ENSIGN ENERGY SERVICES INC.

MANDATE OF THE BOARD OF DIRECTORS

Approved by: Board of Directors	**Current Revision Date:** February 29, 2024
	Prior Revision Date: August 5, 2016

Role and Objectives:

The Board of Directors (the "**Board**") of Ensign Energy Services Inc. (the "**Corporation**") is responsible for the stewardship of the Corporation. In discharging its responsibility, each director on the Board will exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances and will act honestly and in good faith with a view to the best interests of the Corporation. In general terms, the Board will:

(a) review, discuss and approve the Corporation's strategic planning and organizational structure, in consultation with senior management of the Corporation, where appropriate;

(b) supervise the management of the business and affairs of the Corporation while delegating to senior management the responsibility for day-to-day management of the Corporation;

(c) discharge the duties imposed on the Board by applicable laws, the governing documents of the Corporation, this Mandate, and the Board committee mandates; and

(d) for the purpose of carrying out the foregoing responsibilities, take such actions as the Board deems necessary or appropriate.

Meetings

1. The agenda of the Board meeting will be prepared under supervision of the chairperson of the Board (the "**Chair**"), working with the secretary, and, whenever reasonably practicable, circulated to each director prior to each meeting.

2. The Board shall meet at least four times per year and/or as deemed appropriate by the Chair.

3. Minutes of all Board meetings shall be taken by the secretary of the meeting and approved by the Board. The minutes of the meetings shall accurately record the discussions and decisions of the Board and shall be distributed to all directors in advance of meetings whenever possible.

4. The President may be present at all meetings of the Board.

5. Vice-Presidents and such other staff as deemed appropriate by the Chair shall attend all or portions of meetings.

Delegation

6. Subject to limits set out in the *Business Corporations Act* (Alberta), the Board may delegate its duties to, and receive reports and recommendations from, any committee of the Board.

7. Subject to limits set out in the *Business Corporations Act* (Alberta) and other applicable laws and stock exchange rules, the Board may delegate to the officers of the Corporation power to manage the business and affairs of the Corporation.

Mandate and Responsibilities of the Board:

The Board's primary roles are overseeing both corporate performance and the quality, depth and continuity of management required to pursue the Corporation's strategic objectives. Without limiting the generality of the foregoing, the Board's principal duties may include the following activities, some of which may be delegated to Board Committees in whole or part:

Strategic Direction, Operating and Capital Plans:

8. Oversee, review, question and approve the mission of the Corporation and its strategy, objectives and goals, taking into account the opportunities available to the Corporation, the potential risks it faces and the Corporation's risk appetite.

9. Approve the Corporation's annual operating and capital expenditure budgets, which shall be proposed by management.

10. Approve issuances of additional common shares or other securities.

***Risk Management*:**

11. Oversee the Corporation's systems for identifying, monitoring, and managing the operational, legal and commercial risks in the conduct of the Corporation's business and operations in order to balance the risks and returns.

12. Approve policies and procedures designed to further the Corporation's endeavors to act responsibly and in compliance with applicable laws, rules, and regulations.

***Management and Organization*:**

13. Oversee the appointment of all executive officers of the Corporation, including the President.

14. Oversee succession planning for the President and senior management of the Corporation.

15. Approve any proposed significant change in the management or organizational structure of the Corporation.

16. Approve any retirement plans for officers and employees of the Corporation.

***Communications and Reporting*:**

17. Oversee timely, accurate and regular disclosure and reporting of the financial performance of the Corporation to shareholders, other security holders, and the investment community.

18. Monitor and support the Corporation's investor relations activities.

***Finances and Controls*:**

19. Monitor the appropriateness of the Corporation's debt financing, capital and financial structure and approve changes thereto.

20. Oversee management's implementation and maintenance of the Corporation's internal control and information systems.

21. Delegate to senior management the authority for expenditures and transactions, subject to specified limits beyond which Board approval would be required.

***Corporate Responsibility and Ethics*:**

22. Support a culture of integrity and responsible stewardship, including compliance with the Corporation's related policies.

***Governance*:**

23. Approve the Corporation's approach to corporate governance, including this Mandate, the mandates of the Board's committees and facilitate the continuity, effectiveness, and independence of the Board, including by way of example:

    (a) overseeing succession planning for the Board and selection of candidates for election to the Board;

    (b) approving the appointment of directors to the audit committee and the other committees of the Board, from time to time;

    (c) conducting regular (and not less than biennial) assessments of the Board as a whole, the committees of the Board, the contribution of each individual director and the Chair, Lead Director and committee chairpersons; and

    (d) approving the Corporation's approach to director compensation and protection.

24. Oversee structures and procedures, including the appointment of a Lead Director (if applicable), to enable the Board to exercise independent judgment and make decisions on director independence.

25. Delegate to the Board committees oversight of specific matters.

***General*:**

26. Review, reassess and modify the adequacy of this Mandate and the Mandates of Board Committees periodically.