

1. Purpose

Total Energy Services Inc. and its subsidiaries (collectively referred to as “**Total Energy**”) are committed to respecting internationally recognized human rights throughout its global operations as noted in our Code of Business Conduct (the “**Code**”).

The purpose of this Modern Slavery and Human Trafficking Policy (the “**Policy**”) is to ensure Total Energy’s compliance with applicable laws prohibiting and combatting child labour, forced labour and human trafficking. This Policy is intended to comply with applicable laws. In the event this Policy conflicts with applicable law in any way, the applicable law shall govern.

2. Forced Labour, Child Labour, and Human Trafficking

For the purposes of this Policy:

“**child labour**” means labour or services provided or offered to be provided by persons under the age of 18 years and that: (a) are provided or offered to be provided under circumstances that are contrary to the laws applicable in the jurisdiction where the services are to be provided; (b) are provided or offered to be provided under circumstances that are mentally, physically, socially or morally dangerous to them; (c) interfere with their schooling by depriving them of the opportunity to attend school, obliging them to leave school prematurely or requiring them to attempt to combine school attendance with excessively long and heavy work; or (d) include slavery or practices similar to slavery, prostitution, illicit activities, or is otherwise likely to harm the health, safety or morals of children;

“**forced labour**” means labour or service provided or offered to be provided by a person under circumstances that: (a) could reasonably be expected to cause the person to believe their safety or the safety of a person known to them would be threatened if they failed to provide or offer to provide the labour or service; or (b) constitute forced or compulsory labour including all work or service which is exacted under the menace of any penalty and for which said person has not offered themselves voluntarily; and

“**human trafficking**” means the recruitment, transportation, transfer, receiving, holding, concealing, or harbouring of a person, or exercising control, direction, or influence over the movements of a person, for the purpose of exploiting them or facilitating their exploitation.

When used in this Policy, “**modern slavery**” includes child labour, forced labour, and human trafficking.

3. Actions to Address Modern Slavery

Total Energy is taking the following actions to address modern slavery risk where it may exist.

(a) Training

Total Energy will engage in periodic training of its employees engaged in its supply chain and procurement processes to ensure compliance with this Policy.

(b) Supplier Standards

We view our suppliers as an important part of our extended value chain. Total Energy is committed to working with them to uphold the principles in the Code. Our standard purchase order terms and conditions require that suppliers comply with our Code, including an expectation that our suppliers conduct all business in a manner that respects human rights and complies with applicable modern slavery laws.

In addition, our standard purchase order terms and conditions require that suppliers comply with all applicable laws, including laws applicable to modern slavery. Suppliers are responsible for ensuring their employees, subcontractors and suppliers involved in the supply of goods or services to Total Energy understand and comply with applicable law and this Policy, train their employees regarding modern slavery, and refrain from directly or indirectly using, benefitting from, or contributing to modern slavery.

(c) Supplier Assessment and Verification

We assess potential human rights impacts across our supply chain, including any impact from modern slavery through our supplier self-assessment process. That assessment process includes questions regarding the policies and procedures they have in place to eliminate slavery and human trafficking in their own supply chain. Total Energy requires our suppliers complete a due diligence process that incorporates a questionnaire relating to modern slavery. Total Energy evaluates the responses to this questionnaire to ensure compliance with this Policy.

Total Energy also reserves the right to verify that our suppliers comply with this Policy as needed.

(d) Accountability

If Total Energy becomes aware of any actions or conditions within its business or supply chain that are not in compliance with Total Energy's Code, this Policy, or applicable law, Total Energy will implement corrective measures. A supplier's non-compliance may lead to additional actions, up to and including termination of the business relationship.

(e) Modern Slavery Reporting

Each year, Total Energy will prepare an annual report in compliance with *The Fighting Against Forced Labour and Child Labour in Supply Chains Act* (Canada). Total Energy's subsidiaries will also prepare reports regarding modern slavery as required by applicable law.

4. Internal Report of Modern Slavery Concerns

We encourage any party to report situations in which they have a good faith belief that the entities or individuals covered under this Policy have taken actions that are inconsistent with the principles set forth in this Policy.

In certain circumstances, it may be necessary to make a formal submission regarding a perceived or suspected violation of this Policy. In all cases, the reporting process is to contact the General Counsel marking any correspondence as Confidential and sent through the following means:

- (a) By email: whistleblower@totalenergy.ca, a confidential email account monitored by the Legal department of Total Energy.
- (b) In writing:
Total Energy Services Inc.
Attention: General Counsel
1000, 734 7th Avenue SW, Calgary, Alberta T2P 3P8, Canada

Total Energy will not take any action against any party as a result of raising an issue in good faith pursuant to this reporting process. Also, Total Energy does not tolerate any reprisal by any individual against any party for raising a concern or making a report in good faith.

5. Policies and Training

Total Energy's Code provides guidance on the behaviors that support our ethical standards. Modern slavery is inconsistent with our Values and will not be tolerated at Total Energy, or anywhere in our supply chain.

All Total Energy employees periodically complete training on the Code and this Policy, including periodic certification by each employee that they have read, understand, and comply with the Code (including modern slavery and human rights issues).

6. Policy Review

The Policy will be reviewed on a periodic basis. The following table describes revisions made to this Policy.

Version	Date (yyyy.mm.dd)	Approved By	Description
1.0	2020.11.18	Board of Directors	Policy enacted.
2.0	2025.05.30	Board of Directors	Policy updated and reviewed by the Board of Directors.

Approved by the Board of Directors on May 30, 2025.