



NOTICE AND ACCESS NOTIFICATION FOR 2020 ANNUAL AND SPECIAL MEETING OF SHAREHOLDERS

You are receiving this notification to advise that the proxy materials for the annual meeting of common shareholders of STEP Energy Services Ltd. ("STEP") as detailed below (the "Meeting") are available on the internet. STEP has elected to use the notice and access ("Notice and Access") provisions adopted by the Canadian Securities Administrators for delivery of proxy materials to the holders of common shares in the capital of STEP (the "Shareholders"). Pursuant to Notice and Access, Shareholders will receive this notification and a form of proxy or voting instruction form enabling them to vote at the Meeting. However, instead of a paper copy of the management information circular ("Circular") dated March 12, 2020, Shareholders receive this notification with information on how they may access the Circular.

Meeting Date and Location:

When: Thursday, May 7, 2020
3 p.m. mountain daylight time

Where: The Bow Valley Club
Suite 370, 250-6th Avenue SW, Calgary, Alberta T2P 3H7

Business of the Meeting

Shareholders will be asked to consider and vote on the following matters:

1. Receive our audited consolidated financial statements for the year ended December 31, 2019, together with the auditors' report thereon;
2. Fix the number of directors;
3. Elect the directors;
4. Appoint the auditors and authorize directors to set their compensation;
5. Approve STEP's option plan including amendments thereto and the issuance of unallocated options under such plan;
6. Approve STEP's performance and restricted share unit plan including amendments thereto and the issuance of unallocated units under such plan; and
7. Consider other business that is properly brought before the Meeting or any meeting that is reconvened if the Meeting is adjourned.

The specific details of the matters proposed to be put before the Meeting are set forth under the heading *Business of the meeting* and can be found on pages 7 through 10 of the Circular.

The notice of meeting and Circular and the annual financial statements for the year ended December 31, 2019 along with related management's discussion and analysis (collectively, the "Meeting Materials") have been posted and are available at:

<https://www.stepenergyservices.com/notice-and-access>

OR

www.sedar.com

We remind you to access and review all of the important information contained in the Circular before voting as the Circular has been prepared to help you make an informed decision.

While as of the date of this notification, we are intending to hold the Meeting in physical face to face format, we are continuously monitoring the current coronavirus ("COVID-19") outbreak. In light of the rapidly evolving news and guidelines related to COVID-19, we ask that, in considering whether to attend the Meeting in person, shareholders follow, among other things, the instructions of the Public Health Agency of Canada (<https://www.canada.ca/en/public-health/services/diseases/coronavirus-disease-covid-19.html>) and any applicable additional provincial and local instructions. You should not attend the Meeting in person if you are experiencing any cold or flu-like symptoms, or if you or someone with whom you have been in close contact has travelled to/from outside of Canada within the 14 days prior to the Meeting. All shareholders are strongly encouraged to vote prior to the Meeting by any of the means described in *Voting* section of the Circular and as noted in this notification below.

We reserve the right to take any additional precautionary measures we deem appropriate in relation to the Meeting in response to further developments in respect of the COVID-19 outbreak including, if we consider necessary or advisable, providing a webcast version of the Meeting and/or hosting the Meeting solely by means of remote communication, placing restrictions on in-person attendance, or postponing or adjourning the Meeting. Changes to the Meeting date and/or means of holding the Meeting may be announced by way of press release. Please monitor our Company press releases as well as our Company website at <https://www.stepenergyservices.com/investors/annual-meeting> for updated information. We advise you to check our Company website one week prior to the Meeting date for the most current information. If applicable and as appropriate, this webpage will contain required information that would allow shareholders to remotely dial or log-in for purposes of listening, but not participating in, the Meeting. We do not intend to prepare or mail an amended Circular in the event of changes to the Meeting format.

How to Obtain Paper Copies of the Meeting Materials

Shareholders may request a paper copy of the Meeting Materials at no cost to them. To request a paper copy of the Meeting Materials, and for information about Notice and Access, Shareholders should contact our transfer agent:

TSX Trust Company

Telephone: 1.416.361.0930

Toll Free: 1.866.600.5869

Fax: 1.416.595.9593

Email: TMXInvestorServices@tmx.com

Mail: 301 - 100 Adelaide Street West, Toronto, Ontario, Canada, M5H 4H1

Requests may be made up to one year from the date the Circular was filed on SEDAR. Requests by Shareholders must be made to TSX Trust Company by 5 p.m. eastern daylight time, Wednesday, April 23, 2020 (per MIC) in order to receive a paper copy of the Meeting Materials before the Meeting.

Voting

Registered Shareholders (those Shareholders whose shares are registered in their own name) and non-objecting beneficial Shareholders (those beneficial Shareholders who do not object to their name being made known to the issuers of the shares which they own) are asked to return their form of proxy or voting instruction form, as applicable, no later than 3 p.m. mountain daylight time on May 5, 2020, or no later than 48 hours (excluding Saturday, Sundays and holidays) before the time set for any postponement or adjournment of the Meeting, using one of the following methods:

Internet: www.voteproxyonline.com
(you will be required to enter the 12-digit control number located on your proxy or voting instruction form)

Email: TMXInvestorServices@tmx.com

Fax: 416.595.9593

Mail: TSX Trust Company, 301 – 100 Adelaide Street West, Toronto, Ontario, Canada, M5H 4H1

Objecting beneficial Shareholders (those beneficial Shareholders who object to their name being made known to the issuers of the shares which they own) are asked to return their voting instruction forms at least one day before the proxy deposit date using one of the following methods:

Canada:

Internet: www.proxyvote.com
Follow the instructions using the 16-digit control number from your voting instruction form

Telephone: 1.800.474.7493
1.800.474.7501 (French)
You will need the 16-digit control number noted on your voting instruction form

Fax: 1.905.507.7793

Mail: Data Processing Centre
P.O. Box 3700, Stn Industrial Park
Markham ON, L3R 9Z9
Canada

United States:

Internet: www.proxyvote.com
Follow the instructions using the 16-digit control number from your voting instruction form

Telephone: 1.800.454.8683
You will need the 16-digit control number noted on your voting instruction form

Fax: n/a

Mail: Proxy Services
P.O. Box 9104
Farmingdale, New York
11735-9533 USA

By order of the Board of STEP Energy Services Ltd.,

SIGNED "Douglas C. Freel"

Douglas C. Freel
CHAIR OF THE BOARD

March 12, 2020
Calgary, Alberta