Report on Measures Against Forced and Child Labour in Supply Chains

For the Year Ended June 30, 2025

This report has been prepared in accordance with the Government of Canada's *Fighting Against Forced Labour and Child Labour in Supply Chains Act.* (the "Modern Slavery Act")

Element Technical Services Inc. ("Element" or the "Company") is committed to respecting human rights by preventing modern slavery in our own operations and supply chains and expect our suppliers to share this commitment.

Structure, Activities, and Supply Chains

This report has been prepared as a joint report. Element was incorporated on September 27, 2010, under the laws of the province of Alberta and operates under the trade names Element Technical Services, Essential Coil Well Service, and Tryton Rentals. Element also has a subsidiary operating in the United States, Element Technical Services LLC.

Element's core business is the provision of oilfield services including specialized fracturing stimulation, coil tubing services and fluid and nitrogen pumpers in Western Canada as well in the United States, predominantly in the state of Wyoming.

Our direct suppliers are primarily located in North America. Element procures goods and services only from financially stable, technically qualified, and reliable sources. We require that our suppliers comply with the laws and regulations in their jurisdiction, or with industry guidelines where they exist and are more stringent than the local law.

Element purchases consist mainly of (but not limited to):

- Raw materials such as fracturing sand, chemicals, nitrogen, and fuel
- Oilfield equipment, trucks, component parts, tubing, electronics, and tires

Policies and Due Diligence

Pursuant to the enactment of the Modern Slavery Act. Element implemented a policy on Forced Labour and Child Labour (the "Policy") in 2024. The objective of the Policy is to prevent modern slavery in our own operations and supply chains, provide appropriate training, and ensure compliance with applicable legal requirements.

Element is committed to respecting Human Rights as a fundamental principle of its operations. The Company does not utilize forced or child labour. All employees are recruited and provided with working conditions that comply with all applicable laws and regulations.

With respect to the Company's supply chain, we seek to collaborate with suppliers who share our commitment to respecting human rights. Element expects our suppliers to comply with all applicable employment, human rights, and modern slavery legislation and to impose similar expectations on their subcontractors and suppliers.

Risk of Forced or Child Labour

Element Operations

Our staff are predominantly oil and gas professionals, operators and administrative workers located in Canada and the United States. We are satisfied that, as a result of the recruitment, remuneration and human resource practices implemented throughout our operations, there is low risk that our staff are at risk of modern slavery.

Supply Chain

As the vast majority of our direct suppliers are located in North America and operate in compliance with applicable laws and regulations in their respective jurisdiction, we believe our direct supplier risk is low. We believe that we procure products and services from high quality and high integrity suppliers.

Nevertheless, we recognize the potential for labour violations in our supply chain. We have reviewed our suppliers and assessed them with a risk category from 1 to 4 based on geographic location, product, and industry.

Based on this risk assessment:

- level 1 and 2 suppliers were asked to provide a certification that there are no activities, practices, or conduct that constitutes child labour or forced labour in their operations or supply chains.
- Level 3 suppliers were asked to complete a self-assessment confirming:
    - comply with all applicable laws and regulations, including with respect to health, safety, employment, human rights and modern slavery; and
    - whether any instances of modern slavery had been identified within their supply chain.

To date, we have no indications that forced or child labour is being used by our suppliers.

Measures Taken to Remediate any Forced Labour or Child Labour

Our analysis of our operations and supply chain did not identify any instances of forced labour or child labour. Accordingly, no remediation measures were required during the period.

Measures Taken To Remediate the Loss of Income to the Most Vulnerable Families that Result from any Measures taken to Eliminate the Use of Forced or Child Labour in our Activities or Supply Chains

Our analysis of our operations and supply chain did not identify any instances of forced or child labour. Accordingly, no measures were required to remediate loss of income to vulnerable families resulting from actions taken to eliminate forced or child labour.

Training Provided to Employees

The Modern Slavery Act has raised awareness among our employees of the potential risk of forced or child labour within our industry. Element is committed to provide training, as necessary, to employees engaged in the procurement and supply chain management process.

Assessment of Effectiveness

We believe our Modern Slavery Policy and existing practices contribute to protecting our employees, contractors, and supply chains from the risk of forced labour and child labour.

Element selects suppliers and services providers that are reputable and comply with domestic and international laws. We will continue to assess suppliers and are committed to following industry best practices.

Approval and Attestation

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

(signed) "Brendan Nelson"

Brendan Nelson
CFO

May 19, 2026
I have the authority to bind Element Technical Services Inc. and its subsidiaries