



Xtraction Services Holdings Corp.

DIRECTOR'S POSITION DESCRIPTION

Dated: March 2020

Every Director of Xtraction Services Holdings Corp. (the "Company"), in exercising his/her powers and discharging his duties, shall:

- (a) Act honestly and in good faith with a view to the best interests of the Company.
- (b) Exercise the care, diligence and skill that a reasonably prudent person would exercise in comparable circumstances.

With respect to Fiduciary Duty or the Duty of Loyalty:

1. The fiduciary duty requires a Director to be honest in dealing with other Directors and with the Company. In fact, a Director must disclose all information he/she has to the Board. The collegial structure of the Board and the practical delegation of responsibilities to committees will suffer if Directors deprive their fellow Directors of important information needed to carry out their responsibilities and practice due diligence.
2. The fiduciary duty implies a duty of confidentiality. All information about the Board or the Company's activities should be presumed to be confidential unless released to the public.
3. Directors may not profit at the expense of the Company. They may not divert opportunities or benefits from the Company to themselves or put themselves in a position of conflict by competing with the Company for business opportunities.
4. Directors must disclose their material interest in a party or contracts and should disclose these interests to the full Board and not just a committee.

With respect to the Duty of Care:

1. These responsibilities imply that the Directors attend meetings regularly, read the documents and briefing notes prepared for them prior to the meetings and follow-up on important matters.
2. The business judgment rule protects boards and directors from those that might second-guess their decisions. However, Directors must ensure that the process by which a decision has been made ensures that there was adequate information available, agendas and background documents in place, rigorous review and that questioning is documented and that in-depth review where warranted is referred to the appropriate committee.



Specific Duties of Directors:

1. Overseeing and approving a strategy for Xtraction Services Holdings Corp.

The Directors, individually and collectively, have the responsibility to participate in developing and approving the mission of the business, its objectives and goals, and the strategy by which the Company proposes to reach those goals. Directors must ensure there is congruence between shareholder expectations, Company plans and management performance.

2. Management of the Board and selection and oversight of senior management.

Directors, individually and collectively, are responsible for managing the Board affairs, including planning its composition, selecting its Chair, nominating candidates for election to the Board, appointing committees and determining Director compensation.

Directors, individually and collectively, have the responsibility for management succession, including the appointment, monitoring and replacement of the Chief Executive Officer as well as CEO compensation. Directors have responsibility for approving the appointment and compensation of senior management, acting upon the advice of the Chief Executive Officer.

3. Monitoring and Acting

Directors, individually and collectively, have the responsibility for monitoring the Company's performance against goals and revising strategy as appropriate.

4. Approving Policies and Procedures for implementing strategy

Directors, individually and collectively, have the responsibility for approving all significant policies and procedures and ensuring compliance with all laws and regulations while adhering to the highest ethical and moral standards.

5. Reporting to shareholders on the performance of the business.

Directors, individually and collectively, have the responsibility for the integrity of and timely reporting to shareholders, in addition to the approval of any and all dividends.

6. Approval and completion of routine legal requirements



Directors, individually and collectively, are responsible for ensuring all legal requirements; documents and records have been properly prepared, approved and maintained.