

LUFF ENTERPRISES LTD.
AMENDED & RESTATED STOCK OPTION PLAN
AND RESTRICTED SHARE UNIT PLAN
EFFECTIVE DATE: OCTOBER 16, 2020

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**AMENDED & RESTATED STOCK OPTION
AND RESTRICTED SHARE UNIT PLAN**

**PART 1
DEFINITIONS AND INTERPRETATION**

1.1 Definitions

As used herein, unless there is something in the subject matter or context inconsistent therewith, the following terms will have the meanings set forth below:

- (a) “Administrator” means such director or senior officer or employee of the Corporation as may be designated as Administrator by the Board from time to time.
- (b) “Affiliate” has the meaning ascribed to that term by the *Securities Act* (British Columbia).
- (c) “Award” means a grant under this Plan of Options or Restricted Share Units.
- (d) “Award Date” means the date on which the Board awards a particular Option or Restricted Share Unit or such other effective date as determined by the Board.
- (e) “Board” means the board of directors of the Corporation, or any Committee thereof to which the board of directors of the Corporation has delegated the power to administer and grant Options or Restricted Share Units under the Plan.
- (f) “Cause” means:
 - (i) in the case of an Employee (1) cause as such term is defined in the written employment agreement with the Employee or if there is no written employment agreement or cause is not defined therein, the usual meaning of just cause under the common law or the laws of the jurisdiction in which the Employee is employed; or (2) the termination of employment as a result of an order made by any Regulatory Authority having jurisdiction to so order;
 - (ii) in the case of a Consultant (1) the occurrence of any event which, under the written consulting contract with the Consultant or the common law or the laws of the jurisdiction in which the Consultant provides services, gives the Corporation or any of its Affiliates the right to immediately terminate the consulting contract; or (2) the termination of the

consulting contract as a result of an order made by any Regulatory Authority having jurisdiction to so order;

- (iii) in the case of a Director, ceasing to be a Director as a result of (1) ceasing to be qualified to act as a Director pursuant to Section 124 of the *Business Corporations Act* (British Columbia) (the “*BCBCA*”); (2) a resolution having been passed by the shareholders pursuant to Section 128(3)(a) of the *BCBCA*, or (3) an order made by any Regulatory Authority having jurisdiction to so order; or
 - (iv) in the case of an Officer, ceasing to be an Officer as a result of an order made by any Regulatory Authority having jurisdiction to so order.
- (g) “Change of Control” means an occurrence when either:
- (i) a Person or Entity, together with all “affiliates” and “associates”, as those terms are defined in the *BCBCA*, comes to beneficially own greater than 50% of the voting shares of the Corporation; or
 - (ii) a majority of the directors elected at any annual or special meeting of shareholders of the Corporation are not individuals nominated by the Corporation's then-incumbent Board.
- (h) “Committee” means the compensation committee of the Corporation, if and as constituted from time to time, or any committee of the Board struck to perform similar functions and duties.
- (i) “Corporation” means Luff Enterprises Ltd.
- (j) “Consultant” means an individual, other than an employee, director or officer of the Corporation or its Affiliate or a registrant under the *Securities Act* (British Columbia), that:
- (i) is engaged to provide on an ongoing bona fide basis, consulting, technical, management or other services to the Corporation or an Affiliate of the Corporation, other than services provided in relation to a distribution;
 - (ii) provides the services under a written contract between the Corporation or its Affiliate and the individual Consultant or a Consultant Company or Consultant Partnership of the individual;

- (iii) in the reasonable opinion of the Board, spends or will spend a significant amount of time and attention on the affairs and business of the Corporation or an Affiliate of the Corporation; and
- (iv) has a relationship with the Corporation or its Affiliate that enables the individual Consultant to be knowledgeable about the business and affairs of the Corporation;
- (k) “Consultant Company” means for an individual Consultant, the company of which the individual consultant is an employee or shareholder.
- (l) “Consultant Partnership” means for an individual consultant, a partnership of which the individual Consultant is an employee or partner.
- (m) “Director” has the meaning given to that term in the *Securities Act* (British Columbia), and for the purposes of the Plan includes directors of the Corporation and any of its Affiliates.
- (n) “Eligible Persons” means Directors, Officers, Employees and Consultants.
- (o) “Employee” means any individual regularly employed, personally or through a wholly owned entity, on a full-time basis by the Corporation or any of its subsidiaries.
- (p) “Employee RSU Grantee” has the meaning attributed thereto in Section 6.1 hereof.
- (q) “Employee RSU Grantee Termination Date” has the meaning attributed thereto in Section 6.1 hereof.
- (r) “Exercise Notice” means the notice respecting the exercise of an Option, in the form set out as Schedule “B” hereto, duly executed by the Option Holder.
- (s) “Exercise Period” means the period during which a particular Option may be exercised and is the period from and including the Award Date through to and including the Expiry Date.
- (t) “Exercise Price” means the price at which an Option may be exercised as determined in accordance with Section 4.3.
- (u) “Expiry Date” means the date determined in accordance with Section 4.2 and after which a particular Option cannot be exercised.

- (v) “Fixed Expiry Date” has the meaning given to that term under Section 4.2.
- (w) “Market Value” means the market value of the Corporation's Shares, as determined in accordance with Section 4.3.
- (x) “Officer” means a senior officer as such term is defined in the *Securities Act* (British Columbia), and for the purposes of the Plan includes senior officers of the Corporation and any of its Affiliates.
- (y) “Option” means an option to acquire Shares awarded to an Eligible Person pursuant to the Plan.
- (z) “Option Certificate” means the certificate, in the form set out as Schedule "A" hereto, evidencing an Option.
- (aa) “Option Holder” means a person who holds an unexercised and unexpired Option or, where applicable, the Personal Representative of such person.
- (bb) “Person or Entity” means an individual, natural person, corporation, government or political subdivision or agency of a government, and where two or more persons act as a partnership, limited partnership, syndicate or other group for the purpose of acquiring, holding or disposing of securities of an issuer, such syndicate or group shall be deemed to be a Person or Entity.
- (cc) “Personal Representative” means:
 - (i) in the case of a deceased Option Holder or deceased RSU Grantee, the executor or administrator of the deceased duly appointed by a court or public authority having jurisdiction to do so; and
 - (ii) in the case of an Option Holder or RSU Grantee who for any reason is unable to manage his or her affairs, the person entitled by law to act on behalf of such Option Holder or RSU Grantee.
- (dd) “Plan” means this stock option and restricted share unit plan.
- (ee) “Regulatory Authorities” means all stock exchanges, inter-dealer quotation networks and other organized trading facilities on which the Corporation's Shares are listed and all securities commissions or similar securities regulatory bodies having jurisdiction over the Corporation.
- (ff) “Restricted Share Unit” means a right to receive Shares in the settlement of an Award pursuant to Part 7 of the Plan.

- (gg) “RSU Grantee” means a person to whom a Restricted Share Unit has been awarded as outlined in Part 6 of the Plan.
- (hh) “Services RSU Grantee” has the meaning attributed thereto in Section 6.2 hereof;
- (ii) “Services RSU Grantee Termination Date” has the meaning attributed thereto in Section 6.2 hereof;
- (jj) “Share” or “Shares” means, as the case may be, the common shares in the capital of the Corporation.
- (kk) “Termination Date” means:
 - (i) in the case of the Option Holder's resignation from employment or the termination of the Option Holder's employment or RSU Grantee’s consulting contract by the Option Holder or RSU Grantee, the date that the Option Holder or RSU Grantee provides notice of such resignation or termination to the Corporation or any of its Affiliates; or
 - (ii) in the case of the termination of the Option Holder's or RSU Grantee’s employment or consulting contract by the Corporation or any of its Affiliates for any reason (whether such termination is lawful or unlawful) other than death, the date that the Corporation or any of its Affiliates delivers written notice of such lawful or unlawful termination of the Option Holder's employment or RSU Grantee’s consulting contract to the Option Holder or RSU Grantee; or
 - (iii) in the case of the expiry of a fixed-term employment agreement or consulting contract that is not renewed or extended, the last day of the term.
- (ll) “Triggering Event” means:
 - (i) the proposed dissolution, liquidation or wind-up of the Corporation;
 - (ii) a proposed merger, amalgamation, arrangement or reorganization of the Corporation with one or more corporations as a result of which, immediately following such event, the shareholders of the Corporation as a group, as they were immediately prior to such event, are expected to hold less than a majority of the outstanding capital stock of the surviving corporation;

- (iii) the proposed acquisition of all or substantially all of the issued and outstanding shares of the Company by one or more Persons or Entities;
- (iv) a proposed Change of Control of the Corporation;
- (v) the proposed sale or other disposition of all or substantially all of the assets of the Corporation; or
- (vi) a proposed material alteration of the capital structure of the Corporation which, in the opinion of the Board, is of such a nature that it is not practical or feasible to make adjustments to the Plan or to the Options or Restricted Share Units granted hereunder to permit the Plan and Options granted hereunder to stay in effect.

1.2 Choice of Law

The Plan is established under, and the provisions of the Plan will be subject to and interpreted and construed in accordance with, the laws of the Province of British Columbia.

1.3 Headings

The headings used herein are for convenience only and are not to affect the interpretation of the Plan.

PART 2 PURPOSE AND PARTICIPATION

2.1 Purpose

The purpose of the Plan is to provide the Corporation with a share-related mechanism to attract, retain and motivate qualified Directors, Employees, Officers and Consultants, to reward such of those Directors, Employees, Officers and Consultants as may be awarded Options or Restricted Share Units under the Plan by the Board from time to time for their contributions toward the long term goals of the Corporation and to enable and encourage such Directors, Employees, Officers and Consultants to acquire shares in the capital of the Corporation as long term investments.

2.2 Participation

The Board will, from time to time and in its sole discretion, determine which of the Eligible Persons, if any, will be awarded Options or Restricted Share Units and the number of Shares in respect of which such Options may be exercised or Restricted Share Units are

entitled to upon settlement. The Board shall, in its discretion determine whether each such Eligible Person shall be awarded an Option to purchase Shares or a Restricted Share Unit.

2.3 Notification of Award

Following the approval by the Board of the awarding of an Option or Restricted Share Unit, the Administrator will notify the Option Holder or RSU Grantee in writing of the award and will enclose with such notice the Option Certificate representing the Option so awarded or, in the case of a Restricted Share Unit, the Restricted Share Unit grant letter setting out the Restricted Shares Units to be credited to the RSU Grantee's account.

2.4 Copy of Plan

Each Option Holder, concurrently with the notice of the award of the Option, will be provided with a copy of the Plan. A copy of any amendment to the Plan will be promptly provided by the Administrator to each Option Holder.

2.5 Limitation

The Plan does not give any Option Holder or RSU Grantee that is a Director or Officer the right to serve or continue to serve as a Director or Officer of the Corporation or any of its Affiliates nor does it give any Option Holder or RSU Grantee that is an Employee or Consultant the right to be or to continue to be employed with or have a consulting contract with the Corporation or any of its Affiliates.

PART 3 TERMS AND CONDITIONS OF OPTIONS AND RESTRICTED SHARE UNITS

3.1 Board to Issue Shares

The Shares to be issued to Option Holders upon the exercise of Options or credited to the RSU Grantee's account will be authorized and unissued Shares, the issuance of which will have been authorized by the Board.

3.2 Number of Shares Subject to the Plan

Subject to adjustment as provided for herein, the number of Shares which will be available for purchase pursuant to Options granted pursuant to the Plan or that have been credited to RSU Grantees under the Plan will not exceed 10% of the issued and outstanding Shares of the Corporation. If any Option expires or otherwise terminates for any reason without having been exercised in full, the number of Shares in respect of such expired or terminated Option shall again be available for the purposes of granting Options or Restricted Share

Units pursuant to the Plan. If a Restricted Share Unit is forfeited prior to its vesting, the number of Shares in respect of the forfeited Restricted Share Unit shall again be available for the purpose of granting Options or Restricted Share Units pursuant to the Plan.

PART 4 SPECIFIC TERMS APPLICABLE TO OPTIONS

4.1 Term of Option

Subject to such other terms or conditions that may be attached to an Option granted hereunder, an Option Holder may exercise any vested portion or portions of an Option in whole or in part at any time or from time to time during the Exercise Period. Any Option or part thereof not exercised within the Exercise Period will terminate and become null, void and of no effect as of 5:00 p.m. local time in Vancouver, British Columbia on the Expiry Date.

4.2 Termination

Subject to subsections (a) to (e) below, the Expiry Date of an Option will be the date fixed by the Board at the time the particular Option is awarded (the “Fixed Expiry Date”), provided that the Expiry Date will be no later than the tenth anniversary of the Award Date of such Option:

(a) **Death**

In the event that the Option Holder should die while his or her Option is outstanding, the Expiry Date for any vested portion or portions of the Option will be the earlier of the Fixed Expiry Date and the date that is one year after the date of the Option Holder's death. The Expiry Date for any unvested portion of the Option will be the date of the Option Holder's death.

(b) **Ceasing to be a Director**

If the Option Holder holds an Option as a Director and the Option Holder ceases to be a Director (other than by reason of death), the Expiry Date for any vested portion or portions of the Option will be, unless otherwise provided for in the Option Certificate, the earlier of the Fixed Expiry Date and the 3rd year following the date that the Option Holder ceases to be a Director, unless the Option Holder ceases to be a Director for Cause, in which case the Expiry Date will be the date that the Option Holder ceases to be a Director. The Expiry Date for any unvested portion of the Option will be the date that the Option Holder ceases to be a Director.

(c) Ceasing to be an Employee or Consultant

If the Option Holder holds an Option as an Employee or Consultant and the Option Holder ceases to be an Employee or Consultant (other than by reason of death), the Expiry Date for any vested portion or portions of the Option will be, unless otherwise provided for in the Option Certificate, the earlier of the Fixed Expiry Date and the 30th day following the Termination Date unless the Option Holder ceases to be an Employee or Consultant as a result of Cause, in which case the Expiry Date will be the Termination Date. The Expiry Date for any unvested portion of the Option will be the Termination Date. For greater certainty, if the Corporation or one of its Affiliates gives an Employee or Consultant working notice of termination of employment or the consulting contract or payment in lieu of notice, no further vesting will occur during (i) the working notice period; or (ii) the deemed notice period for which the Employee or Consultant is receiving payment in lieu of notice.

(d) Ceasing to be an Officer

If the Option Holder holds an Option as an Officer and the Option Holder ceases to be an Officer (other than by reason of death), the Expiry Date for any vested portion or portions of the Option will be, unless otherwise provided for in the Option Certificate, the earlier of the Fixed Expiry Date and the 30th day following the date that the Option Holder ceases to be an Officer unless the Option Holder ceases to be an Officer for Cause, in which case the Expiry Date will be the date that the Option Holder ceases to be an Officer. The Expiry Date for any unvested portion of the Option will be the date that the Option Holder ceases to be an Officer.

(e) Triggering Event

In the event of a Triggering Event, the Board may, in its sole discretion, deal with outstanding Options in the manner it deems fair and reasonable in light of the circumstances of the Triggering Event. Without limiting the generality of the foregoing, the Board may, without any action or consent required on the part of any Option Holder:

- (i) deliver a notice to the Option Holder advising the Option Holder that the unvested portion, or any portion of such unvested portion, of the Option held by the Option Holder, if any, will immediately vest;
- (ii) deliver a notice to an Option Holder advising the Option Holder that the Expiry Date for any vested portion or portions of the Option will be the earlier of the Fixed Expiry Date and the 5th day following the date of

the notice and the Expiry Date for any unvested portion of the Option will be the date of the notice;

- (iii) send a notice to an Option Holder advising the Option Holder that the Option is, in connection with any Triggering Event, either to be assumed by a purchasing party or parent thereof or to be replaced with a comparable stock option to purchase shares in the capital of such purchasing party or parent thereof. In the event the Option is assumed or replaced by such purchasing party or parent thereof, the terms and conditions of the Option may be subject to adjustment, and the notice will specify any adjustment to the terms and conditions of the Option including, without limitation, the number and class of shares that may be purchased, the exercise price and the vesting terms;
- (iv) provided that the price per Share being offered by a purchasing party is greater than the Exercise Price, deem an Option to have been exercised in full and the Shares, as applicable, to have been tendered pursuant to any Triggering Event and apply a portion of the Option Holder's proceeds from the closing under the Triggering Event to the Exercise Price payable by the Option Holder; or
- (v) deem an Option to have been exercised in full without any payment by the Option Holder and, in such case, the Option Holder will be entitled to receive the number of Shares of the Corporation as is determined by the following formula:

$$\frac{(X - Y) \times Z}{X}$$

where X equals the purchase price for a Share under the Triggering Event, Y equals the Exercise Price of the Option and Z equals the number of Shares, with respect to which the Option is being exercised.

4.3 Exercise Price

The price at which an Option Holder may purchase a Share upon the exercise of an Option will be as set forth in the Option Certificate issued in respect of such Option and, unless otherwise determined by the Board in its sole discretion, will not be less than the Market Value of the Shares as of the Award Date. The Market Value of the Shares for a particular Award Date will be determined as follows:

- (a) for each organized trading facility on which the Shares are listed, Market Value will be: (a) the closing trading price of the Shares on the last trading day

immediately preceding the Award Date; or (ii) a value that is within the parameters set by the guidelines or policies of such organized trading facility;

- (b) if the Shares trade on an organized trading facility outside of Canada, then the Market Value determined for that organized trading facility will be converted into Canadian dollars at a conversion rate determined by the Administrator having regard for the published conversion rates as of the Award Date;
- (c) if the Shares are listed on more than one organized trading facility, then Market Value will be the greatest of the Market Values determined for each organized trading facility on which those Shares are listed as determined for each organized trading facility in accordance with subsection (a) above;
- (d) if the Shares are listed on one or more organized trading facility but have not traded during the ten trading day period immediately preceding the Award Date, then the Market Value will be, subject to the necessary approvals of the applicable Regulatory Authorities, such value as is determined by resolution of the Board; and
- (e) if the Shares are not listed on any organized trading facility, then the Market Value will be, subject to the necessary approvals of the applicable Regulatory Authorities, such value as is determined by the Board.

Notwithstanding anything else contained herein, in no case will the Market Value be less than the minimum prescribed by each of the organized trading facilities as would apply to the Award Date in question.

4.4 Additional Option Terms

Subject to all applicable securities laws and regulations and the rules and policies of all applicable Regulatory Authorities, the Board may attach other terms and conditions to the grant of a particular Option, such terms and conditions to be referred to in a schedule attached to the Option Certificate. These terms and conditions may include, but are not necessarily limited to, providing that a portion or portions of an Option expire after certain periods of time or upon the occurrence of certain events, other than as provided for herein, provided that no Option will expire more than 10 years after the Award Date.

4.5 Assignment of Options

Options may not be assigned or transferred, provided however that the Personal Representative of an Option Holder may, to the extent permitted by Section 5.1, exercise the Option within the Exercise Period.

4.6 Adjustments in Respect of Options

If:

- (a) the Shares are changed into or exchanged for a different number or kind of Shares of the Corporation or securities of another corporation, whether through an arrangement, amalgamation or other similar procedure or otherwise, or a share recapitalization, subdivision or consolidation;
- (b) a dividend is declared upon the Shares, other than in lieu of dividends paid in the ordinary course; or
- (c) there is any other change that the Board, in its sole discretion, determines equitably requires an adjustment to be made,

then, subject to any required action by any of the shareholders of the Corporation, any term that the Board determines requires adjustment (including the number of Shares subject to each outstanding Option and the aggregate number of Shares that have been authorized for issuance under the Plan, but as to which no Options have yet been granted or that have again become available for the purposes of the Plan, the Exercise Price of each outstanding Option, as well as any other terms that the Board determines require adjustment) will be adjusted by the Board in the manner the Board deems appropriate and its determination will be final, binding and conclusive. Except as the Board determines, no issuance by the Corporation of Shares of any class or securities convertible into Shares of any class, will affect, and no adjustment by reason thereof will be made with respect to, the number or Exercise Price of the Shares subject to an Option. No fractional shares will be issued upon the exercise of an Option and accordingly, if as a result of the adjustment, an Option Holder would become entitled to a fractional Share, the Option Holder will have the right to purchase only the next lowest whole number of Shares, as applicable, and no payment or other adjustment will be made with respect to the fractional interest so disregarded.

4.7 Vesting of Options

The vesting schedule for an Option, if any, shall be determined by the Board, in its sole discretion, and unless otherwise stated in a particular Option, shall be as set out in the form of Option Certificate attached hereto as Schedule "A". The Board may also, in its sole discretion, elect at any time, to accelerate the vesting schedule of one or more Options including, without limitation, on a Triggering Event, and such acceleration will not be considered an amendment to the Option in question requiring the consent of the Option Holder under Section 9.2 of the Plan.

PART 5

EXERCISE OF OPTION

5.1 Exercise of Option

An Option may be exercised only by the Option Holder or the Personal Representative of the Option Holder. Unless otherwise provided in an Option Holder's Option Certificate, an Option Holder or the Personal Representative of the Option Holder may exercise the vested portion or portions of an Option in whole or in part at any time or from time to time during the Exercise Period up to 5:00 p.m. local time in Vancouver, British Columbia on the Expiry Date by delivering to the Administrator an Exercise Notice, the applicable Option Certificate and a certified cheque or bank draft payable to the Corporation in an amount equal to the aggregate Exercise Price of the Shares, as applicable, to be purchased pursuant to the exercise of the Option.

5.2 Issue of Share Certificates

As soon as practicable following the receipt of the Exercise Notice (or following receipt of the executed shareholders' agreement, if required), the Administrator will in his sole discretion either cause to be delivered to the Option Holder a certificate for the Shares purchased by the Option Holder or cause to be delivered to the Option Holder a copy of such certificate and the original of such certificate will be placed in the minute books of the Corporation. If the number of Shares in respect of which the Option was exercised is less than the number of Shares subject to the Option Certificate surrendered, the Administrator will forward a new Option Certificate to the Option Holder concurrently with delivery of the share certificate for the balance of the Shares available under the Option.

5.3 Condition of Issue

The Options and the issue of Shares, as applicable, by the Corporation pursuant to the exercise of Options are subject to the terms and conditions of the Plan and compliance with the rules and policies of all applicable Regulatory Authorities with respect to the granting of such Options and the issuance and distribution of such Shares, as applicable, and to all applicable securities laws and regulations. The Option Holder agrees to comply with all such laws, regulations, rules and policies and agrees to furnish to the Corporation any information, reports or undertakings required to comply with, and to fully cooperate with, the Corporation in complying with such laws, regulations, rules and policies.

PART 6 RSU GRANTEES

6.1 RSU Grants to Employees

Subject to any express resolution passed by the Committee with respect to any Restricted Share Unit, a Restricted Share Unit which has not yet vested, and all rights to have such Restricted Share Unit settled in accordance with Section 7.1, will be forfeited immediately upon the date on which the RSU Grantee who is a Director, Officer or Employee of the Corporation or its Affiliate (an “Employee RSU Grantee”) ceases to be an Employee RSU Grantee (such date being referred to herein as the “Employee RSU Grantee Termination Date”).

Without limitation, and for greater certainty only, this section will apply regardless of whether the RSU Grantee was dismissed with or without cause and regardless of whether the RSU Grantee received compensation in respect of dismissal or was entitled to a notice period of termination which would otherwise have permitted a greater portion of the Restricted Share Units to vest.

6.2 RSU Grants to Consultants

Subject to any express resolution passed by the Committee with respect to any Restricted Share unit, a Restricted Share Unit which has not yet vested, and all rights to have such Restricted Share Unit settled in accordance with Section 7.1, will be forfeited immediately upon the date on which the written agreement by which the RSU Grantee who is a Consultant was retained (a “Services RSU Grantee”) was terminated (such date being referred to herein as the “Services RSU Grantee Termination Date”).

PART 7 RESTRICTED SHARE UNITS

7.1 RSU Settlements

The number of Restricted Share Units awarded to an RSU Grantee will be credited to the RSU Grantee's account, effective as of the RSU Grant Date. A Restricted Share Unit granted to an RSU Grantee will entitle the RSU Grantee, subject to the RSU Grantee's satisfaction of any conditions, restrictions, performance objectives, vesting period or limitations imposed under the Plan or set out in the Restricted Share Unit grant letter, to receive a payment in fully paid Shares issued from treasury of the Corporation on the date when the Restricted Share Unit is vested.

7.2 Additional Credits

Subject to the absolute discretion of the Committee, the Committee may elect to credit each RSU Grantee holding Restricted Share Units with additional Restricted Share Units

upon the payout of dividends on the Shares. In such case, the number of additional Restricted Share Units will be equal to the aggregate value of dividends that would have been paid to the RSU Grantee if the Restricted Share units in the RSU Grantee's account had been Shares divided by the Market Value of a Share on the date on which dividends were paid by the Corporation. The additional Restricted Share Units will vest on the date that the particular Award of Restricted Share Units to which the additional Restricted Share Units relate are fully vested.

7.3 Grant Letter

Each grant of a Restricted Share Unit under the Plan shall be evidenced by a Restricted Share Unit grant letter of the Corporation, in such form as may be approved by the Committee from time to time, and signed in acknowledgement by the RSU Grantee. Such Restricted Share Unit grant letter shall be subject to all applicable terms and conditions of the Plan and may include performance vesting conditions or any other terms and conditions (including clawback provisions) which are not inconsistent with the Plan and which the Committee deems appropriate for inclusion in a Restricted Share Unit grant letter. The provisions of the various Restricted Share Unit grant letters issued under the Plan need not be identical. Any Restricted Share Unit granted hereunder will be settled according to the terms of the Plan and at such times and under such conditions as determined by the Committee and set forth in the Restricted Share Unit grant letter.

7.4 Entitlement on Death

In the event that an Employee RSU Grantee Termination Date or a Services RSU Grantee Termination Date occurs by reason of the RSU Grantee's death, or in the event that the Committee is notified that an RSU Grantee to whom a settlement of Restricted Share Units is owed is incapable, the RSU Grantee's Personal Representative will deliver to the Corporation evidence satisfactory to the Corporation of the Personal Representative's authority to receive the Shares upon settlement of the Restricted Share Units.

PART 8 ADMINISTRATION

8.1 Administration

The Plan will be administered by the Administrator on the instructions of the Board. The Board may make, amend and repeal at any time and from time to time such regulations not inconsistent with the Plan as it may deem necessary or advisable for the proper administration and operation of the Plan and such regulations will form part of the Plan. The Board may delegate to the Administrator or any director, officer or employee of the Corporation such administrative duties and powers as it may see fit.

8.2 Interpretation

The interpretation by the Board of any of the provisions of the Plan and any determination by it pursuant thereto will be final and conclusive and will not be subject to any dispute by any Option Holder or RSU Grantee. No member of the Board or any person acting pursuant to authority delegated by it hereunder will be liable for any action or determination in connection with the Plan made or taken in good faith and each member of the Board and each such person will be entitled to indemnification with respect to any such action or determination in the manner provided for by the Corporation.

PART 9 AMENDMENT, TERMINATION AND NOTICE

9.1 Prospective Amendment

The Board may from time to time and in accordance with any third party obligations of the Corporation, amend the Plan and the terms and conditions of any Option or Restricted Share Unit thereafter to be granted and, without limiting the generality of the foregoing, may make such amendment for the purpose of meeting any changes in any relevant law, rule or regulation applicable to the Plan, any Option, any Restricted Share Unit, the Shares or for any other purpose which may be permitted by all relevant laws, regulations, rules and policies provided always that any such amendment will not alter the terms or conditions of any Option or Restricted Share Unit or impair any right of any Option Holder or RSU Grantee pursuant to any Option or Restricted Share Unit awarded prior to such amendment.

9.2 Retrospective Amendment

The Board may from time to time retrospectively amend the Plan and, with the consent of the affected Option Holders or RSU Grantees, as the case may be, retrospectively amend the terms and conditions of any Options or Restricted Shares Units that have been previously granted.

9.3 Amendment to Option

Notwithstanding anything else contained in the Plan and subject to any necessary approval from the Option Holder, the Corporation's shareholders and the Regulatory Authorities, if any, the Board may in its discretion (a) extend the Expiry Date of any Option, provided that in no case will an Option expire more than 10 years after the Award Date; (b) alter or change the vesting terms applicable to an Option, including accelerating the vesting schedule to make the Option exercisable immediately, in full; (c) lower the Exercise Price; or (d) amend any other term of an outstanding Option.

9.4 Approvals

The Plan and any amendments hereto are subject to all necessary approvals of the applicable Regulatory Authorities and the shareholders. Any Awards granted prior to such approval will be conditional on such approval being given and no Option may be exercised or Restricted Share Unit settled unless and until such approval is given.

9.5 Termination

The Board may terminate the Plan at any time provided that such termination will not alter the terms or conditions of any Option or Restricted Shares Unit or impair any right of any Option Holder or RSU Grantee pursuant to any Option or Restricted Share Unit awarded prior to the date of such termination, which will continue to be governed by the provisions of the Plan.

9.6 Agreement

The Corporation and every Option and Restricted Share Unit awarded hereunder will be bound by and subject to the terms and conditions of the Plan. By accepting an Option or Restricted Share Unit granted hereunder, the Option Holder or RSU Grantee, as the case may be, has expressly agreed with the Corporation to be bound by the terms and conditions of the Plan.

9.7 Notice

Any notice or other communication contemplated under the Plan to be given by the Corporation to an Option Holder or RSU Grantee will be given by the Corporation delivering, faxing or emailing the notice to the Option Holder or RSU Grantee at the last address, fax number or email address for the Option Holder or RSU Grantee in the Corporation's records. Any such notice will be deemed to have been given on the date on which it was delivered, or in the case of fax or email, the next business day after transmission. An Option Holder or RSU Grantee may, at any time, advise the Corporation of a change in their address, fax number or email address.

PART 10 LIMITATIONS

10.1 Corporate Action

Nothing contained in the Plan shall be construed so as to prevent the Corporation or any Affiliate of the Company from taking corporate action that is deemed by the Company or the Affiliate to be appropriate or in its best interest, whether or not such action would have an adverse effect on the Plan.

10.2 Government Regulation

The Corporation's obligation to issue and deliver Shares under any Option or Restricted Share Unit is subject to:

- (a) the satisfaction of all requirements under applicable securities laws in respect thereof and obtaining all regulatory approvals as the Corporation shall determine to be necessary or advisable in connection with the authorization, issuance or sale thereof, including shareholder approval, if required; and
- (b) the receipt from an Eligible Person of such representations, agreements and undertakings as to future dealings in such Shares as the Corporation determines to be necessary or advisable in order to safeguard against the violation of the securities laws of any jurisdiction.

10.3 Withholding Taxes

The exercise of each Option and vesting of each Restricted Share Unit granted under this Plan is subject to the condition that if at any time the Corporation determines, in its discretion, that the satisfaction of withholding tax or other withholding liabilities is necessary or desirable in respect of such exercise, such exercise is not effective unless such withholding has been effected to the satisfaction of the Corporation. In such circumstances, the Corporation may require that an Eligible Person pay to the Corporation, in addition to and in the same manner as the Exercise Price for the Shares or the vesting of the Shares, such amount as the Corporation is obliged to remit to the relevant taxing authority in respect of the exercise of the Option or the vesting of the Shares, as the case may be. Any such additional payment is due no later than the date as of which any amount with respect to the Option exercised first becomes includable in the gross income of the Eligible Person for tax purposes.

10.4 Incentive Stock Options (US Eligible Persons)

In addition to the other provisions of this Plan that are not inconsistent therewith, for Options to qualify as incentive stock options under Section 422 of the United States' *Internal Revenue Code* of 1986, as amended (the "Code"), such Options must meet the applicable requirements for incentive stock options under the Code. The Corporation makes no representation or warranty to any Eligible Person that any Option will, at the date hereof of any time in future, qualify as an incentive stock option under the Code and each Eligible Person specifically acknowledges this limitation.

10.5 Grant of Restricted Share Unites to US Eligible Persons

Notwithstanding Section 7.3 of the Plan, all Shares to be issued pursuant to the Restricted Shares Units awarded to U.S. residents or taxpayers shall be issued no later than March 15th in the year following the year of vesting.

10.6 Indemnification

Every Director will at all times be indemnified and saved harmless by the Corporation from and against all costs, charges and expenses whatsoever including any income tax liability arising from any such indemnification, that such Director may sustain or incur by reason of any action, suit or proceeding, taken or threatened against the Director, otherwise than by the Corporation, for or in respect of any act done or omitted by the Director in respect of this Plan, such costs, charges and expenses to include any amount paid to settle such action, suit or proceeding or in satisfaction of any judgment rendered therein.

10.7 Other Limitations

The participation of an Eligible Person in the Plan shall not be interpreted as conferring upon such person any rights or privileges other than those rights and privileges expressly provided in the Plan. The Plan does not provide any guarantee against any loss which may result from fluctuations in the market value of the Shares. The Corporation does not assume responsibility for the income or other tax consequences of an Eligible Person and they are advised to consult with their own tax advisors.

DATED: October 16, 2020

LUFF ENTERPRISES LTD.

Per: 
Administrator, Stock Option Plan

SCHEDULE "A"

**LUFF ENTERPRISES LTD.
STOCK OPTION PLAN**

OPTION CERTIFICATE

This Certificate is issued pursuant to the provisions of **LUFF ENTERPRISES LTD.'S** (the "Corporation") stock option and restricted share unit plan (the "Plan") and evidences that _____ is the holder (the "Option Holder") of an option (the "Option") to purchase up to _____ Shares in the capital stock of the Corporation at a purchase price of Cdn.\$ _____ per Share.

Subject to the provisions of the Plan:

- (a) the Award Date of the Option is _____; and
- (b) the Fixed Expiry Date of the Option is _____.

The vested portion or portions of the Option may be exercised at any time and from time to time from and including the Award Date through to 5:00 p.m. local time in Vancouver, British Columbia on the Expiry Date by delivering to the Administrator of the Plan an Exercise Notice, in the form provided in the Plan, together with this Certificate and a certified cheque or bank draft payable to the Corporation in an amount equal to the aggregate of the Exercise Price of the Shares in respect of which the Option is being exercised.

This Certificate and the Option evidenced hereby are not assignable, transferable or negotiable and are subject to the detailed terms and conditions contained in the Plan, the terms and conditions of which the Option Holder hereby expressly agrees with the Corporation to be bound by. This Certificate is issued for convenience only and in the case of any dispute with regard to any matter in respect hereof, the provisions of the Plan and the records of the Corporation shall prevail.

The Option is also subject to the terms and conditions contained in the schedules, if any, attached hereto. All terms not otherwise defined in this Certificate shall have the meanings given to them under the Plan.

THE OPTION HOLDER ACKNOWLEDGES AND AGREES THAT NOTHING IN THIS CERTIFICATE OR THE PLAN SHALL CONFER UPON THE OPTION HOLDER ANY RIGHT WITH RESPECT TO CONTINUED EMPLOYMENT OR DIRECTORSHIP OR A CONTINUING CONSULTANT OR SERVICE PROVIDER CONTRACT, NOR SHALL IT INTERFERE WITH THE OPTION HOLDER'S RIGHT OR THE CORPORATION'S RIGHT TO TERMINATE SUCH EMPLOYMENT, DIRECTORSHIP OR CONTRACT FOR ANY REASON OR NO REASON.

Dated this _____ day of _____, 202__.

LUFF ENTERPRISES LTD.

Per: _____
Administrator, Stock Option Plan

By:

Signature

Print Name

SCHEDULE "B"
LUFF ENTERPRISES LTD.
STOCK OPTION PLAN
NOTICE OF EXERCISE OF OPTION

TO: _____

The undersigned hereby irrevocably gives notice, pursuant to the LUFF ENTERPRISES LTD. stock option and restricted share unit plan (the "Plan"), of the exercise of the Option to acquire and hereby subscribes for (cross out inapplicable item):

- (a) all of the Shares;
- (b) or _____ of the Shares; which are the subject of the Option Certificate attached hereto.

The undersigned tenders herewith a certified cheque or bank draft (**circle one**) payable to "LUFF ENTERPRISES LTD." in an amount equal to the aggregate Exercise Price of the aforesaid Shares exercised and directs the Corporation to issue the certificate evidencing said Shares in the name of the undersigned to be mailed to the undersigned at the following address:

By executing this Notice of Exercise of Option the undersigned hereby confirms that the undersigned has read the Plan and agrees to be bound by the provisions of the Plan. All terms not otherwise defined in this Notice of Exercise of Option shall have the meanings given to them under the Plan.

Dated this _____ day of _____, 202__.

Signature of Option Holder

Print Name: _____