ENSIGN ENERGY SERVICES INC.

MANDATE OF THE HEALTH, SAFETY AND ENVIRONMENT COMMITTEE

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

Role and Objective:

The Health, Safety and Environment Committee (the "Committee) is a committee of the board of directors (the "Board") of Ensign Energy Services Inc. (the "Corporation") established to assist the Board in fulfilling its oversight responsibilities relating to health, safety and environmental policies and practices at the Corporation, including with respect to:

(a) promoting and overseeing the Corporation's operational, legal, industry, and community activities with respect to health, safety and the environment; and

(b) overseeing the implementation and maintenance of health, safety and environmental and related policies, procedures and management systems.

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 composed of 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 generally be the same as those governing the Board.

8. The Committee Chair shall designate a person who need not be a member of the Committee or a director to act as secretary or, if the Committee Chair 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 Committee Chair, 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 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 three times per year, and more often as it deems necessary or appropriate to perform the duties and discharge its responsibilities as described in this Mandate. Each meeting shall include an "in camera" session absent members of the Corporation's management.

11. The President, and/or any other appropriate officer(s) of the Corporation, shall be available to attend at all meetings of the Committee upon the invitation of the Committee Chair.

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

13. 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.

14. 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 appropriate, concurs that a potential or actual conflict of interest exists, the member faced with such conflict shall disclose to the full Committee his or her interest and shall not participate in consideration of the matter and shall not vote on the matter.

Powers:

15. The Committee shall be entitled to full access to all books, records, facilities, and personnel of the Corporation and its subsidiaries.

16. 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.

Mandate and Responsibilities of the Committee:

17. The Committee shall regularly review and, where appropriate, recommend to the Board for approval changes to, the Corporation's policies, practices and programs and its internal control systems with respect to health, safety and the environment, in each case taking into account industry standards and legal, regulatory and operational considerations.

18. The Committee shall periodically review the Corporation's programs for training and education with respect to health, safety and environmental matters and oversee programs for identifying and managing risks in these areas arising from the Corporation's business or operations.

19. The Committee shall monitor and, where deemed appropriate, report to the Board on and discuss with management:

    (a) the Corporation's programs for compliance with applicable laws, rules and regulations and its policies, practices and programs with respect to health, safety and the environment;

    (b) emerging trends, issues, areas of risk related to health, safety and the environment that are relevant to the Corporation;

    (c) any ongoing material administrative, civil or criminal proceedings, and the findings of any material report or decision of regulatory agencies, concerning the Corporation's performance in the areas of health, safety and the environment; and

    (d) the results of any review or report respecting the Corporation's compliance with health and safety and environmental policies, practices and programs and the adequacy and effectiveness of internal controls over such matters.

20. The Committee shall review any of the Corporation's public disclosures regarding health, safety and environmental matters.

***General*:**

21. The Committee shall review and reassess the adequacy of this Mandate periodically and recommend changes to the Board. The performance of the Committee shall be evaluated with reference to this Mandate.