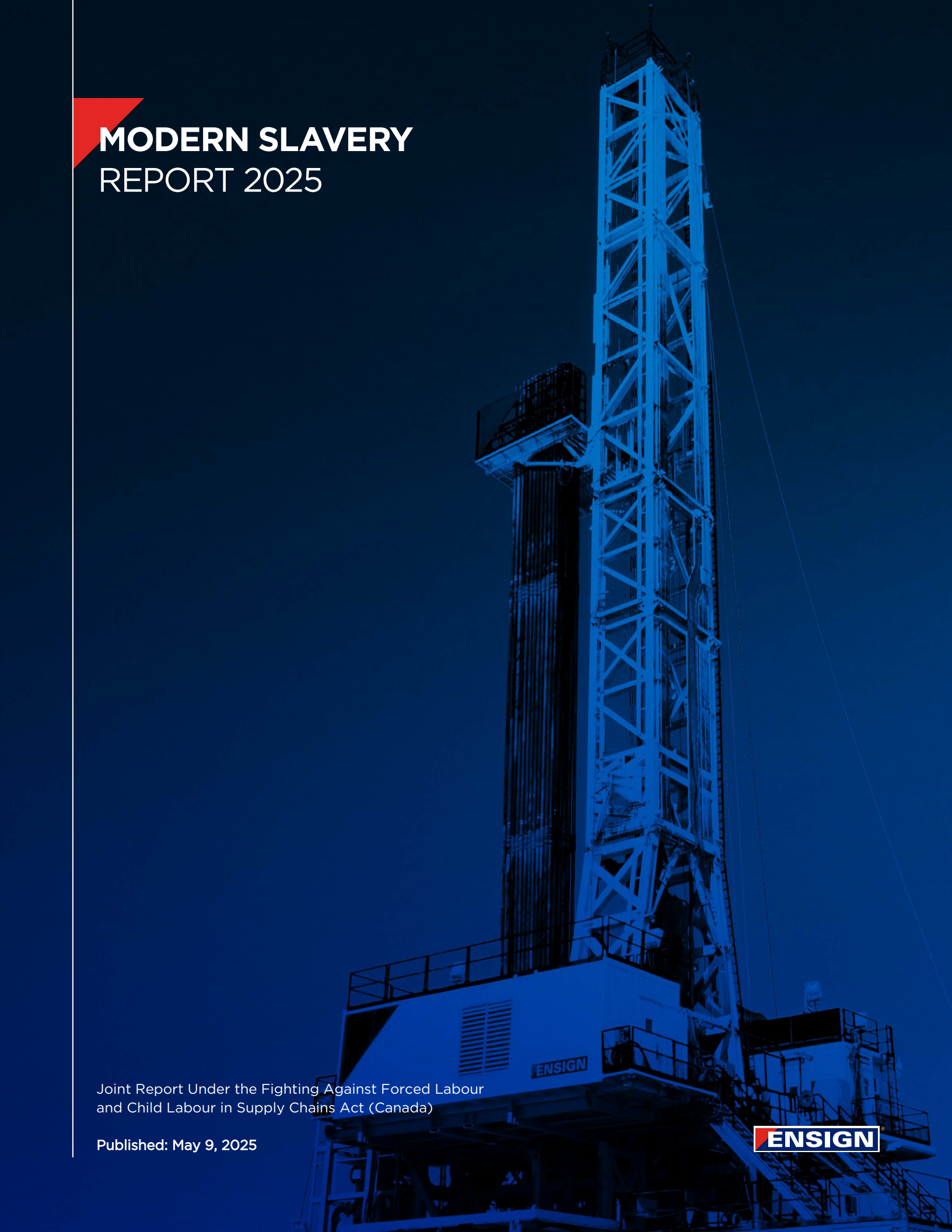
MODERN SLAVERY REPORT 2025



Joint Report Under the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada)

Published: May 9, 2025

ENSIGN®

Introduction

Ensign Energy Services Inc. is dedicated to acting as a good corporate citizen and to promote the development and maintenance of good corporate practices throughout Ensign Energy Services Inc. and all of its domestic and foreign subsidiaries and affiliates (individually or collectively, "Ensign"). As part of this commitment, Ensign has in place a Code of Conduct and a Supplier Code of Conduct which sets out Ensign's expectations of its employees and its vendor, suppliers, and third party service providers, respectively. Ensign is committed to labour and human rights, health, safety, and environment, and business integrity and expects its suppliers, vendors, and service providers to align to these standards. Ensign has developed its requirements in accordance with the United Nations (UN) Global Compact ten universally accepted principles, and other internationally recognized standards.

Our Structure & Operations

Reporting Entities' Legal Names:
Ensign Energy Services Inc. ("ESI")
Ensign Drilling Inc. ("EDI")

Financial Reporting Year:
2024

Identification of Joint Report:
Yes

Identification of Reporting Obligations in Other Jurisdictions:
None

Sector / Industry:
Petroleum and Natural Gas

Location:
Registered offices of ESI and EDI are located in Calgary, Alberta. EDI's drilling and servicing rigs operate throughout British Columbia, Alberta, Saskatchewan, and Manitoba.

Reporting Entities Structure:
ESI is a corporation incorporated under the laws of the Province of Alberta which is publicly traded on the TSX. EDI is a corporation incorporated under the laws of the Province of Alberta.

Organizational Structure:
ESI is the ultimate parent company of the Ensign Energy Services group of companies. EDI is a wholly owned subsidiary of ESI and is the primary Canadian operating entity of the Ensign Energy Services group of companies.

Activities of Entities:
ESI is a holding company and the ultimate parent company of the Ensign Energy Services group of companies. The Ensign Energy Services group of companies provide oilfield services to the crude oil and natural gas industries in three main geographic operating regions:

- Canada;
- United States; and
- International (Argentina, Venezuela, Bahrain, UAE, Kuwait, Oman, and Australia).

The oilfield services it provides include drilling, well servicing, oil sands coring, directional drilling, underbalanced and managed pressure drilling, equipment rentals and transportation.

EDI is in the business of providing oilfield services in Western Canada, which is composed of the following services: drilling rigs, oil sands/coring rigs, well servicing, underbalanced and managed pressure drilling, and equipment rental services. We provide a more detailed explanation of our business activities on our website: www.ensignenergy.com

Neither ESI nor EDI are involved in the production of goods. While the vast majority of the goods utilized by EDI in its operations are purchased as landed goods (i.e. imported by a Canadian supplier), from time to time, EDI does import goods into Canada for use in its provision of services. Specifically, of EDI's total purchase of goods in 2024, approximately 4.3% was imported by EDI, directly.

Management Systems:

Overall Responsibility	Vice-President, Global Human Resources and Head of Legal
Responsibility for Internal Due Diligence	Human Resources Department
Responsibility for Due Diligence of Third Parties	Supply Chain Department
Responsibility for the Reports of Contravention (Process)	Legal Department
Training	Human Resources Department

Our Supply Chain

The Ensign Energy Services group of companies' Global Supply Chain Team sources goods across the globe. With respect to its activities in Canada, it engages hundreds of vendors, suppliers, and service providers in Canada, each year, ranging from large multi-nationals to local family businesses. The majority of such suppliers, vendors, and service providers are Canadian corporations, including Canadian subsidiaries of multi-national corporations. Generally, goods and services are purchased through Ensign standard form contracts which require compliance with applicable laws, including all Canadian legislation.

Applicable Policies

ESI and EDI are committed to labour and human rights, health, safety, and environment, and business integrity and expects its suppliers, vendors, and service providers to align to these standards. Ensign has developed its requirements in accordance with the United Nations (UN) Global Compact ten universally accepted principles, and other internationally recognized standards. As part of the processes to reduce the risk of modern slavery, ESI has implemented throughout the Ensign Energy Services group of companies, a Supplier Code of Conduct as well as requiring all vendors, suppliers, and service providers to complete an assessment which identifies the risk of modern slavery as well as other integrity issues. ESI and EDI's relevant commitment to conduct business in an ethical fashion are set out in the following policies:

- Ensign Code of Conduct
- Ensign Supplier's Code of Conduct

Minimum Age Requirement Policy:

This policy provides that, in addition to restrictions imposed by applicable law, individuals under the age of 18 are not permitted to be employed in: (i) field positions; (ii) "safety sensitive" positions; and (iii) positions classified as "high risk". Exceptions are permitted with approvals of the Vice-President of the applicable division, Vice-President of Health, Safety and Environment, and Director of Human Resources of the relevant division.

Due Diligence Process

1 Internal

The Human Resources department ensures that all employees are legally permitted to work in the applicable jurisdiction (including age and work permits) and that offers of employment are provided to all new and returning employees which are accepted by such employees (i.e. employees have ability to reject the offer).

2 Third Parties

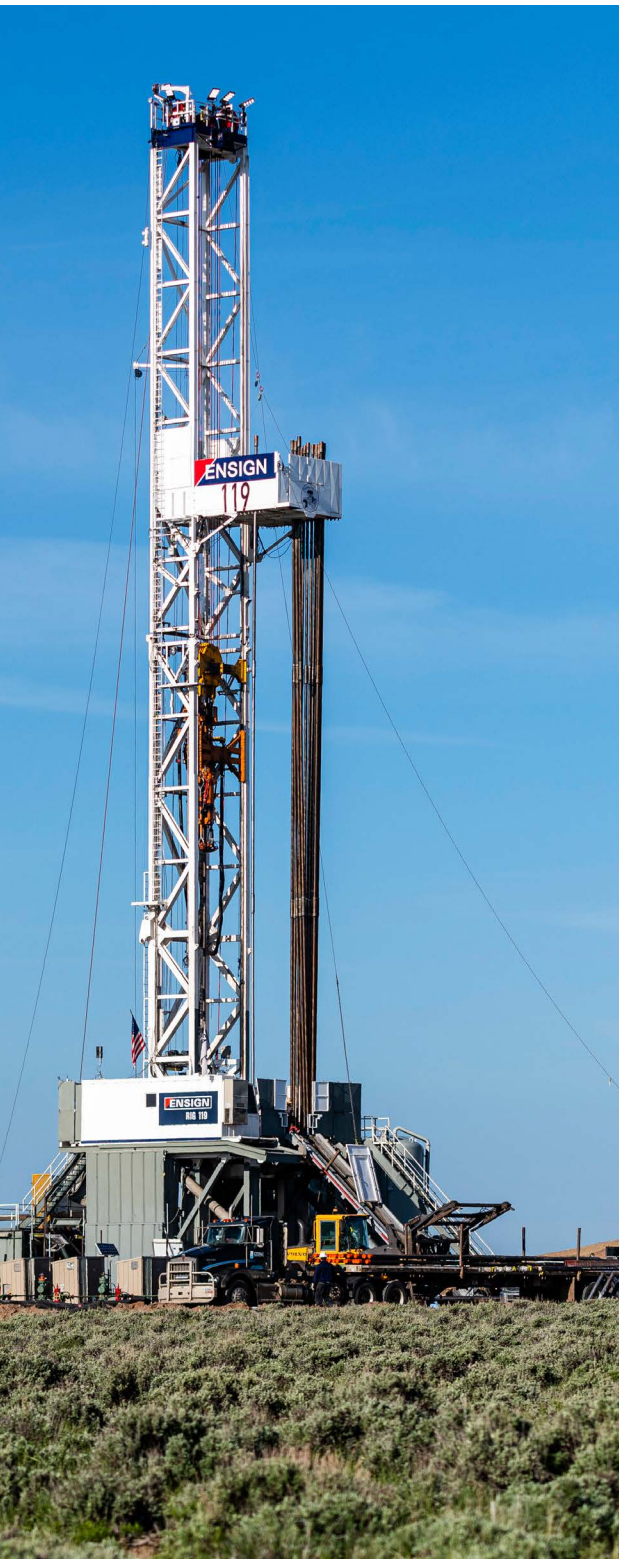
- In 2023, ESI adopted a process throughout the Ensign Energy Services group of companies requiring all current and new vendors, suppliers, and service providers to complete an assessment questionnaire which has been prepared for the purpose of identifying areas of risk, including child labour or forced labour. Further, if a vendor, supplier, or service provider is identified as having a higher probability of child slavery, forced labour, or other contraventions of our Supplier Code of Conduct, we will arrange for an in-person inspection of the relevant manufacturing facility. In 2023 assessments were sent out to the majority of EDI's Canadian vendors and suppliers. In 2024, based on the updated Guidance for Entities issued by Public Safety Canada in respect of the Fighting Against Forced Labour and Child Labour in Supply Chains Act (Canada), we have focused on vendors and suppliers who provides goods where EDI is the importer of record for such goods (each an "Identified Vendor"). As a result, 20 vendors and suppliers where EDI acted as importer of records were identified and sent assessment. As of the date of this Report, we have obtained a response rate of approximately 90%. In reviewing the responses, when concerns were identified, a follow up with conducted with the applicable Identified Vendor to address the specific concerns and seek further information and clarification.
- With respect to third party consultants, we utilize contractual and informal confirmation that all services are provided by individuals who are legally permitted to work within the applicable jurisdiction and that no services are provided by either children (as defined in applicable legislation) or forced labour.

Areas of Risk

Area of Risks were determined through assessments being conducted by the applicable heads of the relevant departments. Such assessments identified areas where the potential of either child labour or forced labour occurring in its operations. Risk analysis undertaken on this basis indicates that the risk of child labour and/or forced labour practices in the first tier of EDI's supply chain is very low. With respect to the Identified Vendors, certain of such vendors were located in countries where there is a risk of child labour and/or forced labour practices. As a result, in addition to the assessment questionnaire, direct communication occurred between ESI's supply chain group with the relevant vendors regarding these matters to ensure compliance.

Additionally, EDI has in place an anonymous whistleblower hotline / website that is available for employees and third parties to provide reports of any integrity / compliance issues which may arise, including any potential modern slavery. Each report is fully investigated and dealt with accordingly.

Remediation Measures



Neither ESI nor EDI are aware of any instances of forced labour or child labour in either its own operations or those of its vendors, suppliers, or service providers. Accordingly, we have not taken any remedial action.

However, in the event that ESI or EDI became aware of any forced labour or child labour, the following are remedial measures that may be taken, based on the circumstances:

1

Internal and Third Party Consultants:

Discipline up to and including termination of individual responsible for hiring contravening labour or purchasing the prohibited goods to the extent that the exercise of reasonable due diligence would have identified such contravention.

2

Third Party Vendors, Suppliers, and Consultants:

Initially, ESI or EDI would work with the applicable vendor, supplier, or service provider to improve the situation and facilitate the end of the use of child labour and/or forced labour. Specific strategy would be dependent on the situation. In the event that our efforts to cause the end of the use of child labour and/or forced labour were unsuccessful, any further procurement of goods and/or services from such vendor, supplier, or service provider would be ceased.

Remediation of Loss of Income

ESI and EDI are not aware of any instances of forced labour or child labour in either its own operations or those of its vendors, suppliers, or service providers and therefore have not taken any actions.

Training

Training regarding the prohibition of the use of child labour or forced labour, whether directly or indirectly, by any member of the Ensign Energy Services Group of companies is included in our Code of Conduct training which is required to be completed by all employees and directors on an annual basis.

Assessing Effectiveness

The implementation of the applicable policies will occur on a regular cycle to determine its effectiveness.

Attestation

This report has been approved by the Board of Directors of Ensign Energy Services Inc. in accordance with applicable laws, by-laws and internal policies.

In accordance with the requirements of the Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in the report for the entity or entities listed above. Based on my knowledge, I attest that the information in the report is true, accurate and complete in all material respects for the purposes of the Act, for the reporting year listed above.

I have the authority to bind Ensign Energy Services Inc. and Ensign Drilling Inc.



Robert H. Geddes
President and Chief Operating Officer
May 9, 2025