

I acknowledge receipt of the following Policies from Total Energy Services Inc. (“**Total Energy**”) and its subsidiaries and affiliates in Canada, including, without limitation, Savanna Drilling Corp., Savanna Well Servicing Inc., Total Oilfield Rentals Ltd., Opsco Process Corp. and Bidell Gas Compression Ltd. (each a “**Division**” and Total Energy Services Inc. are collectively and individually, as the case may be, the “**Company**”):

- Code of Business Conduct (2018)
- Information Technology Policy (2013)
- Whistleblower Policy (2019)
- Prevention of Workplace Harassment and Violence Policy (2019)
- Prevention of Workplace Harassment and Violence Procedures (2019)
- HSE Policy (2021)
- Social Media Policy (2021)
- Mobile Device Policy (2021)
- Savanna Company Provided Accommodation Policy (Field Only) (2016)

I understand that it is my responsibility to (1) read the Policies provided to me; (2) seek answers from my supervisor as to any part of any Policy I do not understand and (3) uphold and adhere to these Policies as terms and conditions of my employment. Furthermore, I understand that failure to comply with these Policies could result in disciplinary action up to and including termination of employment.

In addition, I understand the Policies do not form a contract of employment and that the addition of, or amendments to, existing Policies may be made at any time by the management of the Company as specific circumstances warrant.

I further understand that these policies are available for me to read and reference at any time on Savanna’s website under the following link: <http://www.savannaenergy.com/canada-drilling/> .

Employee Name (please print)

Employee Signature

Date

January 2021