

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 March 2024)
- ☐ **Alcohol and Drug Policy**
(Dated August 2025)
- ☐ **Information Technology Use Policy**
(Dated November 2023)
- ☐ **Prevention of Workplace Harassment and Violence Policy & Procedures**
(Dated August 2025)
- ☐ **Benefits Eligibility**
(Dated November 2024)
- ☐ **Anti-Bribery & Corruption Policy**
(Dated March 2023)
- ☐ **Social Media Policy**
(Dated November 2025)
- ☐ **HSE Policy**
(Dated January 2024)
- ☐ **Whistleblower Policy**
(Dated March 2024)

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.

Full Name (Please Print)

Title

Signature

Date

November 24, 2025