



# CARDINAL ENERGY LTD.

## MAJORITY VOTING POLICY BOARD OF DIRECTORS

This policy applies only to uncontested elections. An "uncontested election" means any election of directors to the board of directors (the "**Board**") of Cardinal Energy Ltd. ("**Cardinal**" or the "**Corporation**"), where the shareholders of the Corporation are asked to consider the election of directors whom are nominated by only management.

Forms of proxy for the vote at shareholders' meetings where directors are to be elected will enable shareholders to vote "for", or to "withhold" from voting, separately for each nominee. At the shareholders' meeting, the Chair of the meeting will call for a vote by ballot on the election of directors. The scrutineers will record with respect to each nominee the number of votes cast "for" or "withheld" from a nominee, such numbers to be adjusted if required in accordance with the share provisions, the by-laws and the policies and procedures of Cardinal.

In an uncontested election, any nominee for director who receives a greater number of votes "withheld" from his or her election than votes "for" his or her election (a "**majority withhold vote**") shall tender his or her resignation for consideration by the Board to the Chair of the Corporate Governance and Compensation Committee (the "**Committee**") promptly following certification of the shareholder vote. If the Chair of the Committee received a majority withhold vote, then he or she shall tender his or her resignation to the Chair of the Board.

The Committee will promptly consider the tendered resignation and recommend to the Board whether to accept or reject it. The Committee shall be expected to recommend the resignation to the Board except in clearly articulated extenuating circumstances. In determining whether to recommend acceptance or rejection of the tendered resignation, the Committee will consider all factors it deems relevant including, without limitation:

- (a) the reasons, if known, why shareholders "withheld" or were requested to "withhold" votes from the director. In particular, the Committee will not generally recommend acceptance of a resignation if shareholders "withheld" or were requested to "withhold" votes from the director based solely upon the decisions of the Board or a committee of the Board as opposed the qualifications or individual actions of the director;
- (b) the director's length of service and qualifications;
- (c) the director's contributions to Cardinal and attendance at previous meetings;
- (d) the current mix of skills and attributes of the directors on the Board;
- (e) the impact with respect to covenants in agreements or plans; and
- (f) legal requirements, policies or guidelines (regulatory, securities or corporate laws, or stock exchange rules) for director numbers and qualifications.

The Board will consider the Committee's recommendation not later than 90 days following the date of the shareholders' meeting at which the election occurred. In deciding whether to accept or reject the tendered resignation, the Board will consider the factors considered by the Committee and any additional information and factors the Board believes to be relevant.

Promptly following the Board's decision, Cardinal will disclose that decision, including an explanation of the process by which the decision was reached and, if applicable, the reasons for rejecting the tendered resignation, in a press release. If the Board decides to accept the director's resignation, the Committee will recommend to the Board whether to fill the resulting vacancy or to continue with the reduced the size of the Board.

Any director who tenders his or her resignation pursuant to this Policy will not participate in the Committee recommendation or the Board consideration whether to accept or reject the tendered resignation.

If a majority of the members of the Committee received a majority withhold vote at the same election, then the independent directors who did not receive a majority withhold vote will appoint an ad hoc Board committee among themselves (the "**Ad Hoc Committee**") solely for the purpose of considering the tendered resignations and the Ad Hoc Committee will recommend to the Board whether to accept or reject them within the 90 day period. The Ad Hoc Committee shall serve in place of the Committee and perform the Committee's duties for the purposes of this Policy. Notwithstanding the foregoing, if the Ad Hoc Committee would have been created but there are not at least three directors who did not receive a majority withheld vote, then all directors shall participate in any decision to accept the resignations (other than any director whose resignation is being considered) and will make the determination to accept or reject the tendered resignation without any recommendation by the Committee or the Ad Hoc Committee. Except as set forth in this paragraph, a director who tenders his or her resignation pursuant to this Policy will continue to participate in all meetings of the Board and any applicable committee of the Board on which such director serves until such time, if applicable, as the Board decides to accept the director's tendered resignation

In the event that any director who received a majority withhold vote does not tender his or her resignation in accordance with this Policy, he or she shall not be re-nominated by the Board and shall not be entitled to any benefits (financial or otherwise) of a director or past director of Cardinal.

The Committee may adopt such procedures as it sees fit to assist in its determinations under this Policy.

This Policy will be summarized or included in each management proxy circular relating to an election of directors of Cardinal.

*Last reviewed and approved by the Board effective March 20, 2024.*