ENSIGN ENERGY SERVICES INC.

MANDATE OF THE CORPORATE GOVERNANCE, NOMINATIONS & RISK COMMITTEE

Approved by: Board of Directors	**Current Revision Date: May 5, 2026** **Prior Revision Date: February 29, 2024**

Role and Objectives:

The Corporate Governance, Nominations & Risk Committee (the "Committee") is a committee of the Board of Directors ("Board") of Ensign Energy Services Inc. (the "Corporation") that is established to, among other things:

(a) support the Board and make recommendations in respect of the Board's approach to corporate governance generally;

(b) oversee the process for the nomination of candidates for election or appointment as directors to the Board;

(c) make recommendations regarding the appointment of directors to committees of the Board;

(d) make recommendations with respect to the remuneration and protection of the directors;

(e) oversee the periodic performance evaluation of the Board, its committees and individual directors; and

(f) oversee the Corporation's enterprise risk management framework.

Membership of Committee:

1. The Committee shall be comprised of at least three (3) Directors, none of whom are members of management of the Corporation and a majority of whom are "independent" directors (as defined from time to time under applicable securities laws and the rules of any stock exchange on which the Corporation's securities are listed for trading).

2. At least 25% of the members of the Committee shall be Canadian residents.

3. Any member of the Committee may be removed or replaced at any time by the Board and shall automatically cease to be a member of the Committee upon ceasing to be a director. The Board shall fill any vacancy if the membership of the Committee becomes less than three directors. Whenever there is a vacancy on the Committee, the remaining members may exercise its powers as long as a quorum remains in office. Subject to the foregoing, the members of the Committee shall be appointed by the Board annually and each member of the Committee shall remain on the Committee for said term until his or her successor is appointed and qualified or earlier resignation or removal from the Board or Committee.

4. The Committee shall nominate a member of the Committee, who shall be an independent director, to act as Chair of the Committee ("Chair") to the Board who shall thereafter either appoint such

nominee as Chair or request the Committee nominate another candidate. The Chair shall be responsible for leadership of the Committee, including overseeing preparation of the agenda, presiding over meetings, and reporting to the Board.

Meetings:

5. At all meetings of the Committee, all motions or decisions shall be decided by a majority of the votes cast. In case of an equality of votes, the Chair of the meeting shall not be entitled to a second or casting vote.

6. A quorum for meetings of the Committee shall be a majority of its members.

7. The rules for calling, holding, conducting and adjourning meetings of the Committee shall be the same as those governing the Board.

8. The Chair of the Committee may designate a person who need not be a member of the Committee or a director to act as secretary or, if the Chair of the Committee fails to designate such a person, the secretary of the Corporation shall be secretary of the Committee. The agenda of Committee meetings will be prepared under supervision of the Chair of the Committee, working with the secretary of the Committee and, whenever reasonably practicable, circulated to each member prior to each meeting.

9. Minutes of all meetings of the Committee shall be taken by the secretary and approved by the Committee. The minutes of Committee meetings shall accurately record the discussions and decisions of the Committee, including all recommendations to be made by the Committee to the Board, and shall be distributed to all Committee members in advance of meetings whenever possible.

10. Meetings of the Committee should be scheduled to take place at least four times per year, and more often as it deems necessary to perform the duties and discharge its responsibilities as described in this Mandate. Each meeting shall include an “in camera” session of independent directors.

11. The Committee will report through the Committee Chair to the Board following meetings of the Committee on matters considered by the Committee, its activities and any recommendations made by the Committee to the Board.

12. The Committee may retain persons having special expertise and/or obtain independent professional advice as may be necessary to carry out its duties and responsibilities, at the expense of the Corporation and without any further approval of the Board.

13. If a Committee member faces a potential or actual conflict of interest relating to a matter before the Committee, that member shall be responsible for alerting the Committee Chair. If the Committee Chair faces a potential or actual conflict of interest, the Committee Chair shall advise the chairman of the Board (the “Board Chair”). If the Committee Chair or the Board Chair, as the case may be, concurs that a potential or actual conflict of interest exists, the member faced with such conflict shall

disclose to the Committee his or her interest and shall not participate in consideration of the matter and shall not vote on the matter.

Powers:

14. To fulfill its responsibilities, the Committee shall be entitled to full access to all books, records, facilities, and personnel of the Corporation and its subsidiaries.

15. The Committee may delegate from time to time to any person or committee of persons any of the Committee's responsibilities that lawfully may be delegated.

Responsibilities of Committee:

Corporate Governance:

16. The Committee shall consider the Corporation's approach to corporate governance and periodically review and recommend any proposed changes to the Board for approval.

17. The Committee shall review the Corporation's corporate governance guidelines and policies and recommend any necessary changes to the Board for approval.

18. The Committee shall review, and recommend to the Board for approval, any reports concerning the Corporation's corporate governance practices as required under applicable securities laws and the rules of any stock exchange on which the Corporation's securities are listed for trading.

***Board Composition, Succession Planning and Director Nominations*:**

19. The Committee shall oversee, and report and, where appropriate, make recommendations to the Board on matters relating to the nomination of candidates for appointment or election to the Board as directors and in so doing shall:

    (a) recognize that for purposes of the composition of the Board: (i) a majority of the directors shall be "independent" directors as defined under applicable securities laws and the rules of any stock exchange on which the Corporation's securities are listed for trading, (ii) at least 25% of the Directors shall be residents of Canada, and (iii) at least three Directors shall be "independent" directors as defined from time to time under the requirements or guidelines for audit committee service under applicable securities laws and the rules of any stock exchange on which the Corporation's securities are listed for trading;

    (b) review the Corporation's corporate governance guidelines and Board policies with respect to director tenure, retirement, succession and diversity and the number of boards on which Directors may serve;

    (c) review the competencies, skills and personal qualities of each existing director having regard to, among other things, the contributions made by the director to the effective operation of the Board and the results of the most recent Board and individual director evaluations;

(d) consider any candidates for director recommended for appointment or election; and

(e) make recommendations to the Board regarding candidates for director to be brought forward to the next annual shareholders meeting or to be appointed to fill vacancies or join the Board between annual meetings.

20. The Committee shall review periodically and, if appropriate, make recommendations to the Board as to the appropriate size of the Board.

21. The Committee may recruit candidates to serve as new directors as authorized by the Board under supervision of the Committee Chair.

***Board Independence*:**

22. The Committee shall make recommendations to the Board regarding the consequences of any actual or contemplated director incapacity, resignation, or retirement.

***Director Protection*:**

23. The Committee shall review the director and officer liability insurance policy maintained by the Corporation including renewals.

24. Subject to applicable law and the articles and by-laws of the Corporation, the Committee shall review policies and practices of the Corporation with respect to the indemnification of directors by the Corporation.

***Director Compensation*:**

25. The Committee shall periodically review, and recommend to the Board for approval, the remuneration of the directors, including remuneration for serving as Chairman of the Board, Lead Director, or member of a committee of the Board, together with any other arrangements pursuant to which monies or other compensation are payable to a director.

***Board Roles*:**

26. At the first meeting of the Board following each annual shareholder meeting, the Committee shall recommend to the Board the appointment or reappointment of the Chairman of the Board and the appointments or reappointments to each committee of the Board and its respective chair.

Director Orientation and Education:

27. The Committee shall oversee the orientation and education programs for new directors to familiarise them with the Corporation's business and operations.

28. The Committee shall monitor ongoing director continuing education.

Board Evaluations:

29. The Committee shall oversee and periodically review the director performance evaluations and assess the effectiveness and performance of:

    (a) the Board as a whole;

    (b) the committees of the Board (including this Committee); and

    (c) the contributions of the Chairman of the Board, the committee chairs, and each individual director.

30. The Committee shall report to the Board the results of the periodic performance evaluation processes and submit any applicable recommendations to the Board for consideration.

Disclosure and Communication:

31. The Committee shall annually review and recommend to the Board for approval (if deemed advisable) the disclosure of the Corporation's corporate governance practices to be made in the management proxy information circular prepared in connection with each annual meeting of shareholders.

Enterprise Risk:

32. The Committee shall oversee the development, maintenance and periodic updating of a risk assessment framework for identifying, assessing, monitoring and mitigating the Corporation's enterprise risk; without limiting the generality of the foregoing, in conjunction with the Audit Committee, the Committee shall meet periodically with management to review and discuss the Corporation's major enterprise risk exposures and the policy steps management has taken to monitor and control such exposures, including, without limiting the generality of the foregoing: (i) the regular review of insurance policies / program established by the Corporation, from time to time; and (ii) with the Audit Committee, provide oversight and regularly meet with management on the policy steps management has taken with respect to cyber-security to monitor, control, and mitigate the risk associated with cyberattacks. The Committee's responsibilities related to risk shall not be construed to pre-empt, reduce or otherwise alter the responsibilities of the Corporation's Audit Committee, or any other committee of the Board, nor shall they be construed to relieve management of responsibilities for enterprise risk management.

Equity Ownership Requirements:

33. The Committee shall review requirements respecting ownership of the Corporation's common shares and their equivalents, by:

    (a) non-management directors; and
    (b) specified senior officers subject to such requirements.

General:

34. The Committee shall review and consider the engagement, at the expense of the Corporation, of professional and other advisors retained by the Board or its committees, except as respects the external auditors whose appointment and renumeration shall be determined by the Audit Committee.

35. The Committee shall undertake on behalf of the Board such other corporate governance initiatives as may be necessary or desirable to facilitate the Board's endeavours to provide effective corporate governance for the Corporation, contribute to the success of the Corporation and enhance shareholder value.

36. Review and reassess the adequacy of this Mandate periodically and as it deems appropriate and recommend changes to the Board.