

December 17, 2018

SNC-Lavalin  
191 The West Mall  
Toronto, ON M9C 5Kb

Charlie Au, P.Eng.  
Jones Contract Packaging Inc.  
55 Walker Dr.,  
Brampton, ON L6T 5K5

RE: Mr. Enku Emishaw's performance review

Dear Mr. Jeff Barnes,

I am pleased to take this opportunity to appreciate Mr. Enku Emishaw's good work and performance when I was a full time employee at Therapure Biopharma Inc. (TBI) as Technical Services Supervisor and Manager. Enku has great analysis and insights to improve TBI's manufacturing operations. I have known Mr. Emishaw since 2015 when he helped TBI commission a process skid which essentially helped launch a new critical product for one of TBI's most critical client. He showed deep interest in helping TBI meet deadlines by remaining very personable and approachable at all times, including outside business hours and after the project has ended. He has pinpointed key operational deficiencies in crucial areas, and in doing so, displayed a breadth of technical knowledge and high-level understanding of TBI's procedures and processes. TBI has specifically requested for Mr. Emishaw to repeatedly come back and he has demonstrated excellent analytical qualities to quickly identify issues in production and suggest effective and feasible solutions. Most recently he observed an ineffective cleaning process used at TBI's manufacturing suites to clean six (6) mobile tanks. He improved the cleaning procedure and cleaning recipe to effectively clean the equipment while ensuring compliance to the highest industry standards. He has consistently taken the initiative to find ways to add value to TBI's operations and always offered his expertise and suggestions to help TBI stay on course in accomplishing an efficient and flexible manufacturing operation.

Over the years I have seen him consistently grow and become a forward thinking and well-rounded consultant. His roles and responsibilities are expanded in every assignment and he is TBI's main point of contact for SNC-Lavalin partnered projects. His work ethic and methodical approach has set a great example to the team of consultants that he now leads at TBI. Mr. Emishaw has only started to

realize and began to tap into his leadership potentials. Mr. Emishaw is an excellent example of a great professional and potential future leader in the industry.

Sincerely,

A handwritten signature in black ink, appearing to be 'Charlie Au', is written over a horizontal line. To the right of the signature, the date 'Dec/17/18' is handwritten.

Charlie Au, P.Eng.

(former Manager of Technical Services at Therapure Biopharma Inc., 2015 – 2018)