

**POSITION DESCRIPTION
PRESIDENT**

SECURE ENERGY SERVICES INC.

GENERAL

The President reports to the Chief Executive Officer and the board of directors (the "**Board**") of Secure Energy Services Inc. (the "**Corporation**"). The primary responsibilities of the President include managing the overall business of the Corporation to ensure strategic and business plans are effectively implemented, the results are monitored and reported to the Board, and financial and operational objectives are attained.

MANDATE

The President's specific duties and responsibilities include, but are not limited to the following:

1. successfully implement business and operational plans;
2. develop annual operating forecasts of revenue, expenditures, operational results and financial performance. These forecasts serve as operating and financial guidelines and do not require Board approval except for those components specifically utilized in setting objectives for compensation purposes;
3. annually develop, for approval by the Board, a set of corporation goals and objectives the President is responsible to meet;
4. establish effective control and co-ordination mechanisms for all operations and activities;
5. ensure the Corporation's assets are adequately safeguarded and optimized in the best interests of securityholders;
6. be available to advise the committees of the Board where required under the applicable committee's mandate;
7. maintain a positive work climate that is conducive to attracting, retaining and motivating a group of top-quality employees at all levels;
8. communicate clearly and directly with employees concerning performance expectations, productivity and accountability; and foster a corporate culture of integrity that promotes performance and ethical practices, encourages individual integrity and social responsibility, and including working with the Environmental, Social and Governance Committee to promote sustainable development, the protection of human life, the preservation of the environment and the improvement of the communities in which it operates;

9. with the assistance of other members of the management team, develop and recommend strategic plans to the Board that ensure the Corporation's profitable growth and overall success. This includes updating and making changes as required, and involving the Board in the early stages of strategy development;
10. at the request of the Board, and in conjunction with the Human Resources and Compensation Committee, make recommendations to the Board with respect to long-term development goals specific to the President;
11. together with the Chief Executive Officer, promote the objectives of the Corporation before industry associations, investors, government agencies and community groups;
12. review and report regularly to the Board on the overall progress and results against operating and financial objectives and initiate courses of action for improvement; and
13. together with the Chief Executive Officer, keep the Board fully informed on all aspects of the Corporation's operational and financial affairs, and on all matters of significant relevance to the Corporation. This includes external items emanating from industry, financial markets, governments and regulators on issues such as business and market trends, fiscal and monetary policies, legislation, etc., as well as disclosing to the Board all related party transactions.

Compliance Monitoring

The President, together with the Chief Executive Officer, will ensure the safe and efficient operation of the Corporation and ensure compliance with the Corporation's internal policies and practices and will ensure that all operations and activities of the Corporation are conducted in accordance with laws, regulations, listing standards, the Corporation's Code of Business Conduct and Ethics, sound business practices and in accordance with the policies and practices approved by the Board.

REVIEW

The Board and the Human Resources and Compensation Committee, with input from all Board members and the President, will review this position description at least annually or, where circumstances warrant, at such shorter interval as is necessary, to determine if further additions, deletions or other amendments are required.

Adopted by the Corporation on December 9, 2009. Last updated and approved by the Board on March 1, 2023.