

MANDATE OF THE CORPORATE GOVERNANCE AND NOMINATING COMMITTEE

OBJECTIVES

The Corporate Governance and Nominating Committee (the "Committee") is appointed by the board of directors (the "Board") of SECURE Energy Services Inc. (the "Corporation") to assist the Board in fulfilling its oversight responsibilities with respect to the corporate governance and director nomination issues facing the Corporation, including considerations related to gender, ethnicity, age, business experience, professional experience and geographic backgrounds.

The Committee acknowledges the corporate governance guidelines issued by the Canadian Securities Administrators in National Instrument 58-101 *Disclosure of Corporate Governance Practices* ("NI 58-101") and National Policy 58-201 *Corporate Governance Guidelines* ("NP 58-201"), and other regulatory provisions as they pertain to corporate governance matters. The objective of the Committee is to promote appropriate behaviour with respect to all aspects of the Corporation's business.

The purpose of the Committee is (a) to review and report to the Board on matters of corporate governance and Board composition and (b) to provide oversight review of the Corporation's systems for achieving compliance with legal and regulatory requirements. The Committee's oversight role regarding compliance systems shall not include responsibility for the Corporation's actual compliance with applicable laws and regulations.

The Committee will periodically review and modify this mandate with regards to, and to reflect changes in, the business environment, industry standards on matters of corporate governance, additional standards which the Committee believes may be applicable to the Corporation's business, the location of the Corporation's business and its shareholders and the adoption and implementation of applicable laws and policies.

COMPOSITION

The Committee shall consist of not less than three and not more than six directors, all of whom shall be "independent" as that term is defined in NI 58-101 (as set out in Schedule "A" hereto).

Committee members shall be appointed annually by the Board, provided that any member may be removed or replaced as a member of the Committee at any time by the Board and shall, in any event, cease to be a member of the Committee upon ceasing to be a member of the Board. The Board may fill any vacancy in the membership of the Committee at any time. The Chair of the Committee shall be appointed annually by the Board. If a Chair of the Committee is not designated or present, the members of the Committee may designate a Chair by majority vote of the members of the Committee. In accordance with section 115(2) of the *Business Corporations Act* (Alberta), at least 25 percent of the members of the Committee shall be Canadian residents.

MEETINGS AND MINUTES

The Committee shall meet as often as necessary to carry out its responsibilities, provided that the Committee shall meet not less than once per year.

A meeting may be called by the Chair of the Committee, the Chief Executive Officer of the Corporation (the "CEO") or any member of the Committee. A notice of time and place of every meeting of the Committee shall be given in writing to each member of the Committee at least twenty-four hours prior to the time fixed for such meeting unless waived by all members entitled to attend. Attendance of a member of the Committee at a meeting shall constitute waiver of notice of the meeting, except where a member attends a meeting for the express purpose of objecting to the transaction of any business on the grounds that the meeting was not lawfully called.

A quorum for meetings of the Committee shall require a majority of its members present in person, by telephone, by video conference or by combination of any of the foregoing. If the Chair of the Committee is not present at any meeting of the Committee, one of the other members of the Committee present at the meeting will be chosen to preside by a majority of the members of the Committee present at that meeting.

The CEO shall be available to advise the Committee, shall receive notice of meetings and may attend meetings of the Committee at the invitation of the Chair on a non-voting basis. Other management representatives shall be invited to attend as necessary on a non-voting basis. Notwithstanding the foregoing, the Chair of the Committee shall hold in camera sessions, without management present, at every meeting of the Committee.

Decisions of the Committee shall be determined by a majority of the votes cast.

The Committee shall appoint a member of the Committee, an officer of the Corporation or legal counsel to act as secretary at each meeting for the purpose of recording the minutes of each meeting. Minutes shall be kept of all meetings of the Committee and shall be signed by the Chair and the secretary of the meeting.

The Committee shall provide the Board with a summary of all meetings together with a copy of the minutes from such meetings, in such form as approved by the Committee. The Committee shall, after each meeting, report to the Board the results of its activities and reviews undertaken and make recommendations to the Board as deemed appropriate. All information reviewed and discussed by the Committee at any meeting shall be referred to in the minutes and made available for examination by the Board upon request to the Chair.

SCOPE, DUTIES AND RESPONSIBILITIES

Mandatory Duties

Pursuant to NI 58-101, NP 58-201 and in accordance with the Corporation's internal governance policies, the Committee is required to:

1. Bring to the attention of the Board such corporate governance issues as are necessary for the proper governance of the Corporation and to develop the approach of the Corporation in matters of corporate governance, including the written statement of corporate governance principles applicable to the Corporation as set forth in the Corporation's annual information circular, and to make recommendations to the Board with respect to all such matters.
2. Assess and report to the Board in respect of matters relating to the ongoing composition of the Board, including:
 - a) recommending to the Board criteria for the composition and refreshment of the Board and the selection of directors, including the competencies and skills that the Board, as a whole, should possess;
 - b) assessing the competencies and skills each existing director possesses;
 - c) considering the appropriate size of the Board, with a view to facilitating effective decision making;
 - d) identifying, either directly or with the assistance of a search firm, candidates for membership on the Board and review their competencies and skills, including their ability to satisfy the criteria approved by the Board, their ability to devote sufficient time and resources to his or her duties as a director (taking into account other responsibilities that may interfere with Board membership) and the independence and financial literacy of the candidate;
 - e) periodically canvassing current members of the Board for suggestions for candidates for membership on the Board and maintaining a database of potential candidates;
 - f) establishing, implementing and executing procedures to evaluate the independence, performance and effectiveness of the Board, Board committees, all individual directors, the Chair and committee chairs (other than this Committee chair) and review with the Board on an annual basis the results of the assessment and, based upon the evaluation of each director, recommend to the Board whether such director should be nominated for re-election at the next annual meeting of shareholders at which he or she is eligible to be elected;
 - g) reviewing and reporting to the Board on the diversity of the Board's composition, including considerations related to gender, ethnicity, age, business experience, professional experience and geographic backgrounds; and
 - h) identifying responsibilities that may materially interfere with or be incompatible with Board membership.
3. Recommend to the Board those directors it considers qualified for appointment to each committee of the Board. If a vacancy occurs or is anticipated to occur at any time in the membership of any Board committee, the Committee will recommend to the Board a person or persons for appointment as a member to fill such vacancy.

4. Periodically review and make recommendations to the Board regarding succession planning issues with respect to the members of the Board (including the Chair of the Board).
5. Annually review the membership of each of the Board's committees to ensure each committee consists of members with the experience and expertise required to fulfill the applicable committee's mandate.
6. Review and periodically reassess the mandate of the Board, the mandates of the Board's committees and the position descriptions for the Chair of the Board, the Lead Independent Director of the Board and the chair of each Board committee.
7. Establish structures and procedures to permit the Board to function independently of management.
8. Recommend Board committees, including the independence of the members nominated thereto; review the need for, and the performance and suitability of, those committees; and make such adjustments as are deemed necessary from time to time, all in conjunction with the Chair and the relevant committees of the Board.
9. Oversee the development, implementation and disclosure of the ongoing director education program including, as appropriate, education sessions on the Corporation's business by way of presentations and operating site visits, individual or group education sessions from internal personnel or external consultants on topics of importance to directors and the Corporation, and recommended formal educational opportunities through appropriate organizations to be made available to individual directors and paid for by the Corporation.
10. Assess and report to the Board with respect to the Corporation's orientation and education program for new directors, and annually review such orientation and education program and update such program as necessary.
11. Monitor compliance with the Corporation's Code of Business Conduct (the "Code"), investigate any alleged breach or violation of the Code, review and approve, if considered appropriate, all proposed waivers to the Code and periodically review the Code and recommend any changes to the Board.
12. Conduct an annual performance evaluation of the Committee and each of its members, including a review of the Committee's mandate.
13. Review the results of the Board's annual evaluation process and provide recommendations to the Board.
14. If a director proposes to engage outside advisors, consider such proposal and make a recommendation to the Board.
15. Monitor and assess the effectiveness of the corporate governance policies and procedures of the Corporation.

16. At the request of the Audit Committee, review complaints received under the Corporation's Whistleblower Policy relating to matters over which the Committee has oversight responsibilities.
17. Ensure that the Corporation's governance practices are fully disclosed in the Corporation's management information circular or annual information form, as appropriate.
18. Review any director resignation letter tendered pursuant to the Corporation's Majority Voting Policy and consider whether or not to accept the offer of resignation and recommend to the Board whether to accept such resignation.
19. Review any shareholder proposal or requisition received by the Corporation.
20. Monitor the Corporation's conduct of business in a socially responsible, ethical and transparent manner.
21. Review and make recommendations to the Board in respect of disclosure about annual committee meeting attendance in the Corporation's management information circular.
22. Periodically review and monitor the Board's compliance with the Corporation's mandatory share ownership guidelines for directors.
23. Periodically review and monitor the Corporation's diversity targets with respect to the composition of the Board.
24. Monitor the adequacy of programs, practices and compliance systems in the following areas:
 - a) corporate and securities law (including insider trading and self-dealing);
 - b) stock exchange listing standards;
 - c) anti-trust and competition law;
 - d) regulation of employment practices;
 - e) business conduct and ethics;
 - f) conflicts of interest;
 - g) communications and disclosure; and
 - h) such other areas of regulatory law and corporate policy statements as the Committee considers appropriate from time to time.
25. Periodically review and provide recommendations to the Board with respect to the policies of the Corporation, including the Corporation's:
 - a) Alcohol and Drug Use Policy;
 - b) Code of Business Conduct;
 - c) Corporate Disclosure Policy;
 - d) Diversity and Inclusion Policy;
 - e) IT Acceptable Use Policy;
 - f) Majority Voting Policy;
 - g) Policy on Trading in Securities;
 - h) Privacy Policy;

- i) Whistleblower Policy; and
 - j) Workplace Non-Discrimination, Violence, Harassment and Bullying Policy.
26. Report and make recommendations to the Board on such areas of regulatory and corporate compliance as are considered appropriate from time to time.
27. Perform any other activities consistent with this mandate, the Corporation's bylaws and applicable law as the Corporation or the Board deems necessary or appropriate.

COMMUNICATION, AUTHORITY TO ENGAGE ADVISORS AND EXPENSES

The Committee shall have direct access to such officers and employees of the Corporation and to any other consultants or advisors, and to such information respecting the Corporation, including the books and records of the Corporation and its subsidiaries, it considers necessary to perform its duties and responsibilities. The Committee shall also request such information from the Board in regard to the operations of the Corporation as the Committee or the Board may consider necessary or appropriate to carry out its duties and responsibilities.

Any employee may bring before the Committee, on a confidential basis, any concerns relating to matters over which the Committee has oversight responsibilities.

The Committee has the authority to engage independent counsel and other advisors as it determines necessary to carry out its duties and to set the compensation for any such counsel and other advisors, such engagement to be at the Corporation's expense. The Corporation shall be responsible for all other expenses of the Committee that are deemed necessary or appropriate by the Committee in order to carry out its duties.

Each year, the Committee shall be responsible for preparing and delivering to the Board for approval an annual work plan setting out the scope of the Committee's responsibilities and the topics to be addressed at meetings of the Committee.

Adopted by the Board of the Corporation on December 9, 2009. Last reviewed and/or amended on October 28, 2021.

SCHEDULE "A"

NATIONAL INSTRUMENT 58-101 STANDARD OF "INDEPENDENCE"

1. A committee member is independent if he or she has no direct or indirect material relationship with the Corporation.
2. For the purposes of paragraph 1, a "material relationship" is a relationship which could, in the view of the Board, be reasonably expected to interfere with the exercise of a member's independent judgment.
3. Despite paragraph 2, the following individuals are considered to have a material relationship with the Corporation:
 - a) an individual who is, or has been within the last three years, an employee or executive officer of the Corporation;
 - b) an individual whose immediate family member is, or has been within the last three years, an executive officer of the Corporation;
 - c) an individual who:
 - i. is a partner of a firm that is the Corporation's internal or external auditor,
 - ii. is an employee of that firm, or
 - iii. was within the last three years a partner or employee of that firm and personally worked on the Corporation's audit within that time;
 - d) an individual whose spouse, minor child or stepchild, or child or stepchild who shares a home with the individual:
 - i. is a partner of a firm that is the Corporation's internal or external auditor,
 - ii. is an employee of that firm and participates in its audit, assurance or tax compliance (but not tax planning) practice, or
 - iii. was within the last three years a partner or employee of that firm and personally worked on the Corporation's audit within that time;
 - e) an individual who, or whose immediate family member, is or has been within the last three years, an executive officer of an entity if any of the Corporation's current executive officers serves or served at that same time on the entity's compensation committee; and
 - f) an individual who received, or whose immediate family member who is employed as an executive officer of the Corporation received, more than \$75,000 in direct compensation from the Corporation during any 12 month period within the last three years.
4. Despite paragraph 3 above, an individual will not be considered to have a material relationship with the Corporation solely because: (a) he or she had a relationship identified in paragraph 3 if

that relationship ended before March 30, 2004; or (b) he or she had a relationship identified in paragraph 3 by virtue of paragraph 8 if that relationship ended before June 30, 2005.

5. For the purposes of paragraphs 3(c) and 3(d), a partner does not include a fixed income partner whose interest in the firm that is the internal or external auditor is limited to the receipt of fixed amounts of compensation (including deferred compensation) for prior service with that firm if the compensation is not contingent in any way on continued service.
6. For the purposes of paragraph 3(f), direct compensation does not include:
 - a) remuneration for acting as a member of the Board or of any committee of the Board; and
 - b) the receipt of fixed amounts of compensation under a retirement plan (including deferred compensation) for prior service with the Corporation if the compensation is not contingent in any way on continued service.
7. Despite paragraph 3, an individual will not be considered to have a material relationship with the Corporation solely because the individual or his or her immediate family member:
 - a) has previously acted as an interim chief executive officer of the Corporation, or
 - b) acts, or has previously acted, as a chair or vice-chair of the Board or of any committee of the Board on a part-time basis.
8. For the purposes of paragraphs 1 through 7, the Corporation includes a subsidiary entity of the Corporation and a parent of the Corporation.