



MODERN SLAVERY REPORT – DECEMBER 31, 2024

TARA Energy Services Inc.

Introduction

This report constitutes the second report published in compliance with the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the “**Act**”) covering the financial year ended December 31, 2024, and is made on behalf of TARA Energy Services Inc. and its subsidiaries Tara Holdings (USA) Inc. and Tara Energy Services LLC (collectively, “**TARA**”).

This report sets forth the steps TARA has taken during the year to mitigate modern slavery in the delivery of goods and/or services by our business in Canada or elsewhere or of goods imported into Canada by TARA. For the purposes of this report, modern slavery includes, but is not limited to, forced or compulsory labor, slavery, servitude, child labor or human trafficking, or acts committed with the intent of any of the foregoing.

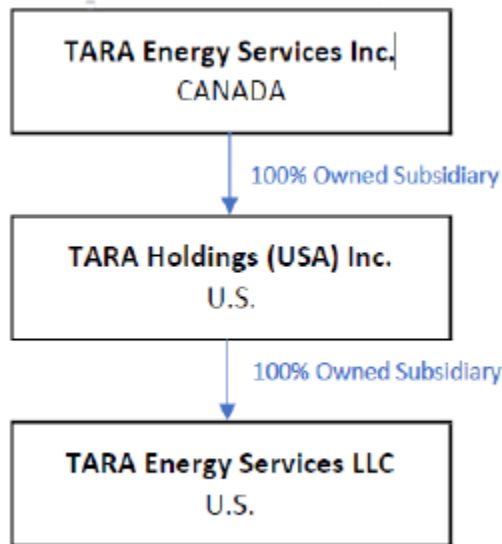
Structure, Operations and Supply Chain

TARA is a privately held energy services company headquartered in Calgary, Alberta, with service offices and shop facilities in Alberta, British Columbia, and Texas. TARA is a market leader in the mobile midstream infrastructure, completions, pressure testing, modular mobile facility and pipeline services within the North American energy industry. Tara provides clients in the energy industry with complete, mobile, flowback production testing service performed by skilled technicians. Data on fluid separation, gas analysis and flow rates are captured and shared with customers to improve well performance. Additional offerings include field services, design and engineering support, equipment rentals and trucking. Additional offerings include field services, design and engineering support, equipment rentals and trucking.

TARA does not manufacture goods or handle raw materials. As an oilfield equipment and services provider, we consider our supply chains to be low-risk with respect to modern slavery. In total, we procure goods and services from approximately 150-180 suppliers and contractors. The suppliers we engage with are local businesses who generally supply or provide goods and/or services such as oilfield equipment rentals, parts, materials and maintenance, as well as contract field labor and on-site technical services.



The following organizational chart sets out the Company's organizational structure and its material subsidiaries as of December 31, 2024:



Measures to Prevent and Reduce the Risks of Modern Slavery

At TARA, we are committed to working responsibly and ethically toward our goal of offering the energy industry first-in-class, complete custom equipment and field service solutions. We have a zero-tolerance approach regarding modern slavery. During 2024, the following processes and procedures were put in place to further reduce the risk of modern slavery in our business and supply chain.

Vendor Reviews

Tara reviewed the existing vendor set-up and review process and identified certain improvements. Tara implemented a proper internal control process to review all vendors before set-up to ensure proper evaluation of all vendors utilized.

- During 2024, Tara implemented a more thorough review of all newly created vendors in order to improve diligence and internal control processes. This process aims to flag vendors who put Tara's supply chains at risk of exposure to modern slavery and to identify the processes and policies our vendors have in place to avoid and reduce modern slavery risks. At TARA, we expect that our vendors comply with all applicable legal requirements in the jurisdictions in which they operate, respect human rights standards and mitigate modern slavery within their businesses and supply chains.
- Our due diligence process covers key factors useful in identifying modern slavery risks, such as the vendor's structure, activities, geography, policies, compliance with national labor laws and regulations, and supply chains.
- For the year ended December 31, 2024, Tara reviewed all vendors used during the year for any potential conflicts, or vendors located outside of Canada. Of the entire list of vendors used during the year seven were identified as having a presence outside of Canada. Tara reviewed the services provided by these vendors and noted the vast majority related to services and not actual materials consumed (ie: marketing support, IT support, etc). This was considered very low risk.



Code of Conduct

During 2024, Tara created a formal and robust Code of Conduct for the organization emphasizing honesty, professional responsibility, and compliance with the standards and regulations governing our business activity. The Code of Conduct covers a large scope of activities and topics including harassment, discrimination, and health and safety in the workplace. All relevant parties are required to review and formally sign off the completion of this review through Tara's comprehensive safety and compliance system Workhub.

All TARA employees have a role to play in upholding our ethical standards, values and principles. To honor our commitment and to support our values and standards, all TARA employees are required to acknowledge they have reviewed and will follow the Code of Conduct. Employees are responsible for making consistent efforts to achieve TARA's objectives and understand the Code of Conduct and review it on an annual basis.

In accordance with the Code of Conduct, TARA personnel who become aware of a violation of the Code or of any illegal or unethical behavior will have an obligation to report their concerns immediately in accordance with the jointly implemented Whistleblower Policy.

Remediation Measures

During 2024, no incidents of modern slavery were reported within TARA. As a result, no remediation measures were required in order to correct an incident of modern slavery. If a situation of non-compliance is reported in the future, TARA is committed to implementing remediation measures to correct the situation and improve the enforcement of the policies within the business and supply chains.

Approval and Attestation

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

A handwritten signature in black ink, appearing to read "Scott Bissell".

Scott Bissell, CEO and Board Member