

MAJORITY VOTING POLICY

The Board of Directors of MEG Energy Corp. (the "**Corporation**" or "**MEG**") is responsible for the overall stewardship of the Corporation and for overseeing the conduct of the business of the Corporation. The Board of Directors has unanimously adopted this majority voting policy (the "**Policy**") in respect of director elections at any meeting of the Corporation's shareholders where an "uncontested election" of directors is held. For the purposes of this Policy, an "uncontested election" of directors of the Corporation means an election where the number of nominees for directors is equal to the number of directors to be elected.

Pursuant to this Policy, the forms of proxy circulated in connection with a meeting of the Corporation's shareholders at which an uncontested election of directors is to be conducted shall provide the Corporation's shareholders with the ability to vote in favour of, or to withhold from voting for, each director nominee. If the number of votes withheld for a particular director nominee is greater than the number of votes in favour of such nominee, the director nominee shall be required to immediately tender an offer of his or her resignation to the Chairman of the Board of Directors following the applicable meeting of the Corporation's shareholders.

Following receipt of an offer of resignation tendered pursuant to this Policy, MEG's Governance and Nominating Committee (the "**GNC**") shall consider whether or not to accept the offer of resignation and shall recommend to the Board of Directors whether or not to accept it. In considering whether or not to accept an offer of resignation from a director under this Policy, the GNC will consider all factors deemed relevant by members of the GNC including, without limitation, the stated reasons why shareholders withheld votes from the election of such director, the length of service, the contributions and the qualifications of such director and MEG's governance guidelines. The GNC may adopt such procedures as it sees fit to assist it in its determinations with respect to this Policy.

Within 90 days following the applicable meeting of the Corporation's shareholders, the Board of Directors shall make its decision, having considered the GNC's recommendation. The GNC would be expected to recommend that the Board of Directors accept an offer of resignation, and the Board of Directors would be expected to accept an offer of resignation, absent exceptional circumstances. The resignation will be effective when accepted by the Board of Directors. In considering the GNC's recommendation, the Board of Directors will review the factors considered by the GNC and such additional information and factors that the Board of Directors considers to be relevant. If an offer of resignation is accepted, the Board of Directors may appoint a new director to fill any vacancy created by the resignation or reduce the size of the Board of Directors.

Any director who tenders his or her offer of resignation for consideration pursuant to this Policy shall not be permitted to participate in any meeting of the GNC, if he or she is a member of the GNC, at which his or her offer of resignation is to be considered. If the inability of any such directors to participate in such a GNC meeting would result in a loss of quorum, then the GNC shall not consider the offer of resignation and the Board of Directors shall consider whether or not to accept the offer of resignation without a recommendation from the GNC.

Any director who tenders his or her offer of resignation for consideration pursuant to this Policy shall not be permitted to participate in any meeting of the Board of Directors at which his or her offer of resignation is to be considered. If the inability of any such director to participate in such a meeting would result in a

loss of quorum, then any such director shall be counted for the purpose of determining whether the Board of Directors has a quorum but any such director shall not be permitted to vote at such meeting.

In the event that any director, who received a greater number of votes withheld than votes in favour of such director's election, does not tender his or her resignation in accordance with this Policy, he or she will not be re-nominated by the Board of Directors.

Promptly following the decision of the Board of Directors to accept, or not to accept, an offer of resignation pursuant to this Policy, the Corporation shall issue a news release with the Board of Director's decision, a copy of which news release must be provided to the Toronto Stock Exchange. If the Board of Directors determines not to accept an offer of resignation, the news release shall fully state the reasons for that decision.

Review

This Policy will be reviewed by the Governance and Nominating Committee of the Board annually or, where circumstances warrant, at such shorter interval as necessary, to determine if further additions, deletions or other amendments are required.

Last reviewed and approved by the Governance and Nominating Committee on November 6, 2023.

Last approved by the Board on November 7, 2023.