

This acknowledgment pertains to the following corporate policies of Total Energy Services Inc. that are applicable to its employees and those of its Canadian subsidiaries, Savanna Drilling Corp., Savanna Well Servicing Inc., Total Oilfield Rentals Ltd., Opsco Process Corp., and Bidell Gas Compression Ltd.

I acknowledge receipt of the following corporate policies:

- **Code of Business Conduct (Dated January 2018)**
- **Alcohol and Drug Policy (Dated November 30, 2023)**
- **Anti-Bribery and Corruption Policy (Dated March 9, 2023)**
- **Information Technology Use Policy (Dated November 30, 2023)**
- **Prevention of Workplace Harassment and Violence Policy (Dated August 1, 2022)**
- **Whistleblower Policy (Dated November 2019)**
- **Prevention of Workplace Harassment and Violence Procedures (2022)**
- **HSE Policy (2022)**
- **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 above policies; (2) seek answers to any part of any policy I do not understand and (3) comply with these policies. I understand that a failure to comply with any of these policies could result in disciplinary action up to and including termination of employment. By signing this acknowledgment, I confirm that I have read and understand the contents, requirements, and expectations of the policies and agree to comply with same as a condition of my continuing employment.

In addition, I understand that the addition of, or amendments to such policies may be made at any time by the management of Total Energy Services Inc. 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: <https://www.savannaenergy.com/canada-drilling/>

\_\_\_\_\_  
Full Name (Please Print)

\_\_\_\_\_  
Title

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

November 30, 2023