvested outstanding Options shall immediately vest and become exercisable by the Participants, notwithstanding any other vesting provisions in the Plan or in an Option Agreement, as to all or any of the Common Shares in respect of which such Options have not previously been exercised, but such shares may only be purchased for tender pursuant to such Offer. If for any reason such shares are not taken up and paid for by the offeror pursuant to the Offer, any such shares so purchased by a Participant shall be deemed to be cancelled and returned to the treasury of the Corporation, shall be added back to the number of Common Shares remaining available under the Plan and, upon presentation to the Corporation of share certificates representing such shares properly endorsed for transfer back to the Corporation, the Corporation shall refund to the Participant all consideration paid for such shares and, in such event, the Participant shall thereafter continue to hold the same number of unexercised and unvested outstanding Options on the same terms and conditions, including the Exercise Price thereof, as were applicable thereto immediately prior to time the subject Offer was made.

9. ARRANGEMENT, AMALGAMATION OR SALE

If the Corporation enters in an agreement providing for an arrangement, merger, amalgamation or other business combination which provides that the Common Shares are transferred in exchange for securities of another corporation, the units of a royalty trust or income trust, the units of a limited partnership or any other security, or are merged into or amalgamated with any other corporation, or sells all or substantially all of its assets, the Corporation will make provision that, upon the exercise of any outstanding Options after the effective date of such transaction, the Participants shall receive such number of securities of the other, continuing or successor corporation, trust or limited partnership, as the case may be, in such arrangement, merger, amalgamation or other business combination or of the shares or units of the purchasing corporation, trust or limited partnership, as the case may be, in such sale as the Participants would have received as a result of such transaction if the Participants had exercised the Options immediately prior thereto, for the same consideration paid on the exercise of such Options, and had held Common Shares on the effective date of such transaction. Upon such provision being made, the obligations of the Corporation to the Participants pursuant to the Option Agreements and under this Plan shall terminate and be at an end. If such arrangement, merger, amalgamation or other business combination results in a Change of Control, the provisions of Clause 8 shall apply and the context thereof and all references therein to "Offer" are to be read as being applicable to an "arrangement, merger, amalgamation or other business combination" and the reference in the first sentence of Clause 8, to 'tender pursuant to such Offer,' shall be read as meaning voting in favour of the arrangement, merger, amalgamation or other business combination at the shareholders' meeting held in connection therewith and the reference in the second sentence of Clause 8 to, 'shares not being taken up and paid for by the offeror pursuant to the Offer', shall be read as meaning that the arrangement, merger, amalgamation or other business is not completed.

10. PUT RIGHT

An Optionee (or in the event of the death of the Optionee, the Optionee's executors or personal representatives) may exercise the right (the "**Put Right**") from time to time to require the Corporation to purchase all or any of the then vested Options of the Optionee by delivery to the Corporation, at its head office, of a written notice of exercise ("Put Notice"), substantially in the form attached as Schedule "A" hereto, specifying the number of Options with respect to which the Put Right is being exercised. The Corporation will purchase from the Optionee all of the Options specified in the Put Notice at a price (the "Put Price") equal to the excess of the closing price of the Common Shares on the principal stock exchange on which they are traded on the date of receipt of the Put Notice by the Corporation (or if the Common Shares do not trade on the principal stock exchange on which they are traded, the next date on which the Common Shares trade on the principal stock exchange on which they are traded) (the "**Notice Date**") over the Exercise Price for each Option being purchased under the Put Right provided that the Put Notice is received by the Chief Financial Officer of the Corporation on or before 4:30 p.m. (Calgary time) on the Notice Date, or if the Put Notice is received by the Chief Financial Officer of the Corporation after 4:30 p.m. (Calgary time) on the Notice Date, the Put Price shall be the next date upon which the Common Shares trade on the principal stock exchange on which they are traded, or for such other amount as may be agreed to by the Optionee and the Corporation. Upon the exercise of the Put Right, the Corporation will cause to be delivered to the Optionee a cheque representing the Put Price multiplied by the number of Options specified in the Put Notice within three business days of the Notice Date. Unless the Optionee delivers a certified cheque for the amount of the withholding tax and other statutory deductions as determined by the Corporation in connection with the exercise of the Put Right, the Corporation will deduct this amount from the payment to the Optionee. Upon exercise of the Put Right and its acceptance by the Corporation, the Options are deemed to be terminated and cancelled and shall cease to grant the Optionee any further rights thereunder. Notwithstanding the foregoing, the Corporation may, at its sole discretion, decline to accept and, accordingly, have no obligations with respect to the exercise of a Put Right at any time and from time to time.

11. WITHHOLDINGS AND TAX ELECTION

- (a) To the extent required under applicable law or regulation, the Corporation shall be entitled to take all reasonable and necessary steps, including the sale of any Option Shares issued upon the exercise of any Option granted under the Plan (other than a redemption or purchase for cancellation), or obtain all reasonable or necessary indemnities, assurances, payments or undertakings, to the sole satisfaction of the Corporation, to satisfy any tax remittance obligations of the Corporation to any taxing authorities arising in respect of any exercise of any Options or Put Rights granted under the Plan by the Corporation and the President of the Corporation shall be and is hereby appointed as the irrevocable attorney-in-fact for any person granted an Option under this Plan to take all such reasonable and necessary steps or sales of Option Shares including, without limitation, Option Share sales resulting from the exercise of Put Rights. The Corporation does not accept responsibility for the price obtained on the sale of such Option Shares;

- (b) Optionees (or their beneficiaries) shall be responsible for all taxes with respect to any Options or Put Rights under the Plan or under any Option Agreement, whether arising as a result of the grant or exercise of Options, Put Rights or otherwise. The Corporation makes no guarantee or representation to any person regarding the tax treatment of Options or Put Rights or payments made under the Plan or any Option Agreement and none of the Corporation, or any of its officers, directors, employees or other representatives shall have any liability to a Participant with respect thereto; and
- (c) With respect to all Options and Put Rights, the Corporation agrees to elect under subsection 110(1.1) of the *Income Tax Act* (Canada) so as to permit the Optionee to claim a deduction under paragraph 110(1)(d) of the said Act with respect to the exercise price, or the Put Price, as the case may be.

12. COMMON SHARES FULLY PAID AND NON-ASSESSABLE

All Common Shares issued upon the exercise of any Option are to be issued as fully paid and non-assessable Common Shares.

13. CONDITIONS OF ISSUANCE OF COMMON SHARES

- (a) If at any time the Board or Committee (as the case may be) determines, in its discretion that:
 - (i) the registration or qualification of the Common Shares which are the subject of any Option Agreement, or the consent or approval of, any securities commission or any stock exchange upon which the Common Shares are listed;
 - (ii) the registration or qualification under any laws of Canada or any Province thereof or of the United States or any state thereof or the consent or approval of any regulatory authority thereof;
 - (iii) evidence (in form and content satisfactory to the Board) of the investment intent of the Optionee; and/or
 - (iv) an undertaking of the Optionee as to the sale or disposition of such Option Shares that may be purchased pursuant to an Option Agreement to the effect that such Option Shares once purchased are not to be traded by the Optionee for a specified period of time,

is necessary or desirable as a condition of the issuance of any Option Shares pursuant to any Option Agreement, then the issuance of any Common Shares is not to be made unless and until such registration, qualification, consent, approval, evidence or undertaking has been effected or obtained free of any condition not acceptable to the Board or Committee.

- (b) Any trade by the Optionee in any Common Shares issued to the Optionee pursuant to the Plan including, without limiting the generality of the foregoing, any sale or disposition for valuable consideration, and any transfer, pledge or encumbrance of any Common Shares issued to an Optionee pursuant to the Plan, is subject to such regulatory approvals and other restrictions under applicable securities laws and regulatory policies as may be required at the time of such trade. Accordingly, the Corporation makes no representation as to the ability of any Optionee to trade in such Common Shares.
- (c) The Corporation cannot assure a profit or protect the Optionee against a loss on the Common Shares purchased under the Plan. The Corporation assumes no responsibility relating to any tax liability of the Optionee by reason of the exercise of any Option or any subsequent trade.

14. ACCOUNTS AND STATEMENTS

The Corporation will maintain records indicating the number of Options granted to each Optionee and the number of Options exercised under the Plan. Upon written request from an Optionee, the Corporation will furnish to that Optionee a statement indicating the number of Options held on his behalf.

15. AMENDMENT AND TERMINATION

- (a) Subject to the exceptions set out below, the Board may at any time or from time to time, in its sole and absolute discretion, suspend, terminate or discontinue the Plan and may amend the terms and conditions of Options granted pursuant to the Plan, subject to any required approval of any regulatory authority or the Exchange.
- (b) Without limiting the generality of the foregoing, some of the examples of the types of changes to this Plan or Options granted under it that the Board could make without shareholder approval include:
 - (i) housekeeping changes (such as a change to correct an immaterial inconsistency or clerical omission or a change to update a routine administrative provision such as contact information);
 - (ii) a change to the termination provisions for this Plan or for an Option as long as the change does not permit the Board to grant an Option with an Expiry Date of more than ten (10) years or extend an outstanding Option's Expiry Date;
 - (iii) a change deemed necessary or desirable to comply with applicable law or regulatory requirements; and
 - (iv) a change to alter, extend or accelerate the terms and conditions of vesting applicable to any Option.

- (c) The approval of the shareholders of the Corporation will be required for amendments to this Plan which:
 - (i) reduces the Exercise Price of an Option or results in any cancellation and reissuance of an Option;
 - (ii) extends the term of an Option beyond its Normal Expiry Date;
 - (iii) changes the definition of “Participants” herein to permit the introduction or reintroduction of Non-Executive Directors on a discretionary basis or that increase limits previously imposed on Non-Executive Director participation;
 - (iv) results in an increase in the number of Common Shares issuable under this Plan or the number of unissued Common Shares that may be subject to Options granted to Optionees under this Plan;
 - (v) would permit Options granted under this Plan to be transferable or assignable other than for normal estate settlement purposes;
 - (vi) change this Clause 15; and
 - (vii) require approval by shareholders of the Corporation under applicable law (including, without limitation, the rules, regulations and policies required by the Exchange).
- (d) In the event of any conflict between subclause 15(b) and subclause 15(c), the latter shall prevail.

16. CLAWBACK

Notwithstanding anything to the contrary in this Plan, the Board may seek reimbursement of Options awarded to an officer of the Corporation pursuant to this Plan and any Common Shares issued upon exercise thereof, where: (a) the payment of such compensation was predicated on achieving certain financial results that were subsequently the subject of or affected by a material restatement of all or a portion of the Corporation’s financial statements filed with any securities regulatory authority; (b) the Board, in its discretion, determines that the officer engaged in gross negligence, intentional misconduct or fraud that caused or partially caused, the need for the restatement; and (c) the value of the Options awarded would have been lower had the financial results been properly reported.

17. WAIVER

No waiver by the Corporation of any term of this Plan or any breach thereof by an Optionee is effective or binding on the Corporation unless the same is expressed in writing and any waiver so expressed does not limit or affect its rights with respect to any other or future breach.

18. NOTICES

The manner of giving notices to the Corporation or to an Optionee is to be specified in the Option Agreement with such Optionee.

19. GENERAL

- (a) This Plan and each Option granted under this Plan are to be governed by and construed in accordance with the laws of the Province of Alberta and any Option Agreement entered into pursuant to this Plan is to be treated in all respects as an Alberta contract.
- (b) Nothing contained herein restricts or limits or is deemed to restrict or limit the rights or powers of the Board in connection with any allotment and issuance of shares in the capital stock of the Corporation which are not reserved for issuance hereunder.
- (c) Options granted under this Plan, and any interest therein, will not be transferrable or assignable by any Optionee, and may not be made subject to execution, attachment or similar process, otherwise than for normal estate settlement purposes or by operation of law. During the lifetime of the Optionee, an Option will be exercisable only by the Optionee and any elections with respect to an Option may be made only by the Optionee. The terms of the Option shall be binding upon the executors, administrators and heirs of the Optionee.
- (d) Upon granting options to employees or Consultants the Corporation will represent that the Optionee is a bona fide employee or Consultant as the case may be.
- (e) In the event of any conflict between the provisions of this Plan and an Option Agreement, the provisions of this Plan shall govern.

20. EFFECTIVE DATE

This Plan is effective as of this 16th day of November, 2012, as amended by Amendment No. 1 approved by the Board on February 19, 2016, as amended and restated by the Board on March 12, 2019.

SCHEDULE "A"

KELT EXPLORATION LTD.

INCENTIVE STOCK OPTION PLAN
(Amended and Restated)

PUT NOTICE

Kelt Exploration Ltd.
Suite 300, 311 – 6th Avenue S.W.
Calgary, Alberta T2P 3H2

Dear Sirs:

I wish to exercise my Put Right and surrender for cancellation certain of my Options to acquire Common Shares of Kelt Exploration Ltd. ("**Kelt**") in exchange for payment per Option of the Put Price. Details are as follows:

Date of Option Agreement: _____

No. of Options surrendered for cancellation: _____

Exercise Price: \$ _____

Closing price per Common Share: \$ _____

All capitalized terms used herein but not otherwise defined shall have the meanings ascribed thereto in the Incentive Stock Option Plan of Kelt dated effective November 16, 2012, as amended by Amendment No. 1 approved by the Board on February 19, 2016, as amended and restated by the Board on March 12, 2019.

I understand that Kelt will issue a cheque to the name indicated below for the Put Price, less any income tax withholding requirements within three business days of receipt of this letter.

Signature of Optionee

Name: _____

Address: _____

APPENDIX C

KELT EXPLORATION LTD.

RESTRICTED SHARE UNIT PLAN

(Amended and Restated)

ARTICLE 1

DEFINITIONS AND INTERPRETATION

1.1 Definitions

For purposes of this Plan, the following words and phrases have the meanings indicated:

- (a) “**Account**” means an account maintained by the Plan Administrator for each Participant and which will be credited with RSUs in accordance with the terms of the Plan;
- (b) “**Award Date**” means the date or dates on which an award of RSUs is made to a Participant in accordance with section 4.2;
- (c) “**Board**” means the board of directors of the Corporation as constituted from time to time;
- (d) “**Change of Control**” means the purchase or acquisition of Shares and/or securities convertible into or exchangeable or exercisable for Shares as a result of which a person, group of persons or persons acting jointly or in concert, or persons who are associates of or affiliated with, within the meaning of the Securities Act, any such person, group or persons or any of such persons acting jointly or in concert, beneficially owns or exercises control or direction over Shares and/or securities convertible into or exchangeable or exercisable for Shares such that, assuming the conversion, exercise or exchange of all such securities, would entitle such person, group of persons or person acting jointly or in concert to cast 50% plus one of the votes attaching to all Shares of the Corporation (on a non-diluted basis), excluding, however, a purchase or acquisition of Shares in connection with a Reverse Take-Over, and provided that the beneficial ownership by or exercise or control or direction over securities by shareholders of the Corporation as at the date hereof shall not constitute or be counted towards a Change of Control;
- (e) “**Committee**” has the meaning ascribed thereto in section 2.4;
- (f) “**Corporation**” means Kelt Exploration Ltd., and includes any successor entity thereto;
- (g) “**Dividend Equivalent**” means a bookkeeping entry whereby each RSU is credited with the equivalent amount of the dividend paid on a Share in accordance with section 4.3, as applicable;
- (h) “**Dividend Market Value**” means the Fair Market Value per Share on the dividend record date;

- (i) “**Employee**” means an employee of the Corporation, other than seasonal and contract employees and independent contractors, and who is not a director of the Corporation;
- (j) “**Exchange**” means the TSX or any other stock exchange on which Shares are listed and posted for trading, as applicable;
- (k) “**Fair Market Value**” with respect to a Share, as at any date, means the volume weighted average of the prices at which the Shares traded on the TSX (or, if the Shares are not then listed and posted for trading on the TSX or are then listed and posted for trading on more than one stock exchange, on such stock exchange on which the majority of the trading volume and value of the Shares occurs) for the three (3) trading days on which the Shares traded on the said exchange immediately preceding such date. In the event that the Shares are not listed and posted for trading on any stock exchange, the Fair Market Value shall be the fair market value of the Shares as determined by the Board in its sole discretion, acting reasonably and in good faith;
- (l) “**Forfeited RSU**” means a RSU that relates to an award of RSUs that does not vest and is forfeited by a Participant pursuant to section 5.4 or 5.5, as applicable;
- (m) “**Forfeiture Date**” means the date, as determined by the Board, on which a Participant is terminated as contemplated in section 5.6, regardless of whether any or any adequate or proper advance notice of termination or resignation is provided;
- (n) “**Insider**”, “**associate**” and “**affiliate**” each have the meaning ascribed thereto in Part VI of the Company Manual of the TSX, as amended from time to time;
- (o) “**Non-Executive Director**” means a director of the Corporation who is not an officer or employee of the Corporation or one of its subsidiaries;
- (p) “**Options**” means options to purchase Shares granted under the Corporation’s Stock Option Plan, as amended from time to time;
- (q) “**Participant**” means a Service Provider determined to be eligible to participate in the Plan in accordance with section 3.1 and, where applicable, a former Service Provider deemed eligible to continue to participate in the Plan in accordance with section 5.4 or 5.5;
- (r) “**Plan**” means the Restricted Share Unit Plan established herein;
- (s) “**Plan Administrator**” means the Corporation acting in its capacity as administrator of the Plan or any third party service provider, if any, retained from time to time by the Corporation to perform certain of the administrative functions of the Plan as delegated by the Board in accordance with section 2.4;
- (t) “**Reverse Take-Over**” means a transaction in the nature of a “reverse take-over” as defined in the policies of any stock exchanges upon which the Shares are listed and posted for trading;

- (u) “**RSU**” means a unit equivalent in value to a Share credited by means of a bookkeeping entry in the Participants’ Accounts;
- (v) “**RSU Agreement**” has the meaning set forth in section 3.2;
- (w) “**Securities Act**” means the *Securities Act* (Alberta), as amended;
- (x) “**Security Based Compensation Arrangements**” has the meaning ascribed thereto in Part VI of the Company Manual of the TSX, as amended from time to time;
- (y) “**Service Provider**” means a director, officer, employee (including an Employee) or consultant of the Corporation or its subsidiaries and a person or company engaged by the Corporation or a subsidiary to provide services for an initial, renewable or extended period of twelve months or more;
- (z) “**Share**” means a common share of the Corporation; and
- (aa) “**TSX**” means the Toronto Stock Exchange.

1.2 Interpretation

Words in the singular include the plural and words in the plural include the singular. Words importing male persons include female persons, corporations or other entities, as applicable. The headings in this document are for convenience and reference only and shall not be deemed to alter or affect any provision hereof. The words “hereto”, “herein”, “hereby”, “hereunder”, “hereof” and similar expressions mean or refer to this document as a whole and not to any particular article, section, paragraph or other part hereof.

ARTICLE 2 PURPOSE AND ADMINISTRATION OF THE PLAN

2.1 Purpose

The Plan has been established to retain and motivate eligible Service Providers and to promote a greater alignment of interests between Service Providers and the shareholders of the Corporation.

2.2 Administration of the Plan

The Plan shall be administered by the Board or by a committee of the Board in accordance with section 2.4.

2.3 Authority of the Board

The Board shall have the full power to administer the Plan, including, but not limited to, the authority to:

- (a) interpret and construe any provision hereof and decide all questions of fact arising in their interpretation;

- (b) adopt, amend, suspend and rescind such rules and regulations for administration of the Plan as the Board may deem necessary in order to comply with the requirements of the Plan, or in order to conform to any law or regulation or to any change in any laws or regulations applicable thereto;
- (c) determine the individuals to whom RSUs may be awarded;
- (d) award such RSUs on such terms and conditions as it determines including, without limitation: the time or times at which RSUs may be awarded; the time or times when each RSU becomes exercisable and the term of the RSU; whether restrictions or limitations are to be imposed on the Shares issued pursuant to an RSU and the nature of such restrictions or limitations, if any; any acceleration or waiver of termination or forfeiture regarding any RSU, based on such factors as the Board may determine;
- (e) take any and all actions permitted by the Plan; and
- (f) make any other determinations and take such other action in connection with the administration of the Plan that it deems necessary or advisable.

2.4 Delegation of Authority

To the extent permitted by applicable law, the Board may, from time to time, delegate to a committee (the “**Committee**”) of the Board all or any of the powers conferred on the Board under the Plan. In such event, the Committee will exercise the powers delegated to it by the Board in the manner and on the terms authorized by the Board. Any decision made or action taken by the Committee arising out of or in connection with the administration or interpretation of the Plan in this context is final and conclusive. The Board or the Committee may delegate or sub-delegate to a Plan Administrator or any director or officer of the Corporation the whole or any part of the administration of the Plan and shall determine the scope of such delegation or sub-delegation in its sole discretion.

2.5 Discretionary Relief

Subject to section 2.6, notwithstanding any other provision hereof, the Board may, in its sole discretion, waive any condition set out herein if it determines that specific individual circumstances warrant such waiver.

2.6 Amendment, Suspension, or Termination of Plan

- (a) Subject to the exceptions set out below, the Board may at any time or from time to time, in its sole and absolute discretion, suspend, terminate or discontinue the Plan and may amend the terms and conditions of any RSU granted pursuant to the Plan, subject to any required approval of any regulatory authority or the Exchange.
- (b) Without limiting the generality of the foregoing, some of the examples of the types of changes to this Plan or RSUs granted under it that the Board could make without shareholder approval include:

- (i) housekeeping changes (such as a change to correct an immaterial inconsistency or clerical omission or a change to update a routine administrative provision such as contact information);
 - (ii) a change to the termination provisions for this Plan or for a RSU as long as the change does not permit the Board to grant a RSU for a term of more than ten (10) years or extend the term of an outstanding RSU; and
 - (iii) a change deemed necessary or desirable to comply with applicable law or regulatory requirements.
- (c) The approval of the shareholders of the Corporation will be required for amendments to this Plan which:
- (i) extends the term of a RSU beyond its initial term;
 - (ii) changes the definition of “Participant” herein to permit the introduction or reintroduction of Non-Executive Directors on a discretionary basis or that increase limits previously imposed on Non-Executive Director participation;
 - (iii) results in an increase in the number of Common Shares issuable under this Plan or the number of unissued Common Shares that may be subject to RSUs granted to Participants under this Plan;
 - (i) would permit RSUs granted under this Plan to be transferable or assignable other than for normal estate settlement purposes;
 - (iv) change this section 2.6; and
 - (v) require approval by shareholders of the Corporation under applicable law (including, without limitation, the rules, regulations and policies required by the Exchange).
- (d) On termination of the Plan, any outstanding awards of RSUs under the Plan shall immediately vest and the number of Shares corresponding to the RSUs that have been awarded shall be delivered to the Participant in accordance with section 4.7. The Plan will finally cease to operate for all purposes when the last remaining Participant receives delivery of all Shares corresponding to RSUs credited to the Participant’s Account.
- (e) In the event of any conflict between subsection 2.6(b) and subsection 2.6(c), the latter shall prevail.

2.7 Final Determination

Any determination or decision by, or opinion of, the Board, the Committee or a director or officer of the Corporation made or held pursuant to the terms set out herein shall be made or held reasonably and shall be final, conclusive and binding on all parties concerned, including, but not limited to, the Corporation, the Participants and their beneficiaries and legal representatives.

Subject to section 2.5, all rights, entitlements and obligations of Participants under the Plan are set forth in the terms hereof and cannot be modified by any other documents, statements or communications, except by amendment to the terms set out herein referred to in section 2.6.

2.8 Taxes

On the Award Date or upon vesting of an award of RSUs, the Corporation shall have the right to require the Participant to remit to the Corporation an amount sufficient to satisfy any federal, provincial or other law requiring the withholding of tax or other required deductions relating to the delivery of Shares or cash to be paid. Such withholding obligations may also be accomplished, in whole or in part, by the Corporation withholding from the Shares to be delivered or cash to be paid such number of Shares or such amount as is necessary to satisfy the amount of the total withholding obligation, and the Corporation shall be entitled to sell, on behalf of a Participant, such number of Shares as is sufficient to satisfy such withholdings obligations.

2.9 Expenses

The Corporation is responsible for all costs of administration of the Plan.

2.10 Account Information

Information pertaining to the RSUs in Participants' Accounts will be made available to the Participants at least annually in such manner as the Plan Administrator may determine and shall include such matters as the Board may determine from time to time or as otherwise may be required by law.

2.11 Indemnification

Each member of the Board or Committee is indemnified and held harmless by the Corporation against any cost or expense (including any sum paid in settlement of a claim with the approval of the Corporation) arising out of any act or omission to act in connection with the terms hereof to the extent permitted by applicable law. This indemnification is in addition to any rights of indemnification a Board or Committee member may have as director or otherwise under the by-laws of the Corporation, any agreement, any vote of shareholders, or disinterested directors, or otherwise.

ARTICLE 3 ELIGIBILITY AND PARTICIPATION IN THE PLAN

3.1 Participation

The Board, in its sole discretion, shall determine, or shall delegate to the Committee the determination of which Service Providers will participate in the Plan.

3.2 RSU Agreement

A Participant shall confirm acknowledgement of an award of RSUs made to such Participant in such form as determined by the Board from time to time (the "**RSU Agreement**"), within such

time period and in such manner as specified by the Board or the Plan Administrator. If acknowledgement of an award of RSUs is not confirmed by a Participant within the time specified, the Corporation reserves the right to revoke the crediting of RSUs to the Participant's Account.

3.3 Participant's Agreement to be Bound

Participation in the Plan by any Participant shall be construed as irrevocable acceptance by the Participant of the terms and conditions set out herein and all rules and procedures adopted hereunder and as amended from time to time.

ARTICLE 4 ESTABLISHMENT OF THE PLAN

4.1 The Plan

The Plan is hereby established for Participants.

4.2 Grant of RSUs

Subject to section 3.2, an award of RSUs pursuant to the Plan will be made and the number of such RSUs awarded will be credited to each Participant's Account, effective as of the Award Date. The number of RSUs to be credited to each Participant's Account shall be determined by the Board, or the Committee delegated by the Board to do so, each in its sole discretion.

4.3 Credits for Dividends

A Participant's Account shall be credited with a Dividend Equivalent in the form of additional RSUs as of each dividend payment date, if any, in respect of which dividends are paid on Shares. Such Dividend Equivalent shall be computed by dividing: (a) the amount obtained by multiplying the amount of the dividend declared and paid per Share by the number of RSUs recorded in the Participant's Account on the record date for the payment of such dividend, by (b) the Dividend Market Value, with fractions computed to three decimal places.

4.4 Vesting

- (a) Subject to Article 5, an award of RSUs under the Plan shall vest in accordance with the terms specified in the Participant's RSU Agreement. The vesting provisions in any RSU Agreement will be determined either by the Board, or the Committee if delegated by the Board to do so, each in its sole discretion; provided that unless forfeited prior to such date, all awards of RSUs under the Plan shall vest no later than December 15 of the third calendar year following the Award Date of the corresponding RSU, or such later date as may be permitted by applicable income tax laws.
- (b) For greater certainty, the vesting of RSUs may be determined from time to time by the Board or the Committee if so delegated by the Board, to include criteria such as, but not limited to:

- (i) time vesting, in which a Share is not delivered to a Participant until the Participant has held the corresponding RSU for a specified period of time; and
- (ii) performance vesting, in which the number of Shares to be delivered to a Participant for each RSU that vests may fluctuate based upon the Corporation's performance and/or the market price of the Shares, in such manner as determined by the Board or, if so delegated, the Committee, in their sole discretion.

4.5 Allotment of Shares for Issuance by the Corporation

The Corporation shall allot for issuance from treasury such number of Shares corresponding to the maximum number of Shares that may be deliverable to Participants upon the vesting of RSUs awarded to Participants under the Plan.

4.6 Limits on Issuances

Subject to adjustments in accordance with section 4.3, the maximum number of Shares available for issuance under the Plan at any time shall not exceed a number of Shares equal to 4.5% of the aggregate number of Shares issued and outstanding from time to time. In the event there is any change in the Shares through the declaration of stock dividends or subdivisions, consolidations or exchanges of Shares, or otherwise, the number of Shares available for issuance and to be issued upon the vesting of RSUs granted under the Plan shall be adjusted appropriately by the Board, subject to Exchange approval, and such adjustment shall be effective and binding for all purposes of the Plan.

In addition, and subject always to the foregoing maximum number of Shares available for issuance under the Plan not exceeding a number of Shares equal to 4.5% of the aggregate number of Shares issued and outstanding from time to time, the number of Shares reserved for issuance and which may be issued pursuant to the Plan and other Security Based Compensation Arrangements established by the Corporation shall be limited as follows:

- (a) the number of Shares reserved for issuance to any one individual shall not exceed 5% of the issued and outstanding Shares;
- (b) the number of Shares reserved for issuance under all Security Based Compensation Arrangements granted to Insiders shall not exceed 9.0% of the issued and outstanding Shares;
- (c) the number of Shares that may be issued to Insiders within any one-year period under all Security Based Compensation Arrangements shall not exceed 9.0% of the issued and outstanding Shares; and
- (d) the maximum number of Shares reserved for issuance under all Security Based Compensation Arrangements granted to any one Non-Executive Director, within any calendar year, shall not exceed \$150,000, as calculated on the date of grant, using the Black-Scholes-Merton valuation model.

For the purposes of this section 4.6, any increase in the issued and outstanding Shares (whether as a result of the issue of Shares pursuant to RSUs or Options or otherwise) will result in an increase in the number of Shares that may be issued pursuant to RSUs at any time and any increase in the number of RSUs granted will, upon issue of Shares pursuant to such RSUs, make new RSUs available under the Plan. RSUs that are forfeited or otherwise cancelled, terminated or expire shall result in the Shares that were reserved for issuance thereunder being available for a subsequent grant of RSUs pursuant to this Plan to the extent of any Shares issuable thereunder that are not issued under such forfeited or otherwise cancelled, terminated or expired RSUs.

4.7 Delivery of Shares by the Corporation on Vesting

The Corporation shall, as soon as practicable after the relevant vesting date of any award of RSUs under the Plan, issue from treasury to each Participant the number of Shares required to be delivered to a Participant upon the vesting of such Participant's RSUs in the Participant's Account. The Corporation shall register and deliver certificates for such Shares to the Participant by first class insured mail, unless the Corporation shall have received alternative instructions from the Participant (through the Plan Administrator) for the registration and/or delivery of the certificates.

4.8 Surrender Offer

A Participant may make an offer (the "**Surrender Offer**") to the Corporation, at any time, for the disposition and surrender by the Participant to the Corporation (and the termination thereof) of any of the RSU's granted hereunder for an amount (not to exceed the Fair Market Value of the RSU's) specified in the Surrender Offer by the Participant and the Corporation may, but is not obligated to, accept the Surrender Offer, subject to any regulatory approval required. If the Surrender Offer, either as made or as renegotiated, is accepted, the RSU's in respect of which the Surrender Offer relates shall be surrendered and deemed to be terminated and cancelled and shall cease to grant the Participant any further rights thereunder upon payment of the amount of the agreed Surrender Offer by the Corporation to the Participant.

ARTICLE 5 ACCELERATED VESTING AND FORFEITURE

5.1 Accelerated Vesting

The Board in its sole discretion may, by resolution, permit all unvested awards of RSUs to vest immediately and the Shares corresponding to the RSUs in the Participants' Accounts to be delivered in accordance with section 4.7.

5.2 Delivery on Forfeiture

Unless otherwise determined by the Board or unless otherwise provided in an RSU Agreement pertaining to a particular RSU or any written employment, consulting or other agreement governing a Participant's role as a Service Provider, where a Participant ceases to be a Participant pursuant to sections 5.4 or 5.6, any Shares corresponding to any remaining vested award of RSUs shall be delivered to the former Participant in accordance with section 4.7, as soon as practicable after the Forfeiture Date and the former Participant shall not be entitled to any further distribution of Shares or any payment from the Plan.

5.3 Resignation

Unless otherwise determined by the Board or unless otherwise provided in an RSU Agreement pertaining to a particular RSU or any written employment, consulting or other agreement governing a Participant's role as a Service Provider, if a Participant resigns from employment with the Corporation, as determined by the Board in its sole discretion, before all of the awards respecting RSUs credited to the Participant's Account have vested or are forfeited pursuant to any other provision hereof, such Participant shall cease to be a Participant as of the Forfeiture Date, and the former Participant shall forfeit all unvested awards respecting RSUs in the Participant's Account effective as at the Forfeiture Date.

5.4 Disability and Leaves of Absence

If a Participant becomes eligible for long-term disability benefits under the terms of a long-term disability plan of the Corporation or is eligible for short term disability or is on approved leave, as determined by the Board in its sole discretion, before all of the awards respecting RSUs credited to the Participant's Account have vested or are forfeited pursuant to any other provision hereof, such Participant shall be deemed to continue to be a Participant for purposes of the Plan. For greater certainty, so long as a Participant continues to be deemed a Participant for purposes of this paragraph, the vesting of such Participant's RSUs pursuant to section 4.4, the delivery of certificates for Shares pursuant to section 4.7, and this Article 5 shall continue to apply to such Participant.

5.5 Termination of Employment

Unless otherwise determined by the Board or unless otherwise provided in an RSU Agreement pertaining to a particular RSU or any written employment, consulting or other agreement governing a Participant's role as a Service Provider, if a Participant is terminated from the Corporation for any reason (including involuntary termination without cause), as determined by the Board in its sole discretion, before all of the awards respecting RSUs credited to the Participant's Account have vested or are forfeited pursuant to any other provision hereof, such Participant shall cease to be a Participant as of the Forfeiture Date, and the former Participant shall forfeit all awards respecting unvested RSUs in his Account effective as at the Forfeiture Date. Notwithstanding the previous sentence, in the event of an involuntary termination without cause, the Board may, in its sole discretion, permit a Participant to continue to participate in the Plan during any statutory or common law severance period or any period of reasonable notice that the Corporation may be required at law or pursuant to any written employment, consulting or other agreement governing a Participant's role as a Service Provider to provide to the Participant. In such circumstances, the Participant shall cease to be a Participant following the expiry of the severance period.

5.6 Death

If a Participant dies before all of the awards respecting RSUs credited to the Participant's Account have vested or are forfeited pursuant to any other provision hereof, all unvested awards respecting RSUs will vest effective on the date of death. Upon receipt of satisfactory evidence of the Participant's death from the authorized legal representative of the deceased Participant, the Shares

corresponding to the number of RSUs in such Participant's Account shall be paid out to the legal representative of the deceased former Participant's estate in accordance with section 4.7.

5.7 Termination on Divestiture

- (a) In the event that a divestiture of a business unit (including a divestiture by sale, closure or outsourcing) of the Corporation results in the termination of a Participant's term as an officer, director or employee of the Corporation and such Participant becomes a director, officer or employee of the person acquiring or operating such business unit, the Board may:
 - (i) accelerate the vesting of all or any portion of a Participant's RSUs; or
 - (ii) determine that such Participant shall continue to be a Participant for the purposes of the Plan, but subject to such terms and conditions (including vesting), if any, established by the Board in its sole discretion.
- (b) In the event that a divestiture of a business unit (including a divestiture by sale, closure or outsourcing) of the Corporation results in the termination of employment of a Participant and such Participant is not offered another directorship, office or employment with the Corporation or a subsidiary of the Corporation, or with the entity to whom the divestiture is made (or any affiliate thereof), then the provisions of section 5.5 shall apply.

5.8 Change of Control

- (a) Upon the Corporation entering into an agreement relating to, or otherwise becoming aware of, a transaction which, if completed, would result in a Change of Control, the Corporation shall give written notice of the proposed transaction to the Participants not less than ten days prior to the closing of the transaction resulting in the Change of Control.
- (b) Subject to the terms of any employment agreement between the Corporation and a Participant, upon the occurrence of a Change of Control, all outstanding RSUs shall vest upon (or immediately prior to) the completion of the transaction resulting in the Change of Control. If, for any reason, the transaction, which would result in the Change of Control, is not completed, the acceleration of the vesting of the RSUs shall be retracted and vesting shall instead revert to the manner provided in the Plan and the RSU Agreement.

ARTICLE 6 GENERAL

6.1 Compliance with Laws

The administration of the Plan, including without limitation all issuance of Shares under the Plan, shall be subject to and made in conformity with all applicable laws and any applicable regulations of a duly constituted authority. Should the Corporation, in its sole discretion, determine that it is not feasible or desirable to deliver Shares pursuant to an award of RSUs due to such laws or regulations, its obligation shall be satisfied by means of an equivalent cash payment (equivalence being determined on a before-tax basis) less any applicable withholding taxes.

6.2 Reorganization of the Corporation

The existence of any RSUs or Shares corresponding to such RSUs shall not affect in any way the right or power of the Corporation or its shareholders to make or authorize any adjustment, recapitalization, reorganization or other change in the Corporation's capital structure or its business, or any amalgamation, combination, merger or consolidation involving the Corporation or to create or issue any bonds, debentures, shares or other securities of the Company or the rights and conditions attaching thereto or to effect the dissolution or liquidation of the Company or any sale or transfer of all or any part of its assets or business, or any other corporate act or proceeding, whether of a similar nature or otherwise.

6.3 General Restrictions and Assignment

RSUs granted under this Plan, and any interest therein, will not be transferrable or assignable by any Participant, and may not be made subject to execution, attachment or similar process, otherwise than for normal estate settlement purposes or by operation of law. During the lifetime of the Participant, a RSU will be exercisable only by the Participant and any elections with respect to a RSU may be made only by the Participant. The terms of the RSU shall be binding upon the executors, administrators and heirs of the Participant.

The rights and obligations hereunder may be assigned by the Corporation to a successor in the business of the Corporation.

6.4 Market Fluctuations

No amount will be paid to, or in respect of, a Participant under the Plan to compensate for a downward fluctuation in the price of Shares, nor will any other form of benefit be conferred upon, or in respect of, a Participant for such purpose.

The Corporation makes no representations or warranties to Participants with respect to the Plan or the RSUs whatsoever. Participants are expressly advised that the value of any RSUs and Shares under the Plan will fluctuate as the trading price of Shares fluctuates. If the Board or Committee has attached performance vesting criteria to any RSUs under section 4.4, the number of Shares delivered to a Participant upon the vesting of such RSU may fluctuate based upon the terms of such vesting criteria.

In seeking the benefits of participation in the Plan, a Participant agrees to exclusively accept all risks associated with a decline in the market price of Shares and all other risks associated with the holding of RSUs.

6.5 No Rights to Employment

- (a) Nothing in this document or in the opportunity to participate in the Plan shall confer upon any Participant any right to continued employment with the Corporation nor shall interfere in any way with the right of the Corporation to terminate the Participant's employment at any time.

- (b) Nothing in this document or in the opportunity to participate in the Plan shall be construed to provide the Participant with any rights whatsoever to participate or to continue participation in the Plan, or to compensation or damages in lieu of participation or the right to participate in the Plan upon the termination of the Participant's employment for any reason whatsoever.
- (c) A Participant shall not be entitled to any right to participate or to continue to participate in the Plan or to compensation or damages in lieu of participation or the right to participate in the Plan in consequence of the termination of his employment with the Corporation for any reason (including, without limitation, any breach of contract by the Corporation or in consequence of any other circumstances whatsoever).

6.6 No Shareholder Rights

Under no circumstances shall RSUs be considered an interest in any Shares or other securities of the Corporation nor shall any Participant be considered to be the owner of any Shares by virtue of an award of RSUs until such RSUs have vested and Shares are delivered to the Participant in accordance with the terms of the Plan. RSUs shall not entitle any Participant to exercise voting rights with respect to Shares nor any other rights attaching to the ownership of Shares or other securities of the Corporation.

6.7 Clawback

Notwithstanding anything to the contrary in this Plan, the Board may seek reimbursement of RSUs awarded to an officer of the Corporation pursuant to this Plan and any Common Shares issued upon exercise thereof, where: (a) the payment of such compensation was predicated on achieving certain financial results that were subsequently the subject of or affected by a material restatement of all or a portion of the Corporation's financial statements filed with any securities regulatory authority; (b) the Board, in its discretion, determines that the officer engaged in gross negligence, intentional misconduct or fraud that caused or partially caused the need for the restatement; and (c) the value of the RSUs awarded would have been lower had the financial results been properly reported.

6.8 Governing Law

The validity, construction and effect of the Plan and any actions taken or relating to the Plan shall be governed by the laws of the Province of Alberta and the federal laws of Canada applicable therein.

6.9 Currency

All amounts paid or values to be determined under the Plan shall be in Canadian dollars.

6.10 Severability

The invalidity or unenforceability of any provision of this document shall not affect the validity or enforceability of any other provision and any invalid or unenforceable provision shall be severed from this document.

6.11 Effective Date

This Plan is effective as of this 16th day of November, 2012, as amended by Amendment No. 1 approved by the Board on February 19, 2016, as amended and restated by the Board on March 12, 2019.