

SUSTAINABILITY
REPORT 2022





CONTENTS

- Message from our President & Chief Operating Officer 04**
- 01 General Disclosures 06**
 - Organizational Profile.....08
 - Our Sustainability Strategy10
 - Economic Impact & Stakeholder Relations12
 - ESG Materiality Assessment, Opportunities & Risks.....14
 - About this Report.....15
 - Reporting Practices15
- 02 Governance 16**
 - Corporate Governance17
 - ESG Governance19
 - Executive Compensation & Shareholder Alignment.....20
 - Diversity & Inclusion: Board Diversity, Management Diversity22
 - Ethics & Integrity.....24
 - Code of Conduct.....24
 - Anti-Corruption & Anti-Bribery.....25
 - Enterprise Risk Management26
 - Global Supply Chain Management.....28
 - Cybersecurity29
- 03 Health & Safety 30**
 - Overview31
 - Serious Injuries, Fatalities & High Potential Events36
 - Emergency Preparedness & Response.....37
- 04 Environment 38**
 - Drilling Automation: The Ensign Edge40
 - Air Emissions41
 - Water, Spill Prevention & Waste Management44
 - Land Management, Surface Impact & Wildlife Considerations.....46
 - Asset Integrity & Resilience47
- 05 People 50**
 - Talent Attraction, Retention, Diversity & Inclusion51
 - Training & Development.....54
 - Community Engagement & Investment.....57
- 06 Reporting Data & Indices..... 62**
 - Index: Sustainability Accounting Standards Board: Oil & Gas Services66
 - Index: Task Force on Climate-Related Financial Disclosures.....67
 - Forward Looking Statements68

MESSAGE FROM OUR PRESIDENT & CHIEF OPERATING OFFICER



“Ensign is proud to be part of an industry that continues to meet the resilience of energy demand with innovation.”

I am pleased to be sharing with you Ensign's 2022 Sustainability Report. It is an opportunity to recognize the crucial role we play in meeting today's global energy demands while showcasing how we operate with sustainable business practices for today and tomorrow. In this report, we aim to transparently share our environmental, social and governance performance, highlight our achievements, and outline our future commitments as we navigate our business in a dynamic industry.

Through 2022 and into 2023, Ensign has achieved much as a company. I would like to take this opportunity to highlight a few milestones.

- In 2022, Ensign achieved a Total Recordable Incident/Injury Rate (“TRIR”) of less than one percent of exposure hours in four out of the five major regions with two regions finishing the year completely incident free. Furthermore, Ensign's safety performance in terms of TRIR continues to outperform industry, with 2022's results approximately 40% better than the IADC industry benchmark.
- Our environmental incident rate continues to fall below one percent of exposure hours, highlighting our strong well site processes and procedures aimed at preventing spills and environmental damage.
- Over 2022 and into 2023, Ensign implemented 20 environmentally friendly solutions to our marketed fleet, an increase of 26% from last year's report and includes 12 highline power solutions, one bi-fuel solution, and seven natural gas generator packages.
- Due to our strong financial performance in 2022, the annual bonus and performance share unit payments to employees and management of the company was capped at 5% of 2022 EBITDA in accordance with our compensation plan, highlighting our strong governance structures.

- In 2022, we welcomed Ms. Darlene Haslam to our Board of Directors, adding a wealth of experience in strategic planning and financial expertise as well as enhancing the gender diversity of our board. In 2023, we congratulated Mr. John Schroeder on his retirement our Board. We are grateful for his services, guidance and contributions over the past 33 years and extend our best regards to him in retirement.

As a service company in a dynamic industry, we need to be adaptable, advanced, and always deliver. We do this by continually improving. Continuous improvement is the core principle that drives our operational performance as well as our environmental, social and governance performance. Throughout this report you will see Ensign's commitment to drive meaningful programs that deliver long-term sustainability, superior performance, reduced environmental impact, and at the end of the day the secure energy that supports our quality of life.

Sincerely,

Robert H. Geddes
— *President & COO*

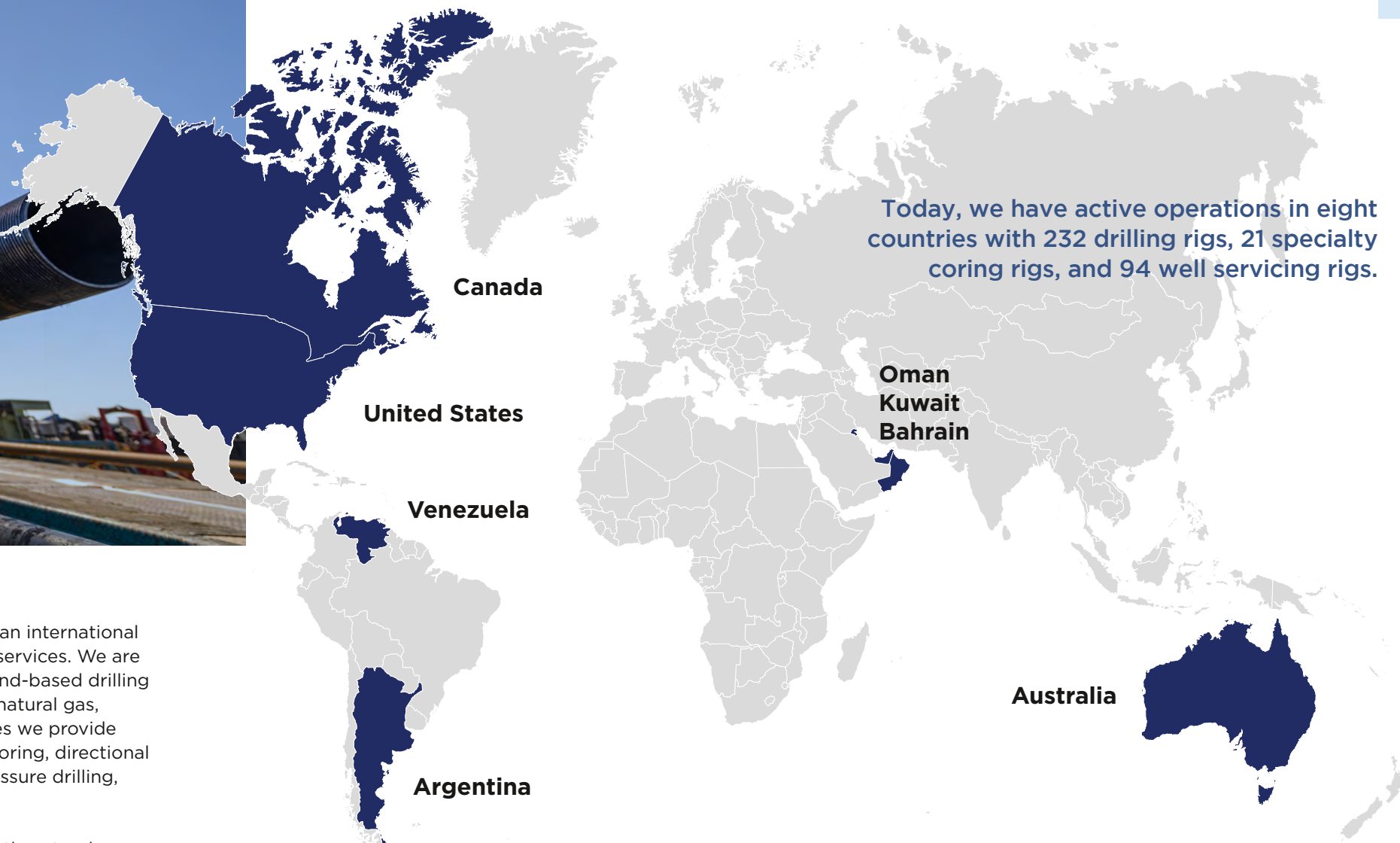
01

**GENERAL
DISCLOSURES**



ORGANIZATIONAL PROFILE

We are one of the world's leading land-based drillers and well-servicing providers for crude oil, natural gas, and geothermal wells.



Today, we have active operations in eight countries with 232 drilling rigs, 21 specialty coring rigs, and 94 well servicing rigs.

CANADA



USA



Ensign Energy Services Inc. ("Ensign") is an international industry leader in the delivery of energy services. We are one of the world's leading providers of land-based drilling and well-servicing services for crude oil, natural gas, and geothermal wells. The energy services we provide include drilling, well servicing, oil sands coring, directional drilling, underbalanced and managed pressure drilling, equipment rentals, and transportation.

Established in 1987, our operations currently extend from Canada and the United States to Latin America, the Middle East, and Australia. Ensign's operations are divided into three main geographic operating regions:

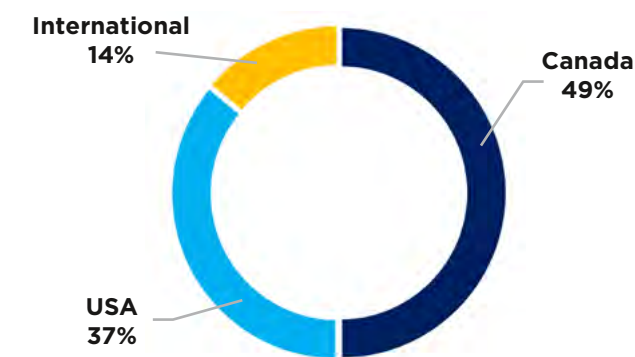
- In **Canada**, we offer drilling and workover rigs, oil sands/coring rigs, well servicing, underbalanced and managed pressure drilling, and equipment rental services. Our Canadian business spans the four western Canadian provinces of British Columbia, Alberta, Saskatchewan, and Manitoba, and includes the Northwest Territories and the Yukon.
- In the **United States**, we offer drilling and workover rigs, directional services, well servicing, and equipment rental services. We operate predominantly in the Rocky Mountain region, the southern region, and the states of California, New Mexico, North Dakota, and South Dakota.
- **Internationally**, we currently offer drilling and workover rigs in Argentina, Australia, Bahrain, Kuwait, Oman, United Arab Emirates, and Venezuela.

Ensign has grown through acquisitions, accumulating an extensive equipment fleet characterized by flexibility, fuel efficiency, and mobility for meeting the challenging demands of our customers. Today, we operate in eight countries with 232 marketed drilling rigs, 21 specialty coring rigs, and 94 well servicing rigs across those regions*.

We have also contributed to advancements in drilling and well servicing through the innovative use of our Ensign EDGE® technology suite and have an established reputation for the highest safety standards and environmental stewardship. Learn more about Ensign's EDGE technology later on in this report.

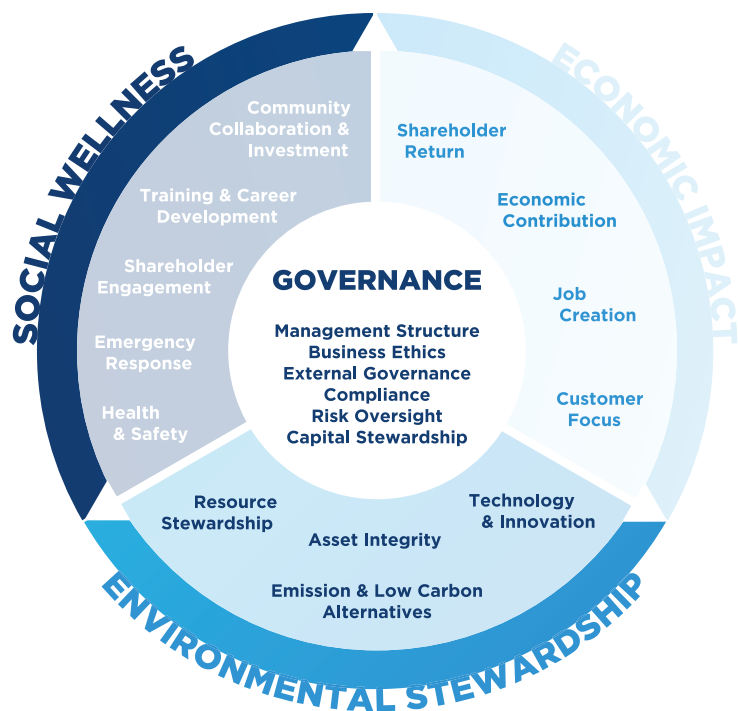


DRILLING RIG FLEET DISTRIBUTION



*As of the date of this report. Figures include Venezuela, where due to certain government sanctions which impact our business, we have not actively operated since 2019. However, we continue to have assets located in-country that can be reactivated.

OUR SUSTAINABILITY STRATEGY



What does sustainability mean to a drilling company?

Our sustainability practices are built on the foundation that solid governance, capital stewardship, consideration for our environment, and supporting our people will lead to long-term value creation for our business, for our customers, for our shareholders, and in our communities.

At face value, drilling may seem inconsistent with the idea of sustainable development. We drill wells into the ground to extract non-renewable energy for our customers. However, our operations are critical to delivering the cost-effective and reliable energy that supports our quality of life. While global energy needs continue to grow and evolve, we are a key operation in the effort to secure a supply of safe and reliable energy. Sustainability is important to our business because it is the practices and processes we have in place to run a safe, efficient, and profitable business while continually improving our environmental footprint. Our sustainability practices ensure we establish and legitimize our social license to operate, benefitting our communities by creating jobs, contributing tax dollars to the economy, and supporting long-term community investment.

Global energy needs are evolving, and we need innovative solutions as we transition to a net carbon-neutral economy.

We need to be progressive, cost-efficient, and carbon competitive. We work to be a part of that energy transition, exploring opportunities in geothermal drilling, hybrid technologies, and carbon capture and sequestration projects. In the meantime, you will find our practices, detailed in this report, to deliver traditional oilfield services in a non-traditional way, as efficiently as possible with absolute resolve to minimize our impact on the environment.

Our sustainability strategy is rooted in three pillars: Environmental Stewardship, Social Responsibility, and Economic Resilience.

1 ENVIRONMENTAL STEWARDSHIP

We are dedicated to minimizing our ecological footprint and promoting environmental stewardship throughout our operations. Our key objectives include:

- **Climate Impact:** We will reduce greenhouse gas emissions from our drilling activities through continuous monitoring and implementation of innovative technologies and processes. We will actively explore opportunities to transition to cleaner and emission friendly power sources.
- **Biodiversity and Land Conservation:** We will work to protect and preserve biodiversity in the areas where we operate when we are on site in accordance with operator standards.
- **Water Resource Management:** We will adhere to responsible water management practices, aiming to minimize water consumption and reduce the impact of our operations on local water resources when we are on site and in accordance with operator standards. We will prioritize the use of recycled and treated water wherever feasible.

2 SOCIAL RESPONSIBILITY

We understand the significance of building strong relationships with communities and stakeholders, and we are committed to making a positive impact on society. Our social responsibility objectives include:

- **Community Engagement:** We will actively engage with local communities, indigenous groups, and other stakeholders to foster dialogue, address concerns, and ensure that our operations align with their needs and expectations. We will prioritize transparency and open communication.
- **Health and Safety:** We will maintain the highest standards of health and safety for our workforce, contractors, and surrounding communities. We will continuously improve our safety protocols and emergency response capabilities to prevent accidents, mitigate potential risks, and minimize the impact of any such events.
- **Skills Development and Local Employment:** We will invest in the development of local talent and promote employment opportunities within the communities where we operate. We will prioritize training and skills enhancement programs to enhance local capacity and promote economic growth.

3 ECONOMIC RESILIENCE

We recognize the need for long-term economic viability while embracing sustainability. Our economic resilience objectives include:

- **Energy Efficiency:** We will optimize energy use across our operations by implementing energy-efficient technologies and practices. This will not only reduce costs but also minimize our carbon footprint.
- **Innovation and Research:** We will invest in research and development to drive innovation in sustainable drilling technologies and explore alternative energy solutions. We will actively seek partnerships with academia, industry experts, and other stakeholders to advance sustainability in our field.
- **Supply Chain Sustainability:** We will collaborate with suppliers and contractors who share our commitment to sustainability, encouraging them to adopt best practices and meet our rigorous standards. We will work together to minimize the environmental impact of the entire value chain.

By adhering to these principles, we aim to be at the forefront of sustainable practices in the oil and natural gas drilling industry. We will regularly measure and report our progress, seeking continuous improvement and embracing new opportunities that align with our sustainability goals. Together, we can foster a more sustainable future while responsibly meeting the energy needs of today.

ECONOMIC IMPACT & STAKEHOLDER RELATIONS

175

Jobs created by one drilling rig, across multiple industries

15%

Increase in Total Ensign Employees as of December 31, 2022

FEEDBACK

We believe in on-going engagement with our employees, our shareholders, and all Ensign stakeholders.

www.ensignenergy.com
ir@ensignenergy.com
Head Office: Canada
400 - 5th Avenue SW, Suite 1000
Calgary, Alberta T2P 0L6
403-262-1361

Our role begins within the communities we operate in, whether that be the cities and towns in which we have office locations or the large number of smaller towns and remote areas all over the world where we conduct our field operations. Our organization contributes to the social and economic prosperity of the communities within our operating regions as a responsible employer, through community investment, and the overall economic contributions of our business. Our goal remains to support our communities through economic strength and profitable and sustainable operations.

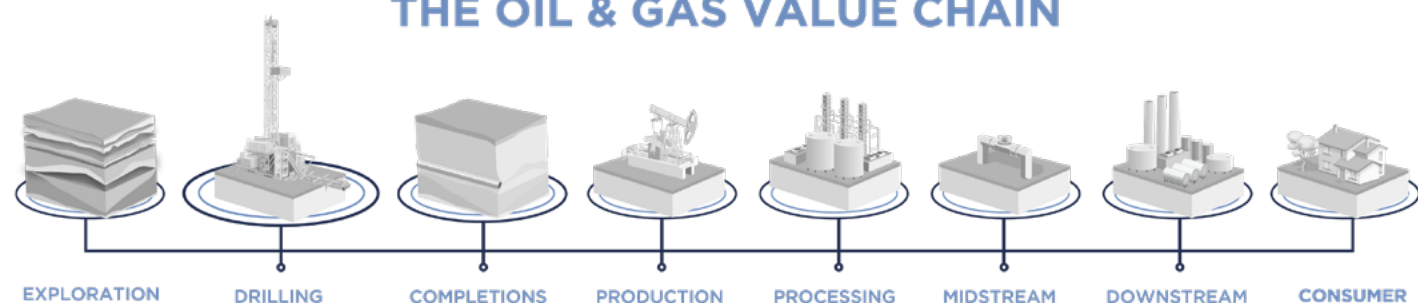
Drilling is the starting point of the oil and natural gas value chain. Each one of our operating land drilling rigs supports approximately 175 direct and indirect jobs across industries, including manufacturing, transportation, hospitality, apparel, and financial services*. We are a vital part of the oil and natural gas energy industry that supports our global economies and quality of life in those regions and beyond.

An important part of our operating activities is stakeholder engagement. We regularly engage with our stakeholders, including our employees, community members and organizations, government representatives, trade organizations and associations, and our shareholders.

Effective stakeholder engagement contributes to Ensign's social license to operate, positive relationships for our customers, and successful execution of our operations. Our stakeholder engagement starts in many of the rural communities in which we operate and continues up to dialogue with our Board of Directors through regular shareholder communication, advisory votes, and Ensign's annual meetings.

*<https://caoec.ca/media>

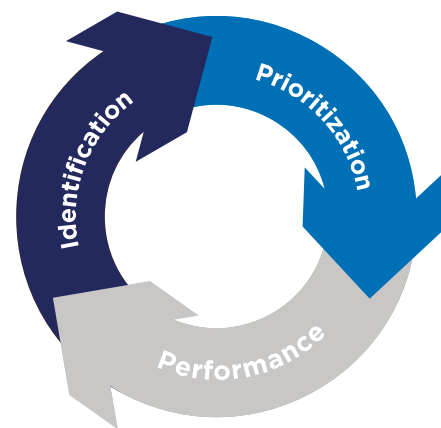
THE OIL & GAS VALUE CHAIN



Our role begins within the communities we operate in, whether that be the cities and towns in which we have office locations or the large number of smaller towns and remote areas all over the world where we conduct our field operations.



ESG MATERIALITY ASSESSMENT, OPPORTUNITIES & RISKS



Our business and our industry have each evolved over the years and continue to evolve in response to the world's global energy needs, climate change impacts and climate-related risks. As a company, we understand sustainability considerations are critical to our long-term success. We've engaged internal and external stakeholders, industry associations, and we continually review mandatory and voluntary regulations and standards to assess the materiality of sustainability considerations relevant and important to our business.

We approach our sustainability practices first through identification, then prioritization, and ultimately continually improving performance. Ensign has identified the following sustainability issues as material to our business based on the likelihood of occurrence, the risk to our business, and the opportunity for performance. The sustainability issues and practices reviewed in this report are not an exhaustive or static list but highlight key areas of current focus for Ensign.

	ENVIRONMENT	HEALTH & SAFETY	PEOPLE
TOPIC	<ul style="list-style-type: none"> Air Emissions Water, Spill, Waste Management Land Management Asset Integrity 	<ul style="list-style-type: none"> Health & Safety Emergency Response 	<ul style="list-style-type: none"> Talent Management Training & Development Community Engagement
RISK	Climate change concerns and low-carbon considerations continue to be top of mind, drive regulatory changes, and impact the value of our services.	As an energy services company, the nature of our work exposes us to significant health and safety risks. An inability to manage these risks could result in loss of life, injuries, illness, significant impacts on our operations, regulatory action, and reputational harm.	The talent of our people and the competency of our workforce is a critical factor for our business. A failure to attract and retain capable leaders to effectively lead and train our workforce can significantly impact the success of our business.
OPPORTUNITY	Continue to be part of the evolving energy transition through technology innovation and exploration of low carbon/carbon offsetting alternatives.	Meet and exceed industry best practices that maintain our workforce safety and contribute to operational performance.	Be a competitive employer, invest in our workforce development, and support leadership with competent teams.
ENSIGN	Alternative fuels, energy sources, and operational and emissions efficiencies driven by technology initiatives. Pages: 38 - 49	Maintain a culture of safety, strong HSE leadership, robust safety processes, effective training, and effective emergency management. Pages: 30 - 37	Develop and support a diverse and competent workforce through training and career development opportunities. Pages: 50 - 61

ABOUT THIS REPORT

This report is published on August 4, 2023, with respect to the year 2022 and year-to-date in 2023 where stated. Unless otherwise stated, the data presented in this report is as of year-end December 31 of the applicable year.

Within this report, the terms, the "Company", "our", "we", "us", "Ensign", and other similar terms refer to Ensign Energy Services Inc.

Unless otherwise stated, the data presented in this report is consolidated and includes operating data for the entire Ensign Energy Services group of companies including all its subsidiaries. All financial data and \$ amounts are stated in Canadian dollars unless otherwise indicated. For more information on Ensign's financial performance and disclosures, please refer to Ensign's annual and interim financial statements available on our website at www.ensignenergy.com and SEDAR+ at www.sedarplus.com.

This report contains forward-looking statements and information in relation to Ensign's outlook, expectations, sustainability goals, or beliefs relating to future operating activity, events, and performance. Please refer to the Forward-looking Statements Advisory at the end of this report for more information.

REPORTING PRACTICES

Our industry continues to communicate and discuss sustainability, environmental, social, and governance considerations. There are several leading reporting standards, including the Global Reporting Initiative ("GRI") and GRI index, Task Force on Climate-Related Financial Disclosures ("TCFD"), and Sustainability Accounting Standards Board ("SASB"). We align our sustainability reporting with the recommendations from these three reporting standards and report the Company's results accordingly. We will continue to amend and adapt to the reporting requirements of our industry to communicate and report effectively on Ensign's sustainability practices and performance. Please refer to the Reporting Standards Indices at the end of this report for more information.



02

GOVERNANCE

CORPORATE GOVERNANCE

Ensign’s Board of Directors is responsible for the stewardship of the Company, including oversight over the management of the business, monitoring corporate objectives and opportunities, and mitigating risks to our business.

Ensign’s Board of Directors currently has four Committees and nine Directors, seven of whom are independent. In 2023, John Schroeder retired from our Board effective on May 5, 2023. We are grateful for his services, guidance and contributions over the past 33 years and extend our best regards to him in retirement.

Ensign’s Management Information Circular, available on our website at www.ensignenergy.com and SEDAR+ at www.sedarplus.com, provides comprehensive information on Ensign’s governance philosophy, practices, and processes.



78%
INDEPENDENT

22%
WOMEN

100%
MEETING ATTENDANCE

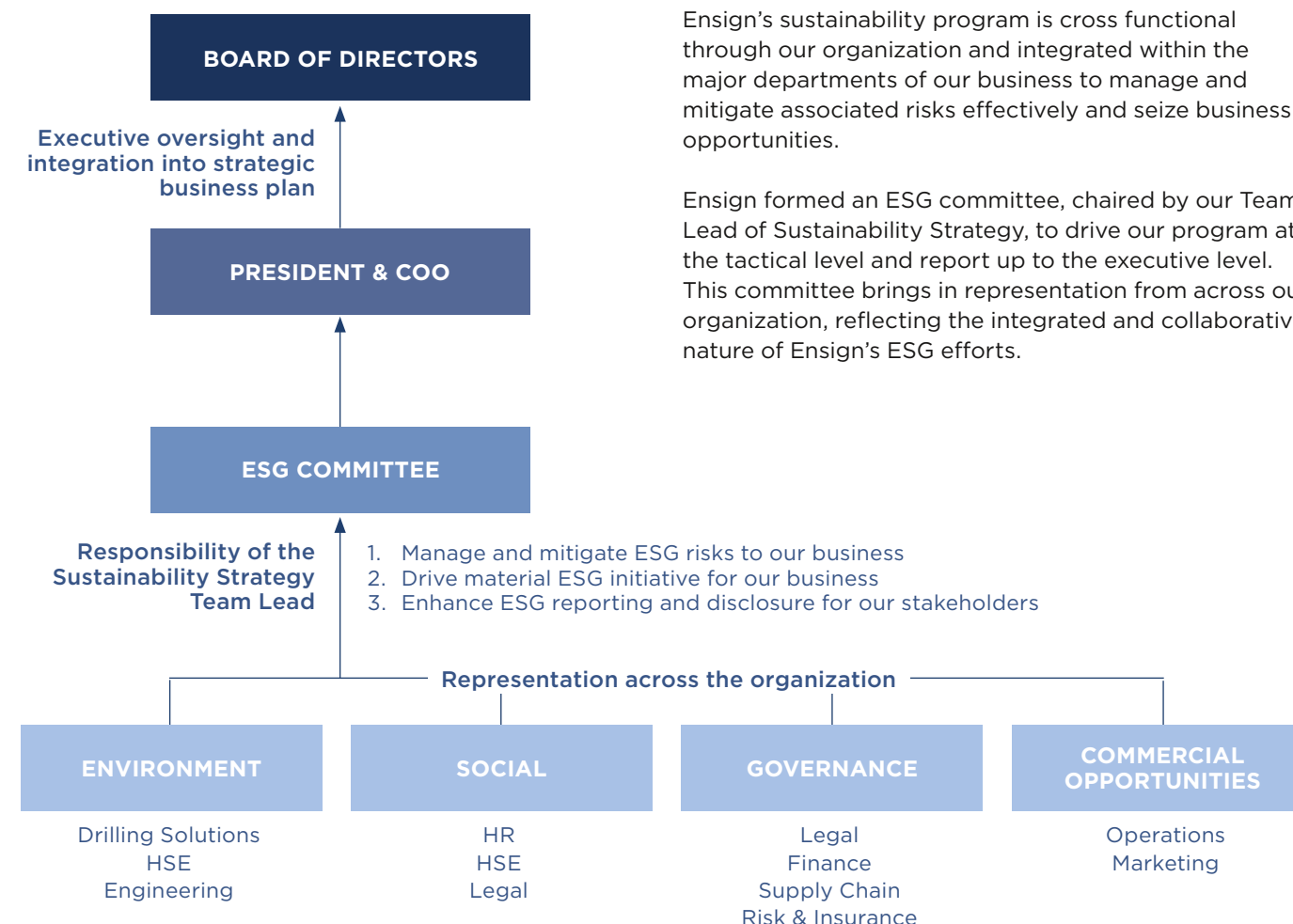


ENSIGN BOARD OF DIRECTORS

NAME & MUNICIPALITY OF RESIDENCE	DIRECTOR SINCE	PRINCIPAL OCCUPATION
N. Murray Edwards St. Moritz, Switzerland	October 1989	Investor and Corporate Director
Robert H. Geddes Calgary, Alberta, Canada	March 2007	President and Chief Operating Officer of Ensign
Gary W. Casswell ② ④ Montgomery, Texas, USA	December 2017	Independent Businessperson
Darlene J. Haslam ① ④ Calgary, Alberta, Canada	March 2022	Independent Businessperson
James B. Howe ① ③ Calgary, Alberta, Canada	June 1987	President, Bragg Creek Financial Consultants Ltd. (financial consulting)
Len O. Kangas ② ④ Red Deer, Alberta, Canada	June 1990	Independent Businessperson
Cary A. Moomjian Jr ② ③ Frisco, Texas, USA	November 2014	Principal of CAM OilServ Advisors LLC (consulting, expert witness, dispute resolution, training)
Gail D. Surkan ② ③ Red Deer, Alberta, Canada	March 2006	Independent Businessperson
Barth E. Whitham ① ③ Denver, Colorado, USA	March 2007	President and Chief Executive Officer of Enduring Resources, LLC (energy resource exploration and development)

- ① Member of the Audit Committee
- ② Member of the Corporate Governance, Nominations & Risk (“CGNR”) Committee
- ③ Member of the Compensation Committee
- ④ Member of the Health, Safety & Environment (“HSE”) Committee

ESG GOVERNANCE



Ensign’s sustainability program is cross functional through our organization and integrated within the major departments of our business to manage and mitigate associated risks effectively and seize business opportunities.

Ensign formed an ESG committee, chaired by our Team Lead of Sustainability Strategy, to drive our program at the tactical level and report up to the executive level. This committee brings in representation from across our organization, reflecting the integrated and collaborative nature of Ensign’s ESG efforts.

The Board of Directors maintains oversight over business planning and material initiatives to our business, including our sustainability strategy. The full board is responsible for reviewing and overseeing sustainability matters including ESG risks, initiatives, and overall stewardship.

The HSE Committee of the Board of Directors has been delegated oversight responsibility over environmental matters specifically, including incidents, HSE systems, and processes. The CGNR Committee of the Board of Directors has been delegated responsibility over governance and enterprise risk matters and they undertake a quarterly review of enterprise risks and mitigation measures to ensure that risks are adequately

prepared for and managed. Moreover, sustainability metrics, including the health, safety, and environmental performance of the Company are integrated with Ensign’s executive compensation program. More information on the Company’s compensation practices is detailed later in this report.

EXECUTIVE COMPENSATION & SHAREHOLDER ALIGNMENT

97.8%

Of shareholders voted in favour of Ensign’s executive compensation approach

26.6%

Percentage of common shares held by company insiders

Ensign’s executive compensation philosophy and strategy are designed to attract, retain, incentivize, and ultimately reward our leadership to deliver strong performance that is aligned with our corporate strategy and values, and delivers value to our shareholders. In this report, we highlight a few of the key governance practices and philosophies regarding our compensation. However, we strongly believe in being transparent and providing comprehensive disclosure regarding our compensation practices and application. Therefore, we encourage a review of our latest Management Information Circular for further information on Ensign’s executive compensation, available on our website at www.ensignenergy.com and SEDAR+ at www.sedarplus.com.

One of the main principles of our compensation philosophy is a robust pay-for-performance strategy with a meaningful portion of our executive’s total compensation tied to corporate and/or divisional financial performance, the achievement of safety metrics and outcomes, and the achievement of certain strategic objectives. The corporate and divisional financial performance objectives include financial performance, enhanced shareholder returns, and operating results. The safety metrics and outcomes include targets related to leading and lagging safety indicators, as well as actual safety incident outcomes over the year. In 2022, the average variable pay of Ensign’s executive team was 67%, versus fixed pay of 33%, which is an increase in the proportion of variable pay from an average of 63% in 2021. This year-over-year change reflects the connection between our executives’ compensation and corporate performance.

Furthermore, Ensign reinforces alignment of company performance with executive compensation, with a cap on the aggregate amount of annual cash bonuses at 3% of EBITDA (as adjusted) and a cap on the aggregate amount of any payout related to our performance share unit awards at 2% of EBITDA (as adjusted) achieved in the final year of such rewards.

An important part of our engagement with our shareholders is our non-binding, advisory “Say on Pay” vote. Our Board believes that this advisory vote will continue to support Ensign in its dialogue with our shareholders about governance and other matters relating to executive compensation. In 2022, 97.8% of the shares voted in favour of our executive compensation approach.

Due to the strong financial performance of the Company in 2022, the annual bonus and performance share unit payments to employees and management of the company were capped at 5% of 2022 EBITDA in accordance with our compensation plan. We believe that this level of payment provides incentive to employees and management to achieve strong financial performance while at the same time providing shareholders with returns on their investment.

In addition to our compensation philosophy, Ensign believes in a strong, long-term alignment with our shareholders. As a result, Ensign has a robust share ownership requirement of its directors and executive management. All independent members of the Board of Directors must acquire and hold common shares and/or deferred share units of Ensign having a minimum aggregate market value equal to three (3) times the current base annual cash and equity retainer, within five (5) years after their initial appointment as a Director. In 2022, the ownership requirement applicable to directors was common shares and/or deferred share units having a value of \$348,000. For executive officers, the minimum shareholding requirement is as follows:

EXECUTIVE LEVEL	SHARE OWNERSHIP REQUIREMENT
Chairman	4x annual consulting fee
President & Chief Operating Officer	4x base salary
Chief Financial Officer, Executive Vice Presidents, and Divisional Presidents	2x base salary
Senior Vice Presidents and Vice Presidents	1x base salary

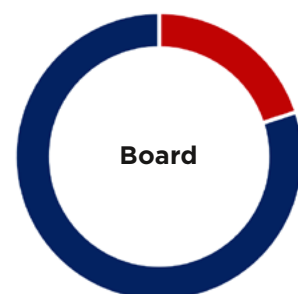
Currently, all executives and members of our Board of Directors who are subject to this requirement have met our equity ownership requirement. Cumulatively, as of the date of this report, Ensign directors and executive insiders hold a total of 49.4 million common shares, representing 26.6% of the issued and outstanding common shares of the Company.



DIVERSITY & INCLUSION: BOARD DIVERSITY, MANAGEMENT DIVERSITY

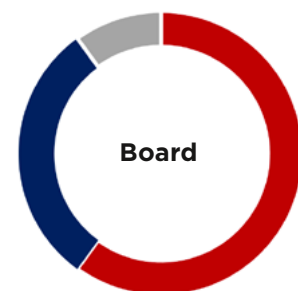
GENDER DIVERSITY

■ Women ■ Men



GEOGRAPHIC DIVERSITY

■ Canada ■ USA ■ Other



Ensign is committed to advancing women and supporting diverse backgrounds in leadership roles through its talent management, learning development, and succession planning processes.

Ensign's board diversity strategy centers on merit and a qualifications-based method. In considering candidates for both Board and executive officer appointments, the Board considers primarily skill, knowledge, experience, business requirements, gender, age, and individual character, as it believes this approach is in the best interest of the business and our shareholders. These characteristics in the current Board are also considered, to ensure that a range of characteristics and qualities are present across the Board as a whole.

Our diversity policy provides that the CGNR Committee, which is responsible for recommending director nominees to the Board, will consider candidates on merit, based on a balance of skills, background, experience, and knowledge. This committee will take into account diversity considerations such as gender, age, and ethnicity, to ensure the Board benefits from a broader range of perspectives and relevant experience.

Ensign has not adopted specific targets regarding the representation of women on its Board of Directors. While diversity is an important consideration, Ensign cannot commit to select a Board candidate whose gender is a decisive factor above all other considerations. However, by continuing to foster opportunities for development and promotion at all levels of the Company, Ensign's objectives of diversity are continually being pursued.



In 2022, Ensign welcomed Ms. Darlene Haslam to our Board of Directors.

Ms. Haslam, a Chartered Account and Certified Public Accountant, operates a private accounting practice providing accounting consulting services to small and medium sized business. She brings a wealth of experience in strategic planning and financial expertise.

SKILLS & EXPERIENCE

SECURITIES & CAPITAL MARKETS

RISK MANAGEMENT

LEGAL

HSE

HUMAN RESOURCES

COMPENSATION

INTERNATIONAL EXPERIENCE

FINANCIAL EXPERTISE

INDUSTRY SPECIALIST

STRATEGIC PLANNING

SENIOR LEADERSHIP EXPERIENCE

BOARD DIRECTOR EXPERIENCE

ETHICS & INTEGRITY

Operating transparently and ethically is key to maintaining the longevity of our business and delivering consistent, long-term value to our shareholders.

CODE OF CONDUCT

Ensign's Code of Conduct reflects our global commitment to operating our business with integrity. Our Code of Conduct outlines our ethical standards, applicable laws, and the expectations of our directors, officers, employees, contractors, and consultants. Our Code of Conduct includes topics such as employment standards, conflicts of interest, and the treatment of confidential information and trading in the Company's shares, to foster conduct of the Company's business in a consistently ethical and legal manner. Each Director, all employees, contractors, and consultants are required to abide by the Code of Conduct as a condition of their employment or engagement with Ensign.

Ensign's complete Code of Conduct is available on our website www.ensignenergy.com and SEDAR+ at www.sedarplus.com.

BUSINESS ETHICS HOTLINE

Since 2015, Ensign has had in place an independent, third-party Business Ethics Hotline. Anyone can confidentially, anonymously and with a strict no retaliation policy, report any suspected illegal, unethical conduct, or breach of our policies. Reports can be online, by email, by mail, and by phone in over 150 languages.

The Chair of our Audit Committee reviews and oversees investigations of alleged breaches of the Code of Conduct together with management where appropriate. Business Ethics Hotline activity is reported to the Board of Directors every quarter.

No material reports were filed in the past three full calendar years or in 2023 up to the date of this report regarding any conduct of a Director or executive officer that constitutes or could constitute a breach of our Code of Conduct.

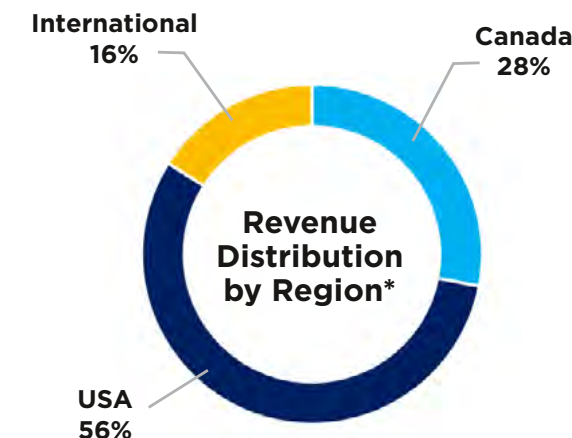


ANTI-CORRUPTION & ANTI-BRIBERY

Ensign is committed to conducting its business in accordance with all applicable laws, rules and regulations, and the highest ethical standards. We have developed a comprehensive Anti-Bribery and Anti-Corruption Policy aimed at preventing and monitoring corruption and educating our workforce concerning our commitment to full compliance with legal and ethical standards in this regard.

Our policy reiterates our commitment to full compliance by Ensign, and that of its directors (when they are acting on behalf of the Company), officers, employees, contractors, consultants, or third parties acting on behalf of the Company, with Canada's Corruption of Foreign Public Officials Act ("CFPOA"), the U.S. Foreign Corrupt Practices Act ("FCPA"), and any applicable local anti-bribery or anti-corruption laws. This policy supplements our Code of Conduct and all applicable laws and provides guidelines for compliance with the CFPOA, FCPA, and applicable Ensign policies.

Upon onboarding all Ensign employees complete e-learning Code of Conduct modules and position specific employees complete Anti-Bribery & Anti-Corruption modules. Existing employees as well as all members of the Board of Directors complete these modules on either an annual basis (office personnel and Directors) or every three years (field personnel).



*Revenue distribution as of December 31, 2022 year-end. In 2022, the Company did not have any customer representing 10% or more of revenue.

POLITICAL ACTIVITY

Ensign encourages our workforce to participate and be active members in the communities in which we work and live, which at times may include the political process. However, under Ensign's Code of Conduct, it is expected that our employees represent themselves as an individual, on their own time and using their own resources, and not as a representative of Ensign when participating and supporting political activities.

Ensign is a supporter and active member of various industry associations that do conduct lobbying on behalf of the oil and gas industry, in accordance with regional and federal law governing the jurisdictions in which we work. However, Ensign has a strict policy and restrictions regarding political contributions outlined in our Code of Conduct. Political contributions are governed through the review of expenses and vendors to ensure that inappropriate political contributions are flagged and investigated.

We are defined by our unwavering commitment to operating safely, responsibly, and ethically.

ENTERPRISE RISK MANAGEMENT

Ensign recognizes the complex and volatile nature of the oil and natural gas energy industry and the potential risks associated with our operations.

To ensure our long-term sustainability and profitability, an effective Enterprise Risk Management (ERM) strategy has been developed. Our strategy aims to identify, assess, monitor, and mitigate risks across all aspects of the company's activities, enabling informed decision-making, proactive risk management, and the protection of stakeholder interests.

Ensign's Enterprise Risk Management strategy serves as a foundation for proactive risk management, enabling the organization to navigate the dynamic and challenging landscape of the oil and natural gas energy industry. By identifying, assessing, monitoring, and mitigating risks, the company aims to protect its stakeholders, optimize operational performance, and sustain long-term value creation. The ERM strategy is continuously reviewed and updated to adapt to evolving risks and market conditions, ensuring the company's resilience and ability to seize new opportunities.

For more information on specific risk factors that relate to our business, please refer to Ensign's Annual Information Form available on our website at www.ensignenergy.com and SEDAR+ at www.sedarplus.com

Ensign's Enterprise Risk Management strategy serves as a foundation for proactive risk management, enabling the organization to navigate the dynamic and challenging landscape of the oil and natural gas energy industry.

1

RISK IDENTIFICATION & ASSESSMENT

Ensign places significant emphasis on identifying and assessing risks inherent in its operations. This process involves a comprehensive analysis of internal and external factors, including market dynamics, legal and regulatory compliance, environmental considerations, technological advancements, geopolitical factors, contractual indemnification, and operational hazards. Through regular risk assessments and scenario analysis, potential risks are categorized, quantified, and prioritized based on their likelihood of occurrence and potential impact on the organization.

2

RISK MONITORING & REPORTING

Continuous monitoring is essential for Ensign to manage existing risks and promptly identify emerging risks and mitigate the potential impact of both. This involves real-time data collection, key performance indicators (KPIs) tracking, and utilizing advanced risk management tools and technologies. The organization maintains a robust reporting framework that facilitates timely communication of risks and their status to the management, the board of directors, and relevant stakeholders.

3

RISK MITIGATION & CONTROLS

Ensign employs a proactive approach to risk mitigation, focusing on preventing, minimizing, or transferring identified risks. Our approach involves implementing a comprehensive set of controls and measures designed to address specific risks. Our controls include, but are not limited to, safety protocols, operational redundancies, insurance coverage, compliance frameworks, emergency response plans, and effective supply chain management. By integrating risk mitigation strategies into everyday operations, we aim to enhance resilience and reduce vulnerabilities.

4

BUSINESS CONTINUITY & CRISIS MANAGEMENT

Recognizing the potential impact of disruptive events, Ensign has developed a robust business continuity and crisis management plan. Our planning includes comprehensive risk scenarios, emergency response protocols, and communication strategies. Regular training and drills are conducted to ensure the readiness and effectiveness of response mechanisms, enabling prompt and coordinated actions in times of crises.

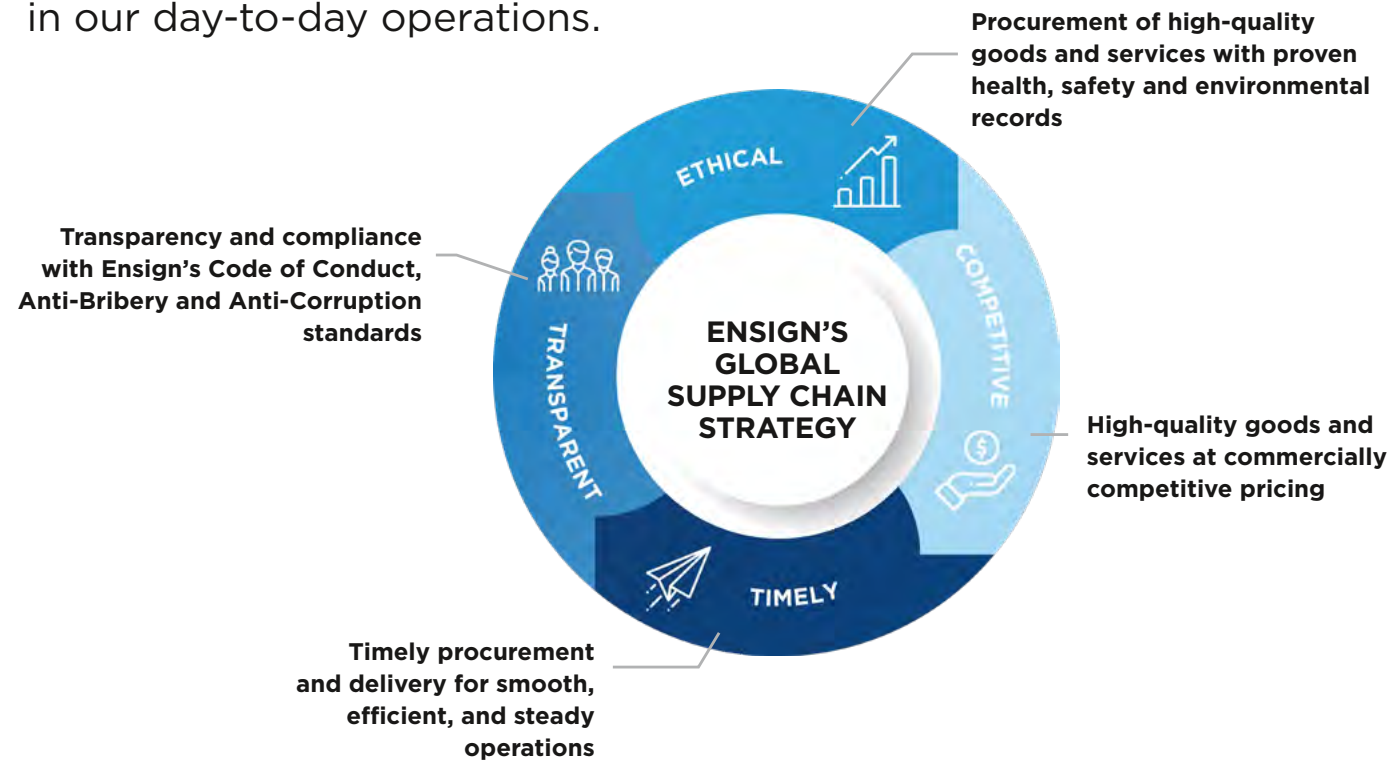
5

COMPLIANCE & GOVERNANCE

Compliance with applicable laws, regulations, and industry standards is a priority for Ensign. The ERM strategy ensures that risks related to compliance failures are identified and managed effectively. The organization maintains a culture of ethical conduct and good governance practices, fostering transparency and accountability in all aspects of our operations.

GLOBAL SUPPLY CHAIN MANAGEMENT

Ensign's robust supply chain of business partners, including our suppliers, vendors, contractors, and subcontractors play an important role in our day-to-day operations.



Ensign's supply chain strategy and governance practices are built on the foundation of integrity, transparency, compliance with Ensign's Code of Conduct, business ethics, and the timely procurement of high-quality goods and services to ensure the success of our operations. The management of our supply chain reflects Ensign's commitment to operating our business with the highest integrity and in alignment with our ethical standards and applicable laws. Our global supply chain standards, policies and procedures ensure this commitment extends to our supply chain worldwide.

Governed by our Global Procurement Standard and Master Goods and Services Agreements, Ensign's system starts with robust vendor assessment standards, vetting and onboarding. All of Ensign's employees fall under the scope of our Global Procurement Standard and through automated workflows we ensure the proper approval and due diligence is completed. We require our trusted partners comply with our Code of Conduct and Anti-Bribery and Anti-Corruption Policy as well as meet or exceed expectations of environmental, health and safety, human rights and labour laws, and diversity and inclusion standards.

A critical element to the success of our global supply chain management system is compliance assurance through comprehensive and up-to-date reporting. Ensign's internal reporting tracks every dollar spent through spend analytics, vendor cost comparisons, benchmarking to industry norms and in the event of any irregularities, real time flagging for investigation. Additionally, Ensign's legal and compliance functions perform targeted vendor audits, ongoing expense reviews and oversight over purchasing orders, invoice processing, payments, and any flagged irregularities through the process.

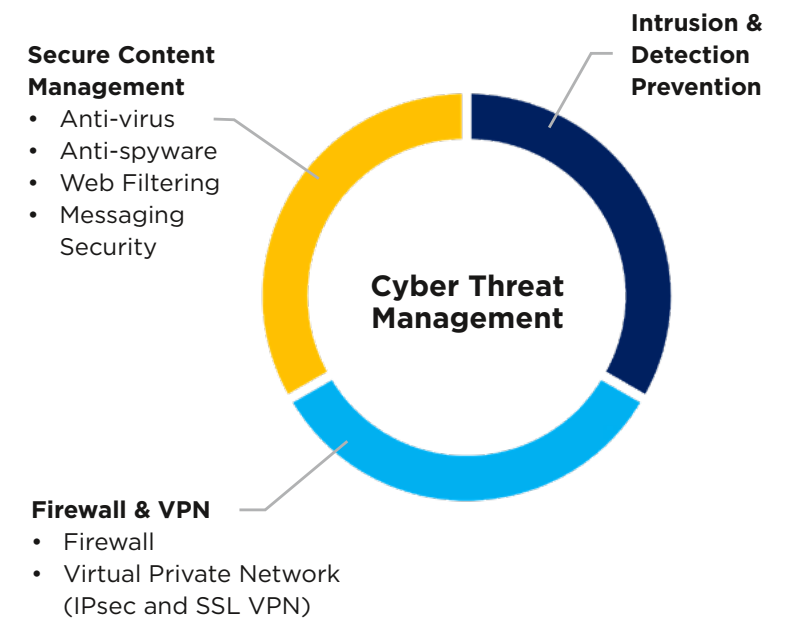


CYBERSECURITY

We live in a data-driven world, and we harness our data to drive our analytics and decision-making.

Cybersecurity is the protection of our computers, data, networks, and programs. Ensign has implemented and standardized a unified cyber threat management program across our global operations to prevent and respond to any risk to our everyday operations and protect our digital environment for our employees and customers.

Our program ensures the education of our global staff, prevention of data breaches, rapid response to any incidents, and protection of our data in the office and at well-site. As our data reach continues to grow, Ensign is committed to renewing and improving our cybersecurity tools and training to address any gaps in knowledge and ensure the utmost protection. We continue to update and enhance our cybersecurity and training, including enhanced phishing emails training and testing to ensure our workforce understands the risks associated with phishing emails and understands the appropriate precautions.



03



HEALTH & SAFETY

We are dedicated to protecting our people, our communities, our equipment, and the environment in which we work and live.

It is a commitment made in the best interests of our employees, our customers, and all Ensign stakeholders. Safety is non-negotiable in our business, and it is more than just a strategy—it is an organizational constant and our prevailing attitude. Every employee at Ensign is a leader and takes responsibility and ownership for health and safety.

Ensign has three principles that drives our safety culture and our goal to “Drive to Zero Incidents and Injuries”:

- Compliance with all applicable laws and relevant industry standards or practices;
- Continuous evaluation of the HSE aspects of our equipment and the services we provide; and
- Commitment to the approach that effective HSE management is good business and therefore the continuous improvement of our HSE management practices.



The Ensign culture is based on an unwavering pursuit of operational excellence. It is the flawless execution of our operations by our people, equipment, and processes. It is a philosophy that is ingrained in everything we do, including how we operationalize our health and safety principles:

- It involves every person at every level of the organization, resulting in employees who feel, and who are, empowered to contribute to our safe workplaces,
- It is execution of all tasks in a safe and efficient manner, and
- It is the continuous improvement of our systems and our processes that allow us to continually improve our performance.

In our industry, our operating environment and conditions continuously change. However, our journey to achieve operational excellence remains steadfast. At Ensign, we are committed to improving performance through repeatable, consistent execution guided by our standard operating procedures, a coaching mindset, and empowering our employees to be engaged, challenge the status quo, and identify areas for improvement.



Operational Excellence

Employee Empowerment & Challenge the Status Quo

We are a learning organization that continues to take lessons learned for every task, operation, or plan, and learn from them so we can continuously improve. Operations for Ensign are typically broken down into four phases:

Plan - Communicate - Execute - Analyze.

1

PLAN

Effective planning is the key to success in all aspects of our operations. It is also how we ensure that we effectively incorporate lessons learned from previous After-Action Reviews. Through our Job Specific Analysis (“JSAs”) and Rig Specific Operating Procedures (“RSOPs”), we define and communicate expectations under normal or non-normal operating conditions. We confirm how we share tasks, clarifying roles and responsibilities. We ensure full understanding and agreement on the sequence of actions to take place. Before any work is done, we confirm and verify that all tasks are understood, and potential hazards are mitigated through assessments. At Ensign, starting work is not Step #1. We plan, communicate, and then execute.

2

COMMUNICATE

EnCAAP Ensign’s Coach, Assist & Assure Process

EnCAAP is a tool to improve communication between our leaders and their teams to better execute core tasks consistently and effectively. The purpose of this global initiative is to continue to drive incidents and injuries to zero by providing crews and leaders with the coaching they need to effectively conduct a meeting or a safety conversation. EnCAAP promotes an ‘ask to verify’ style of communication versus the ‘tell or instruct’ approach that empowers our workforce to take ownership of safety culture and efficient operations.



3

EXECUTE

Life Saving Rules (“LSRs”)

Ensign recognizes the importance of emphasizing critical or high-risk tasks to prevent or reduce the number of serious injuries and fatalities. Ensign’s LSRs, recommended by Energy Safety Canada, are an oil and natural gas industry standard, establishing a consistent and reliable approach for preventing serious injuries and fatalities. The use of standardized LSRs will not only improve our operational performance through safety communication and consistent work practices but strengthen understanding and accountability in our multi-language and multicultural settings.



Stop Work Authority

Sometimes the most important work we can do is to stop working especially when something doesn’t align with our life-saving rules.

We continually work to further empower our employees and promote a culture where a “courage to intervene” mindset is accepted and encouraged. Further, we developed a training course that not only teaches employees they have the right to stop the job but show them “how”.



4

ANALYZE

After Action Review & Lessons Learned

It is essential for our employees to learn from their mistakes, capitalize on their successes, and share lessons learned across the organization. Our After-Action Reviews ensure we incorporate these lessons learned in the next plan, task, or operation.

We continue to enhance the After-Action Review process. The process of a ‘circle back’ discussion tool in the learning cycle enables workers to discover for themselves what happened, why it happened, and how to sustain strengths and improve on weaknesses.



EMPLOYEE RECOGNITION

An important part of Ensign’s safety culture is recognizing employees when they go above and beyond. Our employees operate with excellence when they recognize an unsafe act or condition, use their Stop Work Authority, and stop or prevent an incident or injury from occurring. Every quarter our HSE teams review and vote on the best “Great Catch” of the quarter and we recognize an employee in each major region.

To ensure consistency and reliability in the execution of our HSE program, we have our robust Global Risk Management System (“GRMS”). GRMS captures data from all our operations so performance metrics can be trended, shared, and analyzed down to rig level, ensuring every Ensign employee in every location around the globe is actively engaged in best-in-class safety accountability and practices.

Our focus at Ensign has evolved and we are focused on leading indicators to drive performance. Our success is driven by mitigating the inherent risks associated with our tasks and intervening when we see unsafe behaviour or hazardous conditions. In everything we do, we mitigate risks through our procedures. Our processes and procedures have resulted in an increasingly safety-aware workplace culture and safer operations overall as evidenced by our continually improving safety performance.

Historically and in-line with industry standards, Ensign has tracked the effectiveness of our HSE program through two common lagging statistics, our Total Recordable Injury Rate (“TRIR”) and Lost-Time Injury Rate (“LTIR”). TRIR records every recordable incident that occurs on-site, while LTIR is a good proxy measure for the severity of incidents, with more severe incidents requiring more days the worker is absent and increased lost time.



01



02



03

- 01. Great Catch winner Jake, Leasehand working on Ensign Rig #974 in Australia
- 02. Great Catch winner Mazhar, Roustabout working on Ensign Rig #704 in Kuwait
- 03. Great Catch winner Sergio, Rig Manager working on Ensign Rig #771 in Argentina

7,500

Management site visits in 2022



01



02

LEADERSHIP ENGAGEMENT

Ensign's safety culture lives throughout our organization and it is critical our field employees see that in our leadership. In 2022, Ensign recorded over 7,500 management site visits across our global operations, including drilling superintendents, regional managers, directors, vice presidents and executive vice presidents. The focus of our leadership visits is:

- Make leadership visible and demonstrate a commitment to HSE management systems and performance.
- Reinforce and improve Ensign's safety culture, instill operational discipline, and verify and validate conformance to policies, practices, and procedures.
- Lead by example and reinforce following HSE rules.
- Enable field employees to voice concerns directly to senior management.
- Identify areas for HSE improvement and assist in resolving outstanding HSE issues and concerns.



03

- 01. Crew of Ensign Rig #704 working in Kuwait with Brent Conway, Ensign's Executive Vice President of International Operations
- 02. Kuwait office team with Brent Conway, Ensign's Executive Vice President of International Operations
- 03. Crew of Ensign Rig #966 working in Queensland with Peter Koutsoukos, Ensign's Vice President of Australian Operations



Ensign continues to ensure our people and equipment are ready to respond effectively in the event of an emergency. **We maintain a strong responsibility to the health and safety of our employees and communities.**

SERIOUS INJURIES, FATALITIES & HIGH POTENTIAL EVENTS



While we continue to track and report our recordable and lost time incident statistics, Ensign has placed a greater emphasis on near misses and injury exposures, particularly those with serious consequences.

The report serves as a benchmark to measure performance year-over-year and assist leaders and employees in the prevention of fatalities and life-altering or life-threatening incidents. Our report increases our learning potential with a stronger understanding and assessment of SIF precursors using risk prevention and mitigation strategies, as well as the implementation of safer systems where the potential for injury or illness is significantly reduced. Consistency in reporting and classification, improved investigations, and the sharing of lessons learned will all help to prevent serious incidents and protect our employees, contractors, and the general public.

Throughout 2022, one of our HSE strategic objectives continues to be a focus on preventing Serious Incidents and Fatalities (SIF) and potentially serious incidents (SIFp) events.

To know the path forward, we must learn from history. A sample of incident event and near-miss data was gathered from January 1, 2019, through to December 31, 2020. The incident and near-miss data was then reviewed and run through Ensign's New SIF Decision Tree, incorporating Ensign's Life Saving Rules, to evaluate how incidents have been classed historically, to single out SIF or SIFp events, and to reclassify any events that may have incorrectly classified.



EMERGENCY PREPAREDNESS & RESPONSE

The past few years have focused Ensign's emergency response to manage and mitigate the COVID-19 pandemic and prioritize the health of our employees.

While the COVID-19 pandemic was not a focal point in 2022, Ensign continues to ensure our people and equipment are ready to respond effectively in the event of an emergency. Our program outlines the key elements and procedures to be implemented in the event of an emergency should it be a natural disaster, global pandemic, or other unforeseen events. It is how we can minimize the impact of emergencies and respond swiftly, efficiently, and in a coordinated manner, safeguarding lives, assets, and the environment.

1 RISK ASSESSMENT & PLANNING

We conduct thorough risk assessments to identifying potential hazards and vulnerabilities. In turn we have developed emergency response plans that includes strategies and defined roles and responsibilities for various scenarios, including oil spills, well control incidents, fires, severe weather events, and medical emergencies. In addition, we collaborate with relevant regulatory agencies, local emergency services, and community stakeholders to ensure a coordinated response.

2 EMERGENCY COMMUNICATION

Implemented in the field today are robust communication procedures to effectively alert and inform employees, contractors, and relevant stakeholders during emergencies. Furthermore, Ensign conduct's regular drills and training sessions to familiarize employees with emergency communication procedures.

3 TRAINING & DRILLS

Our procedures are only effective if they can be executed well. We provide comprehensive training programs for all employees to ensure they are knowledgeable about emergency response procedures, including proper evacuation techniques, first aid, fire safety, and spill response. We also conduct regular drills and exercises to assess the effectiveness of emergency response plans and identify areas for improvement.

4 CONTINUOUS IMPROVEMENT

In all that we do, we look to continuously improve. We review lessons learned from drills and real emergencies to identify trends, vulnerabilities, and opportunities for improvement. In addition, we stay informed about new regulations, technological advancements, and industry standards to ensure the program remains current and aligned with best practices.

04

ENVIRONMENT

Ensign is an integral part of the oil and natural gas supply chain, drilling wells as safely, efficiently, and cleanly as possible.

Ensign is an integral part of the oil and natural gas supply chain, drilling wells as safely, efficiently, and cleanly as possible. Our customers, oil and natural gas exploration and production companies, determine if and when to complete the well and extract the natural gas and oil resources. Predominately, our customers manage, measure, and report on any greenhouse gas (“GHG”) emissions as a result of their overall operations, including drilling and completing the well for production. Many of the environmental risks associated with oil and natural gas production fall outside of our operational control reporting scope as a service company.

More importantly, Ensign has the ability and the responsibility to our customers and communities to design, modify, and deliver new technologies that minimize the impact of our operations on the environment.

From when we show up on-site to when we leave, our commitment is to operate in a clean, safe, and environmentally responsible manner with full adherence to our industry’s safety and environmental laws and regulations. Furthermore, every employee who works at one of our field locations is required to complete a mandatory Wellsite Environmental Protection training course prior to showing up on-site.

Our commitment has led us to develop robust environmental practices and innovative technologies that minimize environmental impacts while improving our operational performance. Our EDGE technology, in particular, enables us to drill safer, faster, and reliably at the optimal performance that in turn utilizes resources most efficiently, reducing waste and emissions.



GEOTHERMAL

Ensign has been a leader in geothermal drilling since the early 2000’s having drilled some of the world’s longest geothermal wells in New Zealand and Indonesia. In North America, Ensign has drilled numerous geothermal wells in California, Nevada, and Utah and is an active participant in geothermal policy and technical development. Today we are well equipped to drill any geothermal well and most recently in June 2023, Ensign commenced drilling a geothermal well in Utah.



CARBON CAPTURE & SEQUESTRATION

Ensign has drilled carbon sequestration wells for carbon capture from large industrial plants, contributing to continued reduction in CO₂ emissions from various operations including facility plants, mining, and oil and natural gas operations. In 2021, we drilled a carbon capture test well in Nebraska and most recently in 2023, Ensign drilled the first stratigraphic test well for a project aiming to be Colorado’s first carbon sequestration well in the Denver-Julesburg (“DJ”) basin.

DRILLING AUTOMATION: THE ENSIGN EDGE

In 2021, Ensign launched its ECO line-up of EDGE products:

Edge Autopilot ECO is specifically geared to reducing emissions and achieving fuel savings without sacrificing performance and drilling efficiency.

- **EDGE Eco Monitoring:** Real time GHG emissions monitoring and reporting, including rig power demand and fuel economy metrics.
- **Edge Proactive Eco Management:** proactive, predictive engine management and coordination to optimize power demand for specific drilling tasks. By coordinating power demand, we understand the fuel resources the rig needs to run and when it is running outside of optimal parameters. The result is reduced fuel consumption, enhanced cost savings, and lower GHG emissions.
- **EDGE Eco Battery Energy Storage System ("BESS"):** harnesses the power of hybrid technology with battery power, storage, and management system resulting in enhanced fuel economy and superior power transitioning.

Ensign's EDGE suite of technology delivers advanced drilling process automation, streamlining the drilling process for consistent and reliable performance well-over-well.

The technological advances in drilling automation over the past decade have significantly contributed to the environmental performance at the well site. By automating common drilling tasks, eliminating human error, Ensign achieves enhanced resource use, fuel efficiency and subsequently reduced emissions over the course of well construction.



Today, the majority of our fleet are electric Automated Drilling Rigs ("ADR®"). Our electric ADRs® are smaller than other drilling rigs in the same horsepower category, and through efficiencies, reduce the overall time, energy, and resources needed to drill a well. This results in less surface impact and overall lower emissions. In addition, our ADRs® require, on average 40-50% fewer loads, to move the rigs from operation to operation, resulting in fewer trips and reduced trucking emissions.

AIR EMISSIONS

The fuel we use to power our rigs is the predominant contributor to greenhouse gas emissions. As a result, we have focused our environmental efforts to improve our fuel efficiency and overall operating efficiency resulting in less fuel consumption and reduced emissions.

While the majority of our fleet today runs on diesel fuel utilizing the most current, fuel-efficient diesel generators, we continue to provide fuel alternatives, such as bi-fuel or dual-fuel (utilizes a combination of diesel and natural gas) and natural gas for our drilling rigs.

- By switching to bi-fuel, on average, we reduce our on-site greenhouse gas emissions by approximately 20-25% when compared to traditional diesel-powered rigs. Today, we have 44 bi-fuel-powered rigs across our fleet.
- By switching to natural gas, on average, we reduce our on-site greenhouse gas emissions by approximately 35-45% when compared to traditional diesel-powered rigs. Today, we have eight natural gas-powered rigs across our fleet, an increase of seven rigs from 2021.

In addition, natural gas is a less refined fuel product than diesel. Cumulatively, the result of transitioning to natural gas or bi-fuel is less carbon dioxide produced as well as less organic compounds, such as nitrogen oxide, which has less impact on regional air quality.

Many of the areas we operate in are remote with limited fuel infrastructure, so the challenge to switching fuels is often a lack of infrastructure to support transporting the fuel to the site.

Where possible, we also have the ability to run our rigs on the electric grid, often referred to as "Highline" power whereby onsite GHG emissions decrease by almost 100%. Often the remote locations we operate in does not allow us to utilize Highline power; however, all our electric AC ADRs® can be easily upgraded to be Highline capable as needed.

Today, we have 41 Highline powered rigs across our fleet, an increase of 41% from 2021.

25%

Reduction in greenhouse gas emissions by using bi-fuel

45%

Reduction in greenhouse gas emissions by using natural gas

55%

Reduction in greenhouse gas emissions by using hybrid technology

32%

Of Ensign's marketed fleet is equipped with emission-reducing technology or emission-friendly fuel



01



02

HYBRID INNOVATION

In 2014, we drilled one of the world's first commercial land wells with a hybrid rig, powered by natural gas generators and batteries/supercapacitors. We have continued to invest in this technology over the years to enhance our operational performance while reducing air emissions.

In 2019, we completed a successful test of our next-generation hybrid drilling rig technology, powered by natural gas generators and a battery energy storage system. This technology was applied to Ensign Rig #162 in our United States fleet, which resulted in greenhouse gas emissions reductions of between 45-55%, including an 80% reduction in NOx emissions and 90% less particulate matter when compared to a diesel-powered rig.

Today, we have five rigs equipped with Battery Energy Storage Systems to operate with hybrid power. Any of our electric AC ADRs® can be easily upgraded to run on hybrid power.

Today, of the 232 rigs marketed globally, approximately 32% of the fleet is equipped with at least one emission-reducing technology or emission-friendly fuel with 17 rigs equipped with more than one solution implemented.



03

01. Ensign Rig #966 in Queensland, Australia
02. Ensign Rig #162 near Pinedale, Wyoming
03. Ensign Rig #551 near Los Angeles, California

CASE STUDY:

Ensign Hybrid Rig #773 Drills the Longest Lateral in Colorado

The oil and natural gas energy industry is built on a foundation of continuous improvement, innovation, and technological advancement. The result is cost efficient energy delivered with while minimizing resource use and the carbon footprint.



One of the key step-changes in the industry was the advancement in horizontal drilling, whereby we can drill farther out for each well drilled. Overall, we are minimizing the land impact of our operations and require fewer wells drilled all together.

Ensign Rig #773 surpassed even our own records to drill the longest lateral ever completed in Colorado. Early in 2023, the 25,499 ft (7,772 meters) well was drilled near Johnstown in the DJ Basin in just 4.52 days spud to TD. To put this incredible performance into context, 25,499 ft is the length of 71 football fields back-to-back.

25,499

Total feet drilled in 4.52 days from spud to TD

"Usually, long laterals are drilled to increase and maximize production, but in this area of Colorado surface access to minerals is not always readily available," said Nial Shepherd, Ensign's Vice President of Operations for U.S. Drilling. "Drilling a long lateral is often the most economical option and sometimes the only option."

50%

Fewer emissions than a diesel rig with the same set-up

Drilling long laterals poses a unique set of problems related to torque and drag, high pressure and wear and tear on equipment. Frequently, technical limitations also must be

overcome: "Wells like this really require teamwork and coordination between all the players," said Shepherd. "You need superior directional work, high quality mud, good solids control and of course the right rig for the job."

Ensign Rig #773 was the right rig for the job, outfitted with three mud pumps and the horsepower required to drill a long lateral. It is also a hybrid rig that runs on natural gas with a battery energy storage system (BESS) support to power the rig with approximately 40-50% fewer emissions than a diesel rig with the same set-up.

"The rig is also staffed with people who are experienced in drilling in this part of Colorado," said Shepherd. "The experience on the crew means, we rarely run into problems we have not navigated before. Successfully managing any challenges can be the difference between a record well and an expensive hole."

Well done to the crews of Rig #773!

WATER, SPILL PREVENTION & WASTE MANAGEMENT

Similar to air emissions on site, water, spills, and waste fall under the scope of our customers in terms of management, measurement, and reporting. It is our responsibility to deliver exceptional execution of our policies, standards, and procedures to eliminate unnecessary waste, utilize our resources effectively, and prevent spills.

We manage our water, waste, and spills in accordance with regional regulatory requirements, industry standards, and our robust Rig Specific Operating Procedures (“RSOPs”). Requirements and processes may vary slightly from region to region however, the key principles remain the same:

1. Prevention, Reduction & Elimination
2. Respond & Recover
3. Re-use & Recycle

PREVENTION, REDUCTION & ELIMINATION

Protect the native flora, fauna and biodiversity in all sphere of operations. Avoid the pollution of land, water and air. Avoid disturbance to known sites of archaeological, historical, natural, and scientific significance. Reduce and eliminate unnecessary waste.



RESPOND & RECOVER

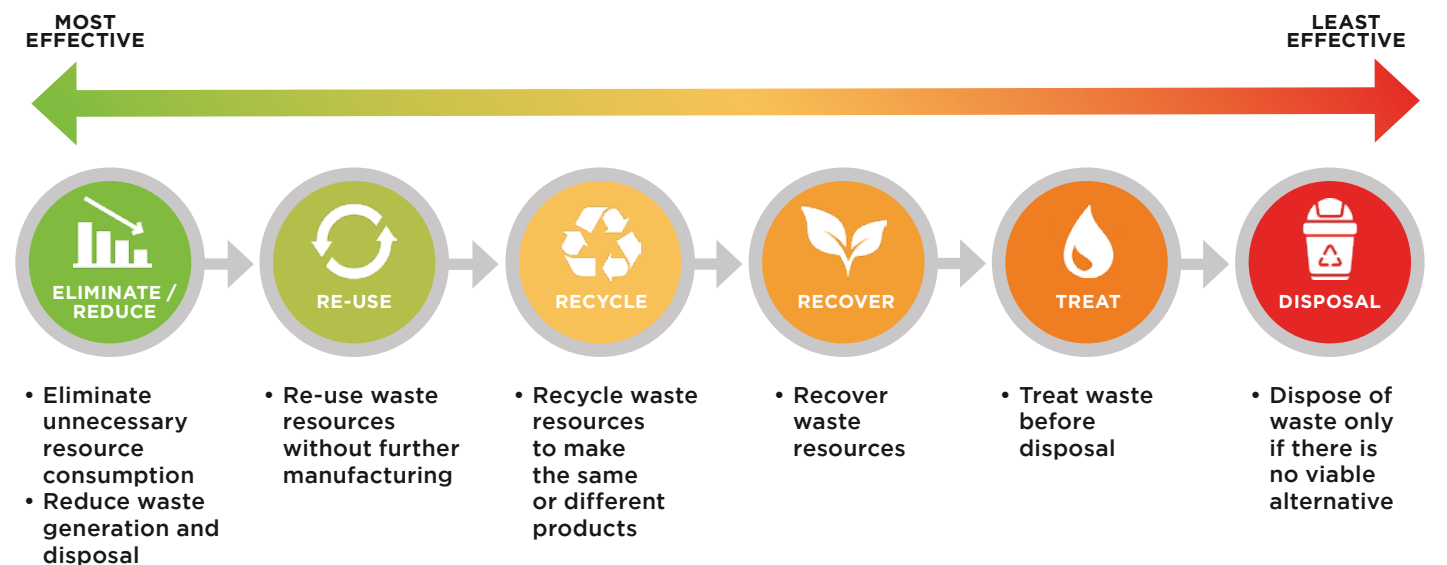
Recover waste resources. Treat waste before disposal. Dispose of waste only if there is no viable alternative.

RE-USE & RECYCLE

Re-use waste resources without further manufacturing. Recycle waste resources to make the same or different products.

Our worksites have various Spill Prevention Controls, Assessments, and Emergency Response Plans to minimize and mitigate the risk of a spill or leak occurring. In the event of a leak, spill, or release, all worksites have Spill Containment and a RSOP in place for the containment and recovery of spills. Specifically, spills are managed through a fluid-specific decision matrix, whereby each product follows a specific treatment, recovery, disposal, and documentation and reporting procedure. The procedures and controls ensure our operations mitigate the risks of our operations on the environment, minimize the impact on the environment, and in the event of an environmental incident ensure it is handled properly to prevent any long-term or permanent effects.

We manage waste following the principles of Ensign’s Waste Management Hierarchy of Control, with the overarching goals of **waste avoidance and reducing and eliminating unnecessary resource consumption.**



LAND MANAGEMENT, SURFACE IMPACT & WILDLIFE CONSIDERATION

With the shift to horizontal drilling, our ADR® X-Y walking drilling rigs allow for efficient pad-drilling. Pad-drilling reduces the overall surface impact to drill and complete multiple wells in a single location. Pad-drilling also reduces the number of constructed lease roads and less truck traffic as the multiple-well locations are eliminated. Ultimately, it enables our customers to produce more energy per acre of land utilized, aiding land reclamation efforts and conserving biodiversity in the area.

We continue to operate in several urban and suburban environments because of the successful consideration and mitigation of any light, noise, and odour that may result from our operations.

Some of the techniques we utilize to mitigate noise include sound management foam barriers, sound mitigate panels, sound attenuation blankets and tarping, Teflon coatings, and hospital-grade, modified exhaust systems to mitigate noise and odours. We utilize soft yellow lights instead of the typical white lights to not disturb suburban communities and wildlife.

01 - 03. Ensign Rigs #157 and #147 rigging up and drilling side by side in the Jonah Field, Wyoming



01



02



03

ASSET INTEGRITY & RESILIENCE

Our asset management strategy is built upon the belief that running well-maintained equipment directly impacts our performance, our environmental impact, and the safety of our people.

When maintained properly our rigs run at peak performance, at the highest safety standards, and as cleanly as possible. We ensure our fleet is well maintained through (1) our Asset and Maintenance Management Program and (2) our Design and Engineering Program.

MAINTENANCE & ASSET MANAGEMENT PROGRAM

Ensign's Asset Management System ("EAM") monitors equipment health and the condition of our global fleet through a web of drilling recorders, sensors, and visual inspection data. Most recently, Ensign implemented a conditional monitoring program enabling us to monitor the health of our equipment in real-time. The program generates alerts when our equipment performance or condition has changed, allowing us to predict and eliminate costly catastrophic failures and repairs before they occur. Furthermore, the program also allows us to transition to a condition-based maintenance program versus a calendar-based maintenance program to optimally utilize our equipment and resources. The overall result: we use the optimal amount of resources, reducing downtime and waste without compromising asset integrity or safety.

An example that highlights our optimized use of resources is our Oil Analysis Program. Through oil analysis, we have customized the oil life and longevity for specific equipment resulting in cost savings and environmental waste savings. Furthermore, we are able to more effectively manage water contamination that can lead to costly mud pump bearing failures.

Furthermore, through our EAM system, we are able to continuously optimize and enhance our fuel efficiency by following best practices for equipment operation and maintenance. We can detect when our components are utilizing more energy than they should to operate efficiently. We can then respond and rectify any issues before they become a wasteful component resulting in cost and energy savings.

DESIGN & ENGINEERING PROGRAM

The drilling industry has a long history of improvement, wells that once took 60-70 days to drill now take less than 20 days to complete. We've accomplished much as an industry and Ensign is proud to be a part of this legacy.

We design our equipment to be safe, efficient, and practical. An example that highlights our engineering strategy is how we engineer our drilling rigs to rig up and down. Our goal is to mobilize, move, and demobilize our rigs as effectively as possible, using less energy and minimizing waste. For example, our in-house engineered dolly system allows us to keep our drilling rig masts in one piece for rig moves, meaningfully reducing rig-up time and eliminating the need for multiple trucks, cranes, and significantly reducing potential injury as our crews are no longer required to dismantle large pieces of equipment.

As mentioned earlier in this report, one of the major step changes in our industry was the shift to horizontal drilling capability leading to pad drilling, whereby we can drill multiple wells in one location minimizing surface impact. With the shift to pad drilling, came X-Y walking systems. Designing, engineering, and upgrading our rigs with walking systems, not only improves the efficiency of well-to-well moves but reduces the air emissions involved in mobilizing equipment from well-to-well. Previously, multiple cranes and trucks, with additional trucking roads to the site, were utilized to move equipment from well-to-well.

CASE STUDY:

Ensign's Mud Pump Conditional Monitoring Trial

95.5%

Validity of the mud pump

The mud pumps outfitted on a drilling rig are the prime mover of drilling fluid to enable drilling down hole. They are critical pieces of equipment, and any failures or major repairs can be costly, lead to down time on site and resource inefficiencies.

In 2022, Ensign piloted a new conditional monitoring trial aimed at examining mud pump health and condition throughout the operation in real time.

The components that make up a mud pump have so many hours of operation before they need to be replaced or repaired. However, the life of components varies depending on the demands of the operation, components may wear slower or faster. The goal of the pilot is early detection of changes in equipment performance or condition as well as early warning signs of a component failure or accelerated wear to predict, prevent and eliminate costly major equipment failures. Through early detection, we can transition to a condition-based maintenance program versus a calendar-based maintenance program which allows us to optimize the use of our equipment where we can predict failures before they occur and schedule our maintenance when convenient.

Eleven sensors were installed at each pump to measure the dynamics of the pump operation and target specific components such as modules, pistons/liners, and power-ends. The sensor data is analyzed by conditional monitoring software and smart diagnostics which is fine tuned in-house. The real-time sensors stream data 24/7 issuing alerts in real time to the rig prompting them to address the issue or replace the component immediately before it becomes a major issue.

Nine months and counting, the pilot is currently on-going with 10 rigs of similar mud pump set-up and drilling rig horsepower. We have been able to fine tune the monitoring algorithm alerts to a rate of 95.5% validity. Due to the pilot Ensign reduced significant down time on the 10 rigs and saved the Company costly repairs and maintenance. In addition, due to the program we are able to utilize the maximum potential of components, improving our equipment efficiency and repair and maintenance costs.



05



PEOPLE

TALENT ATTRACTION, RETENTION, DIVERSITY & INCLUSION

Our success as a company is driven by our employees, both in the field and in the office.

Across our global regions, we employ thousands of people, actively hiring locally, and aiming to attract hardworking and high-performing talent.

Our best performance is delivered when our employees are engaged, empowered, and provided on-going learning opportunities. That is why our talent strategy and human resources programs are built on a foundation of development. At Ensign, we aim to build leaders and provide career paths to ensure we attract and retain top talent.

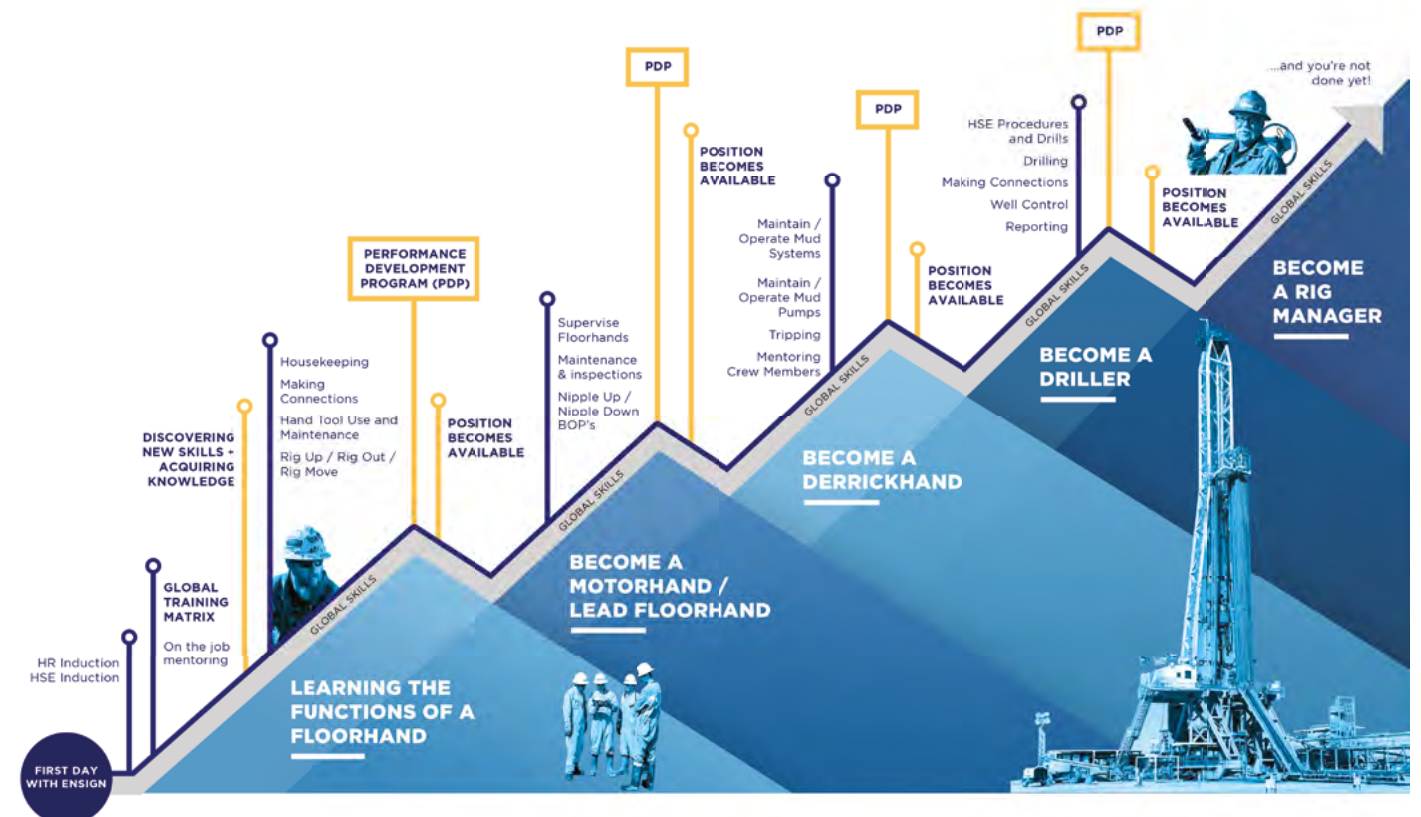
We believe in enhancing technical competency through a robust training program, as well as supporting professional development through leadership and career opportunities. We believe that when technical training and competency are supported with behavioral and soft skill development, we build robust crews who drive peak performance.

4,860

Total Ensign Employees as of December 31, 2022

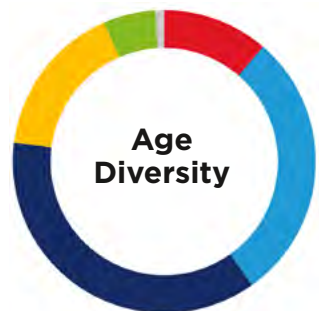
92%

Total Ensign Employees in Field Positions





- White
- Black
- Hispanic
- MENA
- Other*
- Not Disclosed



- 18-25 Years
- 26-35 Years
- 36-45 Years
- 46-55 Years
- 56-65 Years
- 65+ Years

We are an equal opportunity employer that believes and supports a diverse and inclusive workforce.

Similar to our board diversity mandate, our goal is to select the best individual for the job, considering merit, skills, background, experience, and knowledge. Our equal opportunity stance and goal to select the best individual for the position has resulted in a diverse workforce across our regions. Our Code of Conduct, upheld by all employees at Ensign, drives an inclusive environment free of discrimination, harassment, workplace violence, and retaliation.

Furthermore, under our Code of Conduct, Ensign adheres to the fair labour policies, practices, and regulations in the regions where we work. Our practices ensure we respect and protect the human rights of our workforce and oppose all forms of modern slavery, the use of child labour, and compulsory or coerced labour. Our robust hiring practices and employment contracts ensure we do not employ any individual under the age of eighteen years in our field positions and that our commitments are upheld throughout our organization.

Ensign has a long history of supporting our indigenous communities predominately through sustainable employment and at times joint operations. Through our Canadian, United States and Australian regions, Ensign actively undertakes specialized recruitment to build and foster relationships in the indigenous communities and encourage employment in the energy industry. For example, in 2022 Ensign Australia launched our Indigenous Leasehand Traineeship Program geared towards supporting sustainable employee opportunities for indigenous individuals within the oil and natural gas industry. As of the date of this report we currently have three successful candidates working in field positions and are actively looking to onboard additional candidates.

Ensign consistently supports women in strategic and senior-level positions.

From a total headcount perspective, the majority of our field employees are men. Field positions are physically demanding and involve hard labour, often at remote and/or camp locations for the duration of a rotation or hitch. However, we have successfully employed women in field positions and continue to support women who express interest and show competency for field positions. To date in 2023, we continue to have a handful of women working in field positions. In 2022, women held 20% of director-level management positions and 5% of vice-president level management positions at Ensign.

We are also pleased to report Ensign Australia once again achieved compliance for the 2021-2022 year with respect to the Australian Government's Workplace Gender Equality Act 2012. The Gender Equality Act focuses on gender equality in terms of remuneration and key responsibilities. Furthermore, Ensign Australia has been compliant with the Act since Ensign Energy Services started operating in country in 2002.

* In accordance with American Psychological Association ("APA") Guidelines for bias-free language with respect to racial and ethnic identity. Other ethnicities/races include Asian, Indigenous, Hawaiian/Pacific Islander, and two or more races selected



01. Students from Texas A&M University tour Ensign Rig T137 working in South Texas, USA

THE NEXT GENERATION

Ensign is always thrilled to tour students from local universities, colleges, and student chapters. In 2022, we hosted two student tours from Texas A&M chapter of the IADC on Ensign Rig #T137 in South Texas and Ensign Rig #773 in Colorado. "We like bringing college students studying petroleum engineering or related fields onto our rigs for tours," said Tom Horton, Ensign Vice President of US Business Development and Contracts. "We view them as either future customers, co-workers or competitors who will contribute to the industry in some fashion in the near future."

During the tour the students were able to see all facets of an oil and gas drilling operation including drilling, sliding, and making connections. They also had lunch with the crew which gave them an opportunity to ask questions and get first-hand knowledge about drilling rig operations.

"It's good to promote Ensign to petroleum engineering students and let them get a real-life drilling experience," said Horton. "Not only does it build goodwill with potential future employees, but also enables us to educate the next generation about our industry."

VETERAN FRIENDLY EMPLOYER

Ensign is a proud supporter of military veterans and strongly encourages post-service employment with our team. We are proud to employ numerous veterans across the globe every day. The journey after military service can be challenging. Like the military, being a part of the energy industry carries real meaning when it is realized that you are a part of something larger than yourself.

EMPLOYEE WELLNESS

A core tenant of our human resources strategy is supporting the physical and mental wellness of our workforce. Ensign offers competitive compensation, including benefits plans, Employee Assistance Programs, and retirement and savings programs. In addition, for office employees, depending on the region and position, we offer flexible work arrangements.

01

20%

Women in director-level management positions

5%

Women in vice-president level management positions

TRAINING & DEVELOPMENT

Ensign's approach to training and development provides a well-defined learning experience with significant and lasting benefits for the individual, Ensign, and our industry as a whole.

Coaching & Mentoring

With increasing operational activity through 2022 and into 2023 Ensign reinforced its long history of supporting coaching and mentoring on site. In 2022, we implemented an enhanced coaching-mentoring training module geared to building coaches and mentors for employees new to industry, new to Ensign, or new to a position. The first day on the job is one of the most important and being assigned a mentor when you arrive to location ensures:

- New employees feel a part of the Ensign team from day one.
- Employees understand the hazards and what controls are in place to mitigate the risks.
- Two-way communication and ask questions and get answers that enable them to perform their tasks more effectively.

At Ensign, we believe in quality training. It is a key element of our human resources strategy and HSE program. The majority of our global workforce operates in the field, running our equipment and executing our processes. Through digitization and our tier-one Learning Management System, we know that when our crews mobilize, our people are well-trained, capable, experienced, and ready to excel. Ensign believes quality training for our people means quality service for our customers.

Our field crews go through incredibly robust training before showing up on site. The number of training hours will fluctuate depending on position and region of operation where there are different regulatory requirements. However, to put the depth of training into context, when looking at a new hire, entry level position, Ensign requires new employees to complete on average 20 courses, approximately 42 hours of training before showing up on site. When looking at senior field positions, such as Driller to Rig Manager positions, on average, our employees will complete approximately 80 courses over one year, equating to approximately 120 training hours. Furthermore, on average, only 23% of these courses are regulatory requirements by law, the majority of our training is Ensign-mandated. We invest in our employees to ensure they have the skills for the safe execution of their job and the foundation for their career development. Ensign's approach to training and development provides a well-defined learning experience with significant and lasting benefits for the individual, Ensign, and our industry as a whole.

Ensign's Training and Development Vision:

- Create a learning culture that builds and sustains a highly competent, skilled, and motivated workforce.
- Empower our workers through education and training to achieve performance excellence and allow Ensign and the individual to reach their full potential.
- Build strong leaders at all levels of the Company.
- Provide training and development programs that satisfy the need and provide value to Ensign and our Clients.

We focus our training and development across four complementary areas: **Behavioural, Health, Safety and Environment, Technical, and Systems**. We deliver our training through methods that best serve the topics and objectives, including online training, in-person coaching, on-the-job field training, and stimulation emergency response training.

BUILDING A SOLID FOUNDATION.

As individuals progress, we shift focus across the four training areas to build off each foundation developed:



INDIVIDUAL CONTRIBUTOR

Leading self



FRONT LINE LEADERS

Leading/guiding others. Directly manage individual contributors and take responsibility for day to day operations



MIDDLE MANAGEMENT

Manage others and are responsible for determining specific tactics to reach goal



SENIOR MANAGEMENT

Manage leaders and support / execute on strategies for the division/function/organization



STRATEGIC LEADERS

Set strategies for the division/function/organization and contribute to shaping the strategic vision for the organization



■ HSE ■ Systems ■ Technical ■ Behavioural



We focus our training and development across four complementary areas: **Behavioural, Health, Safety and Environment, Technical, and Systems.**

1 BEHAVIOURAL

Leadership is fundamental to our success. Supporting the development of leadership and soft skills, Ensign's behavioural courses focus on our core leadership competencies such as accountability, communication, conflict management, adaptability, initiative, financial acumen, and decision quality.

2 HEALTH, SAFETY & ENVIRONMENT

Our HSE training guarantees our workforce is Rig Pass Certified and exceeds all regulatory and Ensign mandatory requirements. Beginning with our comprehensive HSE Induction, we aim to develop Ensign's positive safety culture where safe work is second nature. Our complement of courses provides training on our policies, procedures, and incident management, ultimately ensuring our workforce goes home safe and healthy.

3 TECHNICAL

Ensign's Global Skills Standard ("GSS") is our core competency development program, ensuring a minimum level of technical and practical skill at every position. Our GSS operates as a continuous improvement program whereby we train, measure, assess and review at every level ensuring a competent workforce.

In addition, our technical development includes EDGE rig automation and analytics training, as well as maintenance courses to ensure our rigs maintain quality, consistency, and service.

4 SYSTEMS

At Ensign, our systems are tools that allow us to be effective, efficient, and responsive. Our host of comprehensive platforms include, among others, Microsoft Dynamics, Global Risk Management System, Pason, Learning Management System, and our Enterprise Asset Management System. Systems training courses focus on system knowledge and proficiency to utilize our platforms to their full capacity.

Performance Drillers

Technical

We select drillers who are consistently in the top quartile of our common performance metrics, including connection times, tripping speed, and average footage drilled per day. These drillers are trained in physics-based drilling practices (ExDrill Program) and collaborate with our EDGE team for six months to gain a comprehensive working knowledge of our automation technology. The training enables them to fully maximize our technology to the highest capacity by recognizing and responding effectively to various downhole dysfunctions at the drill bit. They can then utilize our tools and technology effectively to address them. We further leverage our performance drillers by rotating them on other rigs to train and coach our drillers, integrate our technology on the ground level and produce great results for our customers.

COMMUNITY ENGAGEMENT & INVESTMENT

Ensign strives to be a dedicated partner within the many communities in which we live and operate.

We firmly believe that contributing to local communities goes well beyond our day-to-day business operations. Ensign provides support in many ways including financial assistance, in-kind contributions, product donations, volunteer hours, and event sponsorships.

Ensign's Community Investment Program is centered on three pillars:

- Local community and industry support
- Youth development
- Healthy and safe living

Key factors that play a role in determining which of the many worthy organizations receive support are:

1. Alignment with Ensign's values and culture
2. Long-term, sustainable, and positive impact
3. Geographic alignment to Ensign's operating regions

We also support industry and professional associations and not-for-profit organizations, including the Canadian Association of Energy Contractors ("CAOEC"), Enserva Association, the International Association of Drilling Contractors ("IADC"), American Petroleum Institute ("API"), Society of Petroleum Engineers ("SPE"), Association of Professional Engineers and Geoscientists of Alberta ("APEGA"), and American Association of Drilling Engineers ("AADE").

Through our industry and professional association support, we have sponsored numerous events supporting post-secondary education and scholarships directed to Petroleum Engineering students and STEM (Science, Technology, Engineering & Math) scholarships.



COMMUNITY INVESTMENT HIGHLIGHTS

Ensign is proud to highlight some of our major partnerships over the past five years. Many of these partnerships involved annual giving year-over-year.

MAJOR PARTNERSHIPS

SHOCK TRAUMA AIR RESCUE SERVICE (STARS) FOUNDATION

Since 1993, Ensign has supported STARS operations. STARS air ambulatory services support critical patients across Western Canada with bases in Calgary, Edmonton, Grande Prairie, Regina, Saskatoon, and Winnipeg.

AMERICAN CANCER SOCIETY

American Cancer Society is a nationwide organization dedicated to eliminating cancer by funding and conducting research, sharing expert information on treatment and prevention as well as supporting cancer patients.

FAMILY PROMISE OF MIDLAND

Family Promise of Midland is an organization targeting homelessness in the Texas communities through shelter support, extensive case management, transitional housing, and low-interest loans to support education and family support.

ALBERTA CHILDREN'S HOSPITAL RESEARCH INSTITUTE

The research institute supports the Alberta Children's Hospital, supports child health, research, specialized life-saving equipment, and advanced pediatric research and education. Located in Calgary, the Alberta Children's Hospital is the largest public hospital for sick children across the prairie provinces of Canada.

VARIETY AUSTRALIA: THE CHILDREN'S CHARITY

Variety Australia is a children's charity that supports sick and disadvantaged children through a wide range of support services, including home care support including medical and mobility equipment, education scholarships, and special needs sports programs.

UNITED WAY OF CALGARY & AREA

The United Way supports community health by responding to social needs and providing social services including homelessness, basic need support, domestic violence, mental health, education, and employment opportunities along with financial stability resources.

NORTH COLORADO MEDICAL CENTER FOUNDATION

North Colorado Medical Center Foundation provides support for hospital projects, including expansion, specialized medical equipment, and upgrades to patient care.

DENVER CHILDREN'S ADVOCACY CENTER

Denver Children's Advocacy Center works to prevent child abuse, support families through a wide range of services including community outreach, rapid response and treatment, and integrated services.

DALLAS CASA (COURT APPOINTED SPECIAL ADVOCATES)

Dallas CASA protects children and helps child victims of abuse and neglect. Judges will appoint Dallas CASA volunteers to advocate for the best interested of children, helping these children gain safe and permanent homes.

SPINDLETOP CHARITIES OF HOUSTON

Spindletop supports at-risk youth through various aid programs targeting education and scholarships, after school programs, substance use prevention and recovery, pediatric medical research, therapeutic services, and child abuse prevention and family health.

THE CURE FOUNDATION AND THE NATIONAL BREAST CANCER FOUNDATION

The CURE Foundation, Canadian based, and the National Breast Cancer Foundation, US based, are both geared towards funding research, advancement in diagnosis and treatment of breast cancer as well as patient care.

DIABETES CANADA

Diabetes Canada supports diabetes education, research, resources, and services throughout Canada. Ensign was thrilled to support kid sponsorships to Camp Jean Nelson, Alberta's only medically supervised summer camp tailored for children with type 1 diabetes to learn how to live independently and healthily with diabetes.

LIONHEART FOUNDATION

The Lionheart Foundation actively works to increase awareness and access to best-in-class mental health resources for children and adolescents and their families. The foundation supports access as well as financial subsidies to those where cost is a barrier to treatment.

VOLUNTEER ACTIVITIES

Annual Toy Drives across our office locations, supporting:

- DePelchin Children's Center, a foster care and adoption agency. DePelchin serves the most vulnerable children and families throughout Texas and works to break the cycles of abuse and neglect.
- Miriam Jamison Children's Center, a 24-hour temporary shelter care facility for abused, neglected and exploited children in Kern County, California.
- Seniors Secret Service provides gifts to isolated seniors, who live alone with no close family relatives in the Calgary community.
- Marine Toys for Tots. This Denver program collects new, unwrapped toys and distributes them to less fortunate children during Christmas.
- High Sky Children's Ranch, a not-for-profit organization that offers therapy for children and youth as well as adoption and foster services.



01

Ensign's Head Office Spirit of Giving Campaign

Every two months a local non-for-profit or charitable organization is selected and for a month Ensign will match donations employees make to the organization.

Annual Food Bank Drives supporting the Veterans Food Bank and the Inn from the Cold, both organizations located in Calgary, Alberta.

- The Veterans Food Bank helps serve hundreds of veterans in the community and is a resource center for Canadian and Allied veterans in Calgary.
- The Inn from the Cold is an emergency shelter for the homeless in the Calgary community as well as providing supportive housing arrangements.

01. Employees from Ensign's Calgary office tour STARS Air Ambulance Facilities and renew Ensign's partnership in 2022



01



02



03



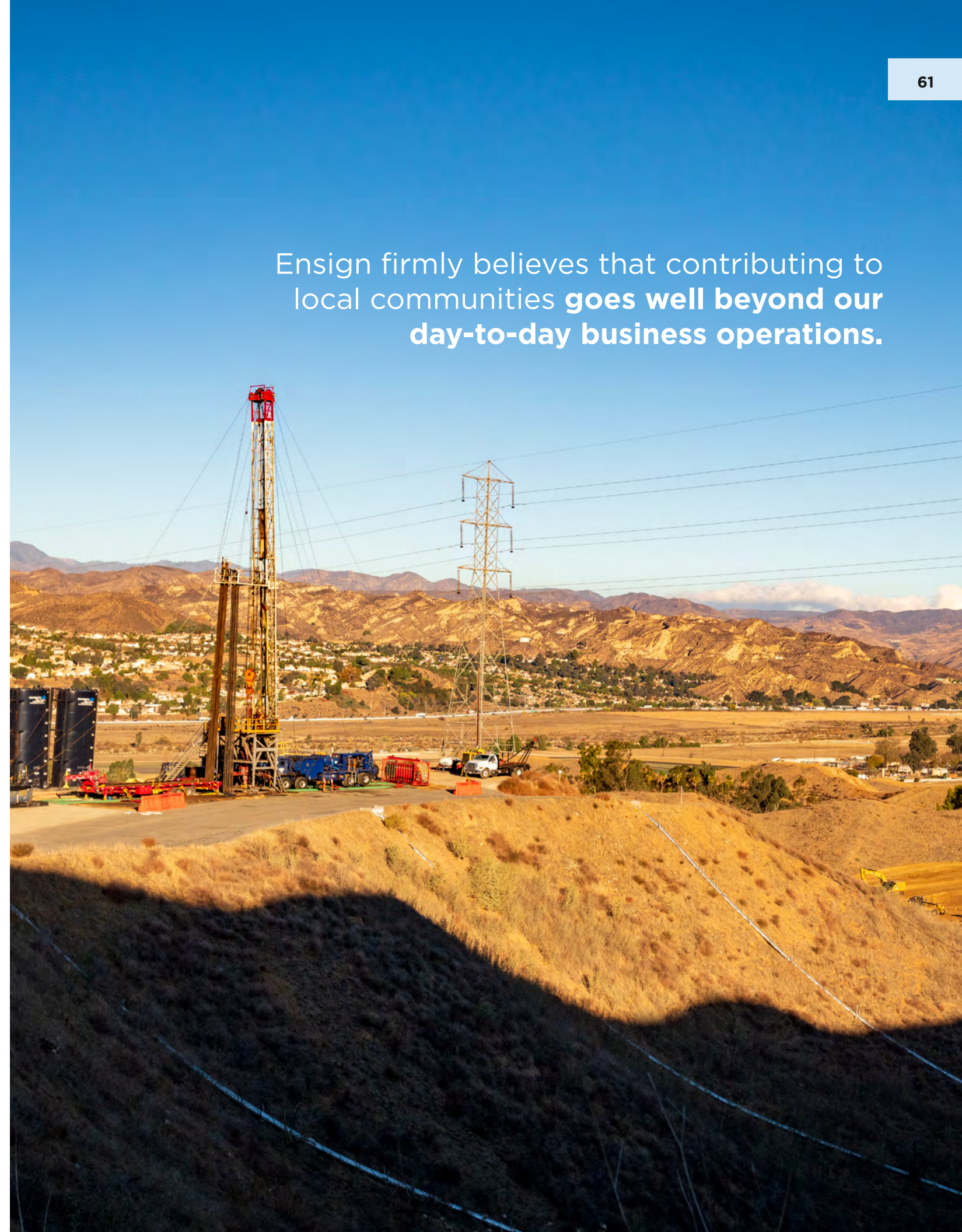
04

The Calgary Corporate Challenge is a non-profit focusing on providing businesses with organized team building opportunities throughout the city, along with a charity component.

Ensign was proud to participate in both the September Games Team Building and the Charity Challenge. In 2022, we were proud to win the Charity Award for our contributions to the non-profit Between Friends, an organization committed to providing individuals with disabilities the opportunity to have positive social interactions in their community.

- 01. Ensign CCC team had the pleasure of volunteering at the Between Friends camp garden. The team focused on activities like weeding the entire garden, so the campers could focus on the more enjoyable aspects of maintaining a garden
- 02. Ensign's team participating in the 5 km run as part of the September Games
- 03. Ensign's team enjoying the Bocce ball event
- 04. Ensign was the proud recipient a Charity Award for our volunteered time and donations to the non-for-profit, Between Friends

Ensign firmly believes that contributing to local communities **goes well beyond our day-to-day business operations.**



06 REPORTING DATA & INDICES

ORGANIZATIONAL OPERATING & FINANCIAL PERFORMANCE¹

	UNIT	2019	2020	2021	2022
Revenue	Thousands, CAD	\$1,591,338	\$936,818	\$995,594	\$1,577,329
Canada	Thousands, CAD	\$293,333	\$176,872	\$249,679	\$434,982
United States	Thousands, CAD	\$1,004,627	\$531,030	\$538,896	\$892,086
International	Thousands, CAD	\$293,378	\$228,916	\$207,019	\$250,261
Adjusted EBITDA ²	Thousands, CAD	\$412,468	\$241,525	\$213,173	\$373,618
Drilling Operating Days ³					
Canada	Days	8,949	5,599	8,979	13,589
United States	Days	24,802	10,899	12,242	17,928
International	Days	5,360	3,829	3,574	3,973
Total	Days	39,111	20,327	24,795	35,490
Well Servicing Operating Hours					
Canada	Hours	46,718	28,338	36,254	47,269
United States	Hours	115,136	99,016	124,916	124,035
Total	Hours	161,854	127,354	161,170	171,304
Marketed Drilling Rigs at Year-End ⁴					
Canada ⁵	Number	101	101	127	123
United States	Number	122	122	93	89
International ⁶	Number	43	48	42	34
Total	Number	266	271	262	246
Marketed Well Servicing Rigs at Year-End					
Canada	Number	52	52	52	47
United States	Number	47	47	48	47
Total	Number	99	99	100	94
Total Number of Wells Drilled ⁷					
Total Drilled Distance	Thousands, Meters	10,740	6,384	8,132	11,833
Meters Drilled per Drilling Day ³	Meters	275	314	328	333
Drilling Days per Well ³	Days	10	8	9	10
Total Number of Hours Worked by all Employees	Millions, Hours	13.97	8.37	9.31	12.19

¹ All financial and operating data is reported as of December 31 year-end, in thousands of Canadian dollars, except operating information or unless otherwise stated. For more information on Ensign's financial performance and disclosures, please refer to Ensign's annual and interim financial statements available on our website at www.ensignenergy.com and SEDAR+ at www.sedarplus.com.

² Adjusted EBITDA is not a measure that has any standardized meaning prescribed by International Financial Reporting Standards ("IFRS") and accordingly, may not be comparable to similar measures used by other companies. Please see the Company's interim and annual financial statements available on Ensign's website and SEDAR+ for more information on the Company's use of Non-GAAP financial measures.

³ Drilling days are defined as contract drilling days, between spud to rig release.

⁴ 2022 Total owned rigs: Canada - 131, United States - 117, International - 43.

⁵ Canadian Marketed Fleet excludes coring rigs.

⁶ International Marketed Fleet includes workover rigs.

⁷ Modified SASB metric (EM-SV-000.A; EM-SW-000.B) as Total Active Rig Site(s) and Total Active Well Site(s) can fluctuate to a greater degree throughout the course of the year and dependent on seasonal conditions in some operating regions. The metric was modified for a fuller accounting of the Company's drilling activity over the course of an operating year.

GOVERNANCE⁸

	UNIT	2019	2020	2021	2022
Independent Directors	Percentage (%)	78%	78%	80%	78%
Average Age of Directors	Years	68.0	69.0	68.5	68.8
Average Director Tenure	Years	19.2	20.2	19.1	18.7
Average Board Meeting & Committee Attendance	Percentage (%)	99%	99%	100%	100%
Annual Election of Directors	N/A	Yes	Yes	Yes	Yes
Board Diversity Policy	N/A	Yes	Yes	Yes	Yes
Board Diversity (% Female)	Percentage (%)	11%	11%	20%	22%
Share Ownership Requirements & Policy ⁹	N/A	Yes	Yes	Yes	Yes
Anti-Hedging Policy	N/A	Yes	Yes	Yes	Yes
Say on Pay	N/A	Yes	Yes	Yes	Yes
Shareholder Approval of Executive Compensation Approach	Percentage (%)	91%	80%	95%	98%
Compensation Recoupment ("Clawback") Policy	N/A	Yes	Yes	Yes	Yes
Number of Hotline Issues, % Resolved ¹⁰	Number/Percentage	-	-	-	-

⁸ Figures presented as of date of proxy, in alignment with the Company's Annual Management Information Circular ("Circular"). In some cases the data is as of the date of the Circular in lieu of December 31, year-ended to reflect the most current information. For more information on Governance data please see the Company's Information Circular available on the Company's website at www.ensignenergy.com and SEDAR+ at www.sedarplus.com.

⁹ Share ownership requirements and policy applies to Vice President level and above positions, including Executive Management and Board of Directors.

¹⁰ There has been no material issues/allegations of material breaches of our Code of Conduct, involving our Board of Directors or Executive Management for years 2019, 2020, 2021, and 2022.

HEALTH & SAFETY

	UNIT	2019	2020	2021	2022
Health & Safety					
Man Hours	Millions, Hours	13.97	8.37	9.31	12.19
Total Recordable Injury Rate (TRIR) ¹¹	Per 200,000 hours worked	1.05	0.72	0.92	1.35
Lost Time Injury Rate (LTIR) ¹²	Per 200,000 hours worked	0.30	0.10	0.28	0.34
Fatalities ¹³	Number	0	0	0	1
Fatality Rate	Per 200,000 hours worked	-	-	-	0.02
Near Miss Incident Rate (NMIR) ¹⁴	Per 200,000 hours worked	0.97	0.57	0.45	0.56
Total Vehicle Incident Rate (TVIR) ¹⁵	Per 200,000 hours worked	0.06	0.14	0.11	0.20
Average Hours of Training ¹⁶	Average Hours Required	41.6	41.6	41.6	50.2

¹¹ TRIR is defined as a recordable work-related injury or illness that requires medical treatment beyond first aid, results in work restrictions, and/or results in the worker being absent from work beyond the day of the incident/illness. It is expressed, in keeping with industry standards, as the number of injuries and illnesses per 200,000 work hours divided by the total number of hours worked in the year. This figure represents 100 people working 40 hours a week for 50 weeks a year (= 200,000 hours); for example, an incidence rate of 1 indicates that 1 out of 100 people has sustained a recordable injury in a year of operation.

¹² LTIR is defined as a recordable work-related injury or illness that requires medical attention and results in the worker being absent from work beyond the day of the incident/illness. It is expressed, in keeping with industry standards, as the number of lost-time injuries and illnesses per 200,000 work hours divided by the total number of hours worked in the year. Lost Time Incidents are included when calculating TRIR. While TRIR records every recordable incident that occurs on-site, LTIR is a good proxy measure for the severity of incidents, with more severe incidents requiring more days the worker is absent and increased lost time.

¹³ Fatality is defined a work-related injury or illness that results in death. Fatalities are included when calculating Lost Time Incident Rate (LTIR) and Total Recordable Incident Rate (TRIR).

¹⁴ NMIR is defined as an unplanned recordable near miss event that has the potential to cause, but does not actually result in, a significant human injury, environmental release/damage, or equipment damage. It is expressed, in keeping with industry standards, as the number of recordable near misses per 200,000 work hours divided by the total number of hours worked in the year.

¹⁵ TVIR is defined as any vehicle incident involving a company, rental, or personal vehicle while performing company business. It is expressed, in keeping with industry standards, as the number of recordable vehicle incidents per 200,000 work hours divided by the total number of hours worked in the year.

¹⁶ Average Hours of Training include the required training for a new hire employee, including requirements for both full-time and short-service employees, in the Company's Canadian and USA operating regions. The Company's Canadian & USA operations represent approximately 84% of total revenue and approximately 83% of Ensign's workforce in fiscal 2022.

ENVIRONMENT

	UNIT	2019	2020	2021	2022
Environmental Incidents	Number	23	11	3	16
Environmental Incident Rate ¹⁷	Per 200,000 Hours Worked	0.33	0.26	0.06	0.26
Type of Incident					
Spill	Percentage (%)	73%	73%	100%	63%
Damage	Percentage (%)	27%	27%	-	38%
Impact Classification of Incident ¹⁸					
No Effect	Percentage (%)	80%	100%	67%	50%
Short Term Impact	Percentage (%)	20%	-	-	38%
Moderate Term Impact	Percentage (%)	-	-	33%	13%
Long Term Impact	Percentage (%)	-	-	-	-
Permanent / Widespread Impact	Percentage (%)	-	-	-	-

¹⁷ Environmental Incident Rate is expressed, in keeping with industry standards, as the number of recordable environmental incidents per 200,000 work hours.

¹⁸ Impact Classification is based on a severity matrix, taking into consideration clean-up protocol, volume of release/spilled material, type of release/spilled material, degree of impact to public or private areas/environment, proximately and/or degree of impact to any water sources/bodies.

ASSET INTEGRITY & RESILIENCE

	UNIT	2019	2020	2021	2022
Capital Expenditures	Thousands, CAD	\$136,006	\$82,127	\$183,180	\$174,393
Upgrade & Growth	Thousands, CAD	\$95,778	\$10,013	\$20,492	\$68,763
Maintenance	Thousands, CAD	\$40,228	\$40,229	\$44,760	\$105,630
Aquisitions ¹⁹	Thousands, CAD	-	\$31,885	\$117,928	-

¹⁹ 2021 includes the acquisition of 35 land-based drilling rigs located in Canada, as well as related equipment and certain real property.

PEOPLE

	UNIT	2019	2020	2021	2022
Employee Count	Number	4,848	2,985	4,215	4,860
% Office	Percentage (%)	9%	11%	9%	8%
% Field	Percentage (%)	91%	89%	91%	92%
Total Employee Costs, including Salaries, Wages & Benefits	Thousands, CAD	\$895,120	\$547,821	\$588,394	\$817,437
% of Revenue	Percentage (%)	56%	58%	59%	52%
Diversity & Inclusion ²⁰					
Gender					
Women	Percentage (%)	3%	4%	4%	4%
Men	Percentage (%)	97%	96%	96%	96%
Women in Director Level Positions & Above	Percentage (%)	22%	19%	23%	20%
Women in Vice-President Level Positions & Above	Percentage (%)	9%	10%	10%	5%
Race/Ethnicity ²¹					
White	Percentage (%)	-	-	24%	23%
Hispanic/Latinx	Percentage (%)	-	-	19%	18%
MENA	Percentage (%)	-	-	4%	3%
Black	Percentage (%)	-	-	2%	2%
Other ²²	Percentage (%)	-	-	2%	5%
Not Disclosed	Percentage (%)	-	-	49%	49%
Age Distribution					
18 - 25 Years	Percentage (%)	-	-	12%	11%
26 - 35 Years	Percentage (%)	-	-	30%	29%
36 - 45 Years	Percentage (%)	-	-	37%	37%
46 - 55 Years	Percentage (%)	-	-	16%	16%
56 - 65 Years	Percentage (%)	-	-	6%	6%
+65 Years	Percentage (%)	-	-	1%	1%

²⁰ Based on Total Employee Count unless otherwise stated.

²¹ In accordance with American Psychological Association ("APA") Guidelines for bias-free language with respect to racial and ethnic identity.

²² Other race/ethnicity include Asian, Indigenous/Native, Hawaiian/Pacific Islander and two or more races/ethnicities selected.

INDEX: SUSTAINABILITY ACCOUNTING STANDARDS BOARD (SASB): OIL & GAS SERVICES

TOPIC	ACTIVITY METRICS	CATEGORY (disclosure type)	UNIT OF MEASURE	SASB CODE	DISCLOSURES
Quantify Scale of Company Business	Number of Active Rig Sites	Quantitative	Number	EM-SV-000.A	Reporting Data, page 62
	Number of Active Rig Sites	Quantitative	Number	EM-SV-000.B	Reporting Data, page 62
	Total Amount of Drilling Performed	Quantitative	Meters (m)	EM-SV-000.C	Reporting Data, page 62
	Total Number of Hours Worked by all Employees	Quantitative	Hours	EM-SV-000.D	Reporting Data, page 62
Emissions Reduction Services & Fuels Management	Total Fuel Consumed	Quantitative	Gigajoules (GJ)	EM-SV-110.a1	Future Disclosure
	Percentage Renewable	Quantitative	Percentage	EM-SV-110.a1	Future Disclosure
	Percentage Used in:	Quantitative	Percentage	EM-SV-110.a1	Future Disclosure
	(1) On-road Equipment & Vehicles	Quantitative	Percentage	EM-SV-110.a1	Future Disclosure
	(2) Off-Road Equipment	Quantitative	Percentage	EM-SV-110.a1	Future Disclosure
	Discussion of strategy or plans to address air emissions-related risks, opportunities, and impacts	Discussion & Analysis	N/A	EM-SV-110.a2	Environment, pages 38-43
Water Management Services	Percentage of engines in services that meeting Tier 4 compliance for non-road diesel engine emissions	Quantitative	Percentage	EM-SV-110.a3	Future Disclosure
	(1) Total volume of fresh water handled in operations	Quantitative	Thousand cubic meters (m ³)	EM-SV-140a.1	Future Disclosure
	(2) Percentage Recycled	Quantitative	Percentage		Future Disclosure
Chemical Management	Discussion of strategy or plans to address water consumption and disposal-related risks, opportunities and impacts	Discussion & Analysis	N/A	EM-SV-140a.2	Environment, pages 44-45
	Volume of hydraulic fracturing fluid used, percentage hazardous	Quantitative	Thousand cubic meters (m ³)	EM-SV-150a.1	Not Applicable, as not within the scope of the Company's business
Ecological Impact Management	Discussion of strategy or plans to address chemical-related risks, opportunities, and impacts	Discussion & Analysis	N/A	EM-SV-150a.2	-
	Average disturbed acreage per (1) oil and (2) gas well site	Quantitative	Acres (ac)	EM-SV-160a.1	Not Applicable, as not within the scope of the Company's business
Workforce Health & Safety	Discussion of strategy or plan to address risks and opportunities related to ecological impacts from core activities	Discussion & Analysis	N/A	EM-SV-160a.2	Environment, pages 46-47
	1) Total recordable incident rate (TRIR) for (a) full-time employees, (b) contract employees, and (c) short services employees	Quantitative	Rate	EM-SV-320a.1	Reporting Data, page 63
	2) Fatality rate for (a) full-time employees, (b) contract employees, and (c) short services employees	Quantitative	Rate	EM-SV-320a.1	Reporting Data, page 63
	(3) Near miss frequency rate (NMFR) for (a) full-time employees, (b) contract employees, and (c) short services employees	Quantitative	Rate	EM-SV-320a.1	Reporting Data, page 63
	(4) Total vehicle incident rate (TVIR) for (a) full-time employees, (b) contract employees, and (c) short services employees	Quantitative	Rate	EM-SV-320a.1	Reporting Data, page 63
	(5) Average hours of health, safety and emergency response training for (a) full-time employees, (b) contract employees, and (c) short services employees	Quantitative	Rate	EM-SV-320a.1	Reporting Data, page 63
	Description of management systems used to integrate a culture of safety throughout the value chain and project lifecycle	Quantitative	N/A	EM-SV-320a.2	Health & Safety, pages 30-37

TOPIC	ACTIVITY METRICS	CATEGORY (disclosure type)	UNIT OF MEASURE	SASB CODE	DISCLOSURES
Business Ethics & Payments Transparency	Amount of net revenue in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Quantitative	Reporting Currency	EM-SV-510a.1	General Disclosures, pages 8-9 Governance, page 24-25 <i>Note: Operations in Venezuela have not actively operated since 2019</i>
	Description of management system for prevention of corruption and bribery throughout the value chain	Discussion & Analysis	N/A	EM-SV-510a.2	Governance, pages 24-28
Management of the Legal & Regulatory Environment	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Discussion & Analysis	N/A	EM-SV-530a.1	General Disclosures, page 14 Governance, page 19
Critical Incident Risk Management	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Discussion & Analysis	N/A	EM-SV-540a.1	General Disclosures, page 14 Governance, pages 16-19, 24-29 Health & Safety, pages 32-37
					Environment, pages 44-45 <i>Ensign's Annual Information Form available on our website www.ensignenergy.com and SEDAR+ at www.sedarplus.com</i>

INDEX: TASK FORCE ON CLIMATE-RELATED FINANCIAL DISCLOSURES

TOPIC	RECOMMENDATIONS	DISCLOSURES
GOVERNANCE Disclose the organization's governance around climate-related risks and opportunities	a. Describe the board's oversight of climate-related risks and opportunities	General Disclosures, pages 10-14 Governance, pages 16-19
	b. Describe management's role in assess and managing climate-related risks and opportunities	General Disclosures, pages 10-14
STRATEGY Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy, and financial planning where such information is material	a. Describe the climate-related risks and opportunities the organization has identified over the short, medium, and long-term	General Disclosures, pages 10-14 Environment, pages 38-49
	b. Describe the impact of climate-related risks and opportunities on the organization's business, strategy, and financial planning	General Disclosures, pages 10-14 Environment, pages 38-49
	c. Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2oC or lower scenario	General Disclosures, pages 10-14 Environment, pages 38-49
RISK MANAGEMENT Disclose how the organization identifies, assesses, and manages climate related risks	a. Describe the organization's process for identifying and assessing climate-related risks	General Disclosures, pages 10-14 Environment, pages 38-49
	b. Describe the organization's process for managing climate-related risks	General Disclosures, pages 10-14 Environment, pages 38-49
	c. Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management	General Disclosures, pages 10-14 Environment, pages 38-49
METRICS & TARGETS Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities where such information is material	a. Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk management process	Environment, pages 46-47 Reporting Data, pages 62-65
	b. Disclosure Scope 1, Scope 2, and if appropriate, Scope 3 greenhouse gas (GHG) emissions, and the related risks	Future Disclosure
	c. Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Future Disclosure

FORWARD LOOKING STATEMENTS

Advisory Regarding Forward-Looking Statements

Certain statements in this Sustainability Report constitute forward-looking statements or information (collectively referred to herein as “forward-looking statements”) within the meaning of applicable securities legislation. Forward-looking statements generally can be identified by the words “believe”, “anticipate”, “expect”, “plan”, “estimate”, “target”, “continue”, “could”, “intend”, “may”, “potential”, “predict”, “should”, “will”, “objective”, “project”, “forecast”, “goal”, “guidance”, “outlook”, “effort”, “seeks”, “schedule” or expressions of a similar nature suggesting future outcome or statements regarding an outlook.

Forward-looking statements are not representations or guarantees of future performance and are subject to certain risks. The reader should not place undue reliance on forward-looking statements as there can be no assurance that the plans, initiatives, projections, anticipations or expectations upon which they are based will occur, and actual results or events could differ materially from those anticipated and described in the forward-looking statements.

The forward-looking statements are based on current expectations, estimates and projections about us and the industries in which we operate, which speak only as of the date such statements were made or as of the date of the report or document in which they are contained. They are subject to known and unknown risks, uncertainties, expectations, assumptions and other factors that could cause actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by such forward-looking statements. Such factors include, among others: general economic and business conditions which will, among other things, impact demand for and market prices of our services and the ability of our customers to pay accounts receivable balances; risks related to global pandemics; determinations by Organization of Petroleum

Exporting Countries (“OPEC”) and other countries (OPEC and various other countries are referred to as “OPEC+”) regarding production levels; volatility of and assumptions regarding crude oil and natural gas commodity prices; fluctuations in currency and interest rates; economic, political and social conditions in the countries and regions in which we conduct business; political uncertainty and civil unrest, including hostilities between Ukraine and the Russian Federation; results and impact of governmental trade negotiations; our ability to implement our business strategy; impact of competition; the impact of force majeure events on our operations; over-supply of equipment; exposure to credit risk, liquidity risk and third party risk, including collection of accounts receivables; ability to successfully bid on new contracts; ability to renew existing contracts; ability to pay dividends; inability to service and repay our debts; maintenance and fulfillment of covenants contained in our Amended and Restated Credit Facility (as defined herein) and Note Indenture (as defined herein); ability to conduct our operations due to debt levels; risks associated with long-term contracts; loss of key customers; reliance on key management personnel; our defence of lawsuits; availability and cost of labour and other equipment, supplies and services; our ability to assess contingent, potential and unknown liabilities; our ability to complete our capital programs; operating hazards and other difficulties inherent in the operation of our oilfield services equipment; availability and cost of financing and insurance; our and our customer’s ability to access capital on reasonable terms; volatility of our share price; dilutive effect of the issuance of additional common shares of the Company; timing and success of integrating the business and operations of acquired companies; potential business interruption and casualty losses; actions by governmental authorities; government regulations and the expenditures required to comply with them (including safety and environmental laws and regulations and the impact of climate change initiatives on capital and operating costs); the impact of

changing or new environmental legislation; risk of our operations resulting in environmental contamination; the adequacy of our provision for taxes; seasonality of operations and the impact of unpredictable weather patterns; risks associated with turnkey drilling contracts; risks associated with increased capital expenditures; impairment of capital assets; the impact of alternative energy sources on demand for our services; inflationary pressures and global supply chain delays; ability to innovate and costs of obtaining new technology; the impact of our safety performance on demand for our services; dependence on information technology systems; cybersecurity risks; conflicts of interest; risks relating to the design of disclosure controls and procedures, as well as internal controls over financial reporting; breach of confidential information; and environmental activism; ability to satisfy our customer contracts.

Our operations and levels of demand for our services have been, and at times in the future may be, affected by political risks and developments, such as expropriation, nationalization, or regime change, and by national, regional and local laws and regulations such as changes in taxes, royalties and other amounts payable to governments or governmental agencies and environmental protection regulations. Should one or more of these risks or uncertainties materialize, or should any of our assumptions prove incorrect, actual results may vary in material respects from those expressed or implied by the forward-looking statements. The impact of any one factor on a particular forward-looking statement is not determinable with certainty as such factors are interdependent upon other factors, and our course of action would depend upon our assessment of the future considering all information then available.

Readers are cautioned that the lists of important factors contained herein are not exhaustive. For additional information on these and other factors

that could affect the Company’s business, operations or financial condition, refer to the “Risks and Uncertainties” section in the MD&A of our annual and interim financial statements and the “Risk Factors” section of the Company’s Annual Information Form for the year ended December 31, 2022, available on SEDAR+ at www.sedarplus.com.

The forward-looking statements contained in this Sustainability Report are expressly qualified in their entirety by this cautionary statement. The forward-looking statements contained herein are made as of the date hereof and the Company undertakes no obligation to update publicly or revise any forward-looking statements or information, whether as a result of new information, future events or otherwise, except as required by law.

NON-GAAP MEASURES

This Sustainability Report contains references to Adjusted EBITDA. These measures do not have any standardized meaning prescribed by International Financial Reporting Standards (“IFRS”) and accordingly, may not be comparable to similar measures used by other companies. The non-GAAP measures included in this Sustainability Report should not be considered as an alternative to, or more meaningful than, the IFRS measure from which they are derived or to which they are compared. The full definition and method of calculation of the non-GAAP measures referenced in this Sustainability Report are included in our full annual and interim financial statements available on our website at www.ensignenergy.com and SEDAR+ at www.sedarplus.com.

WE KNOW THE DRILL.

[ensignenergy.com](https://www.ensignenergy.com)

drilling | directional drilling | well servicing