



**NOTICE OF ANNUAL AND SPECIAL MEETING
AND
MANAGEMENT INFORMATION CIRCULAR
AND PROXY STATEMENT DATED AUGUST 24, 2016**

**WITH RESPECT TO THE
ANNUAL AND SPECIAL MEETING OF SHAREHOLDERS
TO BE HELD ON SEPTEMBER 28, 2016**

NIKO RESOURCES LTD.

NOTICE OF ANNUAL AND SPECIAL MEETING OF SHAREHOLDERS

NOTICE IS HEREBY GIVEN THAT the Annual and Special Meeting (the "**Meeting**") of holders (the "**Shareholders**") of common shares ("**Common Shares**") of Niko Resources Ltd. (the "**Company**" or "**Niko**") will be held in the **Conference Facilities (Large Meeting Room) at Place 800, 800 - 6 Avenue S.W., Calgary, Alberta** on **Wednesday, September 28, 2016 at 3:00 p.m.** (Mountain Daylight Time) for the following purposes:

1. to receive the audited consolidated financial statements of the Company for the fiscal year ended March 31, 2016 and the auditor's report on those statements;
2. to set the number of directors at six (6) for the ensuing year;
3. to elect directors of the Company for the ensuing year;
4. to appoint KPMG LLP, as auditors of the Company for the ensuing year at such remuneration as may be determined by the board of directors of the Company;
5. to approve all unallocated stock options under the Company's Stock Option Plan; and
6. to transact such further and other business as may properly come before the Meeting or any adjournment(s) thereof.

The details of all matters proposed to be put before Shareholders at the Meeting are set forth in the accompanying Management Information Circular.

Only Shareholders of record at the close of business on August 9, 2016 are entitled to receive notice of and to attend, and to vote at, the Meeting, except that a transferee of Common Shares after such record date may, not later than ten (10) days before the Meeting, establish a right to vote by providing evidence of the ownership of Common Shares and make a request to Computershare Trust Company of Canada that his or her name be placed on the Shareholder list for the Meeting.

A Shareholder may attend the Meeting and vote in person or may be presented by proxy. A form of proxy for use at the Meeting or any adjournment thereof is enclosed with this Notice. Shareholders who are unable to attend the Meeting or any adjournment thereof in person are requested to date, sign and return the enclosed Instrument of Proxy to the Company's transfer agent, Computershare Trust Company of Canada, at 100 University Avenue, 8th Floor, Toronto, Ontario, M5J 2Y1, Attention: Proxy Department. Alternatively, registered Shareholders and non-objecting beneficial owners of Common Shares may vote using the internet at the website www.investorvote.com. A proxy will not be valid unless it is received by Computershare Trust Company of Canada no later than forty-eight (48) hours (excluding Saturdays, Sundays and holidays) prior to the time of the Meeting or any adjournment thereof.

Dated at the City of Calgary, in the Province of Alberta, this 24th day of August, 2016.

BY ORDER OF THE BOARD OF DIRECTORS

(signed) "Glen R. Valk"

Glen R. Valk

Vice President, Finance, Chief Financial Officer and Corporate Secretary

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GENERAL PROXY INFORMATION

General

In this Management Information Circular and Proxy Statement ("**Information Circular**"), unless otherwise noted, all dollar amounts are expressed in US dollars. Information contained in this Information Circular is given as of August 24, 2016 unless otherwise stated. The corporate office of the Company is located at Suite 510, 800 6 Avenue S.W., Calgary, Alberta, T2P 3G3.

Solicitation of Proxies

This Information Circular is being furnished in connection with the solicitation of proxies by the management of Niko Resources Ltd. ("**Niko**" or the "**Company**") for use at the Annual and Special Meeting (the "**Meeting**") of holders (the "**Shareholders**") of common shares ("**Common Shares**") in the capital of the Company to be held in the **Conference Facilities (Large Meeting Room) at Place 800, 800 6 Avenue S.W., Calgary, Alberta, T2P 3G3 on Wednesday, September 28, 2016 at 3:00 p.m.** (Mountain Daylight time) and any adjournment(s) thereof, for the purposes set forth in the Notice of Meeting accompanying this Information Circular (the "**Notice**").

Accompanying this Information Circular (and filed with applicable securities regulatory authorities) is the form of Proxy ("**Instrument of Proxy**") for use by Shareholders at the Meeting.

Proxies will be solicited by mail and may also be solicited personally, or by telephone or any form of electronic communication by directors or officers of Niko, who will not be specifically remunerated therefore. The cost of solicitation by management of Niko will be borne by Niko. Niko will pay the reasonable costs incurred by persons who are the registered but not beneficial owners of voting securities of Niko (such as brokers, dealers, other registrants under applicable securities laws, nominees and/or custodians) in sending or delivering copies of this Information Circular, the Notice of Meeting and Instruments of Proxy to the beneficial owners of such securities. Niko will provide, without cost to such persons, upon request to Niko, additional copies of the foregoing documents required for this purpose.

Appointment of Proxies

Shareholders who wish to be represented at the Meeting by proxy must complete and deliver the Instrument of Proxy to the Company's transfer agent, Computershare Trust Company of Canada ("**Computershare**"), Proxy Department, 8th Floor, 100 University Avenue, Toronto, Ontario, M5J 2Y1, Toll free 1 (800) 564-6253 (toll free), Fax 1 (866) 249-7775. In order to be valid, the Instrument of Proxy must be received by Computershare no later than forty-eight (48) hours (excluding Saturdays, Sundays and holidays) prior to the time of the Meeting or any adjournment thereof.

Shareholders are entitled to vote on all matters as described in the Instrument of Proxy. Each Shareholder has the right to appoint a person (who need not be a Shareholder), other than the persons designated by the Instrument of Proxy furnished by the Company, to represent such Shareholder at the Meeting. To exercise this right, a Shareholder may do so either by striking out the names provided and inserting such person's name in the blank space provided in the Instrument of Proxy or by completing another Instrument of Proxy to replace a previously submitted Instrument of Proxy and, in either case, delivering the completed proxy to the office of Computershare at the address referred to above within the time specified above for the deposit of proxies.

Revocation of Proxies

A Shareholder who has submitted a proxy may revoke it at any time prior to the exercise thereof. If a person who has submitted a proxy attends personally at the Meeting at which such proxy is voted, such person may revoke the proxy and vote in person. In addition to revocation in any other manner permitted by law, a proxy may be revoked by: (a) the Shareholder signing another proxy bearing a later date than the first proxy and delivering such subsequent proxy to Computershare at the address referred to above and within the time specified above for the deposit of proxies; or (b) an instrument in writing by such Shareholder or by an authorized attorney or, if the Shareholder is a corporation, by a duly authorized officer, and deposited either with Computershare at the address referred to above or with the Chairman of the Meeting at any time prior to the Meeting or any adjournment thereof.

Signature of Proxy

The Instrument of Proxy as well as any instrument revoking the same shall be executed by the Shareholder or his attorney authorized in writing, or if a Shareholder is a corporation, the proxy or other instrument should be signed in its corporate name under its corporate seal by an authorized officer whose title should be indicated. Such proxy or other instrument signed by a person acting as attorney or in some other representative capacity should reflect such person's capacity following his or her signature and should be accompanied by the appropriate documentation evidencing qualification and authority to act (unless such documentation has been previously filed with the Company).

Voting of Proxies

Registered Shareholders and non-objecting beneficial owners of Common Shares may vote using the internet at www.investorvote.com or by telephone via the toll free number found on the front of the Instrument of Proxy to transmit their voting instructions. Shareholders should have the Instrument of Proxy in hand when they access the website or phone, as they will be prompted to enter their control number, which is located on the Instrument of Proxy. If such Shareholders vote using the website, their votes must be received not later than 3:00 p.m. (Mountain Daylight time) on September 26, 2016 or forty-eight (48) hours prior to the time of any adjournment of the Meeting. **The website or toll free number may be used to appoint a proxyholder to attend and vote on such a Shareholder's behalf at the Meeting and to convey such a Shareholder's voting instructions. Please note that if such a Shareholder appoints a proxyholder and submits its voting instructions and subsequently wishes to change its appointment, the Shareholder may resubmit its proxy and/or voting direction prior to the deadline noted above. The most recently submitted proxy will be recognized as the only valid one, and all previous proxies submitted will be disregarded and considered as revoked, provided that the last proxy is submitted by the deadline noted above.**

Exercise of Discretion by Proxies

The persons named in the Instrument of Proxy will vote the Common Shares in respect of which they are appointed in accordance with the direction of the Shareholders appointing them. In the absence of such direction, such Common Shares will be voted **"FOR"** fixing the number of directors to be elected at the Meeting at six (6), **"FOR"** the election of nominees hereinafter set forth as directors of the Company for the ensuing year, **"FOR"** the appointment of KPMG LLP as auditors of the Company, and **"FOR"** the approval of all unallocated stock options under the Company's Stock Option Plan. **The enclosed Instrument of Proxy confers discretionary authority upon the persons named therein with respect to any amendments or variations in the matters outlined in the accompanying Notice of Meeting or any other business which may properly come before the Meeting. The management of the Company knows of no such amendments, variations or other business to come before the Meeting other than the matters referred to in the Notice of Meeting. However, if any other matters which are not known to the management of the Company should properly come before the Meeting, the Instrument of Proxy given pursuant to the solicitation by management of the Company will be voted on such matters in accordance with the best judgment of the persons voting the proxy.**

Voting Shares

As at the date hereof, the Company had 94,049,614 Common Shares issued and outstanding and one (1) Preferred Share issued and outstanding. Each Common Share carries the right to one vote at the Meeting. Only persons registered as holders of Common Shares as of the close of business on August 9, 2016 (the **"Record Date"**) are entitled to receive notice of and to vote at the Meeting, except if (a) the holder has transferred the ownership of any of his or her Common Shares after the Record Date, and (b) the transferee of those Common Shares produces properly endorsed share certificates, or otherwise establishes that he or she owns the Common Shares, and demands not later than ten (10) days before the day of the Meeting that his or her name be included in the list of persons entitled to vote at the Meeting, in which case the transferee will be entitled to vote his or her Common Shares at the Meeting.

A quorum of Shareholders is present at a meeting of Shareholders if at least two (2) persons are present holding or representing not less than ten (10) percent of the Common Shares entitled to be voted at the Meeting.

Advice to Beneficial Holders of Securities

The information set forth in this section is of significant importance to many Shareholders, as a substantial number of the Shareholders do not hold Common Shares in their own names. Shareholders who do not hold their Common Shares in their own names (referred to in this Information Circular as **"Beneficial Shareholders"**) should note that only proxies deposited by Shareholders whose names appear on the records of the Company as the registered holders of Common Shares can be recognized and acted 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 shares will not be registered in the Shareholder's name on the records of the Company. Such shares will more likely be registered under the name of the Shareholder's broker or an agent of that broker. In Canada, the vast majority of such shares are registered under the name of CDS & Co. (the registration name for The Canadian Depository for Securities, which acts as nominee for many Canadian brokerage firms). Common Shares held by brokers or their nominees can only be voted (for or against resolutions) upon the instructions of the Beneficial Shareholder. Without specific instructions, brokers/nominees are prohibited from voting for their clients. The directors and officers of the Company do not know for whose benefit the Common Shares registered in the name of CDS & Co. or of other brokers/agents are held.

Applicable regulatory policy requires intermediaries/brokers to seek voting instructions from Beneficial Shareholders in advance of Shareholders' meetings. Every intermediary/broker has its own mailing procedures and provides its own return instructions, which should be carefully followed by Beneficial Shareholders in order to ensure that their Common Shares are voted at the Meeting. Often, the form of proxy supplied to a Beneficial Shareholder by its broker is identical to the form of proxy provided to registered Shareholders. However, its purpose is limited to instructing the registered Shareholder how to vote on behalf of the Beneficial Shareholder. The majority of brokers now delegate responsibility for obtaining instructions from clients to Broadridge Financial Solutions, Inc. (**"Broadridge"**). Broadridge typically mails voting instruction forms (**"VIFs"**) to the Beneficial Shareholders and asks Beneficial Shareholders to return the VIFs to Broadridge. 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 receiving a VIF cannot use that VIF to vote Common Shares directly at the Meeting, the VIF must be returned to Broadridge well in advance of the Meeting in order to have the Common Shares voted.

Management does not intend to pay for intermediaries to forward to objecting beneficial owners under National Instrument 54-101 the proxy-related materials and Form 54-101F7 – Request for Voting Instructions Made by Intermediary, and that in the case of an objecting beneficial owner, the objecting beneficial owner will not receive the materials unless the objecting beneficial owner's intermediary assumes the cost of delivery.

Interest of Certain Persons in Matters to be Acted Upon

Other than as set forth herein, management of the Company is not aware of any material interest, direct or indirect, by way of beneficial interest or otherwise, of any director or executive officer of the Company, any proposed nominee for election as a director of the Company or any associate or affiliate of the foregoing in any matter to be acted upon at the Meeting other than the election of directors.

Principal Holders of Common Shares

As of the date of this Information Circular, the directors and executive officers of the Company, are not aware of anyone who beneficially owns, directly or indirectly, or exercises control or direction over, securities carrying more than ten (10) percent of the voting rights attached to any class of outstanding voting securities of the Company.

MATTERS TO BE ACTED UPON AT THE MEETING

1. Consolidated Financial Statements

A copy of the recent annual report for the year ended March 31, 2016, including the audited consolidated financial statements and Management's Discussion and Analysis will be placed before the Shareholders at the Meeting. No vote by Shareholders with respect to this matter is required. Under National Instrument 51-102, Continuous Disclosure Obligations (the "**Instrument**"), the Company is no longer required to send annual or interim financial statements or the Management's Discussion and Analysis relating thereto to its registered and beneficial Shareholders unless they request copies of same. However, the *Business Corporations Act* (Alberta) ("**ABCA**") requires that the annual financial statements be sent to each registered Shareholder unless waived in writing by the registered Shareholder. The Instrument also provides that the Company must send annually a request form to its registered and beneficial Shareholders that may be used by such shareholders to request any or all of the annual and interim financial statements and the Management's Discussion and Analysis relating thereto. Shareholders are encouraged to review and, if action is desired, send the enclosed return cards to Computershare Trust Company of Canada, Proxy Department, 8th Floor, 100 University Avenue, Toronto, Ontario, M5J 2Y1. Copies of the annual and interim financial statements and the Management's Discussion and Analysis relating thereto can also be obtained on SEDAR, at www.sedar.com.

2. Fixing the Number of Directors

The Articles of the Company require that the number of directors on the board of directors of the Company must consist of not less than three (3) and not more than twelve (12) directors. The Board presently consists of five (5) directors and it is proposed that, at the Meeting, the Shareholders fix the number of directors to be elected at the Meeting at six (6).

At the Meeting, the Shareholders will be asked to consider and, if thought appropriate, to pass the following resolution:

"BE IT RESOLVED THAT the number of directors of Niko Resources Ltd. to be elected be and is hereby fixed at six (6)."

In order for the foregoing resolution to be passed, it must be approved by a simple majority of the votes cast by Shareholders who vote in person or by proxy at the Meeting. **The Board recommends that Shareholders vote FOR the resolution fixing the number of directors to be elected at six (6).** In the absence of contrary directions, the persons named in the accompanying form of proxy intend to vote the Common Shares represented thereby in favour of the resolutions as set out above.

3. Election of Directors

The six (6) persons named below will be presented for election at the Meeting as management's nominees. Management of the Company does not contemplate that any of the nominees will be unable to serve as a director, but if that should occur for any reason prior to the Meeting or if additional nominees should be presented, the persons named in the enclosed form of proxy reserve the right to vote for another nominee or nominees in their discretion. Each director elected will hold office until the next annual meeting of the Shareholders or until his successor is duly elected or appointed pursuant to the Company's by-laws, unless the director's office is earlier vacated.

On July 18, 2016, Niko amended its articles to create a series of preferred shares designated as the Series I Preferred Shares. One (1) Series I Preferred Share was issued to the Agent on behalf of the lenders to the Term Loan Facilities.

The consent of the holder of the outstanding Series I Preferred Share is required prior to: (a) altering, changing or amending the preferences, privileges or rights of the preferred shares; (b) increasing or decreasing the authorized number of directors constituting the Board; (c) amending the Company's articles or bylaws, to the extent that any such amendment adversely affects the preferred shares; or (d) authorizing, creating and/or issuing any new senior or pari passu class or series of securities of the Company. In the event of the liquidation, dissolution or winding-up of the Company, the holder of the Series I Preferred Share shall be entitled to receive a distribution of capital in priority to the holders of common shares equal to \$1.00. The holder of the Series I Preferred Share is entitled to receive an annual preferential cumulative dividend, when, as and if declared by the Board, at the rate of 0.00001 percent per annum on the redemption price of the Series I Preferred Share. Upon the occurrence of the earlier of: (a) December 31, 2025; and (b) the date by which the Company's interests in certain oil and gas producing regions located in India are disposed of and distribution of the related proceeds is completed, all voting rights attached to the Series I Preferred Share shall expire and the Series I Preferred Share shall become redeemable.

The holder of the Series I Preferred Share, acting as a separate class, is also entitled to nominate up to 2 (two) directors for the slate of directors to be put forward by the Company's management at any meeting of the Shareholders where the directors of the Company are to be elected. The director nominees of the holder of the Series I Preferred Share are currently Mr. Brace and Mr. Ellsworth. The failure of both of the nominees of the holder of the Series I Preferred Share to be elected to the Board would constitute a breach of covenant of the Company under the Fourth Amendment of the Term Loan Facilities, which if not remedied, on a timely basis, would lead to an event of default, giving the Agent and the Lenders the right to appoint a receiver, receiver and manager, interim receiver, custodian, sequestrator or other person with similar powers (a "Receiver") to replace management of the Company and the Guarantors for the purposes of directing the operation of the business of the Company and the Guarantors for the remaining term of the Facilities Agreement. The Receiver would be bound by the terms of the Fourth Amendment.

In order for the foregoing resolution to be passed, it must be approved by a simple majority of the votes cast by Shareholders who vote in person or by proxy at the Meeting. **The Board recommends that Shareholders vote FOR the resolution electing the nominees presented below.** In the absence of contrary directions, the persons named in the accompanying form of proxy intend to vote the Common Shares represented thereby in favour of the resolution.

Majority Voting

The Board has adopted a policy (the "Majority Voting Policy") for the election of directors. Under the Majority Voting Policy, in the event that any nominee for election, including those nominees of the holders of the Series 1 Preferred Shares, receives more "withheld" votes than "for" votes at any meeting at which Shareholders vote on the uncontested election of directors, the nominee shall forthwith submit his or her resignation to take effect immediately upon acceptance by the Board. It is anticipated that any decisions necessitated in the circumstances outlined in the preceding sentence will be made within ninety (90) days, and the Board may fill any vacancy created thereby. The Majority Voting Policy does not apply in circumstances involving contested director elections. The full text of the Majority Voting Policy is attached hereto as **Appendix F**.

Nominees for Election to the Board

Frederic F. (Jake) Brace	Glenn R. Carley	Robert S. Ellsworth Jr.	William T. Hornaday	E. Alan Knowles	Christopher H. Rudge
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The following table sets forth, for each nominee, their name, province or state and country of residence, committee memberships and attendance, positions and offices with Niko now held by them, period during which they have served as a director, other public company board memberships, public board interlocks, a brief biography including their principal occupation for the last five (5) years, areas of expertise, annual base retainer including any annual equity retainer, and the number and percentage of Common Shares beneficially owned, controlled or directed by them, directly or indirectly as at March 31, 2016.



Mr. Brace is currently Interim President and CEO of Midstates Petroleum LLC (since March 2015), a private oil and gas company. For the period of January to December 2014, Mr. Brace served as the President of Niko, after joining the Company in August 2013 as a senior advisor. From 2010 to 2012, Mr. Brace held various executive positions at the Great Atlantic & Pacific Tea Company (A&P Grocery). Mr. Brace has also served on numerous boards and is also the Chairman and CEO of Beaucastel LLC. Mr. Brace has a Master of Business Administration (MBA) from the University of Chicago and a Bachelor of Science from the University of Michigan.

Mr. Brace is a director nominee of the holder of the Series I Preferred Share.

Frederic F. (Jake) Brace

Age: 58
Winnetka, IL, USA
Director since July 2016
Not Independent
(Previously President)

Areas of Expertise

Enterprise Management
Business Development/Strategic Planning
Financial Literacy
Corporate Governance
Change Management
Oil and Gas Operations
Health, Safety and Environment Management
Financial Expertise
Global Experience
Risk Evaluation

Board/Committee Membership at the date hereof		Attendance at Meetings during Fiscal 2016		
Board	Member	Not applicable	Not applicable	
Other Public Company Board Memberships		Public Board Interlocks		
Anixter International		Three		
iHeart Media				
Midstates Petroleum				
Securities Held				
Common Shares	Percentage	Total Market Value of Common Shares ⁽¹⁾		
None	-	-		
Stock Options Held				
Date Granted	Expiry Date	Outstanding	Grant Price	Value of In-the-Money Unexercised Stock Options
-	-	-	-	-
Annual Base Retainer		Annual Equity Retainer		
\$38,000 ⁽²⁾⁽³⁾		-		
Voting Results of 2015 Annual Meeting of Shareholders				
Votes For	Votes Withheld		Total Votes Cast	
-	-	-	-	



Mr. Glenn Carley is the President of Selinger Capital Inc., a private investment company, for more than the last five (5) years. Mr. Carley currently serves as the Chairman of each of Marquee Energy Ltd. and Painted Pony Petroleum Ltd. and was the Executive Chairman of Galleon Energy until August 2011 and Chairman of Culne Energy Corp. until February 2011. Mr. Carley was the Executive Chairman of Flagship Energy Inc. from 2005 to 2008, Chairman and Chief Executive of New Venture Energy Inc. from 2004 to 2005, Chairman and Chief Executive Officer of Venture Energy Inc. from 2002 to 2004, and co-founder, Chairman and Chief Executive Officer of Magin Energy Inc. from 1995 to 2001. Mr. Carley has an ICD.D. designation from the Institute of Corporate Directors. He holds a Masters of Business Administration degree, a Juris Doctor degree and a Bachelor of Arts degree, all from the University of Saskatchewan. Mr. Carley is a member of the Law Society of Alberta and the Law Society of Saskatchewan.

Glenn R. Carley

Age: 63
Calgary, AB, Canada
New Director Nominee
Independent

Areas of Expertise

Enterprise Management
Business Development/Strategic Planning
Financial Literacy
Corporate Governance
Change Management
Global Experience
Human Resources
Risk Evaluation

Board/Committee Membership at the date hereof		Attendance at Meetings during Fiscal 2016		
Board	Member	Not applicable	Not applicable	
Other Public Company Board Memberships		Public Board Interlocks		
Painted Pony Petroleum Ltd. Marquee Energy Ltd.		Two		
Securities Held				
Common Shares	Percentage	Total Market Value of Common Shares ⁽¹⁾		
None	-	-		
Stock Options Held				
Date Granted	Expiry Date	Outstanding	Grant Price	Value of In-the-Money Unexercised Stock Options
-	-	-	-	-
Annual Base Retainer		Annual Equity Retainer		
Not applicable		-		
Voting Results of 2015 Annual Meeting of Shareholders				
Votes For	Votes Withheld		Total Votes Cast	
-	-	-	-	-



Mr. Ellsworth is a seasoned financial services executive with broad operational experience across hedge funds, private equity and real assets (e.g., oil and gas, real estate, etc.). Mr. Ellsworth has served on the Company's Board of Directors since March 2016 and was appointed interim Chief Executive Officer of the Company in July 2016. Previously, Mr. Ellsworth served as the Global Co-head and Chief Operating Officer of BlackRock's \$20+ billion, multi-manager, hedge fund business where he managed all non-investment functions including contract negotiation, deal structuring, strategic planning, business finance, business development and marketing, and coordination of all support functions (e.g., middle and back office operations, legal, regulatory compliance, technology, tax, counter-party financing, human resources and fund governance). In this capacity, Mr. Ellsworth also served on the Board of Directors for numerous entities domiciled in the Cayman Islands and Luxembourg and was engaged in investment decision making for the firm's hedge fund co-investment and real asset investment strategies. Prior to joining BlackRock in 2007, Mr. Ellsworth was a Managing Director of Quellos Capital Management, L.P., a specialist, alternative-investment company managing more than \$24 billion across hedge fund, private equity, real asset and co-investment strategies. From 1998 to 2000, Mr. Ellsworth spent two (2) years with Moss Adams LLP, a prominent regional accounting firm, providing business assurance, valuation and regulatory compliance services to securities broker dealers and investment companies. Mr. Ellsworth holds a Bachelor of Arts degree in Business Administration from the University of Washington and is a Certified Public Accountant (CPA) and Chartered Financial Analyst (CFA).

Mr. Ellsworth is a director nominee of the holder of the Series I Preferred Share.

Robert S. Ellsworth Jr.

Age: 41
Seattle, WA, USA
Director since March 2016
Not Independent
(Interim Chief Executive Officer)

Areas of Expertise

Business Development/Strategic Planning
Financial Literacy
Corporate Governance
Change Management
Financial Expertise
Global Experience
Risk Evaluation

Board/Committee Membership at the date hereof		Attendance at Meetings during Fiscal 2016		
Board	Member	Not applicable	Not applicable	
Other Public Company Board Memberships		Public Board Interlocks		
None		None		
Securities Held				
Common Shares	Percentage	Total Market Value of Common Shares ⁽¹⁾		
None	-	-		
Stock Options Held				
Date Granted	Expiry Date	Outstanding	Grant Price	Value of In-the-Money Unexercised Stock Options
-	-	-	-	-
Annual Base Retainer		Annual Equity Retainer		
_ (2)		-		
Voting Results of 2015 Annual Meeting of Shareholders				
Votes For	Votes Withheld		Total Votes Cast	
-	-	-	-	



Mr. Hornaday has been the Chief Operating Officer of Niko since 2005. Prior thereto, he was the Vice President, Operations of Niko since 2001. Mr. Hornaday is a professional engineer with over thirty-nine (39) years of industry experience and is a member of the Association of Professional Engineers, Geologists and Geophysicists of Alberta. He holds a Bachelor of Science in Mechanical Engineering from the University of Calgary. He has worked in the energy business in North America, South and Southeast Asia, Australia, Trinidad, Middle East and South America. Mr. Hornaday has extensive experience in all aspects of operations including project management, production, facilities, drilling and business development. He was previously executive Director and Chief Operating Officer for a successful intermediate size international gas and power generating company.

William T. Hornaday

Age: 61
Calgary, AB, Canada
Director since August 2007
Not Independent
(Chief Operating Officer)

Areas of Expertise

Enterprise Management
Business Development/Strategic Planning
Financial Literacy
Corporate Governance
Oil and Gas Operations
Health, Safety & Environment Management
Global Experience
Reserves Evaluation
Risk Evaluation

Board/Committee Membership at the date hereof		Attendance at Meetings during Fiscal 2016		
Board	Member	8 of 8	100%	
Reserves and Health, Safety & Environmental	Chair	3 of 3	100%	
Other Public Company Board Memberships		Public Board Interlocks		
None		None		
Securities Held				
Common Shares	Percentage	Total Market Value of Common Shares ⁽¹⁾		
108,017	0.11%	31,325		
Stock Options Held				
Date Granted	Expiry Date	Outstanding	Grant Price	Value of In-the-Money Unexercised Stock Options
-	-	-	-	-
Annual Base Retainer		Annual Equity Retainer		
-(2)		-		
Voting Results of 2015 Annual Meeting of Shareholders				
Votes For		Votes Withheld		Total Votes Cast
29,377,387	99.40%	177,625	0.60%	29,555,012



Mr. Knowles' career has been split between the oil and gas and financial services industries. Mr. Knowles has eighteen (18) years' experience as an oil and gas analyst, most recently from 2000 to 2014 with Haywood Securities Inc. where he covered at various times senior, intermediate and international oil and gas companies. In 2010 Mr. Knowles was awarded the Overall Top Stock Picker Award by Starmine Canada. Prior to working as an analyst he worked in the oil and gas industry for twenty (20) years in various senior financial management positions, latterly as Vice President, Finance and Chief Financial Officer of a junior Canadian producer. Mr. Knowles holds a Bachelor of Commerce from the University of Calgary, and holds Chartered Financial Analyst (CFA) and Chartered Professional Accountant (CPA) designations.

E. Alan Knowles

Age: 62
Calgary, AB, Canada
Director since September 2014
Independent

Areas of Expertise

Business Development/Strategic Planning
Financial Literacy
Corporate Governance
Change Management
Oil and Gas Operations
Health, Safety and Environment Management
Financial Expertise
Global Experience
Human Resources
Reserves Evaluation
Risk Evaluation

Board/Committee Membership at the date hereof		Attendance at Meetings during Fiscal 2016		
Board	Member	8 of 8	100%	
Audit	Chair	6 of 6	100%	
Reserves and Health, Safety & Environmental	Member	3 of 3	100%	
Restructuring	Chair	8 of 8	100%	
Other Public Company Board Memberships		Public Board Interlocks		
Orca Exploration Group Inc. ⁽⁵⁾		One		
Securities Held				
Common Shares	Percentage	Total Market Value of Common Shares ⁽¹⁾		
58,900	0.06%	17,081		
Stock Options Held				
Date Granted	Expiry Date	Outstanding	Grant Price	Value of In-the-Money Unexercised Stock Options
-	-	-	-	-
Annual Base Retainer		Annual Equity Retainer		
\$38,000 ⁽²⁾⁽³⁾		-		
Voting Results of 2015 Annual Meeting of Shareholders				
Votes For		Votes Withheld		Total Votes Cast
29,197,586	98.78%	360,426	1.22%	29,558,012



Christopher H. Rudge

Age: 71
Toronto, ON, Canada
Director since September 2015
Independent

Areas of Expertise

Enterprise Management
Business Development/Strategic Planning
Financial Literacy
Corporate Governance
Change Management
Health, Safety and Environment Management
Global Experience
Human Resources
Risk Evaluation

Mr. Christopher H. Rudge was the Executive Chairman and CEO of the Toronto Argonauts Football Club. He was also Chairman of the 100th Grey Cup Festival held in Toronto in November of 2012. Mr. Rudge was Chief Executive Officer of the Canadian Olympic Committee (COC) from January 10, 2003 until his retirement on April 15, 2010. He also chaired the Own The Podium (OTP) program through 2009 and 2010, an initiative that led Canada to a record setting fourteen (14) Gold Medals at the Vancouver 2010 Olympic games. He has served as Distinguished Visiting Fellow at the Ted Rogers School of Management, Ryerson University, Adjunct Professor at the University of British Columbia and sits as Executive in Residence at the University of Toronto, Rotman School of Management Director Education and Certification Program. Mr. Rudge is a former senior executive and member of the Office of the Chief Executive Officer of Quebecor World Inc., which was at the time of his retirement in January 2002, the world's largest commercial printer with \$10 billion in sales, employing 43,000 people at 160 plants in sixteen (16) countries in North America, Europe, Latin America and Asia. Mr. Rudge is and has been active on a number of boards, including The Paxen Group Inc. (Melbourne, Florida), Merrill Lynch Canada, the Organizing Committee for the 2015 Pan American Games, and the Vancouver Organizing Committee for the 2010 Olympic and Paralympic Winter Games. Mr. Rudge holds a teaching certificate from Queen's University and a Bachelor of Physical Education and Health from the University of Toronto.

Board/Committee Membership at the date hereof			Attendance at Meetings during Fiscal 2016	
Board	Chair		5 of 5 ⁽⁴⁾	100%
Audit	Member		2 of 2 ⁽⁴⁾	100%
Compensation	Chair		2 of 2	100%
Restructuring	Member		8 of 8	100%

Other Public Company Board Memberships		Public Board Interlocks	
None		None	

Securities Held		
Common Shares	Percentage	Total Market Value of Common Shares ⁽¹⁾
None	-	-

Stock Options Held				
Date Granted	Expiry Date	Outstanding	Grant Price	Value of In-the-Money Unexercised Stock Options
-	-	-	-	-

Annual Base Retainer		Annual Equity Retainer	
\$38,000 ⁽²⁾⁽³⁾		-	

Voting Results of 2015 Annual Meeting of Shareholders			
Votes For	Votes Withheld	Total Votes Cast	
31,890,317	100%	-	31,890,317

Notes:

- (1) The market value per common share for Fiscal 2016 is based on the weighted average trading price for the five (5) day period prior to year-ended March 31, 2016 of CAD\$0.29.
- (2) Annual base cash retainer fee for each director is CAD\$50,000 excluding Mr. Ellsworth and Mr. Hornaday. Additional cash retainer fees are applicable for certain roles and responsibilities, refer to "Statement of Executive Compensation – Director Compensation" for details.
- (3) An average exchange rate of US\$0.76 per CAD\$1.00 for Fiscal 2016 was used to calculate the US Dollar value of the Annual Base Retainer.
- (4) Mr. Rudge was appointed a director of the Company in September 2015 and was therefore not a director for all meetings of the Board and committees held in Fiscal 2016. Mr. Rudge attended one-hundred (100) percent of the Board and committee meetings for which he was a director.
- (5) Mr. Knowles was appointed to the board of directors of Orca Exploration Group Inc. in July 2016.

Orders

No proposed director is, as at the date hereof, or has been within ten (10) years before the date hereof: (a) a director, chief executive officer or chief financial officer of any company (including Niko), that (i) was subject to an order that was issued while the proposed director was acting in the capacity as director, chief executive officer or chief financial officer, or (ii) was subject to an order that was issued after the director or executive officer ceased to be a director, chief executive officer or chief financial officer and which resulted from an event that occurred while that person was acting in the capacity as director, chief executive officer or chief financial officer. For the purposes hereof, "order" means (a) a cease trade order, (b) an order similar to a cease trade order, or (c) an order that denied the relevant company access to any exemption under securities legislation that was in effect for a period of more than thirty (30) consecutive days.

Bankruptcies

No proposed director of the Company except for Mr. Brace (a) is, as at the date hereof, or has been within the ten (10) years before the date hereof, a director or executive officer of any company (including Niko) that, while that person was acting in that capacity, or within a year of that person ceasing to act in that capacity, became bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency or was subject to or instituted any proceedings, arrangement or compromise with creditors or had a receiver, receiver manager or trustee appointed to hold its assets, or (b) has, within the ten (10) years before the date hereof, become bankrupt, made a proposal under any legislation relating to bankruptcy or insolvency, or become subject to or instituted any proceedings, arrangement or compromise with creditors, or had a receiver, receiver manager or trustee appointed to hold the assets of the director. Mr. Brace was either a director or executive officer of the following companies within the last ten (10) years that became bankrupt or insolvent. Mr. Brace is not subject to any sanctions or penalties in this respect.

Company	Type	Year	Role
Sirva	Public	2008	Director
Bearing Point	Public	2009	Director
Neff Rentals	Private	2010	Director
The Great Atlantic & Pacific Tea Company	Public	2010	Director / Officer
Local Insights Media	Private	2010	Director
Edison Mission Energy	Private	2012	Director
Standard Register	Public	2015	Director
Midstates Petroleum	Public	2016	Director / Officer

Penalties and Sanctions

No proposed director has been subject to: (a) any penalties or sanctions imposed by a court relating to securities legislation or by a securities regulatory authority or has entered into a settlement agreement with a securities regulatory authority, or (b) any other penalties or sanctions imposed by a court or regulatory body that would likely be considered important to a reasonable securityholder in deciding whether to vote for a proposed director.

Director Candidates

While the Board does not have a formal written policy on diversity, it recognizes the importance of diversity of experience, education, ethnicity and gender, as part of its overall evaluation of director positions. Board nominations and appointments of directors and officers are assessed based upon the merits of the candidates and board requirements. The Board is mindful of the benefits of diversity and is committed to a corporate culture of inclusiveness and tolerance where a diversity of views, backgrounds and experiences are represented at the Board to enhance the effectiveness of decision-making processes. The Company does not differentiate by race, colour, ethnicity, religion, gender, sexual orientation or any other aspect.

The Board does not believe that a formal policy will necessarily result in enhancing gender diversity beyond the current recruitment and selection processes carried out by the Corporate Governance Committee which take into account a broad range of selection criteria carefully designed to result in the recruitment of the most qualified individuals.

In identifying director nominee candidates, the Board will continue to consider numerous other factors beyond gender, such as the candidate's skills, expertise, industry experience and leadership qualities. The range of skills and experience sought by the Board include extensive international oil and gas industry experience, an exploration background, financial literacy and a strong reputation. The Board also considers the skills and experience of existing directors and the need for additional skills and experience on the Board in the areas of: enterprise management, business development, mergers and acquisitions, strategic planning, corporate governance, change management, oil and gas operations, health, safety and environment management, financial expertise, global experience, human resources, reserves evaluation and risk evaluation. However, the Company does not currently have any targets that specifically require the identification, consideration, nomination or appointment of female board nominees. The Board believes singling out one specific attribute may not result in the recruitment of the most qualified candidate for a position. It is anticipated that inclusion of women on the Board will be attained naturally as directors retire and new candidates are nominated for these director positions.

The Company focuses on attracting and retaining experienced and highly skilled individuals when considering candidates for executive officer positions. Rather than considering the level of representation of women in executive officer positions, the Company considers numerous factors such as the candidate's skills, expertise, professional experience, leadership qualities and public company experience relevant to the specific role, in addition to gender.

As at the date hereof, none of the directors on the Board are women and none of the executive officers of the Company are women.

Director Term Limits and Other Mechanisms of Board Renewal

The Board has not adopted a policy for term limits for directors. The Board composition is assessed by the Corporate Governance Committee to ensure that the Board has the right mix of skills and expertise that will enable the Board to provide strong stewardship for the Company. The Board believes that it is in the stakeholders' best interests to ensure the most qualified persons are on the Board, regardless of age or tenure.

Director Independence

The Company uses the meaning of independence set forth in section 1.4 of Canadian Securities Administrators' National Instrument 52-110 *Audit Committees* ("**NI 52-110**") to assess whether or not Board members are independent. During Fiscal 2016, two (2) new directors joined the Board and three (3) directors ceased to be directors. As at March 31, 2016, the total number of independent directors was three (3), representing sixty (60) percent of the total board of directors.

Committees of the Board

The following table sets forth all committee members (✓) during Fiscal 2016:

Director	Year Appointed	Audit Committee	Compensation Committee	Corporate Governance Committee	Reserves and Health, Safety & Environmental Committee	Restructuring Committee⁽⁵⁾
Kevin J. Clarke ⁽¹⁾	2014			✓	✓	✓
Steven K. Gendal ⁽²⁾	2014		✓	✓		
William T. Hornaday ⁽¹⁾	2007				✓	
E. Alan Knowles ⁽²⁾	2014	✓			✓	✓
Joshua A. Sigmon ⁽²⁾⁽³⁾	2014	✓	✓			
Vivek Raj ⁽²⁾	2014	✓	✓	✓		
Christopher H. Rudge	2015	✓	✓			✓

Notes:

- (1) Non-independent director as at March 31, 2016.
- (2) Designated financial expert.
- (3) Mr. Sigmon ceased to act as a director of the Company in September 2015.
- (4) Mr. Gendal and Mr. Raj ceased to act as directors of the Company in March 2016.
- (5) The Restructuring Committee was reconstituted in October 2015. During Fiscal 2016, the Restructuring Committee acted as an ad-hoc Committee and focused on financial restructuring matters including recommendation of extensions, standstill agreements, support agreements and amendments to the Term Loan Facilities and Convertible Notes.
- (6) Mr. Ellsworth was appointed as a director of the Company in late March 2016 and Mr. Brace was appointed as a director of the Company in July 2016 and therefore has been excluded from the table above.

Meeting Attendance

The following table sets forth the number of Board and Committee meetings held in Fiscal 2016, including in-camera sessions:

Director	Board		Audit Committee		Compensation Committee		Corporate Governance Committee		Reserves and Health, Safety & Environmental Committee		Restructuring Committee ⁽³⁾		Total
Kevin J. Clarke	8	100%	-	-	-	-	4	100%	2	67%	8	100%	22
Steven K. Gendal ⁽¹⁾	6	75%	-	-	4	100%	4	100%	-	-	-	-	14
William T. Hornaday	8	100%	-	-	-	-	-	-	-	-	-	-	8
E. Alan Knowles	8	100%	6	100%	-	-	-	-	3	100%	8	100%	25
Joshua A. Sigmon ⁽¹⁾	3	100%	2	100%	2	100%	-	-	-	-	-	-	7
Vivek Raj ⁽¹⁾	6	75%	5	83%	3	75%	3	75%	-	-	-	-	17
Christopher H. Rudge	5	100%	2	100%	2	100%	-	-	-	-	8	100%	17
Total	8	100%	6	100%	4	100%	4	100%	3	100%	8	100%	33

Notes:

- (1) Mr. Gendal, Mr. Sigmon and Mr. Raj ceased to act as directors of the Company in Fiscal 2016.
- (2) Attendance percentage is based on the period in which the directors effectively held such position during the fiscal year.
- (3) During Fiscal 2016 additional informal meetings were held on an as needed basis for ad-hoc matters and therefore have been excluded from the table above.

Interlocking Directorships

The term "interlocking directorship" refers to when a member of the Board serves on the board of directors of more than one publicly-listed company. As at the date hereof, Mr. Brace, Mr. Carley and Mr. Knowles sit on the board of directors of other publicly-listed companies. The Company has not adopted a formal policy limiting interlocking directorships. The Company has adopted a formal policy that it will evaluate any interlocking directorships that occur in the future to determine if they impact the ability of the directors to act in the best interests of the Company. When recruiting new directors, the Company considers the number of public company boards on which a proposed director sits when evaluating whether such proposed director will have sufficient time to devote to the Company and discharge his or her duty to act in the best interests of the Company.

Director Skills Matrix

Skill	Description
Enterprise Management	<ul style="list-style-type: none"> Experience as a President or Chief Executive Officer leading an organization.
Business Development/Strategic Planning	<ul style="list-style-type: none"> Management or executive experience with responsibility for identifying value creation opportunities.
Financial Literacy	<ul style="list-style-type: none"> Ability to critically read and analyze financial statements.
Corporate Governance	<ul style="list-style-type: none"> Understanding of the requirements of good corporate governance usually gained through experience as a senior executive offices or a board member of a public organization.
Change Management	<ul style="list-style-type: none"> Experience leading a major organizational change or managing a significant merger.
Oil and Gas Operations	<ul style="list-style-type: none"> Management or executive experience with oil and gas operations.
Health, Safety and Environment Management	<ul style="list-style-type: none"> Understanding of the regulatory environment surrounding workplace health, safety, environment and social responsibility.
Financial Expertise	<ul style="list-style-type: none"> Senior executive experience in financial accounting, reporting and corporate finance.
Global Experience	<ul style="list-style-type: none"> Management or executive experience in a multi-national organization providing understanding of the challenges faced in a different cultural, political or regulatory environment.
Human Resources	<ul style="list-style-type: none"> Management or executive experience with responsibility for human resources.
Legal Expertise	<ul style="list-style-type: none"> A legal scholar versed in civil or common law.
Reserves Evaluation	<ul style="list-style-type: none"> Specific experience with or executive responsibility for oil and gas reserves evaluation.
Risk Evaluation	<ul style="list-style-type: none"> Management or executive experience in evaluating and managing various risks faced by an organization.

The following table summarizes the relevant skills of each nominee to the Board:

Skill	Frederic F. (Jake) Brace	Glenn R. Carley	Robert S. Ellsworth Jr.	William T. Hornaday	E. Alan Knowles	Christopher H. Rudge
Enterprise management	√	√		√		√
Business Development/Strategic Planning	√	√	√	√	√	√
Financial Literacy	√	√	√	√	√	√
Corporate Governance	√	√	√	√	√	√
Change Management	√	√	√		√	√
Oil and Gas Operations	√			√	√	
Health, Safety and Environment Management	√			√	√	√
Financial Expertise	√		√		√	
Global Experience	√	√	√	√	√	√
Human Resources		√			√	√
Legal Expertise						
Reserves Evaluation				√	√	
Risk Evaluation	√	√	√	√	√	√

4. Appointment of Auditors

The management of the Company proposes that KPMG LLP, be appointed as the auditors of the Company for the ensuing year at such remuneration as may be fixed by the Board. KPMG LLP has acted as the auditors of the Company since September 30, 1997. In order for the foregoing resolution to be passed, it must be approved by a simple majority of the votes cast by the Shareholders who vote in person or by proxy thereon at the Meeting. **The Board recommends that Shareholders vote FOR the resolution appointing KPMG LLP, as auditors of the Company for the ensuing year.** In the absence of contrary directions, the persons named in the accompanying form of proxy intend to vote the Common Shares represented thereby in favour of the resolution as set out above.

Audit Fees and Other Audit Services

The aggregate fees billed by the Company's external auditors, KPMG LLP, for audit and professional services are as follows for the last two (2) fiscal years:

(in thousands)	2016	2015
Audit fees	466	560
Audit-related fees	3	2
Tax fees	5	2
Total	474	564

Audit fees were paid, or are payable, for professional services rendered by the auditors for the audit and quarterly reviews of the Company's consolidated financial statements, or services provided in connection with statutory and regulatory filings or engagements. Audit-related fees are related to professional services with respect to prospectuses, translation of foreign language financial statements and audit certifications. Tax fees are related to professional services including tax compliance, tax advice and tax planning for corporate tax filings.

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

In accordance with the requirements of the TSX, every three (3) years after institution, all unallocated options, rights and other entitlements under a security based compensation arrangement which does not have a fixed maximum number of securities issuable (commonly referred to as a "rolling plan") must be approved by a majority of the issuer's directors and the issuer's securityholders. As the Company's Stock Option Plan (the "Option Plan") does not have a fixed maximum number of securities issuable thereunder, the Shareholders are required to consider and, if thought fit, approve all unallocated stock options ("Options") issuable under the Option Plan.

Pursuant to the terms of the Option Plan, the maximum number of Common Shares reserved for issuance under all security based compensation arrangements (as defined by the rules of the TSX) is ten (10) percent of the issued Common Shares of the Corporation from time to time.

As at the date hereof, under the Company's Option Plan, the Company has reserved 9,404,961 common shares for granting options to directors, officers and employees. In addition, as at the date hereof, there are 450,115 Options issued and outstanding, representing 0.5 percent of the issued and outstanding Common Shares.

If the resolution approving all unallocated Options under the Option Plan is not approved by the Shareholders at the Meeting, then currently outstanding Options will continue unaffected, however, no additional Options may be granted under the Option Plan. Furthermore, currently outstanding Options that are subsequently cancelled or terminated will not be available for issuance under the Option Plan.

The Option Plan is an important compensation tool for the Company. While the Board has determined not to issue Options as part of the current compensation cycle, due in part to market conditions, the Company would like to maintain flexibility to utilize its Option Plan when appropriate in future compensation cycles. If the resolution approving all unallocated Options is not approved, the Compensation Committee and the Board will have to consider alternate forms of performance based compensation, including additional cash bonuses, a share appreciation plan or other means in order to retain qualified personnel.

At the Meeting, Shareholders will be asked to pass a resolution approving all unallocated Options under the Option Plan. The following is the text of the ordinary resolution to be considered at the Meeting:

"BE IT RESOLVED THAT:

1. The unallocated stock options under the Company's stock option plan are hereby approved, which approval shall be effective until September 28, 2019; and
2. Any one officer or director of the Company is hereby authorized to execute and deliver all such documents and to do all such acts as may be deemed advisable in such individual's discretion for the purpose of giving effect to this resolution."

In order for the foregoing resolution to be passed, it must be approved by a simple majority of the votes cast by Shareholders who vote in person or by proxy at the Meeting. **The Board recommends that Shareholders vote FOR the resolution approving all unallocated Stock Options under the Stock Option Plan.** In the absence of contrary directions, the persons named in the accompanying form of proxy intend to vote the Common Shares represented thereby in favour of the resolution as set out above.

STATEMENT OF EXECUTIVE COMPENSATION

Compensation Discussion and Analysis

Compensation Committee

The Compensation Committee of the Board (the "**Compensation Committee**") is responsible for reviewing and refining the Company's compensation policies and practises to ensure the Company is consistent with the performance and goals of the Company. The committees of the Board are currently being reviewed and they are expected to be reconstituted immediately following the Meeting. It is anticipated that a blended compensation and governance committee will be created and that the committee will be Chaired by Mr. Rudge. Mr. Rudge has held several executive officer positions, including Chief Executive Officer of Quebecor World Inc., and also has significant experience in dealing with executive compensation matters during his positions as Chairman and as a director. During Fiscal 2016, Mr. Gendal and Mr. Raj, whom were members of the Compensation Committee, ceased to be directors of the Company. All of the members of the Compensation Committee during Fiscal 2016 were independent as defined under NI 52-110 and none received any compensation, directly or indirectly, from the Company other than for services as a member of the Board and its committees, as applicable. The Compensation Committee currently has a written mandate (which is attached hereto as **Appendix B**) that sets forth the responsibilities, powers and operation of the Compensation Committee.

Compensation for employees and named executive officers ("**Named Executive Officers**") is comprised of three components: i) base salary, ii) annual bonus and iii) Options. Salaries and annual bonuses are cash based and are intended to provide current compensation and short-term incentive. Historically, Options have been granted as long-term incentive and are designed to align with the benefit associated with the long-term appreciation of the Company's share price performance. The Compensation Committee reviews all three components in assessing the compensation of its employees and Named Executive Officers.

The Company continues to pursue a strategic plan to maintain its core assets for a period of time with the goal of enhancing the value of such assets for the benefit of the Company's stakeholders. As a result, the Compensation Committee has considered the Company's restructuring efforts as a key factor in determining the Company's compensation policies and practices, while focusing on retaining key employees and Named Executive Officers. The Compensation Committee historically used independent industry benchmark surveys and comparable company payment statistics for comparative analysis to determine compensation. However based on the recent structure of the Company, it was determined the historical approach was no longer appropriate. The Compensation Committee has assessed compensation using more practical metrics for determining salaries, bonuses and other compensation arrangements for employees and Named Executive Officers. Metrics included a review of the current market and health of the energy market including the sharp decline in commodity prices which resulted in depressed industry conditions. After an extended period of blackout related to the Company's restructuring efforts, in Fiscal 2015 the Compensation Committee recommended to the Board that Options not be issued to directors, Named Executive Officers, employees or consultants, in part as a result of the market conditions. As such, the Company has not granted any Options since May 2014.

Components of Compensation

The three (3) compensation components determined by the Compensation Committee for employees and Named Executive Officers are described below:

Base Salary

Base salary amounts are set for each individual based on the required skills to carry out the Company's business plan and daily operations of the Company, the expertise and experience of the specific individual and consideration of the competitive marketplace. The base salary amounts for employees are fixed and determined by management and approved by the Compensation Committee and Board. Any base salary amounts for Named Executive Officers are determined by the Compensation Committee and approved by the Board. Any general salary increases are approved by the Compensation Committee and Board at the beginning of each calendar year, as applicable. No salary increases have been approved for calendar 2015 or calendar 2016 due to the Company's ongoing restructuring efforts and current market conditions.

2015 Bonus Plan

In November 2014, the Compensation Committee recommended, and the Board approved, the 2015 Bonus Plan for certain corporate employees. The objective of the 2015 Bonus Plan was to ensure the continued retention of key individuals of the Company during its ongoing restructuring efforts. The 2015 Bonus Plan was comprised of two (2) components:

(a) Retention Bonus

The retention bonus component consisted of two (2) fixed amounts paid at the end of June and at the end of December of calendar year 2015. The fixed amounts included forty-five (45) percent of the aggregate value paid on June 30, 2015 and fifty-five (55) percent of aggregate value being paid on December 31, 2015. Employees were required to be employed by the Company on the respective payment dates to be eligible for such fixed amount payments.

(b) Annual Bonus

The annual bonus component was based on the accomplishment of corporate and personal objectives, if earned, and was paid out in a single instalment on December 31, 2015, or in a pro rata amount upon the termination of the employee without cause. No annual bonuses were paid for performance in calendar 2015.

The potential amount each individual could earn was based on an applied percentage of the amount of salary paid for calendar 2015, as follows:

Position	Retention Bonus	Maximum Annual Bonus
Chief Operating Officer	100 percent of annual salary	45 percent of annual salary
Chief Financial Officer	100 percent of annual salary	45 percent of annual salary
Certain corporate employees	16.67 to 100 percent of annual salary	30 to 45 percent of annual salary

As at the date hereof, the Board has not approved a 2016 bonus program for the upcoming year.

Option Plan

Options are considered at-risk long-term incentive compensation for directors, employees, consultants and Named Executive Officers. The individual number of Options granted to each employee is based upon the position and function of the employee within the Company and the employee's relative ability to impact the desired result. A base number of Options is assigned to each employee at the beginning of their employment. One third (1/3) of the total number of options awarded vests on commencement of employment, and the balance vests on the following two (2) anniversaries of their employment. New Options are granted upon expiry of each option tranche, subject to review by the Compensation Committee and Board approval. The Options vest one (1) to two (2) years from the grant date in order to serve as an effective employee retention tool. The employee benefits from the Options in the event that the Company's share value increases over time as they continue to be employed by the Company. Options are useful in aligning interests of management and shareholders as benefits derived from Options parallel the benefits realized by shareholders through share price appreciation.

The Compensation Committee considers the implications of the risks associated with the Company's compensation policies and practices outlined above. The Compensation Committee and the Board recognizes that the Company's current business strategy is inherent to several risks and is no longer reflected by share price appreciation given the current market conditions. In Fiscal 2015 the Compensation Committee recommended to the Board that Options not be issued to directors, Named Executive Officers, employees or consultants as a result of the market conditions. As such, the Company has not granted any Options since May 2014.

Securities Authorized for Issuance Under Equity Compensation Plans

Option Plan

The Option Plan authorizes the Board to grant Options to purchase Common Shares to directors, Named Executive Officers, employees and consultants of the Company. The total number of Options issuable under the Option Plan is limited to no more than ten (10) percent of the outstanding Common Shares.

As at March 31, 2016, there were 1,199,067 Options issued and outstanding, representing 1.3 percent of the issued and outstanding Common Shares.

Specific terms under the current Option Plan:

- (a) Options may be issued to directors, officers and employees of, and consultants to, the Company and/or its subsidiaries, in such numbers and with such vesting provisions as the Board may determine;
- (b) the number of authorized but unissued Common Shares that may be subject to Options granted under the Option Plan at any time is ten (10) percent of the number of outstanding Shares from time to time;
- (c) any increase in the issued and outstanding Common Shares will result in an increase in the available number of Common Shares issuable under the Plan;
- (d) the exercise, expiry or cancellation of any Options granted under the Plan will make new grants available under the Option Plan;
- (e) the exercise price of Options shall be the volume weighted average trading price per Common Share on the TSX for the five (5) trading days prior to the date of determination (the "**Market Price**"), provided that, in the event that the Common Shares are not listed and posted for trading on any stock exchange in Canada or where the Market Price does not, in the opinion of the Board, accurately reflect the market price of the Common Shares, the exercise price of the Options shall be determined by the Board in its sole discretion and subject to TSX approval;
- (f) the term of an Option shall be a period of time fixed by the Board, not to exceed the maximum period of time permitted by the TSX and, unless the Board determines otherwise, the Option shall be exercisable in whole or in part at any time during this period in accordance with such vesting provisions, conditions or limitations (including applicable hold periods and blackout periods) as are contained in the Option Plan or as the Board may from time to time impose or as may be required by the TSX or under applicable securities laws;
- (g) subject to any specific requirements of the TSX, the Board shall determine the vesting period(s) during which a holder of Options may exercise such Options or a portion thereof; in certain circumstances, the Board has been granted the discretion to provide for accelerated vesting of Options and in other circumstances there will be automatic acceleration of vesting (as further described below);
- (h) should an Option expire during a blackout period or within nine business days following the expiration of a blackout period, the expiry time of the Option shall be automatically extended without any further act or formality to 4:00 p.m. (Mountain Daylight time) on that date which is the tenth business day after the end of the blackout period (or such other date as may be permitted by the TSX and approved by the Board);
- (i) any grant of Options is subject to the following limitations: (i) the aggregate number of Common Shares reserved for issuance pursuant to Options outstanding at any time may not exceed ten (10) percent of the total number of issued and outstanding Common Shares; (ii) the aggregate number of Common Shares reserved for issuance pursuant to Options granted to any one Participant and pursuant to other share compensation arrangements may not exceed five (5) percent of the issued and outstanding Common Shares (on a non-diluted basis); (iii) the aggregate number of Common Shares reserved for issuance pursuant to Options granted to insiders and pursuant to other share compensation arrangements may not exceed ten (10) percent of the issued and outstanding Common Shares (on a non-diluted basis); (iv) the issuance of Common Shares to insiders pursuant to the Option Plan and other share compensation arrangements within a one-year period may not exceed ten (10) percent of the outstanding Common Shares (on a non-diluted basis); the aggregate number of Common Shares reserved for issuance pursuant to Options granted to directors of the Company who are not also employees of the Company and under other share compensation arrangements of the Company may not exceed one (1) percent of the issued and outstanding Common Shares (on a non-diluted basis); and (v) the issuance of Common Shares to any one insider and such insider's associates within a one-year period pursuant to the Option Plan and other share compensation arrangements may not exceed five (5) percent of the outstanding Common Shares (on a non-diluted basis);

- (j) subject to the terms of the applicable Option agreement, in the event the holder of an Option ceases to be a director, officer or employee of, or a service provider to, the Company for any reason other than death or termination for cause, the Option may be exercised up to and including the earlier of the expiry time of the Option and the date that is thirty (30) days following the effective date of the notice of resignation, retirement or termination, as the case may be; in the event of termination for cause of the holder of the Option, the Option will expire and terminate immediately at the time of delivery of the notice of termination; in the event of the death of the holder of the Option, the Option may be exercised up to and including the earlier of the expiry time of the Option and the date that is one (1) year from the date of death;
- (k) Options are non-assignable and non-transferable;
- (l) the Board may, at any time and from time to time, amend, suspend or terminate the Option Plan or an Option without Shareholder approval, provided that no such amendment, suspension or termination may be made without obtaining any required approval of any regulatory authority or stock exchange or the consent or deemed consent of a Participant where such amendment, suspension or termination materially prejudices the rights of such Participant; notwithstanding the foregoing: (a) the Board may not, without the approval of the Shareholders, make amendments to the Option Plan or any Option for any of the following purposes: (i) to increase the maximum number of Common Shares allocated and made available to be granted to Participants; (ii) to increase the maximum number of Common Shares that may be reserved for issuance pursuant to Options outstanding at any time; (iii) to reduce the Option price for the benefit of any Participant; (iv) extend the expiry time of an Option for the benefit of any Participant; (v) to permit Options to be transferable or assignable other than for normal estate settlement purposes; and (vi) to amend the provisions of the Option Plan pertaining to its amendment or discontinuance; and (b) the Board may, at any time and from time to time, without the approval of the Shareholders, amend any term of any outstanding Option, provided that: (i) any required approval of any regulatory authority or stock exchange is obtained; (ii) if the amendment would reduce the Option price or expiry time of an Option granted to any Participant, Shareholder approval must be obtained; (iii) the Board would have the authority to initially grant the Option under the terms so amended; and (iv) the consent or deemed consent of the Participant is obtained if the amendment would materially prejudice the rights of the Participant; and
- (m) no financial assistance is provided by the Company to Participants to facilitate the purchase of Common Shares upon the exercise of Options.

In addition, under the Option Plan, in the event that certain events such as a liquidation or dissolution of the Company or a re-organization, plan of arrangement, merger or consolidation of the Company with one or more entities, as a result of which the Company is not the surviving entity, are proposed or contemplated, the Board may, notwithstanding the terms of the Option Plan or Option agreements issued thereunder (a) exercise its discretion, by way of resolution, to permit accelerated vesting of Options on such terms as the Board sees fit at that time, and (b) in the event of acceleration of vesting as referred to in (a), exercise its discretion, by way of resolution, to cause the Options to terminate after the end of the period of accelerated vesting on such terms as the Board sees fit at that time, even if such termination of the Options is prior to the normal expiry time of the Options. If the Board, in its sole discretion, determines that the Common Shares subject to any Option shall vest on an accelerated basis, all Participants entitled to exercise an unexercised portion of Options then outstanding shall have the right at such time, upon written notice being given by the Company, to exercise such Options to the extent specified and permitted by the Board, and within the time period specified by the Board, which shall not extend past the expiry time of such Options.

If the Shareholders receive a take-over bid (as defined in the *Securities Act* (Alberta)) pursuant to which the offeror would, as a result of the bid being successful, beneficially own in excess of fifty (50) percent of the outstanding Common Shares, and the Company supports such bid, a Participant may exercise its right (the "**Acceleration Right**") to exercise all or any of its outstanding Options. The Acceleration Right commences on the date of mailing of the directors' circular recommending acceptance of the take-over bid and ends on the earlier of (a) the expiry time of the Options, and (b) in the event the take-over bid is unsuccessful, on the expiry date of the take-over bid, and in the event the take-over bid is successful, on the tenth day following the expiry date of the take-over bid.

In circumstances in which accelerated vesting applies under the Option Plan, the Company may satisfy any obligations to a Participant thereunder by paying to the Participant in cash the difference between the exercise price of all unexercised Options granted thereunder and the fair market value of the securities to which the Participant would be entitled upon exercise of all unexercised Options.

Effective July 21, 2011, the Board approved amendments to the Option Plan to require Shareholder approval in order to amend the Option Plan to: (a) reduce the exercise price of Options for the benefit of any Participant; (b) extend the expiry time of Options for the benefit of any Participant; and (c) permit Options to be transferable or assignable other than for normal estate settlement purposes. Such amendments were subsequently approved by the TSX but were not submitted to the Shareholders for approval because none of such amendments are prejudicial to the Shareholders.

Equity Compensation Plan Information

The following table sets out information with respect to compensation plans under which equity securities of the Company were authorized for issuance as at March 31, 2016:

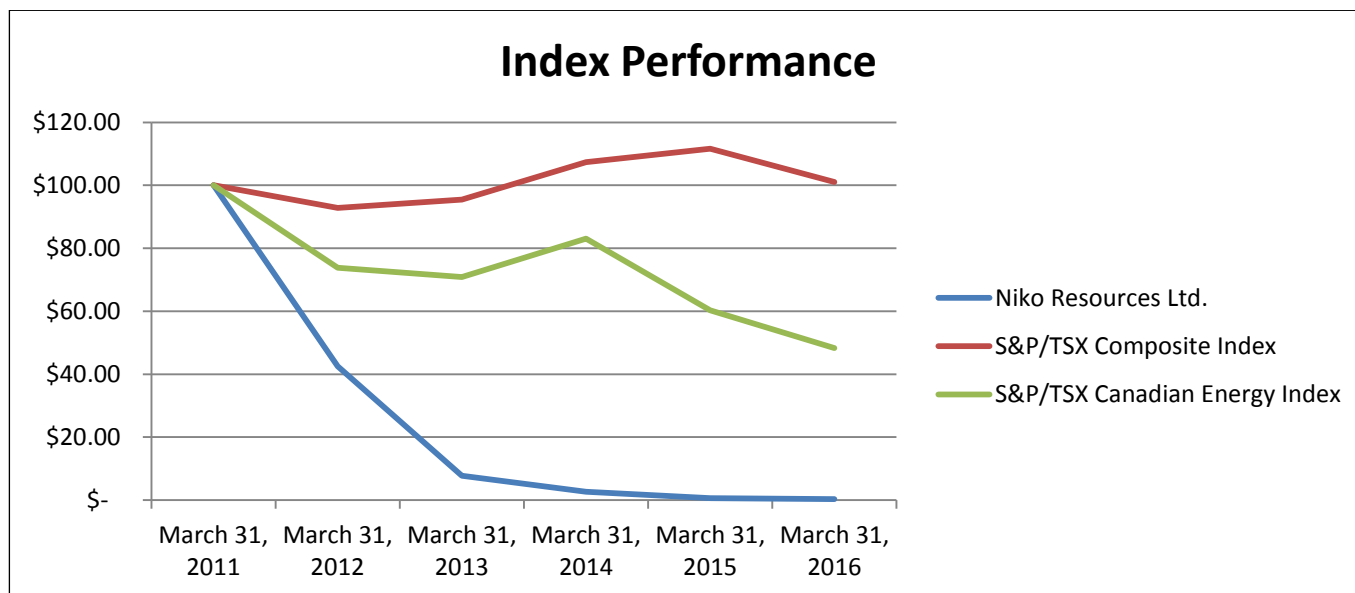
Plan Category	Number of securities to be issued upon exercise of outstanding options, warrants and rights	Weighted-average exercise price of outstanding options, warrants and rights (CAD\$)	Number of securities remaining available for future issuance under equity compensation plans (excluding securities reflected in column (a))
	(a)	(b)	(c)
Equity compensation plans approved by securityholders	1,199,067	20.20	9,404,961 ⁽¹⁾
Equity compensation plans not approved by securityholders	N/A	N/A	N/A
Total	1,199,067	20.20	9,404,961 ⁽¹⁾

Notes:

- (1) Represents ten (10) percent of the total outstanding Common Shares less the number of Options outstanding as at March 31, 2016.
(2) No equity securities were exercised during Fiscal 2016.

Performance Analysis

The graph below compares the cumulative total shareholder return on the Company's Common Shares over the last five (5) years based on a CAD\$100 investment in the Common Shares with the S&P/TSX Composite Index and the S&P/TSX Canadian Energy Index for the same period. The graph assumes all dividends are reinvested for the comparable periods.



(in Canadian Dollars)	March 31, 2011	March 31, 2012	March 31, 2013	March 31, 2014	March 31, 2015	March 31, 2016
Niko Resources Ltd.	100.00	42.55	7.80	2.62	0.61	0.29
S&P/TSX Composite Index	100.00	92.82	95.50	107.38	111.63	101.08
S&P/TSX Canadian Energy Index	100.00	73.86	70.87	83.08	60.26	48.32

Share Price Performance in Relation to Executive Compensation

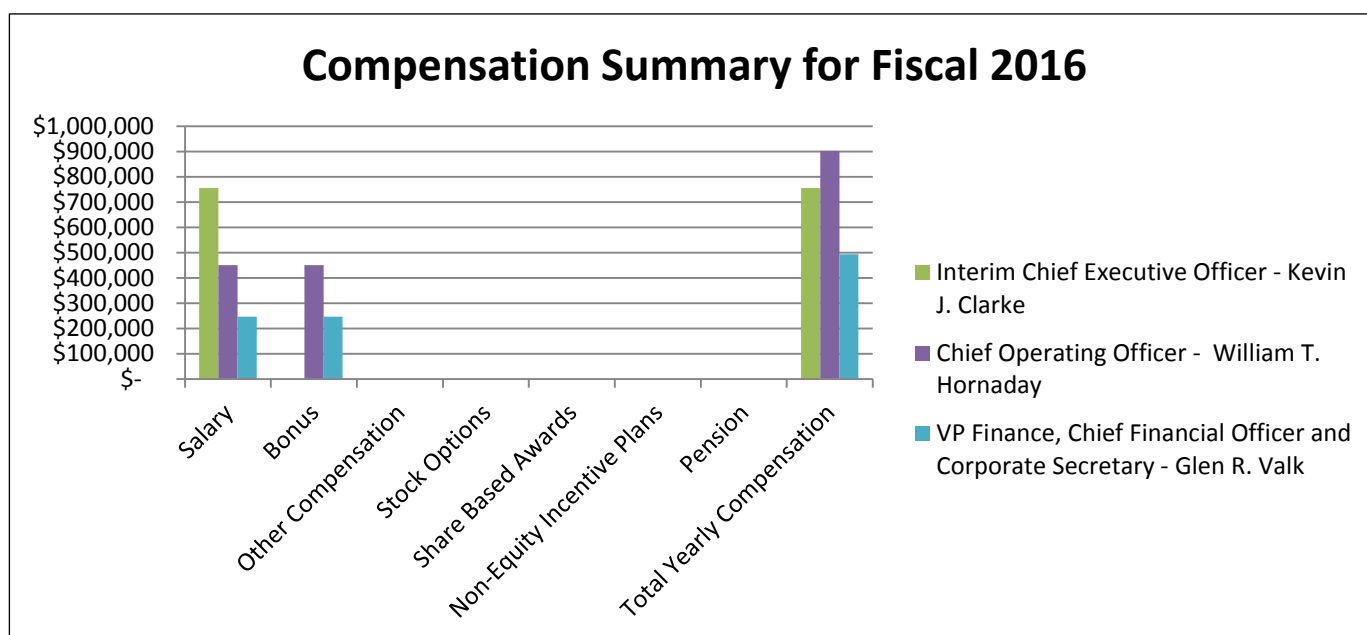
The compensation levels for the Named Executive Officers from March 31, 2012 to March 31, 2016 are not consistent with the trend of total return on investment charted for the Company in the above performance graph. The Company does not base its executive compensation on total return on investment. Refer to "Statement of Executive Compensation – Compensation Discussion and Analysis – Compensation of Named Executive Officers" for details.

Compensation of Named Executive Officers

The three (3) Named Executive Officers of the Company during Fiscal 2016 included Mr. Kevin J. Clarke, Interim Chief Executive Officer; Mr. Glen R. Valk, Vice President, Finance, Chief Financial Officer and Corporate Secretary; and Mr. William T. Hornaday, Chief Operating Officer.

The compensation awarded to, earned by, paid to or payable to the Named Executive Officers in Fiscal 2016 included two (2) components: base salary and retention bonuses under the 2015 Bonus Plan, as determined by the Compensation Committee. The Company does not provide other long-term fixed cash cost compensation such as retirement plans, medical plans, savings benefit plans, insurance policies or plans, deferred compensation arrangements or stock appreciation or phantom stock option rights.

The graph below illustrates the total compensation, earned and paid, to each Named Executive Officers in Fiscal 2016 in US Dollars.



Note:

- (1) During Fiscal 2016, total compensation to Mr. Clark was earned and paid in US Dollars. Total compensation for Mr. Valk and Mr. Hornaday was earned and paid in Canadian Dollars. An average exchange rate for Fiscal 2016 of US\$0.76 per CAD\$1.00 was used to calculate the US Dollar equivalent.

Summary Named Executive Officer Compensation Table

The following table sets forth total compensation earned by, awarded to, granted to, paid or payable to each Named Executive Officer in the most recently completed fiscal years for, or in connection with, services provided to the Company for the fiscal years ended March 31, 2016, 2015, and 2014. Amounts are expressed in US Dollars.

Name and principal position	Year	Salary	Bonus	Other compensation	Option-based awards ⁽⁴⁾	Share-based awards	Non-equity incentive plan compensation			Total compensation
							Annual incentive plans	Long-term incentive plans	Pension	
Kevin J. Clarke ⁽¹⁾⁽²⁾										
Interim Chief Executive Officer	2016	756,000	-	-	-	-	-	-	-	756,000
Chairman of the Board	2015	441,000	-	-	-	-	-	-	-	441,000
	2014	-	-	-	-	-	-	-	-	-
William T. Hornaday ⁽²⁾⁽³⁾										
Chief Operating Officer	2016	450,790	450,790	-	-	-	-	-	-	901,580
	2015	521,968	300,131	40,151	33,462	-	-	-	-	895,712
	2014	542,812	-	-	302,681	-	-	-	-	845,493
Glen R. Valk ⁽³⁾										
Vice President, Finance	2016	247,000	247,000	-	-	-	-	-	-	494,000
Chief Financial Officer	2015	286,000	107,250	38,500	-	-	-	-	-	431,750
Corporate Secretary	2014	272,848	-	-	263,727	-	-	-	-	536,575

Notes:

- (1) Mr. Clarke was appointed Interim Chief Executive Officer effective October 1, 2014.
- (2) Mr. Hornaday and Mr. Clarke do not receive compensation with respect to their roles as directors.
- (3) Compensation for all Named Executive Officers except for Mr. Clarke is earned and paid in Canadian Dollars including the fair values of all option-based awards are based in Canadian Dollars. An average exchange rate for Fiscal 2016 of US\$0.76 per CAD\$1.00 was used to calculate the US Dollar equivalent of total compensation in the above table for 2016 (March 31, 2015 - US\$0.88; March 31, 2014 - US\$0.95).
- (4) The Company uses a modified Black-Scholes-Merton option-pricing model to calculate the grant date fair value of option-based awards. The assumptions used in determining the fair values include: grant fair value, market price per share, exercise price per option, expected volatility, expected life, expected dividend rate, risk-free interest rate and the expected forfeiture rate. No Options were granted in Fiscal 2016. During Fiscal 2015, the key assumptions used to determine the fair value included the following weighted average inputs: volatility rate of 68%, a forfeiture rate of 13%, an interest rate of 1.1%, expected life of 0.7 years and an expected dividend rate of 0%. During Fiscal 2014, the key assumptions used to determine the fair value included the following weighted average inputs: volatility rate of 102%, a forfeiture rate of 7%, an interest rate of 1.1%, expected life of 1.7 years and an expected dividend rate of 0%. Refer to "Outstanding Share-Based Awards and Option-Based Awards" below for details.

Outstanding Share-Based Awards and Option-Based Awards

The following table set forth option-based awards that were outstanding for each Named Executive Officer as at March 31, 2016. The Company does not have any share-based awards.

Name ⁽¹⁾	Share-based Awards	Option expiration date	Option exercise price (CAD\$)	Number of securities underlying unexercised options as at March 31, 2016	Value of unexercised in-the-money options as at March 31, 2016 ⁽²⁾
Kevin J. Clarke	-	-	-	-	-
William T. Hornaday	-	30-Apr-2017	2.05	33,333	-
	-	09-Jan-2017	2.38	66,667	-
	-	02-Dec-2016	2.56	8,333	-
	-	15-Apr-2016	8.26	33,333	-
	-	30-Aug-2016	8.33	58,333	-
	-	15-Apr-2016	8.50	133,333	-
	-	15-Apr-2016	8.78	41,666	-
	-	15-Apr-2016	9.36	66,667	-
	-	22-May-2016	34.97	6,250	-
	-	15-Apr-2016	39.95	6,250	-
	-	30-Apr-2016	39.95	18,750	-
	-	15-Apr-2016	43.15	18,750	-
	-	15-Apr-2016	49.88	25,000	-
	-	15-Apr-2016	50.35	31,250	-
	-	30-Aug-2016	63.89	12,500	-
	-	15-Apr-2016	71.13	6,250	-
	-	22-May-2016	72.90	6,250	-
	-	15-Apr-2016	80.62	12,500	-
	-	30-Apr-2016	81.70	25,000	-
	-	15-Apr-2016	93.15	25,000	-
	-	15-Apr-2016	98.80	6,250	-
	-	15-Apr-2016	101.79	6,250	-
	-	15-Apr-2016	102.72	12,500	-
Glen R. Valk	-	03-Jan-2018	2.56	50,000	-
	-	03-Jan-2017	2.56	50,000	-
	-	29-Nov-2016	2.56	50,000	-
	-	15-Apr-2016	2.56	50,000	-
	-	15-Apr-2016	8.24	50,000	-
	-	15-Apr-2016	8.50	50,000	-

Notes:

- (1) No officers exercised any Options during the fiscal year ended March 31, 2016.
(2) As at March 31, 2016 all Options were out-of-the-money.

Incentive Plan Awards – Value Vested or Earned During the Year

The following table sets forth particulars concerning each incentive plan award granted to and any non-equity incentive plan compensation earned for the year ended March 31, 2016 by the Named Executive Officers.

Name	Option-based awards Number of Options vested during the year	Option-based awards Value vested during the year ⁽¹⁾⁽⁴⁾	Non-equity incentive plan compensation Value earned during the year ⁽²⁾⁽⁵⁾
Kevin J. Clarke ⁽³⁾	-	-	-
William T. Hornaday	202,083	-	450,790
Glen R. Valk	100,000	-	247,000

Notes:

- (1) The value of Option-based awards vested during the year is the aggregate dollar value that would have been realized if the Options constituting the Option-based awards had been exercised on their vesting dates and was calculated based on the difference between the closing market price of the underlying securities on the applicable vesting date and the exercise price of the in-the-money Options on such vesting date.
(2) Non-equity incentive plan compensation includes retention bonuses earned under the Company's 2015 Bonus Plan, as described in this Information Circular.

- (3) No Options were granted to Mr. Clarke during Fiscal 2016 as the Company's share trading policy did not permit grants during Fiscal 2016.
- (4) As at March 31, 2016 all Options were out-of-the-money.
- (5) The value of non-equity incentive plan compensation earned by Mr. Hornaday and Mr. Valk was in Canadian Dollars. An average exchange rate for Fiscal 2016 of US\$0.76 per CAD\$1.00 was used to calculate the US Dollar equivalent.

Executive Employment Agreement

Mr. Clarke's executive employment agreement commenced October 1, 2014 and was to terminate on August 31, 2015 unless extended on a month-to-month basis upon discretion of the Board. The agreement could be terminated by the Company without just cause or by Mr. Clarke, in each instance by providing sixty (60) days' written notice. It could also be terminated by the Company for just cause upon five (5) days' written notice. Upon termination, Mr. Clarke would be paid any unpaid base pay owing up to and including the date of termination and all outstanding vacation pay and expense reimbursements. Pursuant to the agreement, the Company agreed to pay Mr. Clarke: (i) USD\$63,000 as base pay, paid in advance of the month to which each payment corresponds; (ii) a grant of four hundred thousand (400,000) Options, which vest at the end of the term of the agreement and expire within one (1) year from the date of vesting, and which are subject to the terms and conditions of the Company's Stock Option Plan, as may be amended from time to time; (iii) housing accommodations or a reasonable housing allowance to cover accommodations; and (iv) a one-time payment of USD\$63,000 as compensation for services provided in advance of the agreement. Mr. Clarke ceased to take compensation for his role effective April 1, 2016.

In July 2016, Mr. Clarke resigned from his role as Chairman of the Board, director and interim Chief Executive Officer.

Consulting Agreement

Effective April 2016, Mr. Robert S. Ellsworth Jr. was engaged as a consultant to the Company. Effective July 2016, Mr. Ellsworth was appointed interim Chief Executive Officer of the Company, succeeding Mr. Clarke. Mr. Ellsworth's consulting contract has a term of one (1) year, which may be extended by mutual agreement. The contract may be terminated without just cause upon providing the Company with thirty (30) days advance written notice. In the event that the Contractor provides notice of termination thereunder, the Company may terminate the agreement at any time prior to the conclusion of the thirty (30) day notice period without notice and without further obligation to the Contractor other than to provide the Contractor with payment for its fees (accrued) to the last date of the thirty (30) day notice period. The contract may be terminated immediately by the Company for just cause in which case the Contractor will be provided with payment of accrued fees up to the date of such termination in full and final satisfaction of any amounts owing pursuant to the contract. Pursuant to the contract, the Company agrees to pay the Contractor a fee of USD\$20,833.33, plus applicable GST, provided the Contractor submits an invoice to the Company, at the end of each month, including all expenses claimed. The Company agrees to reimburse the Contractor for reasonable expenses incurred by the Contractor in relation to normal and customary accounting services, tax advice, immigration advice and normal legal fees. The Company agrees to reimburse the Contractor for reasonable health care expenses incurred by the Contractor attributed to medical insurance premiums covering the Contractor and the Contractor's immediate family up to a total maximum reimbursement of USD\$1,500 per month.

Termination and Change of Control Benefits

The Company does not provide termination benefits to any of its employees, except as required by law. In the event a Named Executive Officer is terminated or ceases to be employed by the Company, the Company shall pay to the individual, within five (5) business days following the date of termination, the amount of unpaid annual salary owing up to and including the date of termination, any bonus declared but not yet paid, and all outstanding vacation pay and expense reimbursements (in each case less applicable withholdings and deductions). In addition, any unvested Options are forfeited and the employee has thirty (30) days from the date of ceasing employment to exercise any vested Options.

The Company has an employment agreement with each Named Executive Officer, other than Mr. Clarke (refer to "Statement of Executive Compensation – Executive Employment Agreement") and Mr. Ellsworth (refer to "Statement of Executive Compensation – Consulting Agreement"), that provides for payments in the event of a "change of control" of the Company. The definition of "**change of control**" in these agreements includes (i) a change in ownership of Common Shares which results in a person or group of persons acting jointly or in concert (or their affiliates or associates) being in a position to exercise effective control of the Company (which shall be deemed to include ownership or control of in excess of fifty (50) percent of the Common Shares) and (ii) the sale, lease or transfer of all or substantially all of the assets of the Company.

In certain circumstances, when a change of control of the Company occurs, payments will be made to the Named Executive Officers. These circumstances include: (i) when a Named Executive Officer's employment with the Company is subsequently or contemporaneously terminated by the Company without cause within twelve (12) months of the date of a change of control event; (ii) when a Named Executive Officer does not continue to be employed by the Company at a level of responsibility or a level of compensation at least commensurate with the Named Executive Officer's existing level of responsibility and compensation immediately prior to the change of control event and the Named Executive Officer elects in a written notice to the Company within twelve (12) months of the date of a change of control event to treat the Named Executive Officer's employment as being terminated as a result of either such reduction; and (iii) in the case of the Named Executive Officer, when the Named Executive Officer elects within thirty (30) days of the change of control event not to continue to be employed by the Company.

In addition, upon the occurrence of a change of control, all outstanding Options will immediately vest and become exercisable upon approval by the Board.

Each Named Executive Officer has agreed that, concurrent with the receipt of payments under his employment agreement, he will resign from his position with the Company and release the Company, its directors, officers, employees, agents, insurers, successors and assigns from the obligation to pay any further amounts or benefits to him with respect to his employment or its termination. The payment of any amounts are subject to compliance with certain restrictions in the Named Executive Officer's employment agreement, including no breach of proprietary rights of third parties, non-solicitation and other prohibited actions, non-competition, and confidentiality provisions.

The provision of payment and benefit levels for each named executive officer under the various circumstances was determined by the Board in the original employment agreement at the time of placement of each officer's position. The previous Board members assessed compensation payment based on a competitive market analysis. There have not been any changes since the original agreement.

The following table sets forth an estimated aggregate amount that each Named Executive Officer would have been entitled to if he had been terminated without cause on March 31, 2016:

Name	Description of change of control compensation	Change of control compensation ⁽¹⁾⁽³⁾	Value of outstanding options ⁽¹⁾⁽²⁾	Total ⁽¹⁾
William T. Hornaday	24 months' salary plus the amount of bonus received in the previous year	1,352,370	-	1,352,370
Glen R. Valk	18 months' salary plus the amount of the bonus received in the previous year	617,500	-	617,500

Notes:

- (1) Mr. Hornaday and Mr. Valk are paid in Canadian Dollars. An average exchange rate for Fiscal 2016 of US\$0.76 per CAD\$1.00 was used to calculate the US Dollar equivalent.
- (2) The value of the Option-based awards outstanding at March 31, 2016 that would vest in the event of a change of control is nil as at March 31, 2016, all Options were out-of-the-money.

Director Compensation

Summary Director Compensation Table

The following table sets forth total amounts of compensation earned by, awarded to, granted to, paid or payable to the directors of the Company, other than directors who are also Named Executive Officers, for the fiscal year ended March 31, 2016. The compensation of the directors who are also Named Executive Officers, namely, the Chief Executive Officer and the Chief Operating Officer, are included under "Statement of Executive Compensation – Summary Named Executive Officer Compensation Table".

Name	Base Retainer	Additional Retainer	Option-based awards ⁽⁴⁾	Non-equity incentive plan compensation	Pension value	All other compensation	Total
Kevin J. Clarke ⁽¹⁾	-	-	-	-	-	-	-
William T. Hornaday ⁽¹⁾	-	-	-	-	-	-	-
E. Alan Knowles ⁽²⁾⁽⁴⁾	38,115	63,525	-	-	-	-	101,639
Steven K. Gendal ⁽⁴⁾⁽⁸⁾	38,115	34,119	-	-	-	-	72,234
Vivek Raj ⁽⁴⁾⁽⁸⁾	38,115	16,855	-	-	-	-	54,969
Joshua A. Sigmon ⁽⁵⁾⁽⁶⁾	-	-	-	-	-	-	-
Christopher H. Rudge ⁽²⁾⁽⁷⁾	20,357	19,057	-	-	-	-	39,414
Robert S. Ellsworth Jr. ⁽⁹⁾	-	-	-	-	-	-	-

Notes:

- (1) During Fiscal 2016, Mr. Clarke and Mr. Hornaday were members of management, and were not entitled to director fees.
- (2) During Fiscal 2016, Mr. Knowles and Mr. Rudge were paid in Canadian Dollars. An average exchange rate for Fiscal 2016 of US\$0.76 per CAD\$1.00 was used to calculate the US Dollar equivalent.
- (3) Fees earned include fees earned based on the amended director compensation effective January 1, 2014 as described below under "Fees Earned".
- (4) No Options were granted to Mr. Knowles, Mr. Gendal and Mr. Raj during Fiscal 2016 as the Company's share trading policy did not permit grants during Fiscal 2016.
- (5) Mr. Sigmon did not take director compensation in Fiscal 2016.
- (6) Mr. Sigmon ceased to act as a director in September 2015.
- (7) Mr. Rudge was appointed as a director in September 2015.

- (8) Mr. Gendal and Mr. Raj ceased to act as directors in March 2016.
- (9) Mr. Ellsworth was appointed a director in March 2016 and was not paid any director compensation. Refer to "Statement of Executive Compensation - Consulting Agreement".

Fees Earned

The Board, through the Compensation Committee, periodically reviews the adequacy and form of compensation of directors. Compensation of directors is assessed based on current market conditions and market data including compensation paid to directors of peer group companies that have a similar company profile as Niko. Non-management directors are eligible to be paid a retainer per annum as compensation for acting as directors of the Company. All directors are reimbursed for any non-third-party costs that they have paid personally, but only for those costs incurred while acting on behalf of the Company.

For the Fiscal 2016 year, the director fees for their service were as follows:

- a) CAD\$50,000 as annual base retainer;
- b) A base grant of Options to purchase 50,000 Common Shares with an exercise price determined in accordance with the Option Plan of the Company;
- c) An additional annual CAD\$75,000 retainer for the Independent (non-executive) Chairman;
- d) An additional annual CAD\$75,000 retainer for the Chairmanship of the Restructuring Committee;
- e) An additional annual CAD\$50,000 retainer for the Chairmanship of Committees other than Restructuring; and
- f) An additional annual CAD\$25,000 for service on each Committee, where they are not Chairman, over two (2) committees.
- g) For additional compensation set forth in (c), (d), and (e), and (f) above, a minimum of twenty-five (25) percent of the compensation shall be in the form of Options. The remaining seventy-five (75) percent can be in any combination of Options or cash as desired by each recipient director based on an annual election.

Incentive Plan Awards – Outstanding Option-based Awards

Effective August 2015, the Board approved of the recommendation from the Compensation Committee to compensate directors fully payable in cash with no minimum allocation in the form of Options. The plan was implemented on a go forward basis with no retroactive effect. As at March 31, 2016, there are no Option-based awards outstanding for each director, other than directors who are also Named Executive Officers. The Option-based awards of the directors, who are also Named Executive Officers, are included under "Statement of Executive Compensation – Incentive Plan Awards".

INDEBTEDNESS OF DIRECTORS AND EXECUTIVE OFFICERS

As at the date hereof, no current or former director, executive officer or employee of the Company was indebted to the Company or its subsidiaries. At no time since the beginning of the fiscal year ended March 31, 2016 did any director, executive officer or proposed director, or any associate of any such director or executive officer or proposed director of the Company, owe any indebtedness to the Company or owe any indebtedness to any other entity which is, or at any time has been, the subject of a guarantee, support agreement, letter of credit or other similar arrangement or understanding provided by the Company.

INTEREST OF INFORMED PERSONS IN MATERIAL TRANSACTIONS

As at the date hereof, no informed person of the Company (meaning any director or executive officer of the Company, any insider of the Company, and any director or executive officer of a person or company that is itself an informed person of the Company), nor any proposed nominee for election as a director of the Company, nor any associate or affiliate of any one of them, has had any material interest in any transaction or proposed transaction that has materially affected or will materially affect the Company or any of its subsidiaries at any time since the beginning of the most recently completed fiscal year of the Company.

CORPORATE GOVERNANCE PRACTICES

National Instrument 58-101 *Disclosure of Corporate Governance Practices* ("**NI 58-101**") and National Policy 58-201 *Corporate Governance Guidelines* ("**NP 58-201**") requires issuers to disclose their corporate governance practices. The Company's corporate governance practices are set forth below in accordance with NI 58-101 as at the date hereof.

1. Corporate Governance

Disclose the identity of directors who are independent.

The present directors and director nominees who are independent are: Mr. Glenn R. Carley, Mr. E. Alan Knowles and Mr. Christopher H. Rudge.

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

The present directors and director nominees who are not independent are: Mr. Frederic F. (Jake) Brace, Mr. Robert S. Ellsworth Jr. and Mr. William T. Hornaday. As at the date hereof, Mr. Ellsworth Jr. and Mr. Hornaday are Named Executive Officers of the Company. Mr. Brace previously held the position of President of the Company in Fiscal 2014 and 2015.

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 judgment in carrying out its responsibilities.

As at March 31, 2016, a majority of the Board was independent; however, due to the departure of certain directors, as at the date hereof, the Board consists of five (5) members of which two (2) are independent. Should all nominees be elected at the Meeting, fifty (50) percent of the Board would be independent. As such it is deemed that a majority of the Company's directors are not independent. The Board mitigates any risk and facilitates the independent judgment in carrying out its responsibilities by having an independent Chairman and holding in-camera sessions at each Board meeting without management present. Additionally, the independent directors of the Company may meet separately from non-independent directors and management. The Board continues to seek to identify and assess additional independent candidates for nomination to the Board to comply with majority independence standards.

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.

As at the date hereof, Mr. Brace, Mr. Carley and Mr. Knowles sit on the board of directors of other reporting issuers. Details of the other issuers are set forth under section "Matters to be Acted Upon at the Meeting – Election of Directors".

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.

The independent directors of the Company meet regularly without non-independent directors and management, on an as needed basis and also have scheduled in camera sessions without management and non-independent directors at each scheduled Board meeting. As at March 31, 2016, the Audit Committee and the Compensation Committee were comprised of all independent directors. Meetings of these committees provide a forum for open and candid discussion among the Company's independent directors.

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.

Presently Mr. Rudge is the Chairman of the Board. Mr. Rudge is an independent director. The position and responsibilities of the Chairman of the Board is to provide effective leadership to the Board in the governance of the Company. The Chairman establishes the corporate culture and professional work environment for the Board and its members to promote ethical and responsible decision making, standards of oversight of management and corporate governance, for the general efficiency and effectiveness of carrying out duties set forth in the Board Mandate. The Chairman is also required to supervise the Chair of each committee.

Disclose the attendance record of each director for all board meetings held since the beginning of the issuer's most recently completed financial year.

The director attendance at both Board and committee meetings for the year ended March 31, 2016 is outlined under the section "Matters to be Acted Upon at the Meeting – Election of Directors – Meeting Attendance" and "Matters to be Acted Upon at the Meeting – Nominees for Election to the Board".

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 Board has adopted a Board Mandate. On an annual basis, the Board assesses the adequacy of the Board Mandate. The Board's written mandate is attached as **Appendix A** to this Information Circular.

3. Position Descriptions

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, in conjunction with the Chairman of the Board, has developed written position descriptions for the Chairman of the Board and for the Chair of each committee.

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.

Mr. Clarke held the position of interim Chief Executive Officer of the Company until July 2016. The Board developed a written position description as outlined in his executive employment agreement. Refer to "Statement of Executive Compensation – Executive Employment Agreement". Mr. Ellsworth was appointed the position of interim Chief Executive Officer of the Company in July 2016. Mr. Ellsworth's consulting contract sets forth his responsibilities which include, but are not limited to: undertaking the day-to-day management and operation of the Company and providing leadership designed to achieve the objectives of the Company, working with the Board to determine the strategic direction of the Company, leading and assisting the Board in developing short-term and long-term plans and objectives to achieve the strategies of the Company, and ensuring that procedures are in place for appropriate communication to all stakeholders regarding the Company's activities and objectives. Refer to "Statement of Executive Compensation – Consulting Agreement".

4. Orientation and Continuing Education

Briefly describe what measure the board takes to orient new directors regarding the role of the board, its committees and its directors and the nature and operation of the issuer's business.

The Company has an informal orientation program for its new directors. The orientation program is designed to build each director's understanding of and identification with the Company by:

- providing an introduction to the Company, notably through an interview with the Chairman of the Board and other Board members;
- providing presentations on the Company's operations in all countries;
- providing information on the Company's contingent liabilities;
- providing an introduction to selected members of the Company's team, notably through an interview with the Chairman and management;
- providing an overview of the Company's corporate governance practices;
- acquainting the directors with the Company's Ethics and Anti-Corruption Compliance Program;
- clarifying the expectations of directors, noting that this process will have begun from the initial contact of the director by the Corporate Governance Committee;
- exposing the directors to the Company's organizational structure; and
- acquainting directors with the Company's annual objectives and ongoing operations.

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 Company places an obligation on its directors to maintain a high level of knowledge of the industry and a high level of professional skills. As the directors of the Company meet and review the strategic plan for the Company throughout the year, the Company provides educational information on relevant topics in the form of documents and formal presentations to the Board. In addition, the Company encourages the directors to enrol in courses and programs that will enhance their knowledge and skills in areas that are relevant to their roles as directors and members of Board committees.

5. Ethical Business Conduct

Disclose whether or not the board has adopted a written code for the directors, officers and employees. Disclose how a person or company may obtain a copy of the code. 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.

A written Code of Ethics and Business Conduct (the “**Code**”) has been implemented by the Company for all directors, officers and employees. The Board monitors compliance with the Code through communications with management, reports from the Chief Compliance Officer, reports through the whistleblower policy (as described below) and employee sign-off of compliance with the Code. A copy of the Code can be found on the Company’s website at www.nikoresources.com or on SEDAR at www.sedar.com.

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

The directors and officers of the Company are required to complete an annual statement of compliance under the Company’s Code of Ethics and Business Conduct. This ensures directors exercise independent judgement in considering transactions and agreements in respect of which a director or executive officer has a material interest. The Board ensures that a director who has a material interest in a transaction or agreement does not participate in discussions if competitive information is being presented or vote on that matter at Board meetings. Should such a circumstance arise, the matter would be referred to the Audit Committee and the Chairman of the Board for appropriate action.

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

The Company is committed to the highest standards of openness, honesty and accountability. To this end, the Company has implemented an Ethics and Anti-Corruption Compliance Program based upon three policies governing ethical business practices as follows:

- a Code of Ethics and Business Conduct to provide guidance on the conduct of the Company’s business in accordance with all applicable laws, rules and regulations and with the highest ethical standards;
- an Anti-Corruption Policy which requires adherence to established standards of business conduct to ensure that the Company’s business and operations shall be conducted in compliance with the *Corruption of Foreign Public Officials Act* (Canada);
- a Whistleblower Policy to encourage reporting of misconduct and to ensure that concerns regarding questionable business practices can be raised without fear of discrimination, retaliation or harassment. This policy provides an avenue for individuals to confidentially and anonymously report directly to the Board complaints and concerns regarding unlawful or unethical conduct, violation of any corporate policy or accounting, internal auditing controls or auditing matters without fear of victimization, discrimination or disadvantage.

All directors, officers and employees of the Company are required to complete an annual statement of compliance under the Company’s Code of Ethics and Business Conduct, the Anti-Corruption Policy, the Share Trading Policy and the Communications Policy.

The Company provides training on ethical and anti-corruption matters to directors, officers and employees through an online training program delivered by an independent service provider, and monitors participation in the training program. The Company also provides training sessions on ethical and anti-corruption matters to selected officers and employees at each of the Company’s subsidiary locations.

The Board of Directors reviews compliance with the Code of Ethics and Business Conduct, the Anti-Corruption Policy and the Whistleblower Policy on an annual basis.

The Corporate Governance Committee monitors compliance with the Code of Ethics and Business Conduct, the Anti-Corruption Policy and the Whistleblower Policy.

As required by the Anti-Corruption Policy, the Board has appointed a Chief Compliance Officer. The Chief Compliance Officer oversees the Ethics and Anti-Corruption Compliance Program and reports directly to the Corporate Governance Committee.

The Company also has a share trading policy (the “**Share Trading Policy**”). The Share Trading Policy prescribes rules for Restricted Persons and Employees (as such terms are defined in the Share Trading Policy) with respect to trading in securities in the capital of the Company by these individuals when there is undisclosed material information or undisclosed pending material developments with respect to the Company.

6. Nomination of Directors

Describe the process by which the board identifies new candidates for board nomination.

The Corporate Governance Committee’s responsibility includes considering and recommending candidates to fill new positions on the Board created either by expansion or vacancies created by the resignation, retirement or removal of any of the Company’s directors. The Board composition is assessed by the Governance Committee to ensure the Board has the right mix of skills and expertise that will enable the Board to provide strong stewardship for the Company. A skills matrix of director talents and board requirements is

maintained and considered in evaluating potential new candidates. Board nominations and appointments are assessed based upon the merits of the candidates and board requirements. The Board is mindful of the benefits of diversity and is committed to a corporate culture of inclusiveness and tolerance where a diversity of views, backgrounds and experiences are represented at the Board to enhance the effectiveness of decision-making processes. In identifying director nominee candidates, the Board will continue to consider numerous other factors beyond gender, such as the candidate's skills, expertise, industry experience and leadership qualities.

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 Board does not have a separate nominating committee. However, the Corporate Governance Committee is charged with the responsibility for handling the nomination process. During Fiscal 2016, the Corporate Governance Committee was composed of a majority of independent directors. The entire Board has input to the nomination process and each candidate is then interviewed by the independent directors of the Board.

7. Compensation

Describe the process by which the board determines the compensation for the issuer's directors and officers.

The Compensation Committee is responsible for determining and reviewing the compensation for the officers of the Company and to ensure that compensation is fair, equitable and consistent with that of its industry peers. Mr. Rudge, who currently acts as Chair of the Compensation Committee, has a diverse professional background and strong experience in human capital. The committees of the Board are currently being reviewed and reconstituted and it is expected that a blended Compensation and Governance Committee will continue to be chaired by Mr. Rudge for the balance of Fiscal 2016 and that the majority of the members of that committee will be independent.

The Company continues to pursue a strategic plan to maintain its core assets for a period of time with the goal of enhancing the value of such assets for the benefit of the Company's stakeholders. As a result, the Compensation Committee has considered the Company's restructuring efforts as a key factor in determining the Company's compensation policies and practices, while focusing on retaining key employees and Named Executive Officers. The Compensation Committee historically used independent industry benchmark surveys and comparable company payment statistics for comparative analysis to determine compensation. However based on the recent structure of the Company, the historical approach was no longer appropriate. The Compensation Committee has assessed compensation using more practical metrics for determining salaries, bonuses and other compensation arrangements for employees and Named Executive Officers. Metrics included a review of the current market and health of the energy market including the sharp decline in commodity prices which resulted in depressed industry conditions.

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.

During Fiscal 2016 the Compensation Committee was composed entirely of independent directors. The Committees of the Board are currently being reviewed and reconstituted and it is expected that a blended Compensation and Governance Committee will continue to be chaired by Mr. Rudge for the balance of Fiscal 2016 and that the majority of the members of that committee will be independent.

If the board has a compensation committee, describe the responsibilities, powers and operation of the compensation committee.

The purpose of the Compensation Committee is to (i) review and report to the Board on matters of compensation provided to all employees of Niko; (ii) to review and report to the Board on matters respecting the policies of Niko concerning employee benefits; and (iii) to monitor and make recommendations to the Board with respect to recruitment, retaining and motivating employees and ensuring conformity between compensation and other objectives of the Company. The responsibilities, powers and operations of the Compensation Committee are set forth in the mandate of the Compensation Committee, which is attached as **Appendix B** to this Information Circular.

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.

In addition to the Audit Committee and the Compensation Committee, the Board has the following Board Committees:

- Corporate Governance Committee

- Reserves and Health, Safety & Environmental Committee
- Restructuring Committee

The function of the Corporate Governance Committee is set forth in the mandate of the Corporate Governance Committee which is attached as **Appendix C** to this Information Circular.

The function of the Reserves and Health, Safety & Environmental Committee is set forth in the mandate of the Reserves and Health, Safety & Environmental Committee, which is attached as **Appendix D** to this Information Circular.

The function of the Restructuring Committee is set forth in the mandate of the Restructuring Committee, which is attached as **Appendix E** to this Information Circular.

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 Board internally evaluates the effectiveness and contribution of the Board, its committees and individual directors on an annual basis. The results of the evaluation are analyzed by the Chairman of the Board with the Corporate Governance Committee to determine areas for improvement. Changes to the Board composition and collective skill set are recommended and implemented to enhance the overall performance of the Board on an as needed basis.

AUDIT COMMITTEE INFORMATION

For information on the charter of the Audit Committee and for the disclosure regarding the Audit Committee required under NI 52-110, please see the information provided under the heading "Audit Committee" in the Company's Annual Information Form for the year ended March 31, 2016, which document can be found at the Company's page on SEDAR at www.sedar.com.

OTHER MATTERS TO BE ACTED UPON

Management of the Company is not aware of any matter to come before the Meeting other than as set forth in the Notice of Meeting. However, if any other matter properly comes before the Meeting, the Common Shares represented by proxy solicited hereby will be voted on such matter in accordance with the best judgment of the person or persons voting the proxy.

ADDITIONAL INFORMATION

The Company shall provide to any person, without charge, following a written or oral request to Mr. Glen Valk, Vice President of Finance, Chief Financial Officer and Corporate Secretary of the Company, by mail at Suite 510, 800 6 Avenue S.W., Calgary, Alberta, T2P 3G3 or by telephone at (403) 262-1020, copies of this Information Circular, the Company's annual consolidated financial statements and Management's Discussion and Analysis and any interim consolidated financial statements since March 31, 2016. Additional information relating to the Company is available on SEDAR at www.sedar.com and on the Company website at www.nikoresources.com.

APPENDIX A BOARD MANDATE

The Board of Directors (the "**Board**") of NIKO RESOURCES LTD. ("**NIKO**") has the oversight responsibility and duties as described herein. In addition, each Director has the responsibility and duties provided in any other mandate or Position Description that applies to them.

General

The Board has responsibility for the stewardship of NIKO and its subsidiaries to ensure the long-term financial operational viability and efficiency of the Company, and to generally further NIKO's objectives by establishing policies and implementing, directing and monitoring the same exercising the care, diligence and skill of a reasonably prudent person in comparable circumstances, in good faith with a view to the best interests of NIKO. Without limiting the generality of the foregoing, the Board will perform the following duties.

Strategic, Operating, Capital Plans and Financing Plans

- in consultation with the management of NIKO, define the principal objectives of NIKO;
- require the Chief Executive Officer to present periodically to the Board for approval a long range strategic plan of NIKO designed to achieve the principal objectives as adopted by the Board;
- establish a strategic planning process and monitor performance versus plans;
- review and approve annual budgets, operating plans, and corporate objectives and monitor performance and compliance;
- identify the principal risks to NIKO and ensure the implementation of systems to manage such risks;
- review the integrity of internal control and management information systems;
- approve acquisitions and dispositions and the establishment of credit facilities;
- confirming on an annual basis the appointment of Officers;

Monitoring/Implementing

- monitor NIKO's progress toward its goals, and revise and amend strategic planning in response to change in business and corporate circumstances;
- monitor employment policies including compensation, performance and succession planning;
- in consultation with the Chief Executive Officer, establish and monitor and foster ethical and responsible decision making by management, and ethical standards to be observed by NIKO and its employees;
- approve all matters relating to any takeover bid of NIKO;
- with the advice of the Compensation Committee, monitor and approve compensation of senior management personnel and appropriate compensation programs for NIKO's employees;
- on the recommendation of the Corporate Governance Committee and Audit Committee, approve NIKO's Ethics Policy;
- with the Audit Committee and the Board Chair, respond to potential conflict of interest situations;
- monitor compliance with NIKO's Ethics Policy, and provide for appropriate disclosure of any waivers of the policy for directors and officers;
- review and approve succession, including approving development of and monitoring of the performance of senior management personnel;
- with the Corporate Governance Committee, develop NIKO's approach to corporate governance;

- receive for consideration the Corporate Governance Committees evaluation and recommendations of amendments to Corporate Governance Policies, the Board Mandate and Position Descriptions;
- on an annual basis review:
- The Capital Management Policy
- The Code of Conduct and Compliance Sign-offs
- The Communications Policy
- The Whistleblower Policy
- The Document Preservation Guidelines
- The Share Trading Policy
- and amend the same if considered necessary to ensure that such policies are achieving their intended purpose.

Communications, Disclosure and Compliance

- ensure timely compliance with the reporting obligations of NIKO, and that the financial performance of NIKO is properly reported to shareholders, other security and regulators on a timely and regular basis;
- recommend to shareholders of NIKO a firm of chartered accountants to be appointed as NIKO's auditors;
- ensure the timely reporting of any change in the business, operations or capital of NIKO that would reasonably be expected to have a significant effect on the market price or value of the shares of NIKO;
- ensure the corporate oil and gas reserve report fairly represents the quantity and value of corporate reserves in accordance with generally accepted engineering principles;
- report annually to shareholders on the Boards' stewardship for the preceding year;
- establish a process for direct communications with shareholders and other stakeholders through appropriate directors, including through the Whistleblower Policy; and
- ensure that NIKO has a policy in place to enable effective communication with its shareholders and the public generally.

Governance

- in consultation with the Chairman of the Board develop a position description for the Chairman of the Board and in consultation with the Chief Executive Officer a position description for the Chief Executive Officer and review such position descriptions as necessary to ensure the same are practical and appropriate;
- facilitate the continuity, effectiveness and principles of independence of the Board by, among other things:
- appointing a Chair of the Board with experience and expertise in foreign investment and operations;
- appointing an Audit Committee comprised solely of financially competent independent directors with the responsibility to assist the Board in fulfilling its oversight responsibilities with respect to (i) the integrity of annual and quarterly financial statements to be provided to shareholders and regulatory bodies; (ii) compliance with accounting and finance based legal and regulatory requirements; (iii) the independent auditor's qualifications and independence; (iv) the system of internal accounting and financial reporting controls that Management has established; (v) performance of the internal and external audit process and of the independent auditor; and (vi) implementation and effectiveness of the Ethics Policy and the compliance programs under the Ethics Policy;
- appointing a Compensation Committee comprised solely of independent directors with the responsibility to assist the Board in fulfilling its oversight responsibilities with respect to (i) key compensation and employment policies; (ii) Chief Executive Officer and executive Management compensation; and, (iii) executive Management succession and development;

- appointing an Reserves and Health, Safety & Environmental Committee comprised of a majority of independent directors with the responsibility to assist the Audit Committee and the Board in fulfilling their oversight responsibilities with respect to the annual review of NIKO's petroleum and natural gas reserves, and disclosure of reserves data and related oil and gas and mining activities, and environmental practices;
- appointing a Corporate Governance Committee comprised of a majority of independent directors with the responsibility to assist the Board in fulfilling its oversight responsibilities with respect to (i) the development and implementation of principles and systems for the management of corporate governance; (ii) identifying qualified candidates and recommending nominees for Director and Board Committee appointments; and, (iii) evaluations of the Board, Board Committees, all individual Directors, the Board Chair and Committee Chairs, all with a view to ensuring NIKO has corporate governance practices appropriate for NIKO;
- in the Board's discretion, appointing any other Board Committees that the Board decides are needed and delegate to those Board Committees any appropriate powers of the Board;
- defining the terms of reference for the Chairs of such Committees;
- ensuring that processes are in place and are utilized to assess the effectiveness of the Board and the Committees established by the Board;
- establishing a system to enable any director or Committee to engage an outside advisor at the expense of NIKO;
- overseeing the development and implementation of the Director orientation program;
- overseeing the process of the Corporate Governance Committee's annual evaluation of the performance and effectiveness of the Board and Board Committees and participate in the annual evaluation of Board performance by the Corporate Governance Committee;
- receiving and considering a report and recommendations of the Corporate Governance Committee or the results of the annual evaluation of Board Performance;
- review annually the compensation of directors.

Delegation

The Board may delegate its duties to and receive reports from the Audit, Reserves and Health, Safety & Environmental , Compensation and Corporate Governance and any other committee created by the Board to assist the Board in the performance of its duties.

Composition

- the Board shall be comprised of at least six individuals appointed by the shareholders at the Annual Meeting;
- a majority of the Board Members will be independent (within the meaning of National Instrument 58.101) and free from any direct or indirect material relationship which could in the opinion of the Board, reasonably interfere with the members independent judgment;
- all Board members will have the skills and abilities appropriate to their appointment as directors, it being recognized that an appropriate combination of education, experience and competencies will ensure that the Board will discharge its duties effectively. Board members should have sufficient knowledge of NIKO and petroleum industry to assist in providing advice and counsel on relevant issues;
- Board members shall review available materials in advance of meetings and endeavour to attend all meetings of the Board and its subcommittees;
- once or more annually, as the Corporate Governance Committee decides, this Mandate shall be evaluated and updates recommended to the Board for consideration.

APPENDIX B

COMPENSATION COMMITTEE MANDATE

The Compensation Mandate Committee (the "**Committee**") is appointed by the Board of Directors (the "**Board**") to assist the Board in fulfilling its oversight responsibilities with respect to compensation policies of the Company ("**NIKO**"), and such other matters as may be delegated by the Board.

1. General

The purpose of the Committee is:

- (a) to review and report to the Board on matters of compensation provided to all employees of NIKO; and
- (b) to review and report to the Board on matters respecting the policies of NIKO concerning employee benefits; and
- (c) to monitor and make recommendations to the Board with respect to recruitment, retaining and motivating employees and ensuring conformity between compensation and other objectives of the Company.

The Committee will continuously review and modify its terms of reference with regards to changes in the business environment, industry standards, matters of compensation in corporate governance and additional standards which the Committee believes may be applicable to NIKO's business in consultation with the Committee and submit such modifications to the Board for approval.

2. Composition, Procedures and Organization

- (a) The Compensation Committee will be comprised of three or more Directors as determined from time to time by resolution of the Board.
- (b) Each member of the Compensation Committee must be independent as that term is defined in NI58-101 and as such must be free from any material relationship that may interfere with the exercise of his or her independent judgment as a member of the Compensation Committee.
- (c) Consistent with the appointment of other Board committees, the members of this committee will be appointed by the Board at the first meeting of the Board following each annual general meeting or at such of the time as may be determined by the Board.
- (d) The Board will designate the Chairman of the Compensation Committee. The presence in person or by telephone of a majority of the committees' members constitutes a quorum for any meeting.
- (e) All actions of the Compensation Committee will require a vote of the majority of its members present at a meeting of such Committee at which a quorum is present.
- (f) The Compensation Committee will meet at least twice annually or otherwise as may be directed by the Board or as circumstances warrant.
- (g) Meetings of the Committee may be called by any member.
- (h) The Chairman of the Compensation Committee will appoint a member to act as secretary for the purposes of recording the minutes of each meeting.
- (i) All members of the Committee must be familiar with any corporate governance guidelines established by the Canadian Securities Administrators and relevant securities regulators with respect to compensation matters at the time of their appointment or become so within a reasonable period of time following such appointment. The competence of the members of the Compensation Committee in this regard will be determined by the Board in the exercise of its business judgment.

3. Accountability and Reporting

The Compensation Committee is accountable to the Board. The Compensation Committee must provide the Board with a summary of all meetings and its recommendations, together with a copy of the minutes of each such meeting. If applicable, the Chairman will provide oral reports as requested.

All information reviewed and discussed by the Compensation Committee at any meeting must be retained and made available for examination by the Board. The Compensation Committee will review its mandate annually and will forward to the Corporate Governance Committee any recommended alterations to that mandate.

4. Responsibilities

The Compensation Committee must:

- (a) review and recommend the annual salary, incentive compensation and other benefits or perquisites, direct or indirect, of the employees and officers of NIKO and to ensure the compensation is fair, equitable and comparable with others in the petroleum industry.
- (b) review and recommend the policies of NIKO concerning employee benefits and perquisites and periodically review their application;
- (c) review and recommend incentive compensation for employees of NIKO;
- (d) review with the CEO the performance, development of management of NIKO;
- (e) ensure compliance with management compensation disclosure rules in the annual management information circular and proxy statement;
- (f) review and approve corporate goals and objectives relevant to senior management and the CEO compensation, evaluating the performance of senior management and the CEO in light of those corporate goals and objectives and making recommendations to the Board with respect to the compensation of senior management and the level based on this evaluation; and
- (g) review and make recommendations to the Board for determining and establishing compensation of Directors.

The Compensation Committee may request such officers of NIKO as it may see fit to attend its meeting and to assist in the discussion and consideration of such matters as the committee may determine.

The Compensation Committee may retain, on a periodic basis, an outside consulting firm to evaluate the overall compensation arrangements for executives or to develop new incentive plans.

5. Communication, Authority to Engage Advisors and Expenses

The Committee shall have direct access to such officers and employees of NIKO and to any other consultants or advisors, and to such information respecting NIKO it considers necessary to perform its duties and responsibilities.

Any employee may bring before the Committee, on a confidential basis, any concerns relating to matters over which the Committee has oversight responsibilities.

The Committee has the authority to engage independent counsel and other advisors as it determines necessary to carry out its duties and to set the compensation for any such counsel and other advisors, such engagement to be at NIKO's expenses. NIKO shall be responsible for all other expenses of the Committee that are deemed necessary or appropriate by the Committee in order to carry out its duties.

APPENDIX C

CORPORATE GOVERNANCE COMMITTEE MANDATE

The Corporate Governance Committee (the "**Committee**") is appointed by the Board of Directors (the "**Board**") to assist the Board in fulfilling its oversight responsibilities with respect to the Corporate governance and nomination issues facing the Company ("**NIKO**"), and such other matters as may be delegated by the Board.

1. General

The purpose of the Committee is:

- (a) to review and report to the Board on matters of corporate governance and Board composition; and
- (b) to provide oversight review of NIKO's systems for achieving compliance with regulatory and legal requirements provided the Committee's oversight role shall not include responsibility for NIKO's actual compliance with applicable laws and regulations; and
- (c) to monitor NIKO's corporate process and structure used to direct and manage the business and affairs of NIKO in assisting the Board in discharging its legal and fiduciary obligations; and
- (d) to promote appropriate standards of behaviour with respect to all aspects of NIKO's business.

The Committee will continuously review and modify its terms of reference with regards to changes in the business environment industry, standards on matters of corporate governance, and additional standards which the Committee believes may be applicable to the business of NIKO and submit such modifications to the Board for approval.

2. Composition, Procedures and Organization

- (a) The Committee will be comprised of three or more Directors as determined from time to time by resolution of the Board.
- (b) The majority of the members of the Committee must be independent as that term is defined in NI 58-101 and as such must be free from any material relationship that may interfere with the exercise of his or her independent judgment as a member of the Committee. A Director who is part of management may be appointed to the Committee on the unanimous approval of the Board to assist in promoting prudent corporate governance policies and procedures.
- (c) Consistent with the appointment of other Board committees, the members of the Committee will be appointed by the Board at the first meeting of the Board following each annual general meeting or at such of the time as may be determined by the Board.
- (d) The Board will designate the Chairman of the Committee. The presence in person or by telephone of a majority of the Committee's member's constitutes a quorum for any meeting.
- (e) All actions of the Committee will require a vote of the majority of its members present at a meeting of such Committee at which a quorum is present.
- (f) The Committee will meet at least twice annually or otherwise as may be directed by the Board or as circumstances warrant.
- (g) Meeting of the Committee may be called by any member.
- (h) The Chairman of the Committee will preside at Committee meetings, and the Committee will appoint a secretary for the purposes of recording the minutes of each meeting.
- (i) All members of the Committee must be familiar with any corporate governance guidelines established by the Canadian Security Administrators and relevant securities regulatory authorities at the time of their appointment or become so within a reasonable period of time following such appointment. The competence of the members of the Committee in this regard will be determined by the Board in the exercise of its business judgment.

3. Accountability and Reporting

The Committee is accountable to the Board. The Committee must provide the Board with a summary of all meetings and its recommendations together with a copy of the minutes of each such meeting. If applicable, the Chairman will provide oral reports as requested.

All information reviewed and discussed by the Committee at any meeting must be retained and made available for examination by the Board. The Committee will review its mandate annually. The Committee will also review the mandate and responsibilities of other committees of the Board annually.

- (a) monitor procedures to ensure that the Board can function independently of management;
- (b) ensure that there is a process in place to allow all levels of employees access to the Board to bring "whistleblower" issues to the Board which are not being adequately dealt with by the management of the Company;
- (c) ensure that the Company's legal counsel, external engineering consultants and external auditors are currently instructed to make the Company aware of current and evolving legislation, regulations and guidelines relating to applicable corporate governance issues;
- (d) establish procedures, as required, to enable individual directors to engage outside advisors under appropriate circumstances;
- (e) make recommendations to the Board for the appropriate resolutions of any conflict of interest between or among an officer, Director or shareholder, which is properly directed to the Committee by the Chair of the Board, a Director, a shareholder, the Board, the external Auditors, or an officer of the Company (in respect of conflicts of interest relating to audit, finance or risk matters, the Committee will liaise with the Audit Committee);
- (f) after consultation with the Chair of the Board, identify, evaluate and if appropriate recommend those circumstances which warrant a request by a Board for the retirement of a Director or which should act to disqualify a Director from re-election (including, but not limited to the level of attendance at, or participation in, meetings of the Board or a committee thereof, or a change in the affiliation or employment of a Director.

4. Corporate Governance Responsibilities

The Corporate Governance Committee is responsible for proposing to the full Board new nominees to the Board and for assessing the effectiveness of the Directors and Committees of the Board on an ongoing basis. Further, the Corporate Governance Committee is responsible for NIKO's response to, and implementation of, the guidelines of the Canadian Securities Administrators and relevant securities regulatory authorities relating to the corporate governance, as amended from time to time. The specific functions of the corporate Governance Committee in carrying out these areas of responsibility are set out below.

The Corporate Governance Committee must:

- (a) consider and review NIKO's corporate governance principles and processes and compare the same to the guidelines of the Canadian Securities Administrators and relevant securities regulatory authorities relating to corporate governance as amended from time to time;
- (b) propose changes to the Board necessary to respond to the guidelines;
- (c) review NIKO's disclosure of its corporate governance program and compliance with the guidelines in the management proxy circular for each annual general meeting; and
- (d) monitor compliance with, and review and approve, if considered appropriate, all proposed waivers to NIKO's Code of Conduct.

5. Nomination and Assessment of Directors

The Corporate Governance Committee must:

- (a) after consultation with the Chairman of the Board, consider and recommend candidates to fill new positions on the Board created by either expansion or vacancies that occur by resignation, retirement or for any other reason;
- (b) review Board candidates recommended by Shareholders;

- (c) conduct inquiries into the backgrounds and qualifications of potential candidates;
- (d) recommend the suitable director nominees for approval by the Board and the Shareholders;
- (e) consider questions of possible conflicts of interest of Directors;
- (f) recommend members and chairs of committees;
- (g) establish and implement a Director Orientation Program; and
- (h) make a recommendation to the Board as to whether to accept or reject any resignation tendered by a Director as provided in the Mandate of the Board of Directors.

6. Communication, Authority to Engage Advisors and Expenses

The Committee shall have direct access to such officers and employees of NIKO and to any other consultants or advisors, and to such information respecting NIKO it considers necessary to perform its duties and responsibilities.

Any employee may bring before the Committee, on a confidential basis, any concerns relating to matters over which the Committee has oversight responsibilities.

The Committee has the authority to engage independent counsel and other advisors as it determines necessary to carry out its duties and to set the compensation for any such counsel and other advisors, such engagement to be at NIKO's expenses. NIKO shall be responsible for all other expenses of the Committee that are deemed necessary or appropriate by the Committee in order to carry out its duties.

APPENDIX D

RESERVES AND HEALTH, SAFETY & ENVIRONMENTAL COMMITTEE MANDATE

Purpose

The purpose of the Reserves and Health, Safety & Environmental Committee (the "**Reserve Committee**") is to provide assistance to the Board of Directors (the "**Board**") with respect to Niko Resources Ltd.'s ("**Niko**");

- Selection and remuneration of the Reserves Evaluator;
- Establishment of processes and procedures to ensure flow of relevant information to the Reserves Evaluator;
- Review of the annual and periodic independent engineering reports;
- Compliance with regulatory requirements;
- Disclosure of reserves information;
- Review of the disclosed oil and gas reserves data; and
- Review of the reserves data of the Reserves Evaluator charged with evaluating Niko's reserves;
- Legal and fiduciary obligations in ensuring regulatory compliance and in ensuring that Niko's policies and procedures meet acceptable industry standards with respect to environmental matters which might arise as a result of the business and operations of Niko.

Composition, Procedures and Organization

The Reserves and Health, Safety & Environmental Committee will be comprised of three or more directors as determined from time to time by resolution of the Board.

The objective is for majority of the members of the Reserves and Health, Safety & Environmental Committee to be independent and, as such, must be free from any material relationship that may interfere with the exercise of his or her independent judgment as a member of the Environment and Reserves Committee. However currently the Reserves and Health, Safety & Environmental Committee has only one independent director, as such the Board of Directors are involved in approving reserves at the end of each fiscal year.

Consistent with the appointment of other Board committees, the members of the Environment and Reserves Committee will be appointed by the Board at the first meeting of the Board following each annual general meeting of the Shareholders or at such other time as may be determined by the Board.

The Environment and Reserves Committee will designate the Chairman of the Environment and Reserves Committee by majority vote. The presence in person or by telephone of a majority of the Environment and Reserves Committee's members constitutes a quorum for any meeting. All actions of the Environment and Reserves Committee will require a vote of the majority of its members present at a meeting of such committee at which a quorum is present.

All members of the Environment and Reserves Committee must have expertise in oil and gas evaluation processes and procedures, as such qualification may be determined in the business judgment of the Board.

Accountability and Reporting

The Environment and Reserves Committee is accountable to the Board. The Environment and Reserves Committee must provide the Board with a summary of all meetings and its recommendations together with a copy of the minutes of each such meeting. If applicable, the Chairman of the Environment and Reserves Committee will provide oral reports as discussed.

All information reviewed and discussed by the Environment and Reserves Committee at any meeting must be retained and made available for examination by the Board.

The Environment and Reserves Committee shall have access to such officers and employees of Niko and to such information regarding Niko, and may engage independent environmental and health consultants and advisors at the expense of Niko, all as it considers to be necessary or advisable in order to perform its duties and responsibilities.

The Environment and Reserves Committee may consider meeting "in camera" without management; after any committee meeting.

Meetings

The Environment and Reserves Committee will meet with such frequency and at such intervals as it determines necessary to carry out its duties and responsibilities.

Generally, the Environment and Reserves Committee will meet at least two times annually: once prior to the selection of the Reserves Evaluator and once prior to public release of the annual reserve estimates. The Environment and Reserves Committee may also be directed by the Board to meet more frequently, as circumstances warrant.

The Chairman of the Environment and Reserves Committee will appoint a director, officer or employee of Niko to act as secretary for the purpose of recording the minutes of each meeting.

Reserves Responsibilities

The Environment and Reserves Committee must:

- (a) Annually review with management of Niko the selection or retention, as the case may be, of a recognized Reserves Evaluator that is qualified to prepare an evaluation of the oil and gas reserves of Niko in a manner consistent with industry and regulatory standards and requirements and, in the case of a proposed change in the Reserves Evaluator, determine the reasons for the proposal and whether there have been any disputes between the Reserves Evaluator and management of Niko;
- (b) Annually review and approve the expected fees of the Reserves Evaluator;
- (c) Receive the annual independent evaluation of the oil and gas reserves of Niko and review the scope of work, reserves estimates and any material changes to Niko's reserves;
- (d) Consider and review the input of management into the independent evaluation, the processes for providing information and the key assumptions used therein and review Niko's procedures relating to disclosure of information with respect to oil and gas activities, including its procedures for complying with disclosure requirements of National Instrument 51-101 *Standards of Disclosure for Oil and Gas Activities* ("NI 51-101");
- (e) Meet with representatives of the Reserves Evaluator to consider and review the overall preparation of the evaluation, including:
 - The independence of the Reserves Evaluator;
 - Details of arrangements, if any, between Niko and the Reserves Evaluator;
 - Sources of information used in preparing the evaluation;
 - Access to information;
 - Production estimates;
 - Price forecasts;
 - Sales contracts;
 - Operating and capital cost estimates;
 - Ownership interests;
 - Royalty burdens;
 - Reconciliation of reserve additions and revisions;
 - Results of field inspections, if any; and
 - Matters that would have an effect on the quantity of reserves, production profile or estimated cash flow from the oil and gas assets;
- (f) Review compliance with applicable regulations and policies, including NI 51-101, and, in particular, before filing the reserves data and the report of the Reserves Evaluator referred to in section 2.1 of NI 51-101, meet with management and the Reserves Evaluator to (i) determine whether any restrictions affect the ability of the Reserves Evaluator to report on the reserves data without reservation, (ii) review the reserves data and the report of the Reserves Evaluator, and (iii) review and approve the content and filing of Form 51-101F2 Report on Reserves Data by Independent Qualified Reserves Evaluator or Auditor;
- (g) Review and execute Form 51-101F3 Report of Management and Directors on Oil and Gas Disclosure; and
- (h) Present reports to the Board of consideration, where necessary.

APPENDIX E

RESTRUCTURING COMMITTEE MANDATE

The Restructuring Committee (the "Committee") is appointed by the Board of Directors (the "Board") to assist the Board in fulfilling its oversight responsibilities with respect to the implementation of a comprehensive restructuring and recovery plan for the Corporation ("NIKO"), and such other matters as may be delegated by the Board.

1. General

The purpose of the Committee is:

- (a) to review and report to the Board on all matters relating to the Comprehensive Restructuring and Recovery Plan (the "Plan") including, without limitation, recommendations for any amendments or alterations to the Plan; and
- (b) to provide oversight review of the implementation of the Plan by NIKO's Executive Management; and
- (c) to provide additional support, expertise and direction to the Board and NIKO's Executive Management relating to the Plan and its implementation.

The Committee will continuously review and modify its terms of reference with regards to changes in the business environment industry, standards on matters of corporate restructuring, and additional standards which the Committee believes may be applicable to the business of NIKO and submit such modifications to the Board for approval.

2. Composition, Procedures and Organization

- (a) The Committee will be comprised of four (4) or more Directors as determined from time to time by resolution of the Board.
- (b) The members of the Committee must be independent as that term is defined in NI 58-101 and as such must be free from any material relationship that may interfere with the exercise of his or her independent judgment as a member of the Committee.
- (c) Consistent with the appointment of other Board committees, the members of the Committee will be appointed by the Board at the first meeting of the Board following each AGM or at such of the time as may be determined by the Board.
- (d) The Board will designate the Chairman of the Committee. The presence in person or by telephone of a majority of the Committee's member's constitutes a quorum for any meeting.
- (e) All actions of the Committee will require a vote of the majority of its members present at a meeting of such Committee at which a quorum is present.
- (f) The Committee will meet at as required, but at least quarterly and otherwise as may be directed by the Board or as circumstances warrant.
- (g) Meeting of the Committee may be called by any member.
- (h) The Chairman of the Committee will preside at Committee meetings.
- (i) The competence of the members of the Committee in this regard will be determined by the Board in the exercise of its business judgment.

3. Accountability and Reporting

The Committee is accountable to the Board. The Committee will provide the Board with a summary report, which may be verbal of all meetings and its recommendations of each such meeting. If applicable, the Chairman will provide oral reports as requested.

All information reviewed and discussed by the Committee at any meeting must be retained and made available for examination by the Board. The Committee will review its mandate annually.

4. Restructuring Responsibilities

The Restructuring Committee is responsible to the Board for the overall development, oversight, implementation and amendment, if required, of the Plan including, without limitation:

- (a) to review and report to the Board on all matters relating to Plan;
- (b) to provide oversight review of the implementation of the Plan by NIKO's Executive Management;
- (c) to provide additional support, expertise and direction to the Board and NIKO's Executive Management relating to the Plan and its implementation; and
- (d) to consider and review, from time to time, the Plan and its goals and objectives and the anticipated and actual outcomes from the implementation of the Plan and to recommend to the Board appropriate changes, amendments or alterations to the Plan.

5. Communication, Authority to Engage Advisors and Expenses

The Committee shall have direct access to such officers and employees of NIKO and to any other consultants or advisors, and to such information respecting NIKO it considers necessary to perform its duties and responsibilities.

The Committee has the authority to engage independent counsel and other advisors as it determines necessary to carry out its duties and to set the compensation for any such counsel and other advisors, such engagement to be at NIKO's expenses. NIKO shall be responsible for all other expenses of the Committee that are deemed necessary or appropriate by the Committee in order to carry out its duties.

APPENDIX F

MAJORITY VOTING POLICY

The board believes that each director should have the confidence and support of the shareholders of the Company. To this end, the board has unanimously adopted this policy and future nominees for election to the board will be required to confirm that they will abide by the policy.

Forms of proxy for the election of directors will permit a shareholder to vote in favour of, or to withhold from voting, separately for each director nominee. The Chair of the Board will ensure that the number of shares voted in favour or withheld from voting for each director nominee is recorded and promptly made public after the meeting. If the vote was by a show of hands, the Company will disclose the number of shares voted by proxy in favour or withheld for each director.

If a director nominee has more votes withheld than are voted in favour of him or her, the nominee will be considered by the board not to have received the support of the shareholders, even though duly elected as a matter of corporate law. Such a nominee will be expected to forthwith submit his or her resignation to the board of directors, effective on acceptance by the board. The board will refer the resignation to the nominating/corporate governance committee (or equivalent) for consideration.

The Corporate Governance Committee will consider all factors deemed relevant by the members of the corporate governance committee including, without limitation, the stated reason or reasons why shareholders who cast "withhold" votes for the director did so, the qualifications of the director including, the impact the director's resignation would have on the Company, and whether the director's resignation from the Board would be in the best interest of the Company and the Shareholders. Within ninety (90) days of receiving the final voting results, the Board will issue a press release announcing the resignation of the director or explaining the reasons justifying its decision not to accept the resignation.

Subject to any corporate law restrictions, the board of directors may (1) leave a vacancy in the board unfilled until the next annual general meeting, (2) fill the vacancy by appointing a new director whom the board considers to merit the confidence of the shareholders, or (3) call a special meeting of shareholders to consider new board nominee(s) to fill the vacant position(s).

This policy does not apply where an election involves a proxy battle, *i.e.*, where proxy material is circulated in support of one or more nominees