



2024 Beyond Modern Slavery Report

Beyond Energy Services & Technology Corp. ("**we**", "**our**", "**Beyond**" or the "**Corporation**") has created this report to meet our requirements pursuant to the *Fighting Against Forced Labour and Child Labour in Supply Chains Act* (the "**Modern Slavery Act**").

Forced labour and child labour (each as defined in the Modern Slavery Act and hereinafter together referred to as "**modern slavery**") are violations of fundamental human rights and are occurring across the globe. As a Canadian oil and gas service company, we recognize the responsibility we have to ensure our operations and the supply chains that support our operations adhere to the highest ethical standards, which includes no use of modern slavery in our business or supply chains.

The Corporation is subject to the reporting requirements of the Modern Slavery Act. This report covers the Corporation's activities during our previous financial year, from **January 1, 2024 to December 31, 2024**.

The Corporation takes modern slavery and our reporting requirements very seriously and we are committed to ensuring that we adhere to such requirements. We will continue to evaluate and assess our processes with respect to modern slavery in our business over time to ensure we are meeting all applicable reporting requirements and other legislation relating to modern slavery.

Steps Taken During 2024

Throughout 2024, we worked closely with our legal counsel to develop an understanding of the Modern Slavery Act and its implications, and we created, published and filed our first annual report. We intend to continue evaluating and refining our reporting processes to ensure full compliance with the obligations of the Modern Slavery Act.

Structure, Activities and Supply Chains

- **Structure:** The Corporation is a global business with nearly 250 employees and contractors working in ten countries. Beyond is a corporation existing under the *Alberta Business Corporations Act* and is registered with the head office located at 1110, 505 – 3rd Street SW, Calgary, Alberta, T2P 3E6.
- **Activities:** We are a privately owned company that provides quality engineering services, operational service, and technically advanced equipment to a specialized drilling market. Currently we provide services to our customers in Mexico, Europe, the Middle East, Africa and the United States. Our equipment includes the Rotating Control Device, Self-Erecting Separator and Flare Stack, Nitrogen-based automated back pressure system, MPD package walking system, and a streamlined package rig integration.
- **Supply chains:** The Corporation's procurement team is responsible for streamlining our procurement practices and ensuring responsible and standard practices are met in all

areas of our supply chain. While the suppliers of our Canadian business are located around the world, over 75% of the vendors our Corporation uses are Canadian with the majority of the remaining being in the United States. Our vendors include landlords, service providers and manufacturers of products required in our business.

Additional information regarding the corporate structure and operations of the Corporation can be found on our website at: www.beyondmpd.com.

Policies and Due Diligence

Policies

The Corporation has several policies in place that reflect our values and set clear expectations for our directors, officers, employees, suppliers, contractors, consultants, agents, business partners, and other service providers with whom we engage.

Below, we have provided an overview of the relevant policies currently in place.

- **Code of Business Conduct and Ethics:** All employees receive training on the Business Conduct and Ethics (the "**Code**") during onboarding. Each director, officer, employee and contractor must adhere to the standards described in the Code. Employees and contractors should promptly report to their supervisors, or any member of senior management, any violations or imminent violations of the Code or other Corporation policies, or any other illegal or unethical behaviour within the Corporation. If concerns or complaints require confidentiality and/or anonymity is desired, confidentiality will be protected subject to applicable law.
- **Anti-Corruption Policy Relating to Foreign Public Officials:** This provides information on the concepts related to bribery along with the tools to identify, and requirement to report, potential bribery issues.
- **Global Human Rights Policy:** The Global Human Rights Policy sets out our global approach to respecting, supporting and safeguarding human rights. The policy applies to Beyond and to all employees and contractors in an employment-type relationship with Beyond, as well as business partners that may act on our behalf.
- **Whistleblower Policy:** This policy supports employees and Contractors in an employment-type relationship to bring forward concerns or information regarding wrongdoing, cause or concern about unethical or illegal activities to the Company's attention without reprisal or victimization.

In addition to the above, we intend to regularly evaluate our approach with respect to modern slavery to ensure the effectiveness of our methodology, including amending existing policies and implementing new policies, as necessary, to mitigate the risks of modern slavery from occurring in our business or operations to the extent determined necessary.

Due Diligence

The Corporation has not historically undertaken any steps to conduct due diligence relating to mitigating the risks of modern slavery occurring in relation to our business or operations; however, we are not aware of any high-risk exposure to modern slavery associated with the Corporation's supply chain. We may in the future consider implementing additional procedures to ensure we are not unknowingly engaged in business with any entities involved in modern slavery.

Activity and Supply Chain Risks

The Corporation is not aware of any high-risk exposure to modern slavery associated with the Corporation's business or supply chains.

Remediation Measures

We are not aware of the existence of modern slavery in our business and the supply chains that support our operations and as such, we have not taken any measures to remediate any modern slavery or to remediate the loss of income to the most vulnerable families that resulted from any measure taken from any of the Corporation's actions.

Employee Training

The Corporation has not yet implemented any processes to assess our effectiveness in ensuring that modern slavery is not used in our business and our supply chains.

Assessment of Effectiveness

The Corporation has not yet implemented any processes to assess our effectiveness in ensuring that modern slavery is not used in the Corporation's business or supply chains.

Approval and Attestation of the Report

This report was approved by the Corporation's Board of Directors on May 29, 2025 pursuant to paragraph 11(4)(a) of the Modern Slavery Act and will be filed with the Minister of Public Safety.

In accordance with the requirements of the Modern Slavery Act, and in particular section 11 thereof, I attest that I have reviewed the information contained in this report for the entity or entities listed above. Based on my knowledge, and having exercised reasonable diligence, I attest, on behalf of the Corporation, and with no personal liability, that the information in this report is true, accurate and complete in all material respects for the purposes of the Modern Slavery Act, for the reporting year listed above.

May 29, 2025



Eric Legge

Director, President & CEO

I have the authority to bind Beyond Energy & Technology Services Corp.