

Ian S. Brown – Independent.

Mr. Brown has been an independent businessman and corporate director since December 2005. From 1995 to 2005 Mr. Brown was a Senior Managing Director at Raymond James Ltd (including its predecessor company, Goepel McDermid). Prior to 1995, Mr. Brown was the Executive Vice President of The Alberta Stock Exchange. Mr. Brown has previously served on various other corporate boards, including Bonavista Energy Corp., Petrobank Energy and Resources, Lightstream Resources Ltd., TMX Group Inc., and the Canadian Investor Protection Fund. Mr. Brown obtained his C.A. designation in 1983 (Alberta), and also has a B. Comm, and B.A. (Economics). Mr. Brown has been a director of the Company since December 2009 and currently is the Chair of the Audit Committee and a member of the Governance Committee.

Tom Connors – Non-Independent, President and CEO.

Tom joined Cathedral in March 2021 as President and CEO, and joined the Board of Directors at that time. He brings a wealth of expertise to this role, having served in several senior leadership capacities over 18 years with Ensign Energy Services Inc. (“Ensign”). Tom started with Ensign in 2003 as a General Manager with progressively increasing responsibilities until he was promoted to an Executive Vice President role in 2016, responsible for seven business units and participating as a member of Ensign’s Senior Executive Committee. Tom’s capabilities include extensive directional and drilling industry experience, combined with experience in restructuring and transforming businesses into efficient and profitable enterprises. Tom’s strengths include building customer-focused companies, working with the executive team and key employees to develop a strategic vision, building cohesive and collaborative management and operational teams, leading operational execution, and collectively resulting in highly efficient and successful businesses. Tom has a Master of Business Administration degree from Queen’s University and a Bachelor of Arts degree from the Memorial University of Newfoundland.

Shuja Goraya – Independent.

Shuja Goraya is currently the Chief Technology Officer of Precision Drilling Corporation. He joined the Cathedral Board of Directors in July 2021 following Cathedral’s acquisition of Precision’s directional drilling business. Based in Houston, Texas, Mr. Goraya has a Bachelor of Engineering degree and has worked for over 25 years in the energy services sector, the majority of which was spent with Schlumberger Limited in North America and abroad. Highlights of Mr. Goraya’s previous roles at Schlumberger include Vice President of the North American drilling group, as well as prior roles as Vice President of the Drilling and Measurements group and General Manager of Extreme Engineering. He joined Precision in 2018. Mr. Goraya is a member of the Governance Committee and the Compensation Committee.

Rod Maxwell – Non-Independent, Executive Chairman.

Mr. Maxwell is the Chairman of the Board and has served on the board since October 2000. He was appointed Executive Chairman of Cathedral on October 26, 2022 in light of his increased involvement working with the President and CEO to develop and collaborate on the formulation and execution of the



company's strategic initiatives. Mr. Maxwell is a co-founder and Managing Director of StoneBridge Merchant Capital Corp., since 1996. Mr. Maxwell has been in the private equity investment industry for over 25 years and has experience in private and public markets with a variety of industries including oil and gas producers and energy services companies. Mr. Maxwell has been an investor/advisor/board member for a number of private and public businesses in a variety of industries including oil and gas exploration and production and energy services. Prior to co-founding StoneBridge, Mr. Maxwell was a partner in the Corporate Finance Group of a Big 4 financial services firm. Mr. Maxwell has a Bachelor of Commerce from the University of Calgary, is a CPA, CA with Chartered Professional Accountants Canada and a CBV with the Canadian Institute of Chartered Business Valuators.

Scott Sarjeant – Independent.

Mr. Sarjeant joined the Board of Directors in May 2003. Mr. Sarjeant has been a private investor, and acted as President and Chief Executive Officer of Premiax Financial Corp. from 2003 to 2020. Prior to that Mr. Sarjeant was a co-founder, Director and Executive Vice President of AltaGas, a publicly listed corporation that is one of Canada's largest independent energy midstream companies, from 1994 to 2003. At AltaGas his roles included the CFO role, as well as being the head of Business Development (1994 – 2001) and Marketing, Extraction and Transmission (2001 – 2003). Prior to that Mr. Sarjeant was a Vice President in Citibank Canada's corporate finance group (1987 – 2003), a member of Merrill Lynch Canada's merger and acquisition group (1986 – 1987) and a member of Dome Petroleum's economics and corporate finance groups (1981-1986). He holds both an MBA from the Ivey Business School, University of Western Ontario ("UWO") and a Law Degree from the UWO. Mr. Sarjeant is the Board's Lead Director, is the Chair of the Governance Committee and is a member of the Audit Committee.

Dale E. Tremblay – Independent.

Mr. Tremblay retired in 2013 with more than 30 years of experience in the domestic and international oilfield services industry, with extensive dealings in the public markets in both Canada and the United States. Mr. Tremblay was the Founder, Chairman and Chief Executive Officer of Western Energy Services Corp., from 2009 to 2013. Prior to that, from 2005 through 2009 he was the President and Chief Executive Officer of Saxon Energy Services Inc. ("Saxon") and Chairman of SES Holdings Limited, the parent company to Saxon. From 1988 to 2005, Mr. Tremblay was Senior Vice President, Finance and Chief Financial Officer of Precision Drilling Corporation. Mr. Tremblay has previously served as a director on two Canadian public company boards and one private, including McCoy Global Inc. and CleanTek Industries Inc. Mr. Tremblay also serves as an officer and director of Jobstream Inc., a Philippine SEC registered company. Mr. Tremblay has been a director of the Company since October 2015. Mr. Tremblay is the Chair of the Compensation Committee and is a member of the Audit Committee.