Energizing human potential

Vital
Energy

2024
**Sustainability
Report**

In this report

Vital Energy

More information about our climate risks, opportunities and scenario analysis can be found in our Climate Risk and Resilience Report.

Letter from Our Leaders

Today, Vital Energy Inc. (Vital Energy) believes our purpose is more important than ever. We seek to energize human potential by producing reliable and affordable energy and reducing environmental impacts for future generations.

We recognize the future will be lower carbon and that our industry's market winners will balance a sustainable environmental track record with the lowest breakeven costs. By setting measurable goals, we aim to empower our team to find safe and economic solutions to reduce our emissions profile.

Since achieving our interim emissions reduction goals — Scope 1 GHG emissions intensity below 12.5 mtCO$_2$e / MBOE and methane emissions below 0.20%[1] — we're now working toward reducing our combined Scope 1 and 2 GHG emissions intensity to below 10 mtCO$_2$e / MBOE by 2030. We set determined targets for our sustainability program, which we believe help us achieve long-term value.

In 2023, Vital Energy closed six accretive acquisitions in the Permian Basin, enhancing our scale, establishing a core operating position in the Delaware Basin, and significantly improving the depth and quality of our inventory. We're working to incorporate these assets into our larger sustainability program and improve elements of their sustainability performance to meet our standards of operational excellence.

When reporting against our emissions reduction targets, our 2023 performance includes our legacy and newly acquired assets for the entirety of 2023, as consistent with EPA Subpart W reporting. Even after incorporating these assets, we reduced our Scope 1 GHG emissions intensity by 65% and our methane emissions by 90% as compared to our 2019 baseline. We also continue to make progress toward eliminating routine flaring.

Also in 2023, we achieved our freshwater reduction target, using at least 50% recycled water for our completion operations. Meeting our goals has and will continue to require innovative thinking, technology and collaboration with our stakeholders.

We believe we have the right strategy and team in place to achieve our vision of supplying low-cost, sustainable oil and natural gas to the world. Our team is encouraged — even challenged — to question conventional practices when improvements are needed and to respond with a limitless mindset. We're proud of our progress and appreciate your interest in our role in creating a sustainable energy future.

Sincerely,

Jason Pigott
President and CEO

William Albrecht
Chair, Board of Directors

Jarvis V. Hollingsworth
Chair, Nominating, Corporate Governance, Environmental and Social Committee of the Board of Directors

November 2024

[1] As a percentage of natural gas produced.

Our targets by 2025

< 12.5 mtCO$_2$e / MBOE
Scope 1 GHG Emissions Intensity
ACHIEVED

< 0.20%
Methane Emissions[1]
ACHIEVED

50% Recycled Water
for Completion Operations
ACHIEVED

Eliminate
Routine Flaring

By 2030

< 10 mtCO$_2$e / MBOE
Scope 1 and 2 GHG Emissions Intensity

About Us

Founded in 2006, Vital Energy, Inc. (NYSE: VTLE) is an independent energy company with headquarters in Tulsa, Oklahoma. Vital Energy's business strategy is focused on the acquisition, exploration and development of oil and natural gas properties in the Permian Basin of West Texas. Since our earliest days, we've focused on something greater than producing hydrocarbons — providing the energy vital to helping people live better, healthier and more prosperous lives.

326
Full-time employees
in Oklahoma and Texas

~265,000
Net acres operated
in the Permian Basin

96,591
BOE per day net production
(three-stream)

22%
Net oil production growth
over 2022

404.9 MMBOE
Of total net proved reserves
39% oil, 30% natural gas,
31% natural gas liquids

$217 million
Adjusted free cash flow

As of or for the year ending December 31, 2023 as applicable.

Vital Energy

We are Vital Energy

PURPOSE
We exist to energize human potential.

VISION
We see a future in which people are powered in sustainable and abundant ways.

MISSION
We set ourselves apart by advancing a limitless mindset.

VALUES
Our company values are foundational to delivering on our purpose.

UNAFRAID
• Dare to dream
• Seize opportunities
• Seek feedback
• Challenge precedents
• Experiment unapologetically

UNSHAKEABLE
• Stay true to what is right
• Anticipate obstacles
• Push past perceived limits
• Pivot when needed
• Celebrate the journey

UNBIASED
• Invite diversity
• Lead with curiosity
• Follow the facts
• Get comfortable with conflict
• Listen with an open mind

We believe energy provides opportunity, and opportunity provides hope and freedom. This means that energy is not only important, **Energy is Vital**.

Our Role in the Future of Energy

Vital Energy

We believe in a future where people are powered by sustainable and abundant energy. This future is possible, in part due to the energy we produce to energize human potential.

A Global Need for Reliable, Affordable Energy

As global population growth rises, so too will energy demand. Global energy consumption is set to increase through 2050 as the world population is expected to double in size. Much of this population growth will be concentrated in emerging markets as opposed to advanced economies.[1]

These needs will be further compounded by continued global energy insecurity. Nearly one in three people face energy poverty, lacking access to reliable energy.[2] Today, more than ever, the world needs access to reliable, available, lower cost and lower carbon energy.

U.S. Leads in Production, Continues Emissions Reduction Progress

The U.S. is the largest oil and natural gas producer in the world and continues to show measurable progress in reducing emissions.[3] Using flaring as a proxy for environmental performance, the U.S. delivers stronger performance than all other countries that supply material volumes of energy production. Also, flaring associated with U.S. oil and natural gas production has declined more rapidly compared to other countries who produce oil and natural gas.[4]

Global Production vs Flaring[4]

● Other countries
● USA
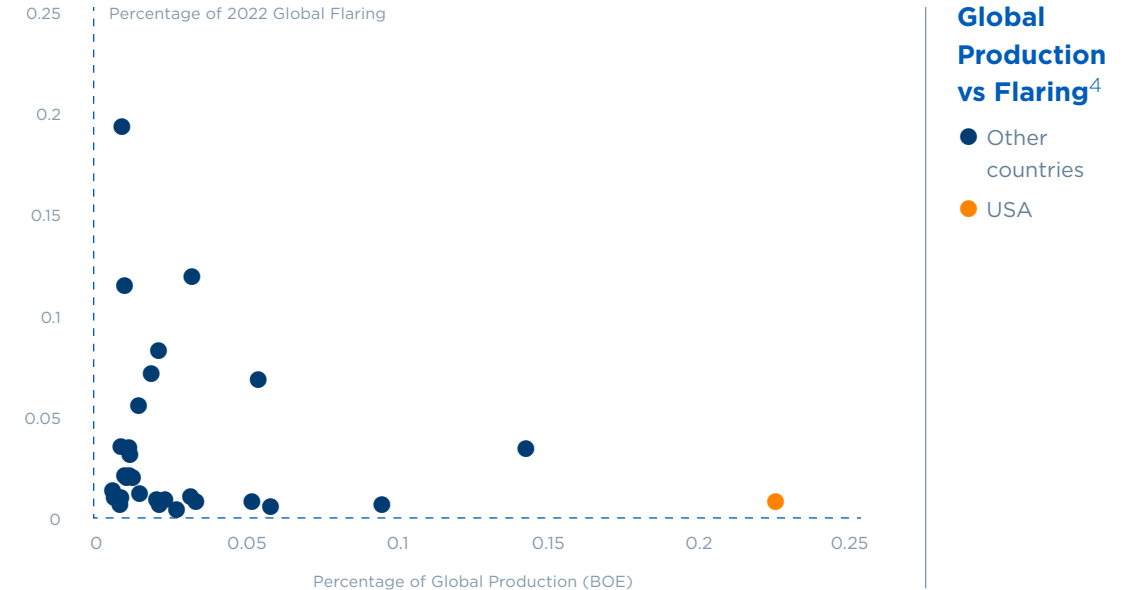
Vital Energy, through target setting and strategic planning, is implementing measurable emissions reduction initiatives. In fact, the Company has already achieved two of its three 2025 emissions reduction targets, reducing Scope 1 GHG and methane emissions intensities by 65% and 90% respectively since 2019.[5]

We strive to achieve our remaining 2025 and 2030 emissions reduction targets by continuing our focus on:

- Converting to non-vent pneumatic devices
- Electrifying our field operations, where feasible
- Expanding digital technology and emissions monitoring
- Increasing the frequency of our on-site leak detection and repair program
- Reducing flaring through additional third-party offtake, where feasible

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[1] PWC, "The Long View: How Will the Global Economic Order Change by 2050?," February 2017. Accessed May 2023.

[2] IEA, "Access to Electricity." Accessed April 2023.

[3] U.S. Energy Information Administration, "Rankings about Energy in the World," production through 2021. Accessed September 2023.

[4] Enverus, May 2024.

[5] Please refer to our performance metrics table for the data used to calculate these percentages.

Our Role in the Future of Energy CONTINUED

Low Cost is Sustainable

A key attribute to future industry leadership is cost efficiency. Those producers with the lowest costs will have a significant advantage in a more competitive marketplace. As a pure play producer, Vital Energy operates in the Permian Basin, which boasts the lowest breakeven development costs for existing oil and natural gas plays in North America.[1] Furthermore, our assets are in the Permian's two lowest cost sub-basins (Delaware and Midland).[2] These strategic locations, coupled with our continued commitment to optimizing our production, underscore the strength of our assets.

[1] U.S. Energy Information Administration, "Rankings about Energy in the World," production through 2021. Accessed October 2024.

[2] Enverus, breakeven data (20:1) for North American Oil and Natural Gas Basins, May 2024.

[3] IEA, "Net Zero by 2050: A Roadmap for the Global Energy Sector," Accessed October 2024.

Resilient in a Lower Cost, Lower Carbon Economy

According to our risk analysis, our assets are resilient in a lower carbon economy. We evaluate risks and opportunities in reference to the Task Force on Climate-related Financial Disclosure (TCFD)'s framework — considering both timing and impact to our business strategy, physical operations and financial planning.

In the IEA Net Zero Emissions by 2050 Scenario, oil and natural gas are projected to account for 8% and 11% (respectively) of the world's primary energy demand. This means that even in a net zero scenario, oil and natural gas production will represent approximately 20% of future energy supply.[3] Lower cost, lower carbon leaders, like Vital Energy, are expected to be the most competitive in this potential future marketplace.

To learn more, read our Climate Risk and Resilience Report.

Vital Energy assets are well-positioned to continue supplying the lower cost, lower carbon energy the world needs.

Breakeven Oil Prices for North American Oil and Natural Gas Basins[2] — bar chart with basins: Permian (highlighted), Rockies, Canada, Eastern U.S., Mid-Continent, Gulf Coast. Scale $70, 60, 50, 40, 30, 20, 10, 0.

Breakeven Oil Prices for the Permian Basin[2] — bar chart with basins: Delaware Basin (highlighted), Midland Basin (highlighted), Texas Shelf, Yeso Basin, New Mexico Shelf, Central Basin Platform, Eastern Shelf, Val Verde Basin. Scale $90, 80, 70, 60, 50, 40, 30, 20, 10, 0.

Vital Energy Operations

Our Sustainability Strategy

At Vital Energy, we believe responsibly produced hydrocarbons are essential to energizing human potential. That's why we're committed to reducing our environmental impact and stewarding the resources in our care.

Focus on Stewardship

HUMAN RESOURCES	• Workforce health and safety programs • Neighbor and community safety measures • Stakeholder engagement
NATURAL RESOURCES	• Biodiversity protection • Land conservation and spill prevention • Emissions and water management
FINANCIAL RESOURCES	• Governance practices • Stockholder engagement • Reporting transparency

ESG Oversight & Accountability

Our Board of Directors has ultimate oversight of our environmental, social and governance (ESG) strategy and performance, with our Nominating, Corporate Governance, Environmental and Social (NGE&S) Committee monitoring ESG and climate issues on at least a quarterly basis.

Management of our daily ESG efforts is led by our Sustainability Management Committee (formerly the ESG Management Committee), a multi-disciplinary team of leaders responsible for implementing, executing and assessing new and ongoing ESG efforts across the organization. The Sustainability Management Committee's recommendations provide key considerations for our operations and business strategy and increase awareness of ESG matters throughout the organization.

Our Chief Sustainability Officer leads the Sustainability Management Committee and provides regular updates to the NGE&S Committee and Board. To further drive accountability across our team, environmental and safety metrics have been incorporated into our short- and long-term incentive programs (STIP and LTIP, respectively).

We also participate in third-party programs that allow us to review and attempt to verify our sustainability and operational practices and provide continued learning and knowledge sharing. These include:

▶ OGMP 2.0
In 2024, we joined the Oil & Gas Methane Partnership (OGMP) 2.0, the only comprehensive, measurement-based international reporting framework for the oil and natural gas sector.

▶ THE ENVIRONMENTAL PARTNERSHIP
Comprised of U.S. oil and natural gas companies, this coalition works to improve our industry's environmental performance. As a member, we have committed to implementing programs that serve to reduce emissions and increase operational efficiencies.

▶ TEXAS METHANE & FLARING COALITION
This partnership between Texas oil and natural gas companies and trade organizations identifies and promotes best practices to minimize flaring and methane emissions.

Acquisitions and Sustainability Strategy

During the due diligence phase, we review a potential acquisition's sustainability performance as part of our overall evaluation of the asset. Specifically, methane is an important consideration for both portfolio impact and potential asset improvement. We pride ourselves on the emissions reductions we have achieved from both our legacy and acquired assets and aim to continue this strategy as we work toward our remaining emissions reduction targets.

Our Sustainability Strategy CONTINUED

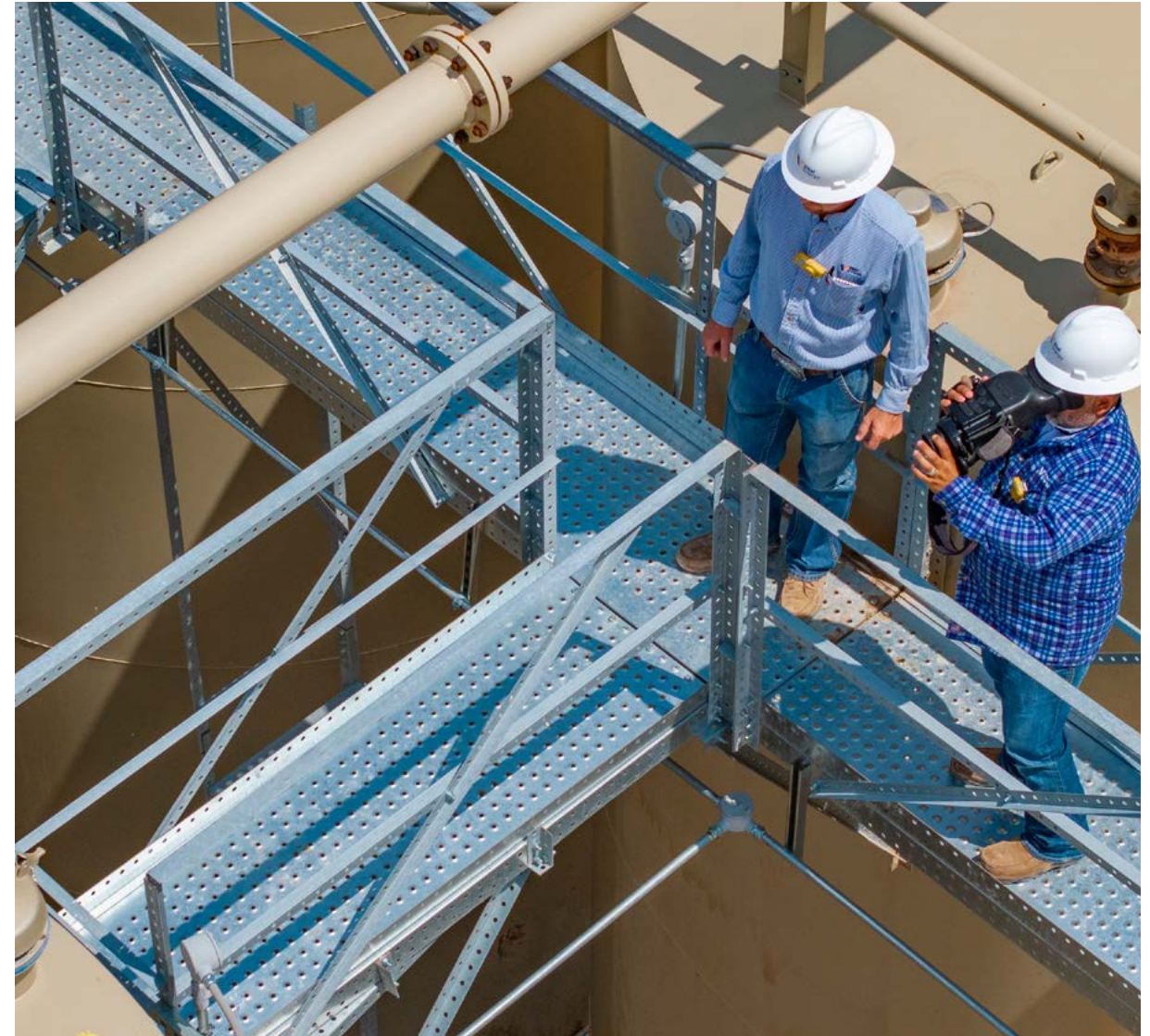**Identifying Sustainability-related Material Topics**

Our annual sustainability report covers sustainability topics that we believe are of most importance to our Company and stakeholders. In 2024, we conducted a sustainability materiality assessment to prioritize these issues and to help improve comprehensive reporting coverage and transparency. Our evaluation was facilitated by a third-party consultant and aligns with industry-recognized sustainability frameworks. It was informed by input from an internal team of multidisciplinary leaders and stakeholder interactions. Vital Energy's Sustainability Management Committee verified the process and topics.

Based on this evaluation, the sustainability-related topics most material to our operations are:

- **Operational changes (A&D activity)**
- **Enterprise Risk Management (ERM) / risk management**
- **Board and corporate governance**
- **Cybersecurity**
- **Contractors and supply chain management**
- **Environmental management and regulatory compliance**
- **Human capital management**
- **Workforce health and safety**

This list is not intended to cover every topic relevant to stakeholders or all topics we report on in this document.

Our sustainability materiality assessment and its results, or our use of the terms "material" or "materiality" throughout this report and any potential significance of a corresponding item, should not be read as necessarily rising to the level of materiality as the concept is used in connection with the Company's disclosures required under applicable rules and regulations, including those made pursuant to the rules of the U.S. Securities and Exchange Commission (SEC). Certain SEC financial filings report on our overall material risks and these filings are available on our website.

Continued Progress Toward Sustainability Targets

Vital Energy

	CATEGORY	TARGET	2023 PERFORMANCE[3]	TARGET PROGRESS
By 2025	Scope 1 GHG emissions intensity[1]	Below 12.5 mtCO$_2$e/MBOE 2019 baseline of 26.03 mtCO$_2$e/MBOE	**9.14** mtCO$_2$e/MBOE	**Achieved** 65% reduction from baseline
	Methane emissions[2]	Below 0.20% 2019 baseline of 0.87%	**0.08%**	**Achieved** 90% reduction from baseline
	Recycled water	50% for completion operations 2019 baseline of 35% water recycling rate (8 million bbls recycled)	**57%** water recycling rate	**Achieved** More than 20.5 million bbls recycled
	Routine flaring	Zero 2019 baseline of 867 MMCF/year	**366** MMCF/year	58% reduction to date
By 2030	**Combined Scope 1 and 2 GHG emissions intensity**	Below 10 mtCO$_2$e/MBOE 2019 baseline of 26.53 mtCO$_2$e/MBOE	**11.94** mtCO$_2$e/MBOE	88% toward our target 55% reduction to date

Incorporating Acquisitions into our Metrics and Targets

All 2023 performance data includes both legacy and acquired assets from date of ownership, except for 2023 emissions data, which represents the full calendar year per Subpart W reporting. Assets acquired in 2023 aren't reflected in the 2019–2022 performance metrics.

Targets are inclusive of acquisitions closing between 2019 and 2023.

[1] Scope 1 metrics are based on EPA Subpart W reporting; all performance is as of December 31, 2023.

[2] As a percentage of natural gas produced.

[3] 2023 performance is inclusive of acquisitions closed in the 2023 calendar year.

Performance Metrics

Vital Energy

	Unit or Formula	2019	2020	2021	2022	2023
OPERATIONS						
Total production (gross operated, 2-stream)	BOE (6:1, gas-to-oil ratio)	41,102,411	41,080,064	40,947,409	42,253,583	72,557,799
Oil production (gross operated, 2-stream)	Bbls	14,115,232	13,247,713	19,143,245	20,292,417	40,203,691
Wet gas production (gross operated, 2-stream)	MCF	114,222,878	129,039,873	130,824,987	131,766,996	194,124,654
Acres of land under management	Acres	133,513	133,199	166,064	163,286	265,306
Total gross operated wells	Number	1,269	1,322	1,644	1,689	2,476
Net revenue	$ (in thousands)	$ 837,281	$ 677,192	$ 1,394,075	$ 1,920,796	$ 1,547,604
EMISSIONS						
Total global Scope 1 GHG emissions	$mtCO_2e$	1,070,077	950,218	708,178	452,106	663,046
Scope 2 emissions (location-based)[1]	$mtCO_2e$	20,288	21,578	65,361	70,574	203,376
Scope 2 emissions (market-based)[1]	$mtCO_2e$	—	—	—	—	226,974
Scope 3 emissions[2]	$mtCO_2e$	14,572,966	14,450,486	14,719,384	15,524,955	27,348,482
Gross global Scope 1 GHG emissions intensity rate	$mtCO_2e$ / MBOE	26.03	23.13	17.29	10.70	9.14
Methane emissions as a percentage of natural gas produced	$mtCH_4$ / MCF	0.87%	0.60%	0.32%	0.11%	0.08%
Methane emissions intensity	$mtCH_4$ / Gross annual production as reported under Subpart W (MBOE)	0.50	0.38	0.20	0.07	0.04
Percentage of natural gas flared per MCF of natural gas produced	Gross annual volume of flared natural gas (MCF) / Gross annual natural gas production (MCF)	1.93%	0.75%	0.73%	1.15%	1.43%
Routine flaring	MMCF	867	758	945	500	366
WATER						
Freshwater intensity[3]	Freshwater / Gross operated production (BOE)	0.66	0.59	0.58	0.45	0.00
Water recycle rate	Recycled water (bbls) / Total water consumed (bbls)	35%	19%	26%	49%	57%

[1] Scope 2 emissions include electricity consumed by our field operations and don't include electricity consumed by our offices.

[2] Estimated Scope 3 emissions based on gross operated sales volumes using the Ipieca Category 11 methodology, which incorporates EPA GHG emissions factors. Our Scope 3 estimates are preliminary, and subject to uncertainty, inconsistency or duplication.

[3] Data from 2019 to 2022 classified all non-recycled water as fresh water. To better align with industry reporting, we now use the USGS definition of fresh water (less than or equal to 1,000 mg/L total dissolved solids). As such, our previously considered fresh water is now classified as brackish.

Performance Metrics CONTINUED

	Unit or Formula	2019	2020	2021	2022	2023
SPILLS						
Produced fluid spill intensity (secondary containment)	Bbls spilled / 1,000 bbls produced	0.20	0.11	0.02	0.03	0.02
SAFETY						
TRIR (combined)	(Number of recordable incidents * 200,000)/Total workforce working hrs	0.86	0.74	1.44	0.61	1.63
TRIR (employees)	(Number of recordable incidents * 200,000)/Total employee working hrs	0.37	0.78	1.22	0.00	1.22
TRIR (contractors)	(Number of recordable incidents * 200,000)/Total contractor working hrs	1.00	0.73	1.53	0.78	1.77
Fatalities (combined)	Number	0	0	0	0	2
Fatalities (employees)	Number	0	0	0	0	0
Fatalities (contractors)	Number	0	0	0	0	2
WORKFORCE						
Employee headcount	Number	280	256	273	289	326
Employee diversity within workforce	Percentage	47%	47%	47%	49%	49%
Women as a percent of the workforce	Percentage	29%	27%	27%	28%	25%
Women as a percent of leadership[1]	Percentage	21%	20%	27%	26%	20%
Racially and/or ethnically diverse as a percent of workforce	Percentage	26%	25%	26%	28%	31%
Racially and/or ethnically diverse as a percent of leadership[1]	Percentage	11%	11%	9%	12%	15%
GOVERNANCE						
Independent directors (NYSE standards)	Percentage (Number)	89% (8)	91% (10)	89% (8)	90% (9)	90% (9)
Women directors	Percentage (Number)	22% (2)	44% (4)	44% (4)	30% (3)	30% (3)
Racially and/or ethnically diverse directors	Percentage (Number)	0% (0)	22% (2)	22% (2)	40% (4)	40% (4)
Total diverse directors	Percentage (Number)	22% (2)	36% (4)	56% (5)	60% (6)	60% (6)
Average director tenure	Years	7.3	4.3	3.3	3.1	4.5

[1] Leadership is defined as those in supervisory roles, excluding corporate officers.

Additional metrics are available in our Data Tables.

environment

Environimental Management System (EMS)

We take a balanced approach to producing reliable and affordable energy, working to reduce our environmental footprint for future generations. Our focus on continuous improvement, environmental stewardship and employee ownership is important to Vital Energy's culture. Driving our operational decision-making is both our Environmental and Biodiversity Policy, endorsed by our Board, and our environmental management system (EMS).

Our EMS is a set of processes and procedures that help the Company maintain compliance and decrease risk and environmental impacts. The system is integrated across all our operations, offers our team a consistent framework for decision-making and training practices and is regularly audited by our Internal Audit team. Our employees apply this framework for training practices and when using Stop Work Authority. These strategies continue to prove effective as Vital Energy has not received any material fines related to environmental or ecological issues in the past five fiscal years.

Responsibility for implementing and managing our EMS, as well as educating our internal teams, is held by our Chief Sustainability Officer and our Vice President of Operations Support, who leads our Environmental, Health and Safety (EHS) teams. Senior executives and our Board also provide oversight for our EMS initiatives to help facilitate improvements to our environmental performance.

As part of our EMS, Vital Energy regularly conducts environmental compliance audits across all locations of its operations. These environmental inspections are conducted by a dedicated field team made up of Vital Energy front line operations personnel. During the audits, the inspectors review environmental processes, location-specific gaps and voids in our field ticketing system. For any areas that need improvement, the inspector assigns a specific member of the Vital Energy team to be responsible for overseeing the corrective action.

Our EMS framework is guided by the ISO 14001 Standard, using the **"Plan-Do-Check-Act"** (PDCA) methodology as our standard system approach.

EMS Framework

Plan	Do	Check	Act
Create a plan, based on current capabilities, systems and compliance with environmental regulations, to achieve our goals	**Implement plan according to our consistent framework**	**Monitor and evaluate our results, tracking against targets**	**Take action to improve results if we're not on a successful path to meet our objectives**

EMS in Action

After setting our emissions reduction targets, we adopted a methane abatement curve (MAC) for identifying economical carbon abatement solutions relative to the current cost of offsetting emissions. This approach allows us to execute projects that have the greatest potential for emissions reduction on a per dollar spend basis.	Based on our MAC and other operational analysis, we're prioritizing specific projects and investments, including electrification, enhanced monitoring, facility upgrades and technology adoption, on sites with the largest operational emissions.	At least quarterly, we monitor our emissions profiles on the sites where the approach was adopted and compare this data against our baseline to measure effectiveness and progress toward our targets.	If there are any issues or unexpected results, our teams work together to continuously improve outcomes.

Emissions Management

Vital Energy

Climate change is an important issue to our stakeholders and one that we take seriously. We recognize the need for our industry to reduce its carbon footprint to better align with global climate goals. Through strong governance, targeted goal setting and proactive emissions reduction programs, Vital Energy is working to be a leader among our peers in a lower carbon future.

Understanding Our Emissions Profile

Understanding our carbon footprint is key to mitigating emissions across our operations. Improved monitoring, detection and measurement allows us to identify those operational areas that can be most impactful in reducing our emissions.

Emissions Detection Methods

1

▶ ON-SITE
Continuous emissions monitoring system (CEMS), fixed methane monitoring (24/7), fixed cameras and emissions detection algorithms (24/7)

2

▶ AERIAL
Drone flyovers of facilities and transmission lines (at least annually)

3

▶ IN-PERSON
Optical gas imaging (OGI) inspections (quarterly)

Audio, Visual, Olfactory (AVO) inspections by lease operators (at least weekly)

Emissions Management CONTINUED

Vital Energy

Joining OGMP

In 2024, Vital Energy joined OGMP 2.0, which brings together oil and natural gas companies and other stakeholders to improve the accuracy and transparency of methane emissions reporting. Although our program was largely aligned with the OGMP framework prior to our membership, we're continuously seeking opportunities to improve. We intend to report annually on our Scope 1 methane emissions using the methods and science-based measurement frameworks as required by OGMP.

OGMP requires companies to establish enterprise-wide methane emissions reduction goals, similar to our 2025 methane emissions reduction target, which is inclusive of 11 acquisitions made since our 2019 baseline year. We anticipate publishing our first report to OGMP in May 2025, which will include our proposed implementation plan and pathway for achieving OGMP's highest level of reporting.

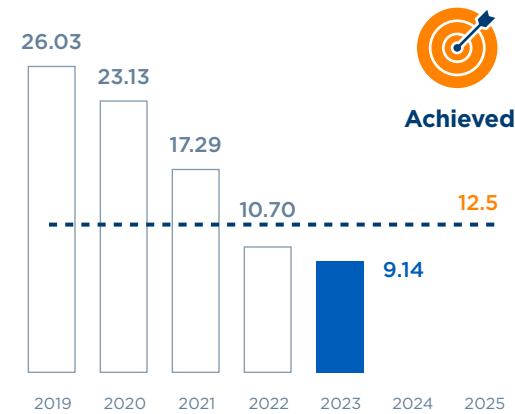### Progress Against our Emissions Reduction Targets

To make the most impact, we're focused on reducing our Scope 1 and 2 emissions and eliminating routine flaring. When developing our 2025 and 2030 targets, we created corresponding roadmaps to achieve our reductions and have been diligently working to execute these initiatives. For hard-to-abate emissions, we may consider the future use of high-quality offsets; however, we do not intend to use offsets to reduce emissions that could otherwise be economically abated.

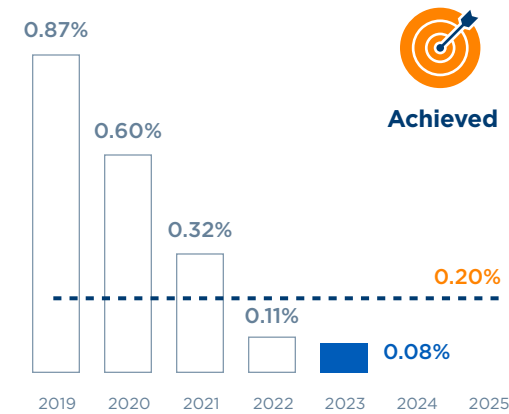## Emissions Reduction Targets and Progress

2025 TARGETS
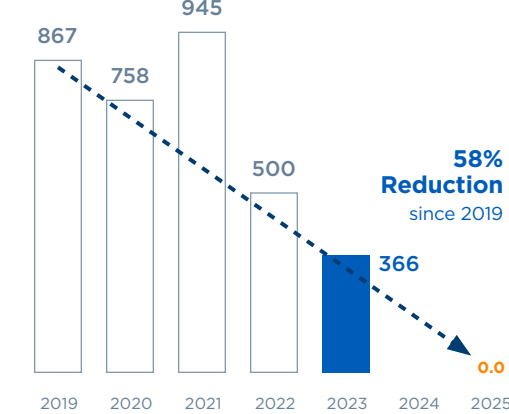
Scope 1 GHG Emissions Intensity

mtCO$_2$e / MBOE

Year	Value
2019	26.03
2020	23.13
2021	17.29
2022	10.70
2023	9.14

Target: 12.5 — **Achieved**

Methane Emissions Intensity

mCH$_4$ / MCF

Year	Value
2019	0.87%
2020	0.60%
2021	0.32%
2022	0.11%
2023	0.08%

Target: 0.20% — **Achieved**

Routine Flaring

MMCF per year

Year	Value
2019	867
2020	758
2021	945
2022	500
2023	366
2025	0.0

58% Reduction since 2019

2030 TARGET

Scope 1 and 2 GHG Emissions Intensity

mtCO$_2$e / MBOE

☐ Scope 1 GHG Emissions Intensity
■ Scope 2 GHG Emissions Intensity

Year	Value
2019	26.53
2023	11.94

Target: 10.0

55% Reduction since 2019

2019 2020 2021 2022 2023 2030

Emissions Management CONTINUED

Vital Energy
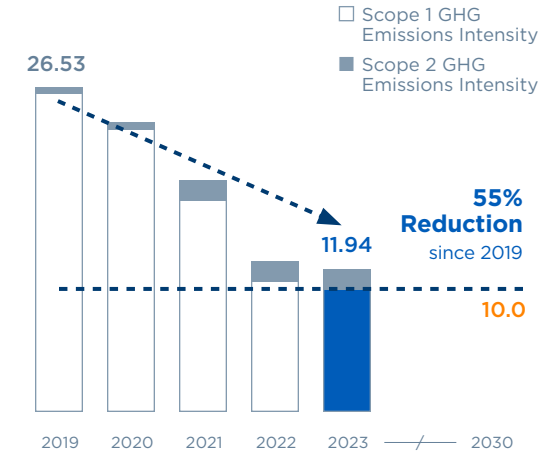
Emissions Reduction Initiatives

Since 2019, we've invested approximately $9 million in emissions reduction initiatives, primarily focused on retrofitting facilities and replacing pneumatics across our operations. These changes have continued to significantly reduce emissions and mitigate at least $8 million per year in potential methane fees. The emissions reduction initiatives that we're implementing include:

▶ SCOPE 1 EMISSIONS

- Replacing pneumatic devices and reducing vented emissions
- Expanding electrification of field operations
- Expanding continuous emissions monitoring and our LDAR program
- Monitoring more than 60% of gross operated oil production via a continuous emissions monitoring program

▶ SCOPE 2 EMISSIONS

- Exploring renewable energy partnerships, particularly those partnerships that create additional renewable energy on the grid as opposed to buying unbundled renewable energy credits
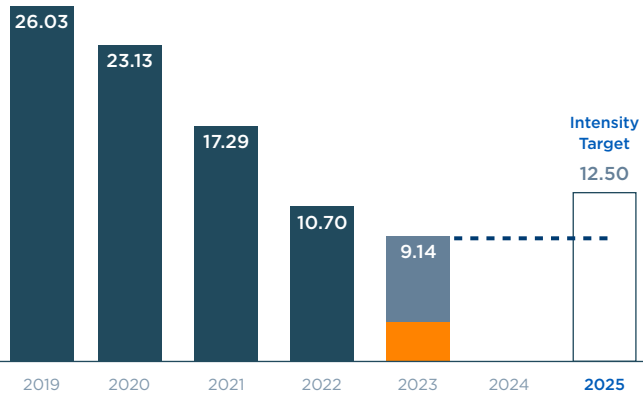
▶ SCOPE 3 EMISSIONS

- Partnering with third-party midstream and refining companies that purchase our produced products to mitigate emissions across the value chain
- Collaborating with energy consumers in our value chain to explore opportunities for mutual benefit

Reduction Progress vs. 2025 Target

Scope 1 GHG Emissions Intensity

($mtCO_2e$ / MBOE)

Year	Value
2019	26.03
2020	23.13
2021	17.29
2022	10.70
2023	9.14
2024	
2025	Intensity Target 12.50

■ Emissions from acquired assets ■ Emissions from legacy assets

Target achieved through:

- Enhanced monitoring
- Pneumatic device replacements
- Reduced combustion emissions
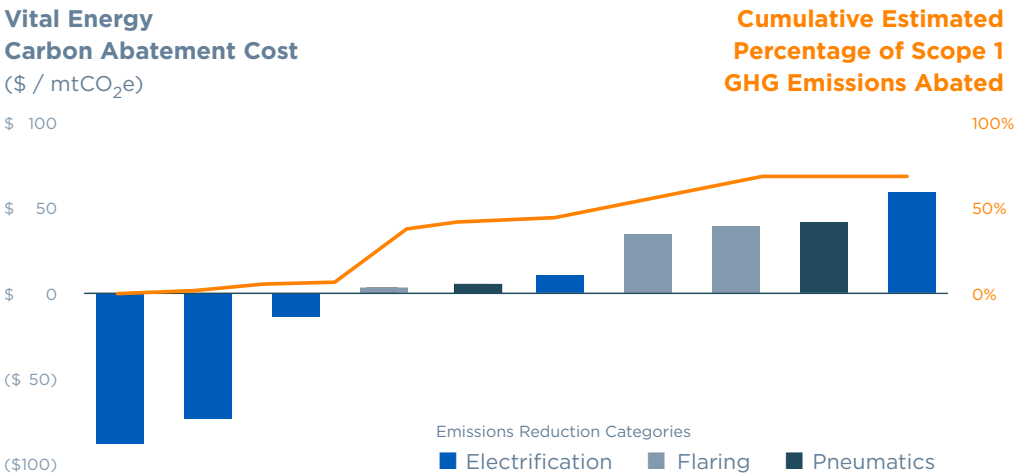
Emissions Management CONTINUED

To continue our progress and help us plan for future capital expenditures, we adopted a carbon abatement cost (CAC) curve. The results of this curve show expected money spent compared to emissions reduction results — enabling better decision-making when selecting solutions.

Using our CAC curve, our pathway to achieving our targets includes:

- **Enhancing monitoring and leak mitigation:** We adopted technology solutions (thermal imaging cameras and IoT sensor arrays) that help reduce emissions through continuous emissions monitoring systems (CEMS) and early leak detection. Additionally, we deployed CEMS to monitor more than 60% of our gross operated oil production. We also expanded our LDAR program to inspect all Company-operated facilities at least quarterly and integrated a drone to inspect our gathering lines, compressor sites and other operated facilities at least annually.

- **Reducing flared and vented emissions:** We proactively collaborate with our gas gatherers to mitigate the impact of service disruptions, including exploring additional offtake points where operationally and contractually appropriate. Also, we continue to implement new initiatives and technologies to mitigate vented emissions, such a converting pneumatic devices to non-vent and outfitting facilities with vapor recovery systems and on-site combustors.

- **Electrifying operations**: In addition to our electric hydraulic fracturing fleet, we have eliminated the use of diesel generators on our production sites and continue to evaluate opportunities to electrify portions of our drilling and production operations, where feasible. For example, in our 2023 drilling program, we powered several multi-well pad developments with lower carbon electricity from the ERCOT grid. In areas where there is no access to electric grid power, grid reliability can limit our ability to electrify our operations. In those instances, we work to utilize natural gas generators until reliable, alternative sources of low-carbon electricity become available.

Carbon Abatement Cost Curve

Vital Energy Carbon Abatement Cost ($ / mtCO$_2$e)

Cumulative Estimated Percentage of Scope 1 GHG Emissions Abated

Emissions Reduction Categories
■ Electrification ■ Flaring ■ Pneumatics

Resilient in a Lower Carbon Future

Although there are risks to a lower carbon future, this transition is also likely to create opportunities for Vital Energy. Given our focus on lowering the carbon intensity of our production and our operations in two of the most economic basins in the world, we believe we're well positioned to supply a portion of future oil and natural gas demand.

In our 2024 Climate Risk and Resilience Report, we include an analysis of more than 20 climate transition scenarios developed by the International Energy Agency (IEA), Network for Greening the Financial System (NGFS), and the U.S. Energy Information Administration (EIA). Vital Energy's assets in the Permian Basin have a projected breakeven cost of $55 per barrel of oil for our development plans for the next 10 years, which is well below the expected price of crude oil across many of the climate scenarios reviewed. Beyond 2030, our projected lease operating expenses are $11 per barrel, suggesting Vital Energy's assets and operations are likely to deliver long-term cash flow even during a transition to net zero.

Water Management

Vital Energy considers access to water a fundamental human right. We recognize our role in helping protect this natural resource and take pride in our holistic approach to managing and minimizing our impact on freshwater supplies. In 2023, we achieved our water recycling (freshwater reduction) target and didn't use any fresh water for our completion activities.[1]
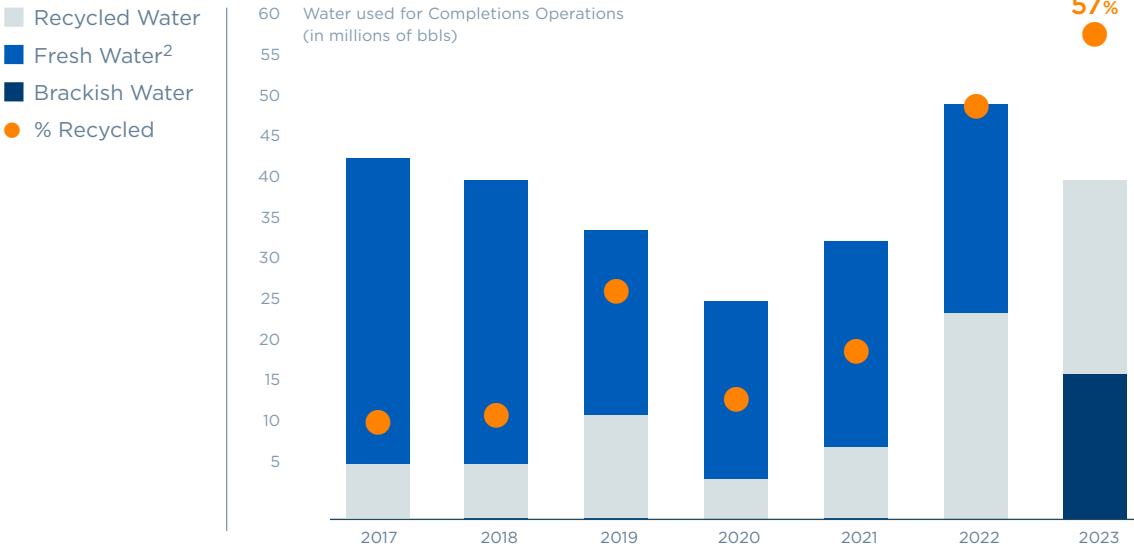
Our Company-operated water infrastructure provides a reliable source of water for our completion operations while providing low-cost takeaway capacity for flowback and produced water. If fresh water is needed, we source it from within the Permian Basin.

In new development areas or existing development areas where Company-operated infrastructure doesn't exist, we partner with third parties to provide reliable water handling and recycling for our operations. In 2023, we recycled 20.5 million barrels of produced water, more than doubling the volume of water recycled since 2021 when we first set our water recycling target.

Our Vice President of Operations Support oversees our water management program with ultimate oversight from our Chief Operating Officer.

Target by 2025

Use at least

50%

recycled water
for completion operations

Target achieved

Legend:
- Recycled Water
- Fresh Water[2]
- Brackish Water
- % Recycled

Water used for Completions Operations (in millions of bbls)

57%

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[1] Vital Energy uses the U.S. Geological Survey (USGS)'s freshwater definition, which includes water that contains less than 1,000 milligrams per liter (mg/L) of dissolved solids.

[2] Data from 2019 to 2022 classified all non-recycled water as fresh water. To better align with industry reporting, we now use the USGS definition of fresh water. As such, our previously considered fresh water is now classified as brackish.

Water Management CONTINUED

Vital Energy

Water-related Risks and Responses

Our successful recycling programs, combined with our water recycling target, are helping the Company mitigate water-related risks that could impact our future ability to operate. Through our ERM process, we continue to monitor these risks and our mitigation strategies.

Industry Risk	Vital Energy Response	Vital Energy Mitigation
Lack of access to freshwater sources due to water stress	Approximately 71% of our operations are in areas designated as high baseline water stress per the World Resources Institute (WRI) Aqueduct tool. We're committed to reducing our freshwater use throughout our operations. In 2023, we did not utilize any fresh water within our completion operations.[1] We expect this trend to continue, as we emphasize using brackish and recycled produced water in our operations in Glasscock, Reagan and Howard Counties.	• Water recycling program • Increased operational efficiency, reducing freshwater intensity • Internal water monitoring • Stakeholder engagement for water monitoring
Induced seismicity linked to underground injection wells	Our current operations are located outside of Seismic Response Areas as defined by the Texas Railroad Commission. Therefore, we don't consider induced seismicity as a material risk under our ERM process. However, we do recognize induced seismicity as an industry risk and will continue to monitor the issue.	• Partnership with trade organizations (including the TXOGA Water Committee) that engage on this issue • Internal seismicity task force studies, applying relevant learnings to our operations • Engagement with other operators and water midstream companies regarding water handling, alternative uses and recycling • Water recycling program to reduce disposal needs
Regulatory changes specific to water permitting, tariffs or withdrawal restrictions	We proactively monitor the regulatory landscape for potential changes. Additionally, we established our 2025 target to decrease freshwater use within our operations.	• Partnership with local trade organizations • Water recycling program

[1] Vital Energy uses the U.S. Geological Survey (USGS)'s freshwater definition, which includes water that contains less than 1,000 milligrams per liter (mg/L) of dissolved solids.

Water Management CONTINUED

Vital Energy

Managing Produced Water

We're diligent in the management of our produced water, striving to implement industry best practices at each water lifecycle stage.

▶ OPERATIONS

Produced water is temporarily stored in tanks inside of a secondary containment, which is lined with an impermeable barrier, where appropriate.

▶ TRANSPORTATION

95% of our produced water is transferred through pipelines, reducing truck traffic, emissions and the possibility of spills.

▶ DISPOSAL

We prioritize recycling or reusing produced water when feasible. Related to disposal, we don't discharge any water (produced or fresh) to surfaces or wetlands. If disposal is required, we utilize saltwater disposal wells, securing the appropriate permitting as needed. Our produced water contains no oil.

We don't use diesel or BTEX chemicals in our completions activities. We also report 100% of our completions operations to FracFocus, a chemical disclosure database.
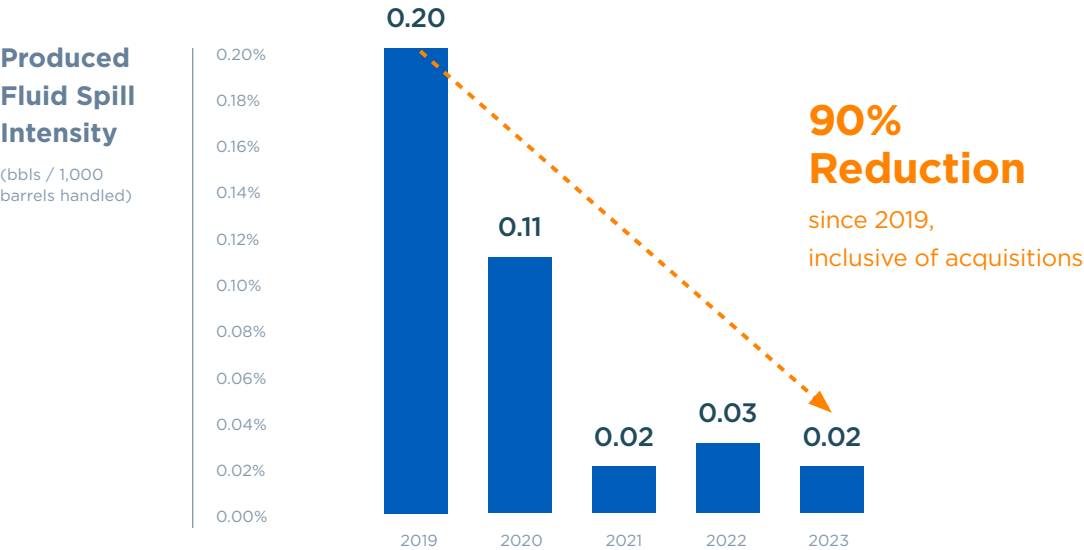
Spill Prevention

Vital Energy

Protecting the surface and ecosystems in and near our operations is a commitment we make every day. It's our priority to minimize surface disturbance and avoid biodiversity impact through careful site planning, operating with the smallest footprint possible and preventing spills.

Our spill prevention efforts begin with sound well design and construction based on recognized standards for retaining fluid and materials within the wellbore (designed to prevent migration to groundwater sources or surface areas) and maintaining long-term integrity of the well. For all new production facilities, we also include primary and secondary containment protocols.

To further incentivize spill prevention among our workforce, we include spill intensity as a performance metric in our employee STIP program. Since 2019, we have reduced our produced fluid spill intensity rate by 80%, which includes the integration of assets acquired since 2019. Recently acquired facilities are in the process of being upgraded to Vital Energy's operating standards.

Produced Fluid Spill Intensity

(bbls / 1,000 barrels handled)

90% Reduction

since 2019, inclusive of acquisitions

Spill Prevention Programs

Integration of on-site, in-person management and technology monitoring helps to support a comprehensive spill prevention program. Specific management and technology efforts Vital Energy has implemented include:

▶ ON-SITE PERSONNEL AND PROGRAMS
- Training in proper fluids management for employees who transfer crude oil to other locations
- Quarterly site inspections
- Impermeable secondary containment liners at all new storage facilities
- Closed-loop management systems used 100% in high-volume hydraulic fracturing operations

▶ TECHNOLOGY
- Supervisory Control and Data Acquisition (SCADA), computer-based system that collects real-time data for remote monitoring
- SCADA allows for remote adjustments and shutdown capabilities should there be a time-sensitive event
- Continuous monitoring of more than 1,500 wells and 64 million barrels of fluid (legacy operations); expected to grow with 2023 acquisitions
- Remote sensor data detects real or potential events and alerts lease operators for site visits and maintenance (through Dynamic Routing app)
- Early warning alarms on storage facilities to notify field personnel of a potential spill
- Aerial surveillance monitoring, twice per week, of all operated oil, natural gas and water lines

Spill Prevention CONTINUED

Vital Energy

Pipeline Integrity

Pipelines are our preferred transportation method. We regularly transfer produced water, oil and natural gas through pipelines, and pipeline integrity is critical to prevent releases or leaks.

▶ PIPELINE INTEGRITY MEASURES
- Pre-installation evaluation
- Post-installation evaluation to confirm no public encroachment
- Use of cathodic protection systems within pipelines to prevent corrosion
- Quarterly maintenance and inspection program, primarily conducted by a third-party compliance company
- Pipelines included in aerial emissions monitoring efforts

All our required pipelines adhere to the PIPES Act and are part of the PHMSA Portal. We also participate in the Texas 811 Call Before You Dig coalition, which educates the public on and marks pipelines to prevent damage during subsurface work.

Spill Response and Management

Should a spill occur, Vital Energy prioritizes the safety of our employees and communities. We work efficiently to contain the spill and prevent environmental impact through implementation of our emergency response action plan. Spills are reported to the appropriate regulatory agencies and community partners.

Once controlled, we begin spill remediation efforts with the goal of recovering as much of the spilled fluid as possible and fully restoring any impacted areas. Each of our field employees annually completes Hazardous Waste Operations and Emergency Response (HAZWOPER) training.

We evaluate every spill (regardless of size) to EHS and leadership and document spills in our Safety Management System. Our system allows Vital Energy to trend, track and close out spill reports. Our spills management team meets monthly to study any spills or potential spills, determining causes and if operational improvements are needed. In our review, we discuss mitigation or proactive efforts for spill prevention.

Biodiversity Protection

We're a steward of the land on which we operate, and we consider biodiversity management an important facet of this stewardship. Our Environmental and Biodiversity Policy focuses on avoiding or limiting impacts to critical habitats and species. Overseeing this policy and our biodiversity protection program is our EHS Manager and our Vice President of Operations Support.

Vital Energy works to identify and evaluate sensitive species and habitats during the initial stages of our project planning. We strive to ensure any expansion of our operations avoids critical areas of biodiversity and we accelerate environmental restoration as appropriate.

Our site assessments are conducted through a partnership between our Environmental team members and internal and external subject matter experts who work to identify:

- Wetlands and floodplain boundaries
- Endangered or threatened species and habitats
- Sensitive ecosystems
- Publicly-occupied facilities
- Cultural resources

These site assessments typically include a desktop review of the asset location and potential limits of disturbance (LOD); a field review to identify and locate sensitive receptors; and alignment with our Operations team to best design the site and work to obtain the necessary permits.

Vital Energy generally doesn't operate near or adjacent to protected or priority areas for biodiversity conservation identified by local, state or federal agencies, and we have no reserves in or near sites with protected conservation status or endangered species habitats. The Company is committed to preventing operations in protected areas or areas of high biodiversity value as designated under the International Union for Conservation of Nature (IUCN), United Nations Educational, Scientific and Cultural Organization (UNESCO) sites, Key Biodiversity Areas and designated wetlands.

Our Approach to Biodiversity Management

Avoid
Conduct site assessments to determine biodiversity profiles and possible impacts; create operational avoidance plans whenever possible.

Minimize
If an impact can't be avoided, minimize disruption as much as practical; examples include emphasizing multi-pad developments and longer horizontal wells, as well as limiting noise and traffic.

Restore
Following a disturbance, restore the area as efficiently as possible and in partnership with affected stakeholders; our goal is to restore to the site's previous condition (or better), and plant native species.

Biodiversity Protection CONTINUED

Vital Energy

Industry-level Biodiversity Risk Assessment

In 2024, we conducted a biodiversity risk assessment to better understand our value chain's impact on nature. Our process aligned with the general LEAP approach outlined by the Taskforce on Nature-related Financial Disclosure (TNFD) and used the World Wildlife Fund (WWF) Biodiversity Risk Filter and ENCORE methodologies, as recommended in the TNFD guidance, to identify industry-level biodiversity risks and prioritize key locations for further analysis.

Listed below are the nature-related impacts and dependencies identified as being associated with oil and natural gas exploration and production operations, and their respective ratings for the industry.

Dependencies	Materiality	Impact
	VERY HIGH	Water use
	HIGH	Terrestrial ecosystem use
		Freshwater ecosystem use
		GHG emissions
		Non-GHG air pollutants
		Water pollutants
		Soil pollutants
		Disturbances
Climate regulation	**MEDIUM**	Marine ecosystem use
Mass stabilization and erosion control	**LOW**	
Floor and storm protection	**VERY LOW**	

Managing Waste

Waste can also have an impact our ecosystem. We work to minimize our waste when possible, including implementing recycling programs as demonstrated by our produced water recycling program. When waste can't be recycled, we dispose of it according to best practices and regulatory requirements, where appropriate.

Often, a byproduct of oil and natural gas operations is Naturally Occurring Radioactive Material (NORM). NORM naturally occurs in the subsurface and small amounts of NORM may accumulate on our subsurface equipment, which is removed and disposed of by licensed employees or contractors, when discovered.

Site Decommissioning

Decommissioning is the process by which we retire a well, most often occurring when the well reaches the end of its economic life. We follow regulatory guidelines for well closure, obtaining necessary permits for decommissioning in accordance with local regulations and complying with the terms of our lease. This includes restoring a site to its original condition and encouraging the native ecosystem by reseeding with native grasses and flora or returning the land to agricultural use. We also work closely with the landowner to incorporate their future land use needs in the restoration plan.

Site Decommissioning Steps

PERMIT	Inform the necessary regulatory agencies
DISMANTLE	Take apart the equipment at the facility
REMOVE	Transfer the equipment to another site, recycle the materials or dispose of the waste properly
PLUG	Plug the wellbore with cement to prevent migration of fluids between formations, cut the upper casing and cap the well below the surface to allow surface restoration
CERTIFY	Submit the well closure for regulatory approval
RESTORE	Restore the site to the original landscape or otherwise comply with the oil and gas lease (in partnership with the landowner)

24

In this section

Our Board of Directors

Vital Energy

Jason Pigott

Jarvis V. Hollingsworth

Lisa M. Lambert

Frances Powell Hawes

Dr. Craig M. Jarchow

William E. Albrecht

John Driver

Lori A. Lancaster

Edmund P. Segner, III

Dr. Shihab Kuran

90% Independent

60% diverse
40% racially and/or ethnically diverse
30% women

75% Board Committees led by diverse directors

4.5 yrs Average director tenure

61 yrs Average director age

60% Have environmental and sustainability expertise

Active and accountable leadership

As of April 8, 2024

At Vital Energy, we see a future where people's lives are powered in sustainable and abundant ways. This vision takes the right strategy, dedication from our team and active and accountable leadership.

We refreshed our Board of Directors, resulting in 90% of our directors joining the Board in the last five years. We target high-quality individuals who share their diverse and varied perspectives. Their expertise, coupled with our governance structures, is designed to encourage active engagement, oversight, accountability and alignment with our stakeholders.

The Vital Energy Board consists of 10 directors serving staggered three-year terms. Our NGE&S Committee works to nominate directors that reflect diversity of industry, experience and background and promote the long-term interests of stockholders and the best interests of the Company. Our Board Skills Matrix is assessed regularly and evolves with the organization's needs.

Our Board of Directors CONTINUED

Vital Energy

Independent Chair and Effective Governance

The Chair of our Board is an independent director with a separate, distinct role from our CEO. Our Board holds regular meetings without involvement from Company management and our four Committees are comprised of only independent directors. The Board and its Committees conduct self-assessments and review the Board's leadership structure annually.

	Board of Directors	Audit Committee	Compensation Committee	Finance Committee	NGE&S Committee
William E. Albrecht	**Chair**		Member	Member	
John Driver	Member	Member		Member	
Frances Powell Hawes	Member	**Chair**			Member
Jarvis V. Hollingsworth	Member	Member			**Chair**
Dr. Craig M. Jarchow	Member		**Chair**	Member	
Dr. Shihab Kuran	Member		Member		Member
Lisa M. Lambert	Member		Member		Member
Lori A. Lancaster	Member	Member		**Chair**	
Jason Pigott	Member				
Edmund P. Segner, III	Member	Member		Member	

We believe that dialogue with our stockholders is a key practice of good corporate governance. We conduct an extensive annual outreach program enabling investors to engage directly with members of our Board and senior leadership. Discussion topics include our corporate strategies and goals, Company performance, executive compensation, governance policies and practices, and environmental and social matters.

Over the course of fall 2023 and winter 2024, we reached out to stockholders representing more than 65% of our shares outstanding and met with all investors who accepted our invitation. A summary of key feedback from these stockholder meetings (details in our Proxy Statement) was shared with our Board and helped align our governance and compensation practices and disclosures with stockholder expectations.

Governance Best Practices

- Majority voting standard
- Market-based executive severance plan
- Enhanced clawback policy
- Stock ownership requirement for directors
- Separate independent Board Chair and CEO
- Director resignation policy
- ESG metrics tied to executive compensation

Our Board met 33 times in 2023, either as a whole or in Committee.

ESG-related matters discussed at nearly **36%** of Board and Committee meetings

ESG Oversight and Management

Vital Energy

Consistent with our Company values of driving accountability, ESG oversight occurs at multiple levels of our organization.
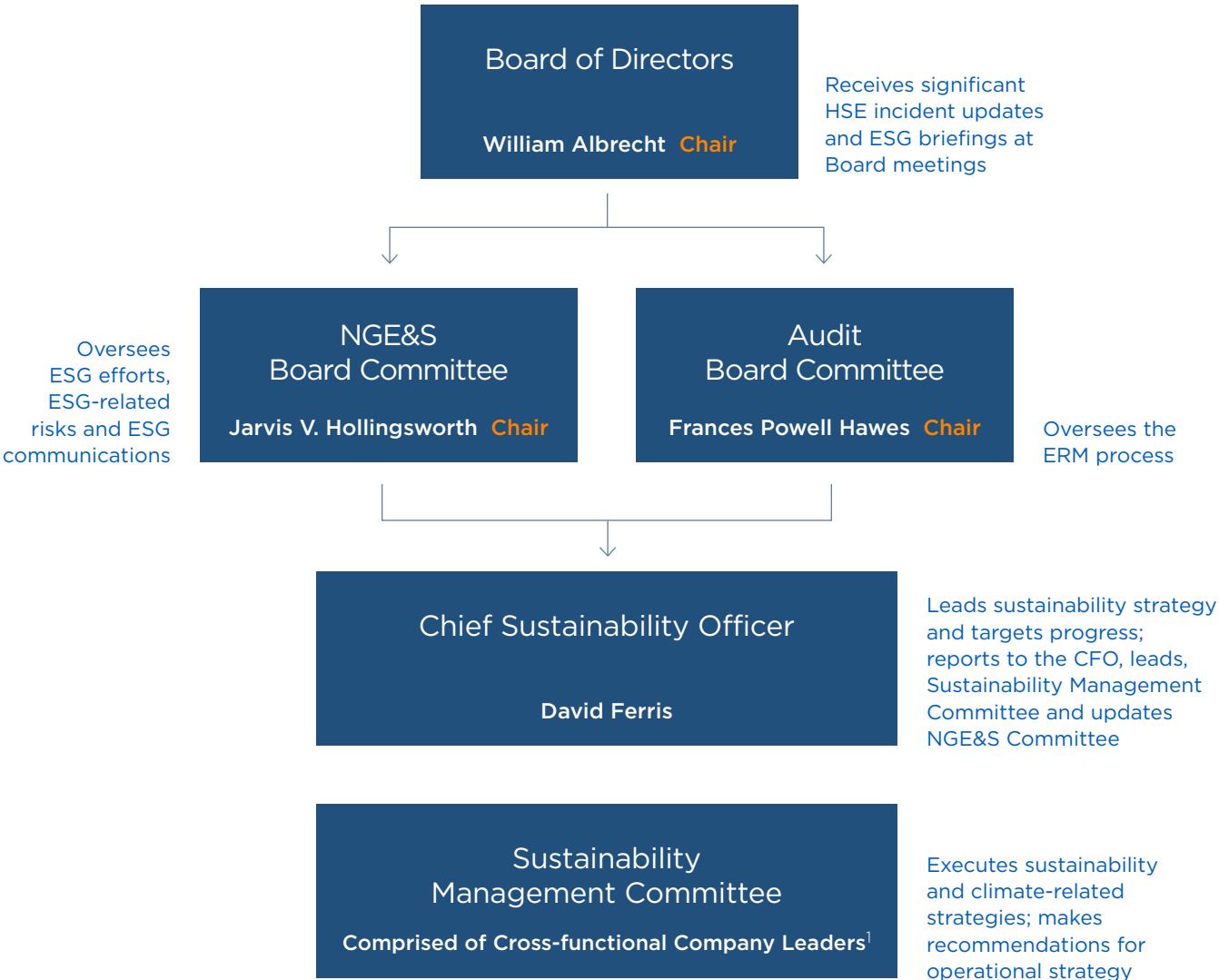
Our Board receives timely updates on any notable environmental or safety incidents and ESG briefings at regularly scheduled Board meetings. The Board's NGE&S Committee monitors and evaluates programs and policies relating to ESG and climate-related matters on at least a quarterly basis.

NGE&S Committee oversight includes:

- ESG performance
- Significant environmental, health or safety incidents
- Human capital management strategies and policies
- Significant ESG risks and exposures (including climate)
- ESG-related stakeholder communications
- Target setting and progress
- Trends and emerging issues related to ESG

Management of our daily ESG efforts is led by our Sustainability Management Committee[1], a multidisciplinary team of leaders responsible for implementing, executing and assessing new and ongoing ESG efforts across the organization. The Sustainability Management Committee's recommendations provide key considerations for our operations and business strategy and increase awareness of ESG matters throughout the organization.

The Chief Sustainability Officer leads the Sustainability Management Committee and provides regular updates to the NGE&S Committee and Board, including progress toward our sustainability targets.

Board of Directors

William Albrecht   Chair

Receives significant HSE incident updates and ESG briefings at Board meetings

NGE&S Board Committee

Jarvis V. Hollingsworth   Chair

Oversees ESG efforts, ESG-related risks and ESG communications

Audit Board Committee

Frances Powell Hawes   Chair

Oversees the ERM process

Chief Sustainability Officer

David Ferris

Leads sustainability strategy and targets progress; reports to the CFO, leads, Sustainability Management Committee and updates NGE&S Committee

Sustainability Management Committee

Comprised of Cross-functional Company Leaders[1]

Executes sustainability and climate-related strategies; makes recommendations for operational strategy

[1] Including the following teams: Operations and Business Development, Finance and Accounting, Supply Chain, Legal, Audit, Human Resources and Investor Relations

Compensation Tied to ESG Performance

We design our executive remuneration program to attract, retain and motivate highly qualified and committed personnel who will successfully execute our strategy and create long-term stockholder value. The Board establishes the Company's compensation philosophy and pay, reviews pay practices annually and updates the executive compensation program as recommended by the Compensation Committee.

This process includes reviewing the prior year say-on-pay voting results, soliciting input from the Compensation Committee's independent compensation consultant, reflecting on all feedback received from stockholders throughout the year, comparing the Company's compensation program with its peers, and evaluating the Company and management team's performance.

Specific to sustainability, we tie both our executive and employee compensation programs to environmental and safety metrics. By aligning our STIP and LTIP payouts to sustainability targets, we're further incentivizing accountability and ownership related to sustainability performance across the organization.

Our STIP has incorporated quantifiable goals related to both employee and contractor TRIR, produced fluid spill intensity and emissions reduction targets. Additionally, our LTIP includes a metric tied to progress against our 2025 emissions reduction targets. For more information on our executive and employee pay programs, please view our Proxy Statement.

2023 STIP (Employees)

5% produced fluid spill intensity

5% flaring intensity/ air stewardship

10% employee and contractor TRIR

2023 LTIP (Executives)

15% emissions reduction

Code of Conduct and Ethics Reporting

Our Code of Conduct and Business Ethics ("Code") is designed to establish a workplace culture committed to the highest ethical standards and the law. Our Code was adopted by the Board and applies to all of our directors, officers and employees.

Vital Energy employees must attest to the Code each year and are responsible for reporting any violations or perceived unethical situations to Company representatives or confidentially through our Ethics & Compliance Hotline.

Our Code strictly prohibits:

- Illegal activities
- Antitrust offenses
- Corruption and insider trading
- Conflicts of interest
- Bribery and facilitation payments
- Harassment
- Retaliation for reporting in good faith

A separate Code of Ethics governs the actions of our Senior Financial Officers, in accordance with applicable U.S. federal securities laws and the NYSE Listed Company Manual.

Vital Energy has a robust Whistleblower Policy that encourages any employee, business partner or other stakeholder to submit a good faith complaint regarding accounting, internal controls, auditing matters or concerns related to treatment of people or the environment. Individuals may report their concerns to Company leadership or confidentially and anonymously through our third-party Ethics & Compliance Hotline. Our Internal Audit department, our General Counsel and, as relevant, our Board's Audit Committee review and investigate all reports.

We won't retaliate against anyone who, in good faith, notifies us of a possible violation of law or our Code, nor will we tolerate any harassment or intimidation of any employee who reports a suspected violation. In addition, there are federal whistleblower laws that protect employees from discrimination or harassment for providing information to us or governmental authorities, under certain circumstances.

Violations of our Code or related policies aren't permitted and may result in disciplinary action, up to and including termination of employment.

Code of Conduct and Ethics Reporting CONTINUED

ESG-Related Policies

We believe strong ESG policies are an essential step in supporting our Code and ultimately being a responsible energy producer.

▶ ANTI-BRIBERY AND ANTI-CORRUPTION POLICY Vital Energy is devoted to conducting its business activities in full compliance with anti-bribery and anti-corruption laws such as the U.S. Foreign Corrupt Practices Act.

▶ ANTI-DISCRIMINATION, ANTI-HARASSMENT AND ANTI-RETALIATION POLICY We have a zero-tolerance policy for any discrimination or harassment based on any status or characteristic protected by law.

▶ ENVIRONMENTAL AND BIODIVERSITY POLICY We consider conservation, restoration and management as important facets of our environmental stewardship and we focus on minimizing, mitigating and avoiding impacts to critical habitats and species.

▶ HUMAN CAPITAL MANAGEMENT POLICY All qualified persons are entitled to equal employment opportunity. Promotions and advancements are and will remain based on an employee's achievement, ability, performance and attitude.

▶ HUMAN RIGHTS POLICY Vital Energy prohibits the use of human trafficking, child labor and forced labor. Our policy also protects employees' rights to freedom of association and security.

▶ INSIDER TRADING POLICY We prohibit directors, officers and employees from engaging in hedging transactions designed to hedge or offset a decrease in market value of such a person's common stock in the Company.

▶ OCCUPATIONAL HEALTH AND SAFETY POLICY We prioritize the health and safety of our employees and contractors through proactive risk management, regular training and continuous improvement of our health and safety practices.

▶ SUPPLIER MANAGEMENT POLICY We extend our commitment to business ethics to our supply chain vendors.

Advocacy and Lobbying

Vital Energy doesn't make contributions to any political party, committee, candidate or holder of a government position unless permitted by law. The Company engages in lobbying efforts in Texas and D.C. to build relationships and to better understand proposed or pending industry legislation. It's against our Human Capital Management Policy to lobby our employees on behalf of a political candidate or to reimburse employees for political contributions or expenditures.

We do participate in industry trade associations to collaborate with subject matter experts from other companies and influence the direction of those organizations. We have reviewed the climate statements for each trade association to evaluate whether their statements are generally aligned with our views.

Enterprise Risk Management

Vital Energy

A key responsibility of our Board is overseeing the assessment and management of the Company's exposure to various risks. Our directors participate in risk management education and receive regular reports regarding our ERM process. ERM is a dynamic process to identify, assess, prioritize and mitigate the Company's most significant enterprise risks and uncertainties that could materially impact the long-term health of the Company or prevent the achievement of strategic objectives.

ERM Process

1	**Identify risks**	Develop rating criteria (e.g., impact, velocity, likelihood) and identify key risks
2	**Assess and prioritize risks**	Validate and assess current list of risks by gathering internal and external insights on drivers or root causes
3	**Mitigate**	Create a mitigation plan based on the assessment and prioritization of risks
4	**Monitor and report**	Monitor and evaluate effectiveness of risk mitigation and KeyRisk Indicators; report quarterly to executives and Board
5	**Integrate**	Discuss plans with third parties and embed risks into operational and strategic planning

Our Director of Internal Audit, who functionally reports to the Audit Committee Chair and administratively reports to our General Counsel, facilitates the ERM program. We leverage a combination of our quarterly and annual internal ERM efforts and regular stakeholder engagement to understand and focus on issues of material significance to both Vital Energy and our stakeholders.

Once potential risks are identified, we conduct appropriate analyses for each of our potential key risks, including stress tests for financial, operational and strategic business risks. We also monitor the legislative environment and regulatory developments to identify any pending matters that may impact our business. Our ERM process continues to evolve to reflect our sector's dynamic risk landscape.

Our risk assessments are focused on priority topics, some of which are informed by the Sustainability Accounting Standards Board (SASB) Materiality Standard as well as stakeholder feedback.

ERM Priority Action Items

- **Ongoing evaluation of top enterprise risks** including commodity price, capital markets, illiquidity, credit markets tightening and counterparty risk
- **Strengthening processes** for prioritizing and allocating resources to manage risks
- **Providing quarterly updates** to management and the Board on climate-related risks and embedding risk analysis outcomes into our business strategy
- **Integrating climate change and energy transition planning** more deeply into our strategic planning, including efforts to promote high-quality emissions data and progress toward our reduction targets
- **Improving and integrating best practices** for managing cybersecurity risks by protecting our computer systems, data assets and infrastructure
- **Prioritizing the health and safety of our workforce** through continual technology, communication and training improvements

Cybersecurity

Vital Energy

We are heavily dependent on our information systems and computer-based programs, including our well operations information, seismic data, electronic data processing and accounting data. As identified through our ERM process, cybersecurity is a key risk — one closely monitored throughout our organization.

Oversight

Our Board holds primary oversight of cybersecurity risks, with the Audit Committee specifically responsible for monitoring and managing these threats.

The Audit Committee works with management to:

Assess	Review	Evaluate	Confirm
cybersecurity threat risks	the Company's data security and information technology systems	the Company's cybersecurity strategy	the implementation of cybersecurity policies, procedures and strategies

Our Chief Information Security Officer (CISO) and Chief Technology Officer (CTO) brief the Audit Committee on cybersecurity matters at least quarterly. In addition, the full Board participates in training on the current cybersecurity landscape and emerging threats.

Our CISO reports to and meets regularly with our CTO to assess current cybersecurity threats and evaluate our potential vulnerability to cybersecurity risks. The CTO and CISO also engage periodically with external and internal auditors and evaluate guidance from outside threat intelligence agencies, including the Cybersecurity and Infrastructure Security Agency and the Oil and Natural Gas Information Sharing and Analysis Center.

Risk Management

We implement a cybersecurity program that is structured on the National Institute of Standards and Technology (NIST) framework, ensuring a comprehensive approach to managing and mitigating material risk from cybersecurity threats. We seek to manage cybersecurity risk through a strategy that includes risk assessment, policies, vulnerability management, event management and continuous monitoring of threat detection.

Recognizing the complexity and evolving nature of cybersecurity threats, Vital Energy engages with a range of third-party service providers to evaluate and monitor our cybersecurity risk management program. These providers conduct cybersecurity assessments, penetration testing, vulnerability assessments and threat analysis. This collaboration aims to fortify our cybersecurity program on an ongoing basis.

Third-party auditors audit our information security and financial controls annually. In the event of a breach or cybersecurity incident, we have an incident response plan designed to contain the incident, mitigate the impact and restore normal operations efficiently. We conduct incident response tabletop exercises to update our processes as needed.

Our operations require working with third-party vendors, which increases risk from cybersecurity threats. To mitigate these risks, if applicable, we include cybersecurity requirements in our partner contracts and require third-party service providers to adhere to certain security standards and protocols.

Employee Training

We're committed to equipping our employees with resources, skills and tools to mitigate cybersecurity risks. Employees participate in annual cybersecurity training covering topics such as cybersecurity foundations, insider threats, document disposal and password protection measures.

social

Promoting Workforce Health and Safety

Vital Energy's culture is built on mutual respect for our employees, business partners and the communities where we operate. We're working to power lives and provide energy for all, whether close to home or as part of a global, lower carbon future.

Respect starts with keeping everyone safe. From our CEO and senior safety leadership to our team in the field, we work together to strive to achieve our goal of zero incidents. This means taking action every day by implementing our safety programs, following our safety procedures, having employee ownership and helping to promote employee well-being across our operations.

Oversight

Vital Energy's Board receives timely updates on any significant safety incidents and its NGE&S Committee, which has primary oversight for any significant EHS incidents, receives at least quarterly updates on performance. At the senior leadership level, our Vice President of Operations Support, who oversees EHS, has ultimate responsibility for operational health and safety with support from our Manager of EHS who oversees day-to-day safety operations.

At the asset level, EHS representatives are responsible for enforcing safety protocols in line with Vital Energy's expectations for employees and contractors. Sites are audited by both internal and external auditors to evaluate if operations are in line with Vital Energy's safety expectations. If an issue is identified, our safety managers are notified and move forward with a plan to rectify and improve on potential safety risks. Also, employees and contractors are encouraged to use their Stop Work Authority at any time.

To further drive employee ownership, safety metrics play a key role in employee compensation. In 2023, we updated our STIP to include both employee and contractor TRIR. We also established a general Occupational Health and Safety Policy to clarify our safety expectations across our operations. This policy is applicable to all employees and contractors that operate on Company sites.

Safety Performance

	2019	2020	2021	2022	2023
Total Recordable Incident Rate (TRIR)					
Combined	0.86	0.74	1.44	0.61	1.63
Employee	0.37	0.78	1.22	0.00	1.22
Contractor	1.00	0.73	1.53	0.78	1.77
Lost Time Incident Rate (LTIR)					
Combined	0.86	0.74	1.00	0.46	0.54
Employee	0.37	0.78	1.22	0.00	0.31
Contractor	1.00	0.73	0.92	0.58	0.62
Fatalities					
Combined	0	0	0	0	2
Employee	0	0	0	0	0
Contractor	0	0	0	0	2

Promoting Workforce Health and Safety CONTINUED

Working Toward Zero Incidents — Safety Programs	
Stop Work Authority	Each employee or contractor on a Vital Energy site is empowered (and required) to stop work if they believe conditions are unsafe for people, the environment or our operations. We will never retaliate against an employee or partner who stops work in good faith.
Pre-Job Safety Meeting and Job Safety Analysis (JSA)	We provide annual JSA training to all field employees. Our field employees also perform contractor safety observations where the contractor's JSA is analyzed, and we confirm that a pre-job safety meeting has been performed.
All-Field Employee Safety Meetings	Field employee safety meetings are conducted in person each month and cover approximately 30 different topics such as emissions and H2S awareness.
Contractor Management	Vital Energy only works with those contractors who ascribe to our Code, meet our minimum safety standards and have a track record that exceeds our minimum safety performance requirements. We leverage third-party services to help manage contractors on location and we track key performance indicators (KPIs) to support timely action on any contractor-related issues and to capture lessons learned. Additionally, our field EHS Coordinators observe our operations and in-field contractors help promote best-in-class safe practices.
Emergency Response Planning	Field employees participate in emergency response training during which we review each employee's role in the event of an emergency. EHS also conducts an annual tabletop exercise and mock crisis for operations.
Hazard Hunts	Our EHS Coordinators perform hazard hunts (reviews of potential hazards in work areas) on workover rigs on a weekly basis. One rig is inspected per week with the rig crew, rig supervisor and the operations engineering supervisor in attendance. We also conduct monthly hazard hunts on drilling rigs and completion sites.
Root Cause Analysis	Should an incident occur, we conduct an analysis to determine the root cause of the incident and develop corrective actions, if necessary. We also share lessons learned with relevant teams.
Employee Training	We provide safety training designed specifically to mitigate incidents most likely to occur in an employee's role. Field and office personnel both complete safety training and, in 2023, field employees completed an average of 34 safety training hours per employee.
Safety and Leadership Skill Building	Vital Energy works with CAVU International, a safety and leadership skill-building organization that delivers on-site coaching and monitoring geared toward improving team behaviors and organizational culture. Our workover rig teams completed the organization's training course in 2023, and in 2024 we rolled out the program with our drilling rig, completions and drill-out teams.
Safety Audits	We conduct biannual external safety audits on all active drilling rigs to evaluate compliance with Occupational Safety and Health Administration (OSHA) regulations. Audit findings are captured and addressed in a timely manner and benchmarked against other local operators.

Promoting Workforce Health and Safety CONTINUED

Vital Energy

Employee Health and Well-being

In addition to our safety-related programs, we provide numerous benefits to promote the health and well-being of our employees.

▶ FLEXIBLE WORK SCHEDULE AND REMOTE WORK

Our work schedule options enable eligible employees to build a plan that is most suitable to their work/home needs. We have flexible work hours and allow employees to work nine-hour workdays Monday through Thursday and four hours on Fridays. Employees in approved roles may also work from home offices (remote work) on Thursdays and Fridays. Many of our field employees work eight days on, six days off or two weeks on, two weeks off to maximize their personal time.

▶ HEALTH AND FITNESS

In 2024, we held all medical premiums flat for our employees and continue to pay over 80% of health insurance premiums to help our employees and their families with access to affordable healthcare. We also provide an on-site fitness center for corporate employees and all employees are eligible to receive up to $100 per month reimbursement to cover health-related activities.

▶ EMPLOYEE ASSISTANCE PROGRAM (EAP)

Our EAP program is a professional counseling and referral service designed to help employees navigate personal, family and job issues. Services are provided at no cost to employees and their immediate family members and can help with emotional and mental health, family matters, addiction and workplace issues. Employees may also access legal and financial resources through this benefit.

▶ FAMILY ACCOMMODATIONS

Following the birth of a child, mothers can use up to 12 weeks of paid maternity leave and non-birthing parents can use up to four weeks of paid parental leave. We also provide on-site lactation rooms to give breastfeeding mothers a calm and private space. To meet the needs of our evolving workforce, Vital Energy may offer a reduced hours schedule for employees who have experienced life events and need additional flexibility.

▶ CAREGIVING SUPPORT

Family First is a free, confidential, caregiving benefit that provides access to a team of experts to support employees' caregiving needs. It offers personalized caregiving solutions including help with dependents' insurance, Medicare and Medicaid navigation; eldercare and aging in place; and financial and legal issues, among other concerns.

▶ SEVERANCE

Vital Energy offers, at our discretion, severance assistance to certain employees below officer level to support them following a separation from the Company.

Human Capital Management

We are a company of empowered individuals who are unafraid of evolution, unshakable in their character and unbiased in their decision making.

Our workplace culture encourages diversity of people, backgrounds and beliefs to challenge precedents. Respect and two-way communication support an inclusive work environment where employees feel comfortable sharing ideas and feedback. Overseeing this culture and our employee engagement practices is our Vice President of Human Resources.

Engaging Our Employees

We value the voices of our employees, relying on two-way communication to build and maintain an open and inclusive culture. We regularly engage with our employees and consider their feedback when determining additional employee programs or initiatives to implement. As part of this engagement, we host regular townhall meetings and twice-monthly companywide virtual meetings, providing opportunities for employees to interact with and hear directly from senior leadership.

Employees have an opportunity to participate in two-way communication during formal, annual performance reviews and more casual mid-year review meetings. During these conversations, employees discuss their performance goals, alignment with Company values, team feedback and key improvement areas. Participants in our Leadership Enhancement Training Series (LETS) also receive a formal 360-review that incorporates feedback from peers, direct reports, supervisors and others across the Company.

Employee Training and Development

We encourage employees to further enhance and refine their skills in alignment with their professional roles and personal interests. Employees are able to collaborate with their supervisors to create development plans to meet the needs of the Company and their personal interests.

All employees participate in safety; diversity, equity and inclusion (DEI); and cybersecurity trainings, and have access to the below development opportunities:

- **Third-party digital training platform** enables self-paced learning across a spectrum of skills — from essential computer skills to advanced data visualization techniques.
- **Spectrum Development program** focuses on personal development and strengthening team relationships through understanding the natural gifts, talents, skills and work styles of people.
- **Educational Assistance Program (tuition reimbursement)** provides up to the IRS maximum of $5,250 per year, per employee for qualified educational expenses.

Acknowledging the distinct training requirements of our field team, we leverage a third-party learning management system to provide comprehensive training courses tailored to each role. This structured training initiative is specifically designed for lease operators and field technicians, ensuring uniformity in our procedures, fostering career growth, and aiding management in evaluating field employees for advancement.

Under this program, field personnel are required to complete three proficiency levels — fundamental, intermediate, and advanced — for each job role.

All employees participate in annual safety, DEI and cybersecurity trainings.
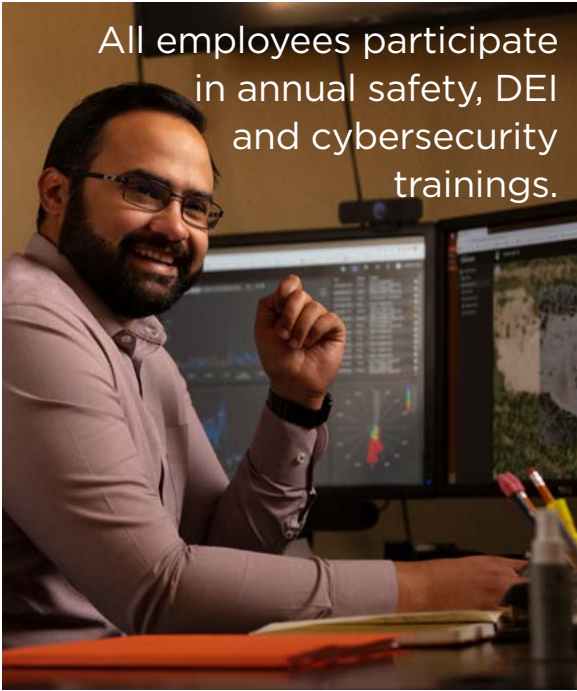
Human Capital Management CONTINUED

Strengthening Our Leaders

Another cornerstone of our professional development is dedication to cultivating effective and impactful leaders. We recognize that the competence of our leadership directly influences team performance and overall employee satisfaction. Supervisory staff, typically at the manager level and above, participate in LETS — a comprehensive program designed to enhance leadership skills through group sessions, personalized coaching and mentorship.

LETS not only focuses on individual skill development but also fosters collaboration among our leadership team, promoting essential communication and trust within our organization. The program spans approximately one year, complemented by quarterly follow-up meetings to confirm that acquired skills are effectively integrated across all levels. In 2023, 12 leaders participated in more than 450 training hours (37.5 hours per person).

In addition to LETS and other professional development opportunities, we support employees in their career growth by offering internal promotions and long-term incentives such as stock rewards. Eligible employees receive Vital Energy shares annually, which vest over a three-year period based on both individual performance and the Company's overall achievements.

Diversity, Equity and Inclusion (DEI)

Vital Energy

Board Diversity **60%**

Leadership Diversity[1] **35%**

Workforce Diversity **49%**

New Hire Diversity **49%**

Guided by mutual respect and trust, we support and encourage a diverse, equitable and inclusive workplace. We believe a diverse workforce is critical to attaining our highest level of productivity, creativity and efficiency and helps our organization accomplish our mission.

Our Commitment to DEI informs the recruitment, retention and development strategies we use to increase diversity across our organization. These efforts are managed by our Vice President of Human Resources (with oversight from our Board's NGE&S Committee) and further support our strict anti-discrimination and anti-harassment workplace as defined by our Code and related policies.

Vital Energy employees participate in anti-harassment training to help facilitate companywide understanding of and commitment to creating a safe workplace for all.

To further provide transparency related to our workforce diversity, we share our EEO-1 workforce diversity data in this report.

[1] Leadership is defined as those in supervisory roles, excluding corporate officers. Slight percentage differences (as compared to our proxies, could be due to rounding.)

Diversity, Equity and Inclusion (DEI) CONTINUED

	Recruiting	Retention	Training
DEI Commitment	As an equal opportunity employer, we're committed to recruiting diverse candidates to attract and retain a talented workforce. We partner and post open employment opportunities across a diverse spectrum of populations, including veterans, women, disabled individuals, LGBTQ+ and those participating in vocational rehabilitation programs.	Key to retaining top talent is working to maintain a corporate culture that is supportive and safe for people with diverse backgrounds. One way we do this is by creating groups within our workforce that bring together employees of similar backgrounds and experiences for networking and community.	We host DEI-related trainings for our workforce to build cultural and unconscious bias awareness and clearly communicate Vital Energy's commitment to DEI. These trainings foster greater communication and inclusion within our workplace.
2023 Progress	We're continuing to evaluate ways to reach a diverse group of potential applicants. We post on diverse job boards and include interviewers from outside of the hiring department to help promote equitable hiring practices.	Vital Energy continues to develop the Vital Women's Network and maintained membership in UPWARD, a leadership program focused on supporting women. Both programs work to foster a community of support for women working at Vital Energy.	In 2023, the entire Company participated in unconscious bias and inclusion training at an average of approximately six hours of training per employee. This is in addition to our anti-harassment training.

Vital Women's Network

Supporting Women in our Workforce

Build Up
Support female-focused causes through volunteering

Meet Up
Create relationships through inter-department gatherings

Move Up
Attend networking opportunities with senior leaders and Board members

Vital Energy hosts the **Vital Women's Network** — an employee affinity group focused on strengthening networks, developing strategic connections and cultivating learning experiences among the Company's female workforce.

The group is supported by a Company membership to UPWARD, a third-party nonprofit organization that offers sustainable frameworks and tangible resources to advance women to executive leadership. Through our corporate membership, all members of the Vital Women's Network can access the My UPWARD virtual community, virtual events and leadership trainings, as well as the organization's learning library.

In addition to online resources, the Vital Women's Network offer various activities throughout the year.

Human Rights and Indigenous Rights

Vital Energy fosters an environment in which the human rights of all are recognized and respected throughout the Company. As detailed in our Human Rights Policy, endorsed by our CEO, we strive to uphold all internationally recognized human rights and follow all applicable national and local regulations as they pertain to the fundamental rights of all stakeholders.

Our Human Rights Policy applies to all Vital Energy employees, officers and directors and requires reporting of any perceived or actual human rights violations. We encourage reporting through our confidential ethics hotline. Each contact is reviewed by our Director of Internal Audit and our General Counsel and reported to our Board Audit Committee as relevant.

As stated in our Human Rights Policy, we support the rights of our employees to lawfully and peacefully associate (freedom of association), organize and bargain collectively. Our employees aren't represented by independent trade unions, and we're committed to negotiating agreements that provide attractive and competitive levels of compensation, benefits and working conditions for our employees. We don't use external security forces but we do contract with security personnel to monitor sites in high-theft areas. We remain committed to working to ensure our business operates in a manner that is fair, equitable and competitive in the global market.

Vital Energy doesn't currently operate on or adjacent to any lands under the governance of Indigenous peoples and avoids, where possible, operating in high-conservation areas, such as World Heritage sites or areas of cultural significance. Should we do so, we would strive to follow all applicable laws and conduct community consultations to establish business practices that are respectful of Indigenous peoples' sovereignty, security (including water security and access to resources) and unique rights.

We commit to not relocating or resettling people, where possible, for the benefit of our operations and will aim to consult with local communities and key stakeholders in the early stages of any major project. We will also apply the general principles of Free, Prior and Informed Consent (FPIC) in keeping with best practices for community engagement.

Vital Energy's commitment to human rights strives to align with the principles of:

- the UN's Universal Declaration of Human Rights
- the UN's Guiding Principles on Business and Human Rights
- the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

This includes prohibiting the use of human trafficking, child labor and forced labor.

Community Engagement

Energizing human potential means responsibly producing energy vital to human progress. It also means supporting and strengthening our communities through stakeholder engagement, economic investment and philanthropy. We value the partnerships necessary to operate successfully in our local communities.

Owner and Neighbor Engagement

As part of our stakeholder engagement efforts, we encourage two-way communication with our owners and offer various resources to contact our Company, including a dedicated website section, email address and 24-hour field emergency phone number. In addition to these resources, community members may contact the Company through our Ethics & Compliance Hotline.

When development is near a populated area and mitigation is appropriate, we work to implement our dust control protocols, raise sound walls and direct traffic away from residential areas, all with an aim to mitigate risk and be a good neighbor. As we continue to grow, we're committed to consulting with local communities and engaging with key stakeholders in the early stages of any major project.

Economic Investment

Vital Energy is proud of the economic contributions our operations bring to the communities where we live and work. As of Dec. 31, 2023, our local employment (local hiring) and tax payments include:

191
Local employees in Midland and Garden City, Texas offices

135
Local employees in Tulsa office

$684.9 million
Paid in royalties and state and local taxes

Charitable Support

Each year, we share our company's success by giving back to our community. In 2023, we donated $407,998, including both employee and corporate contributions. This total also incorporates our Charitable Matching Program, through which we match employee and director donations of up to $1,000 per individual per year to a nonprofit organization of their choice. As part of our charitable giving process, we survey our field and office employees to help align our philanthropic efforts with local interests and important community efforts.

8 Hours — Annual PTO for each employee to volunteer
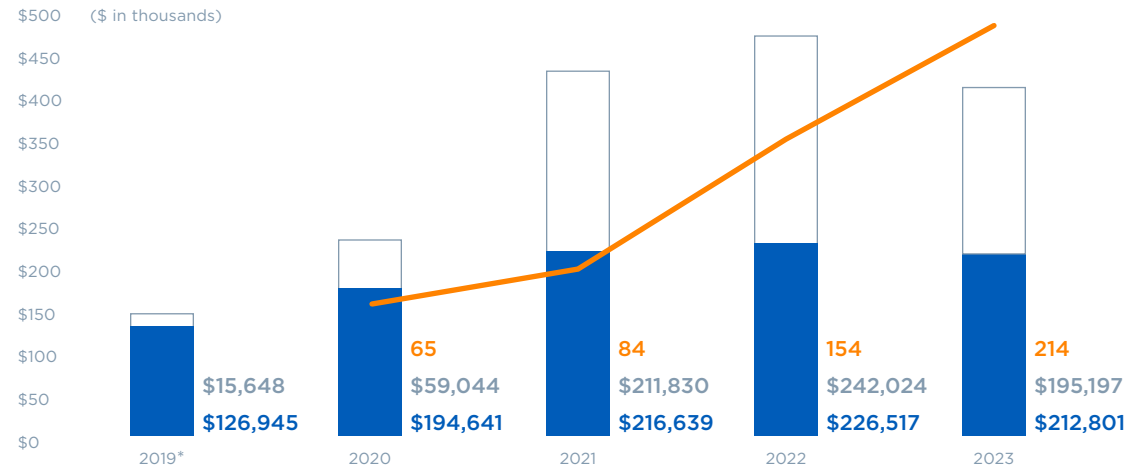
214 — Employee volunteer hours in 2023

$195,197 — Employee donations in 2023

$212,801 — Corporate donations in 2023

Community Contributions

Legend: ☐ Employee donations ■ Company donations — Volunteer hours

($ in thousands)

Year	Volunteer hours	Employee donations	Company donations
2019*		$15,648	$126,945
2020	65	$59,044	$194,641
2021	84	$211,830	$216,639
2022	154	$242,024	$226,517
2023	214	$195,197	$212,801

Community Engagement CONTINUED

Vital Energy

Employee Volunteerism

Vital Energy and our employees also believe in making a meaningful impact through volunteering. We offer employees eight hours of paid time off per year to volunteer, through which they can volunteer for a preferred organization or participate in a Company-sponsored activity.

We continue to work with the Tulsa Area United Way chapter, including through canned food drives and other annual volunteering events. We support the needs of other charities, including:
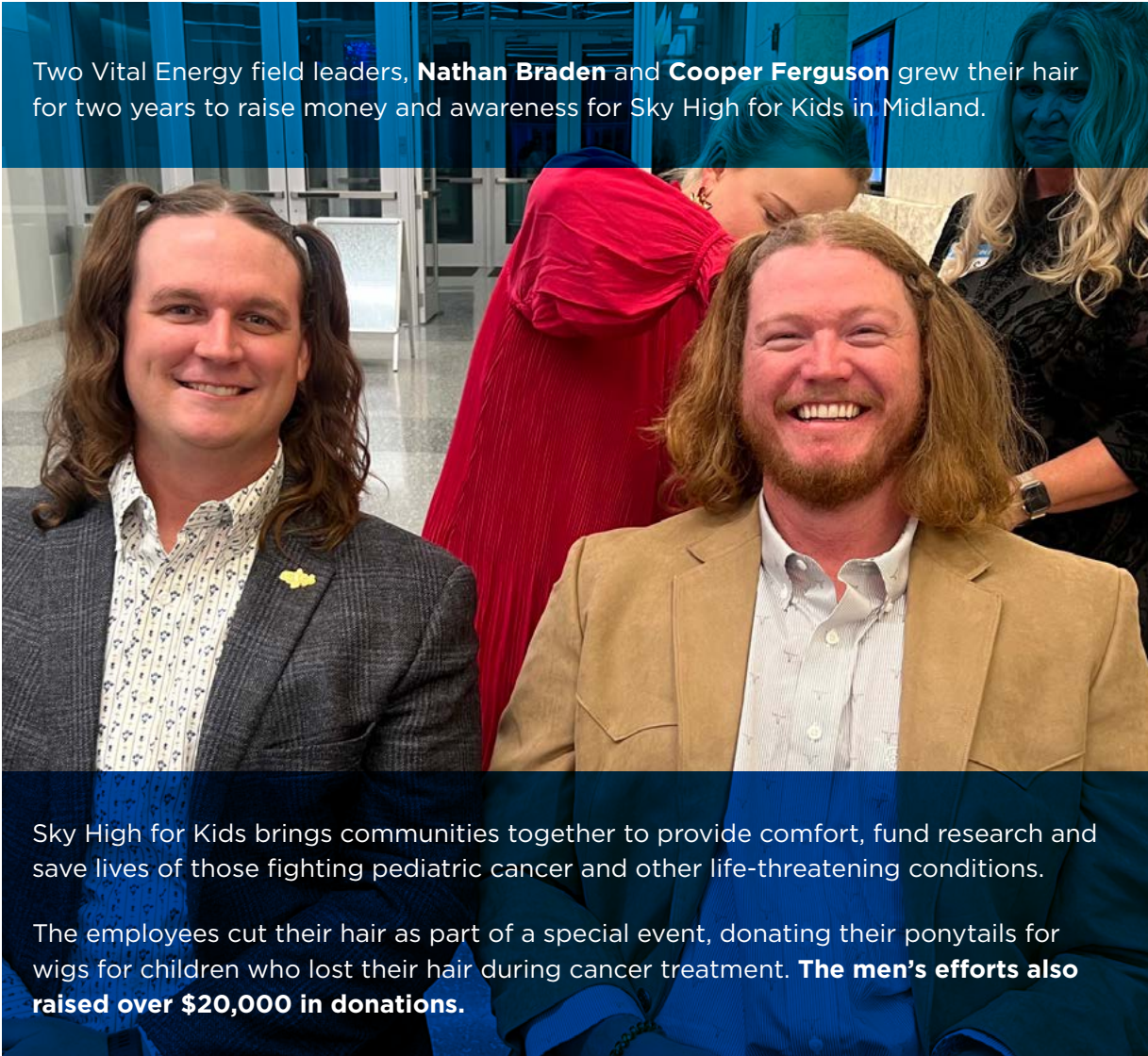
West Texas Rehabilitation Center

Food Bank of Eastern Oklahoma

West Texas Food Bank

Sky High for Kids

Make-A-Wish Foundation — Texas & Oklahoma

Two Vital Energy field leaders, **Nathan Braden** and **Cooper Ferguson** grew their hair for two years to raise money and awareness for Sky High for Kids in Midland.

Sky High for Kids brings communities together to provide comfort, fund research and save lives of those fighting pediatric cancer and other life-threatening conditions.

The employees cut their hair as part of a special event, donating their ponytails for wigs for children who lost their hair during cancer treatment. **The men's efforts also raised over $20,000 in donations.**

Supply Chain Management

Vital Energy's reputation for integrity is directly related to the conduct of our people and those with whom we work. Establishing a common expectation for ethics, safety and conduct helps to set expectations that our partners understand and uphold our high operational standards.

To this end, we have a formal program to assess suppliers for safety, quality, sustainability and financial assurance, and our policies regarding gifts, gratuities and conflicts of interest extend to our vendors, suppliers and contractors. We work closely with our suppliers and business partners to monitor our procurement processes and recognize the significance of these practices for sustainability and human rights.

Led by our Vice President of Operations Support, our Supply Chain team monitors and manages compliance within our value chain, ensuring our suppliers uphold our Code and related policies. Specifically, we have a Supplier Management Specialist, a full-time employee on our Supply Chain team whose sole job is to help facilitate compliance with our contractor management policies and procedures. Should a supplier be out of compliance, we take disciplinary action up to terminating the business relationship.

Each year, we conduct a supplier survey to better evaluate our suppliers' ESG policies and the diversity of our supplier base. Understanding our suppliers' sustainability practices provides a baseline to evaluate our suppliers' alignment with our ESG commitment. We will continue engaging with our suppliers to strengthen our supply chain resilience and encourage best practices that support our sustainability objectives. Please see our Supplier Management Policy to learn more.

20% of our supply chain has diverse ownership, as reported in our supplier survey.

resources

About This Report

Our 2024 Sustainability Report is Vital Energy's fifth sustainability report (all reports are archived here). In developing this report, we referenced sustainability reporting frameworks, standards and industry groups such as the SASB Oil & Gas – Exploration and Production Standard, TCFD, Ipieca, AXPC and API.

The report contains quantitative metrics drawn from available data for the 2023 calendar year and qualitative information from both 2023 and 2024 (partial year). Unless noted, 2023 performance data includes newly acquired assets as of time of ownership (except GHG emissions data, which is included for the calendar year in alignment with EPA Subpart W reporting).

Vital Energy discloses gross emissions related to our operated properties and therefore uses gross production associated with those assets. Data is believed to be accurate at the time of publication and is confirmed by internal review. Changes in calculation, methodology or categorization may occur and will be noted in future reporting.

Vital Energy engaged third-party specialists DrivePath Advisors, Sodali & Co and Apex Companies LLC to support the stakeholder engagement process, report content development, quantitative data collection, limited data assurance and calculations, and report design.

Disclaimer

Certain statements contained in this report may be considered "forward-looking statements" within the meaning of Section 27A of the Securities Act of 1933, as amended, and Section 21E of the Securities Exchange Act of 1934, as amended. These forward-looking statements include statements, projections and estimates concerning our operations, performance, business strategy, oil, natural gas liquids and natural gas reserves, drilling program capital expenditures, liquidity and capital resources, the timing and success of specific projects, outcomes and effects of litigation, claims and disputes, derivative activities, potential financing and sustainability and ESG-related goals, strategies, priorities and initiatives, including, among others, those related to GHG emissions reduction, water management, biodiversity, spill prevention, health and safety, human capital management (including diversity, equity and inclusion), community engagement and cybersecurity. Forward- looking statements are generally accompanied by words such as "estimate," "project," "predict," "believe," "expect," "anticipate," "potential," "could," "may," "might," "will," "would," "foresee," "plan," "possible," "goal," "outlook," "guidance," "should," "intend," "pursue," "anticipate," "target," "continue," "suggest" or the negative thereof or other variations thereof or other words that convey the uncertainty of future events or outcomes.

The actual conduct of Vital Energy's activities, including the development, implementation, progress toward, or continuation of any goals, strategies, priorities and initiatives discussed or forecasted in this report may differ materially in the future. Moreover, many of the assumptions, standards, methodologies, metrics and measurements used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation but should not be considered guarantees. These forward-looking statements in this report rely on a number of assumptions concerning future events and are subject to a number of uncertainties, factors and risks, many of which are outside Vital Energy's control, such as increased attention to ESG and sustainability-related matters and risks related to our public statements with respect to such matters that may be subject to heightened scrutiny from public and governmental authorities related to the risk of potential "greenwashing," (i.e., misleading information or false claims overstating potential sustainability-related benefits, risks that the Company may face regarding potentially conflicting anti-ESG initiatives from certain U.S. state or other governments).

These risks and uncertainties could cause results to differ materially from those expected by management. Therefore, the reader should not place undue reliance on these forward-looking statements. Such risks and uncertainties are described in Vital Energy's filings with the U.S. Securities and Exchange Commission (the "SEC"), including its most recent Annual Report on Form 10-K, and any subsequently filed Quarterly Reports on Form 10-Q and Current Reports on Form 8-K. Other unpredictable or unknown factors not discussed in this report could also have material adverse effects on Vital Energy, its operations or the outcomes described in the forward-looking statements in this report. The forward-looking statements and statements of intention in this report speak only as of the date of the preparation of this report. Vital Energy does not undertake, and expressly disclaims, any obligation to update or revise any forward-looking statement or statements of intention, whether as a result of new information, future events or otherwise.

Many of the assumptions, standards, methodologies, metrics and measurements used in preparing this report continue to evolve and are based on management assumptions believed to be reasonable at the time of preparation, but should not be considered guarantees. There are inherent uncertainties in providing such information, due to the complexity and novelty of many methodologies established for collecting, measuring, and analyzing ESG and sustainability-related data.

In some cases, the information in this report is prepared, or based on information prepared, by third-party vendors and consultants and is not independently verified by Vital Energy. Third-party information should not be interpreted as any form of guarantee or assurance of accuracy, future results or trends, and Vital Energy makes no representation or warranty as to third-party information.

Unless otherwise provided, the information contained in this report is expressly not incorporated by reference into any filing of Vital Energy made with the SEC or any other filing, report, application, or statement made by Vital Energy to any federal, state, tribal, or local governmental authority. We may have used definitions of materiality in the course of creating this report that do not coincide with or rise to the level of the definition of materiality for the purposes of applicable rules and regulations, including U.S. federal securities laws.

Independent Limited Assurance Statement

To: The Stakeholders of Vital Energy, Inc.

October 16, 2024

Introduction and Objectives of Work

Apex Companies, LLC (Apex) has been engaged by Vital Energy, Inc. (Vital Energy) to provide limited assurance of its Scope 1 greenhouse gas (GHG) emissions, Scope 2 GHG emissions (location-based and market-based), and water data. This assurance statement applies to the Subject Matter included within the scope of work described below.

This information and the presentation of the Subject Matter are the sole responsibility of the management of Vital Energy. Our sole responsibility was to provide independent assurance on the accuracy of the Subject Matter.

Scope of Work

The scope of our work was limited to assurance over Scope 1 GHG emissions, Scope 2 GHG emissions (location-based and market-based), total volume of produced water, volume of produced water spilled, and volume of produced water recovered for the period Calendar Year 2023 (January 1, 2023 to December 31, 2023) (the 'Subject Matter').

Data and information supporting Scope 1 and Scope 2 GHG emissions, total volume of produced water, volume of produced water spilled, and volume of produced water recovered were primarily historical in nature and in some cases estimated.

Reporting Boundaries

The following are the boundaries used by Vital Energy for reporting sustainability data:

- **Operational Control**
- **Worldwide**
- **Production operations only** (offices are excluded)

Reporting Criteria

The Subject Matter needs to be read and understood together with:

- **World Resources Institute (WRI) and World Business Council for Sustainable Development (WBCSD) GHG Protocol Corporate Accounting and Reporting Standard**
- **Company Protocol**

Limitations and Exclusions

Excluded from the scope of our work is any verification of information relating to:

- **Activities outside the defined assurance period.**

This limited assurance engagement relies on a risk based selected sample of sustainability data and the associated limitations that this entails. The reliability of the reported data is dependent on the accuracy of metering and other production measurement arrangements employed at site level, not addressed as part of this assurance. This independent statement should not be relied upon to detect all errors, omissions or misstatements that may exist.

Responsibilities

This preparation and presentation of the Subject Matter are the sole responsibility of the management of Vital Energy.

Apex was not involved in the drafting of the Reporting Criteria. Our responsibilities were to:

- obtain limited assurance about whether the Subject Matter has been prepared in accordance with the Reporting Criteria;
- form an independent conclusion based on the assurance procedures performed and evidence obtained; and
- report our conclusions to the management of Vital Energy.

Assessment Standards

We performed our work in accordance with Apex's standard procedures and guidelines for external Assurance of Sustainability Reports and International Standard on Assurance Engagements (ISAE) 3000 Revised, Assurance Engagements Other than Audits or Reviews of Historical Financial Information (effective for assurance reports dated on or after Dec. 15, 2015), issued by the International Auditing and Assurance Standards Board. A materiality threshold of 35-percent was set for the assurance process.

Summary of Work Performed

As part of our independent assurance, our work included:

1. Assessing the appropriateness of the Reporting Criteria for the Subject Matter;
2. Conducting interviews with relevant personnel of Vital Energy;
3. Reviewing the data collection and consolidation processes used to compile Subject Matter, including assessing assumptions made, and the data scope and reporting boundaries;
4. Reviewing documentary evidence provided by Vital Energy;
5. Agreeing a selection of the Subject Matter to the corresponding source documentation; and
6. Reviewing Vital Energy systems for quantitative data aggregation and analysis.

Conclusion

On the basis of our methodology and the activities described above:

- Nothing has come to our attention to indicate that the Subject Matter is not fairly stated in all material respects; and
- It is our opinion that Vital Energy has established appropriate systems for the collection, aggregation and analysis of quantitative data.

A summary of the data within the scope of assurance for Calendar Year 2023 is attached.

Statement of Independence, Integrity and Competence

Apex is an independent professional services company that specializes in Health, Safety, Social and Environmental management services including assurance with over 30 years history in providing these services.

Apex has implemented a Code of Ethics across the business to maintain high ethical standards among staff in their day-to-day business activities.

No member of the assurance team has a business relationship with Vital Energy, its Directors or Managers beyond that required of this assignment. We have conducted this verification independently, and there has been no conflict of interest.

The assurance team has extensive experience in conducting assurance over environmental, social, ethical and health and safety information, systems and processes, and has over 20 years combined experience in this field and an excellent understanding of Apex's standard methodology for the verification of greenhouse gas emissions data.

Attestation:

Trevor Donaghu
Lead Assuror ESG Director
Apex Companies,
LLC Pleasant Hill, California

Jessica Jacobs
Technical Reviewer
ESG Senior Project Manager
Apex Companies, LLC
Cincinnati, Ohio

Summary of Calendar Year 2023 Data Subject to Assurance
Vital Energy, Inc.

Metric Type	Units[1]	CY 2023
Scope 1	$mtCO_2e$	663,046
Scope 2 (location-based)	$mtCO_2e$	203,376
Scope 2 (market-based)	$mtCO_2e$	226,974
Total Volume of Produced Water	Barrels	79,578,444
Total Volume of Produced Water Spilled[2]	Barrels	1,988
Total Volume of Produced Water Recovered	Barrels	799

[1] Unit abbreviations: $mtCO_2e$ = metric tons of carbon dioxide equivalent

[2] Reported spills exclude any spills that are under 1 barrel of produced fluid spilled outside of a lined secondary containment.

Sustainability Accounting Standards Board (SASB)

SASB standards help companies around the world identify, manage and communicate financially-material sustainability information to their investors. The following table references the specific "Oil & Gas – Exploration and Production" industry standard.

SASB CODE	DESCRIPTION	UNIT	2019	2020	2021	2022	2023
GHG EMISSIONS							
EM-EP-110a.1	Gross global Scope 1 GHG emissions	Metric tons CO_2e	1,070,077	950,218	708,178	452,106	663,046
	Gross global Scope 1 GHG emissions intensity rate	Metric tons CO_2e / MBOE	26.03	23.13	17.29	10.70	9.14
	Methane emissions as a percentage of gross Scope 1 GHG emissions	Percentage	48%	41%	29%	15%	12%
	Percentage of Scope 1 GHG emissions covered under emissions-limiting regulations	Percentage	0%	0%	0%	0%	0%
EM-EP-110a.2	(1) Gross Scope 1 GHG emissions from flared hydrocarbons	Metric tons CO_2e	337,600	277,991	97,814	130,282	218,918
	(2) Gross Scope 1 GHG emissions from other combustion	Metric tons CO_2e	384,808	294,257	309,509	257,051	380,879
	(3) Gross Scope 1 GHG emissions from process emissions	Metric tons CO_2e	0	0	0	0	0
	(4) Gross Scope 1 GHG emissions from other vented emissions	Metric tons CO_2e	330,026	361,602	285,538	51,277	50,487
	(5) Gross Scope 1 GHG emissions from fugitive emissions	Metric tons CO_2e	13,466	12,406	11,303	8,204	7,859
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Qualitative	We're implementing measurable emissions reduction initiatives according to the below emissions reduction targets.				

For EM-EP-110a.3 qualitative content:

We're implementing measurable emissions reduction initiatives according to the below emissions reduction targets.

By 2025:
- Reduce our Scope 1 GHG emissions intensity to below 12.5 mtCO$_2$e/MBOE): Achieved in 2022; 65% reduction from 2019 baseline
- Reduce our methane emissions to below 0.20% (mCH4/MCF): Achieved in 2022; 90% reduction from 2019 baseline
- Eliminate routine flaring: 58% reduction since 2019

By 2030: Reduce our Scope 1 and 2 GHG emissions intensity to below 10.0 mtCO$_2$e/MBOE: 55% reduction since 2019

We achieved two of our short-term climate targets three years ahead of schedule. We reached these milestones by instilling environmental and safety best management practices across our Company and investing in new technologies to optimize production, lower operating costs and reduce our emissions. More information, including details on our emissions reduction initiatives, is available in our 2024 Sustainability Report (Emissions Management section) and our Climate Risk and Resilience Report.

SASB CONTINUED

Vital Energy

SASB CODE	DESCRIPTION	UNIT	2019	2020	2021	2022	2023
AIR QUALITY							
EM-EP-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N2O), (2) SO_x, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM_{10})	Metric tons	Our facilities are permitted consistent with federal and state requirements that focus on tracking No_x, SO_x, VOCs and PM10 emissions at a facility level. In addition, we're expanding our continuous emissions monitoring system (CEMS) to cover more facilities to detect and mitigate emissions				
			—	—	—	1) NO_x: 2,692 mt	1) NO_x: 2,950 mt
			—	—	—	2) SO_x: Not reported	2) SO_x: Not reported
			—	—	—	3) VOCs: 3,423 mt	3) VOCs: 3,277 mt
			—	—	—	4) PM10: Not reported	4) PM10: Not reported
WATER MANAGEMENT							
EM-EP-140a.1	(1) Total fresh water withdrawn	Cubic meters (m3)	3,472,717	3,266,870	3,764,762	3,021,687	0[1]
	(2) Total fresh water consumed	Cubic meters (m3)	3,472,717	3,266,870	3,764,762	3,021,687	0[1]
	(2) Percentage of each in regions with High or Extremely High Baseline Water Stress	Percentage	0%	63%	100%	100%	0%
EM-EP-140a.2	(1) Volume of produced water and flow back generated	Cubic meters (m3)	4,779,470	4,346,482	7,484,755	11,841,125	17,242,192
	(1) Percentage discharged	Percentage	0%	0%	0%	0%	0%
	(2) Percentage injected	Percentage	61%	83%	82%	72%	88%
	(3) Percentage recycled	Percentage	39%	17%	18%	28%	12%
	(3) Hydrocarbon content in discharged water	Metric tons	0	0	0	0	0
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage	100%	100%	100%	100%	100%
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Percentage	Not tracked as defined by this metric.				

[1] Data from 2019 to 2022 classified all non-recycled water as fresh water. To better align with industry reporting, we now use the USGS definition of fresh water (less than or equal to 1,000 mg/L total dissolved solids). As such, our previously considered fresh water is now classified as brackish.

SASB CONTINUED

Vital Energy

SASB CODE	DESCRIPTION	UNIT	2019	2020	2021	2022	2023
BIODIVERSITY IMPACTS							
EM-EP-160a.1	Description of environmental management policies and practices for active sites	Qualitative	Vital Energy has an environmental management system (EMS), which is a set of processes and procedures that help the Company maintain compliance and decrease risk and environmental impacts. The system is integrated into our operations and offers our team a consistent framework for decision-making and training practices. Our EMS framework follows the "Plan-Do-Check-Act" methodology as our standard system approach and covers all our operational sites. We also reference our Environmental and Biodiversity Policy, which outlines our oversight and environmental commitments. More information can be found in our 2024 Sustainability Report (Environment section).				
EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills and volume recovered	Number, bbls	**Events:** 174 **Spilled:** 1,197 **Recovered:** 361 **Recovery rate:** 0.30 **Spill rate oil (spills / MBO):** 0.08	**Events:** 87 **Spilled:** 401 **Recovered:** 265 **Recovery rate:** 0.66 **Spill rate oil (spills / MBO):** 0.03	**Events:** 66 **Spilled:** 381 **Recovered:** 153 **Recovery rate:** 0.40 **Spill rate oil (spills / MBO):** 0.02	**Events:** 168 **Spilled:** 695 **Recovered:** 89 **Recovery rate:** 0.13 **Spill rate oil (spills / MBO):** 0.03	**Events:** 149 **Spilled:** 474 **Recovered:** 180 **Recovery rate:** 0.38 **Spill rate oil (spills / MBO):** 0.01
	Number and aggregate volume of non-hydrocarbon (water) spills and volume recovered	Number, bbls	**Events:** 174 **Spilled:** 7,809 **Recovered:** 4,723 **Recovery rate:** 0.60 **Spill rate water (spills / MBW):** 0.15	**Events:** 120 **Spilled:** 3,931 **Recovered:** 2,966 **Recovery rate:** 0.75 **Spill rate water (spills / MBW):** 0.08	**Events:** 85[1] **Spilled:** 1,005 **Recovered:** 466 **Recovery rate:** 0.46 **Spill rate water (spills / MBW):** 0.01	**Events:** 196 **Spilled:** 1,971 **Recovered:** 728 **Recovery rate:** 0.37 **Spill rate water (spills / MBW):** 0.02	**Events:** 200 **Spilled:** 1,988 **Recovered:** 799 **Recovery rate:** 0.40 **Spill rate water (spills / MBW):** 0.02
	Number and aggregate volume of hydrocarbon spills in Arctic, volume impacting shorelines with ESI rankings 8–10, and volume recovered	Number, bbls	Vital Energy doesn't operate in the Arctic or along shorelines with ESI rankings 8–10, as such, we have no spills in these areas. **Events:** 0 **Spilled:** 0 **Recovered:** N/A	**Events:** 0 **Spilled:** 0 **Recovered:** N/A	**Events:** 0 **Spilled:** 0 **Recovered:** N/A	**Events:** 0 **Spilled:** 0 **Recovered:** N/A	**Events:** 0 **Spilled:** 0 **Recovered:** N/A
EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%

[1] Certain spill data for 2021 was updated from previous reporting to help facilitate consistent methodology year-over-year.

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2019	2020	2021	2022	2023
SECURITY, HUMAN RIGHTS AND RIGHTS OF INDIGENOUS PEOPLES							
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Percentage	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Qualitative	Vital Energy fosters an environment in which the human rights of all are recognized and respected throughout the Company. As detailed in our Human Rights Policy endorsed by our CEO, we strive to uphold all internationally recognized human rights and follow all applicable national and local regulations as they pertain to the fundamental rights of all stakeholders. Our policy and commitments strive to align with the principles of the UN's Universal Declaration of Human Rights, the UN's Guiding Principles on Business and Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. This includes prohibiting the use of human trafficking, child labor and forced labor. It also protects employees' rights to freedom of association, security and the rights of Indigenous peoples and the right to water. Our Human Rights Policy applies to all Vital Energy employees, officers and directors and requires reporting of any perceived or actual human rights violations. We encourage reporting through our confidential Ethics & Compliance Hotline. Each contact is reviewed by our Director of Internal Audit and our General Counsel and reported to our Board Audit Committee as relevant. Vital Energy doesn't currently operate on or adjacent to any lands under the governance of Indigenous peoples. Should we do so, we would strive to follow all applicable laws and conduct community consultations to establish business practices that are respectful of Indigenous peoples' sovereignty, security (including water security and access to resources) and unique rights. We commit to not relocating or resettling people, when possible, for the benefit of our operations. More information can be found in our 2024 Sustainability Report (Human Rights and Indigenous Rights section).				
COMMUNITY RELATIONS							
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Qualitative	We value the partnerships necessary to operate successfully in our local communities. We encourage two-way communications with our owners and offer various resources to contact our Company, including a dedicated website section, email address and 24-hour field emergency phone number. In addition to these resources, community members may contact the Company through our Ethics & Compliance Hotline. As we continue to grow, we're committed to consulting with local communities and engaging with key stakeholders in the early stages of any major project. More information can be found in our 2024 Sustainability Report (Community Engagement section).				
EM-EP-210b.2	Number and duration of non-technical delays	Number, days	0	0	0	0	0

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2019	2020	2021	2022	2023
WORKFORCE HEALTH AND SAFETY							
EM-EP-320a.1	(1) Total recordable incident rate (TRIR)	Rate, #	**TRIR (combined):** 0.86 **TRIR (employees):** 0.37 **TRIR (contractors):** 1.00	**TRIR (combined):** 0.74 **TRIR (employees):** 0.78 **TRIR (contractors):** 0.73	**TRIR (combined):** 1.44 **TRIR (employees):** 1.22 **TRIR (contractors):** 1.53	**TRIR (combined):** 0.61 **TRIR (employees):** 0.00 **TRIR (contractors):** 0.78	**TRIR (combined):** 1.63 **TRIR (employees):** 1.22 **TRIR (contractors):** 1.77
	(2) Fatality rate	Rate, #	**Fatalities (combined):** 0 **Fatalities (employees):** 0 **Fatalities (contractors):** 0	**Fatalities (combined):** 0 **Fatalities (employees):** 0 **Fatalities (contractors):** 0	**Fatalities (combined):** 0 **Fatalities (employees):** 0 **Fatalities (contractors):** 0	**Fatalities (combined):** 0 **Fatalities (employees):** 0 **Fatalities (contractors):** 0	**Fatalities (combined):** 2 **Fatalities (employees):** 0 **Fatalities (contractors):** 2
	(3) Near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) shortservice employees	Rate, hours				**NMFR (combined):** 29.29 **NMFR (employees):** 40.27 **NMFR (contractors):** 26.47	**NMFR (combined):** 16.42 **NMFR (employees):** 30.24 **NMFR (contractors):** 11.72
			4a) On average, full-time field employees receive 33.6 hours of annual training. New supervisors receive additional training through their HAZWOPER certification, which is renewed annually with an 8-hour refresher. Office employees receive 5 hours of annual training, including both environmental and safety training. 4b) Contractors (supervisor level) receive approximately 20 hours of training per year through our monthly safety meetings. 4c) New field employees must complete the 8-hour SafeLand Certification course before engaging in field work. Our lease operators also participate in training related to fundamental, intermediate and advanced technical operations and standard operating procedures.				
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Qualitative	From our CEO to our team in the field, we work together to achieve our goal of zero incidents. We take action every day through our dedicated safety programs and procedures, including safety meetings, Stop Work Authority, hazard hunts, root cause analysis, emergency response planning and safety audits. We also focus on employee training and comprehensive contractor management. Specific to employee health, we offer numerous benefits to promote well-being. These include flexible work schedules, health and fitness benefits, an employee assistance program, family accommodations and caregiving support. More information can be found in our 2024 Sustainability Report (Promoting Workforce Health and Safety).				

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2019	2020	2021	2022	2023
RESERVES VALUATION AND CAPITAL EXPENDITURES							
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	MMbbls, MMscf	Annually, Vital Energy conducts third-party analysis to review the resilience of our business strategy with respect to climate-related scenarios (including net zero). The methods used align with TCFD and study both transition and physical risk impacts. The outcome of our analysis found that Vital Energy is positioned to continue producing oil and natural gas profitably, even in a carbon-constrained environment, and our business is likely to be resilient to the potential price impacts outlined in the majority of the scenarios studied. More information, including the results of our 2024 scenario analysis, can be found in our Climate Risk and Resilience Report (Strategy section).				
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Metric tons CO_2e	Not currently tracked				
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	USD	$73,275 revenue received[1]	$73,275 revenue received[1]	$73,275 revenue received[1]	$73,275 revenue received[1]	$73,275 revenue received[1]
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	Qualitative	Vital Energy expects that our portfolio of assets will remain resilient in a range of possible future low oil prices and lower carbon scenarios. We're committed to being a leading low cost operator by expanding our high-margin inventory and leveraging our contiguous acreage position to drive operational efficiency and increase drilling program rates of return. Furthermore, Vital Energy expects to continue acquiring strategic assets that we can develop economically and operate in a way that improves the environmental performance of those assets. The Company considers both economic and environmental factors when allocating capital. These investments are guided by our carbon abatement curve, which informs our decision-making and enables the Company to achieve a meaningful impact for our investment of human and financial capital. Additionally, our investments reduce the carbon intensity of several of assets we've acquired as part of our corporate transformation and further differentiates Vital Energy as an economically and environmentally sustainable operator. More information can be found in our Climate Risk and Resilience Report.				

[1] Metrics represent revenue received for renewable energy generated on surface land owned by Vital Energy and does not reflect amount invested in renewable energy.

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2019	2020	2021	2022	2023
BUSINESS ETHICS AND TRANSPARENCY							
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Qualitative	Vital Energy has built a reputation as a trustworthy and ethical Company and positive member of our community. All Vital Energy employees annually certify they are free from conflict of interest and further agree to conduct business honestly and fairly and to not take unfair advantage of anyone through any misrepresentation of material facts, manipulation, concealment, abuse of privileged information, fraud or other unfair business practice. Our Code strictly prohibits illegal activities, personal loans made by the Company, antitrust offenses, bribery and facilitation payments, corruption, harassment, conflicts of interest and retaliation for reporting in good faith. As defined in our Anti-Bribery and Anti-Corruption Policy, Vital Energy operates in compliance with anti-bribery and anti-corruption laws (including, but not limited to, the U.S. Foreign Corrupt Practices Act). As part of attesting annually to abide by our Code, Vital Energy employees agree to report any violations or perceived unethical situations to Company representatives or confidentially through our Ethics & Compliance Hotline. Vital Energy has a robust Whistleblower Policy that encourages any employee, business partner or other stakeholder to submit a good faith complaint regarding accounting, internal controls, auditing matters or concerns related to treatment of people or the environment. We will not retaliate against anyone who, in good faith, notifies us of a possible violation of law or our code, nor will we tolerate any harassment or intimidation of any employee who reports a suspected violation. Violations of our Code or related policies are not permitted and may result in disciplinary action, up to and including termination of employment. More information can be found in our 2024 Sustainability Report (Code of Conduct and Ethics Reporting section). According to our Supplier Management Policy, it is imperative that our suppliers adhere to our Code. This includes complying with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act. No supplier may participate in bribes or kickbacks of any kind, whether in dealing with public officials or individuals in the private sector. Should suppliers fail to meet Vital Energy's requirements or fail to comply with our Code, they may be removed from our Approved Supplier List. Additional details about supplier expectations and compliance can be found in our Supplier Management Policy.				
MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT							
EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Qualitative	Vital Energy doesn't make contributions to any political party, committee, candidate or holder of a government position unless permitted by law. The Company engages in lobbying efforts in Texas and D.C. to build relationships and to better understand proposed or pending industry legislation. It's against our Human Capital Management Policy to lobby our employees on behalf of a political candidate or to reimburse employees for political contributions or expenditures. More information can be found in our Anti-Bribery and Anti-Corruption Policy. We do participate in industry trade associations to collaborate with subject matter experts from other companies and influence the direction of those organizations. We have reviewed the climate statements for each trade association to evaluate whether their statements are generally aligned with our views. Annually, we publish our contributions to these trade groups in our sustainability report; these contributions can be found in the Additional Metrics section.				

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2019	2020	2021	2022	2023
CRITICAL INCIDENT RISK MANAGEMENT							
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate	0	0	0	1	0
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Qualitative	Risk oversight and management is a key responsibility of our Board. Our directors participate in risk management education and receive regular reports regarding our enterprise risk management (ERM) process. ERM is a dynamic process to identify, assess, prioritize and mitigate the Company's most significant enterprise risks and uncertainties that could materially impact the long-term health of the Company or prevent the achievement of strategic objectives. Our Director of Internal Audit facilitates our ERM program. We leverage a combination of our quarterly and annual internal ERM efforts and regular stakeholder engagement to understand and focus on issues of material significance to both Vital Energy and our stakeholders. Once potential risks are identified, we conduct appropriate analyses for each of our potential key risks. We also monitor the legislative environment and regulatory developments to identify any pending matters that may impact our business. Our ERM process continues to evolve to reflect our sector's dynamic risk landscape. More information can be found in our 2024 Sustainability Report (Enterprise Risk Management section). Throughout our report, we discuss various risk mitigation strategies and in our climate report, we specifically list climate-related risks with their corresponding mitigation plans. More information on these mitigation plans can be found in the Risk Management section of our Climate Risk and Resilience Report.				

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2019	2020	2021	2022	2023
ACTIVITY METRICS							
EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Thousand barrels of oil equivalent per day (MBOED) from unconventional shale reservoirs	80.9	87.8	81.7	82.4	96.5
		(1) Thousand barrels of crude oil per day (MBOPD) from unconventional shale reservoirs	28.4	26.9	31.8	37.9	46.2
		(2) Million standard cubic feet of natural gas per day (MMCFD) from unconventional shale reservoirs	314.7	365.4	299.1	267.0	301.8
		(3) Thousand barrels of synthetic oil per day (MBOPD)	0	0	0	0	0
		(4) Million standard cubic feet of synthetic gas per day (MMCFD)	0	0	0	0	0
EM-EP-000.B	Number of offshore sites	Number	0	0	0	0	0
EM-EP-000.C	Number of terrestrial sites	Number	1,269 producing wells (gross)	1,322 producing wells (gross)	1,917 producing wells (gross)	1,916 producing wells (gross)	2,476 producing wells (gross)
			All Vital Energy operations are on terrestrial sites				

International Petroleum Industry Environmental Conservation Association (Ipieca)

Ipieca is the global oil and natural gas industry association for advancing environmental and social performance. The sustainability reporting guidance for the oil and natural gas industry is a key tool to help companies shape the structure and content of their sustainability reporting. The guidance provides direction on the content of a typical industry report by covering 21 sustainability issues and 43 indicator categories. These issues and indicators have been selected based on industry consensus, together with significant insights and suggestions from an independent panel of stakeholders with expertise in the sector and sustainability reporting.

TOPIC	RESPONSE
Governance and Business Ethics	
GOV-1: Governance approach	The Vital Energy Board of Directors currently consists of 10 directors serving staggered three-year terms. In the last five years, 90% of our Board has been refreshed as part of an intentional effort to increase knowledge around ESG and technology — expertise that reflects the future of the energy business. The Chair of our Board is an independent director with a separate, distinct role from our CEO. Our Board holds regular meetings without involvement from management and our four Committees are comprised of only independent directors. In 2023, our Board held 33 meetings either in committee or as a full Board.
	Two Board Committees have primary ESG-related governance. Our Audit Committee oversees our Enterprise Risk Management (ERM) process during which ESG and climate-related risks are evaluated. Our Nominating, Corporate Governance, Environmental and Social (NGE&S) Committee has ultimate oversight of ESG matters, discussing risks and opportunities at each of its quarterly meetings. ESG matters were discussed at nearly 36% of Board meetings in 2023.
	Our Board, officers and employees are accountable to our Code of Conduct and Business Ethics, which establishes a workplace culture committed to the highest ethical standards and the law. A separate Code of Ethics governs the actions of our Senior Financial Officers, in accordance with applicable U.S. federal securities laws and the NYSE Listed Company Manual. Vital Energy employees must attest to the Code each year and are responsible for reporting any violations or perceived unethical situations to Company representatives or confidentially through our Ethics & Compliance Hotline.
	We have a number of policies that support the values and behaviors outlined in our Code. Some of these policies include: Anti-Bribery and Anti-Corruption; Anti-Discrimination, Anti-Harassment and Anti-Retaliation; Environmental and Biodiversity; Human Capital Management; Human Rights and Insider Trading. Violations of our Code or related policies are not permitted and may result in disciplinary action, up to and including termination of employment. More information can be found in our 2024 Sustainabilty Report (Governance section).
GOV-2: Management systems	Consistent with our Company values of driving accountability and involvement, ESG oversight and accountability occurs at multiple levels of our organization. Our Board's NGE&S Committee has ultimate oversight of ESG matters, discussing risks and opportunities at each of its quarterly meetings. At the executive level, our Chief Sustainability Officer (CSO) leads and directs the Company's sustainability strategy and implementation, reports to the CFO, leads the Sustainability Management Committee and provides regular updates to the Board's NGE&S Committee, including progress toward our ESG targets. Vital Energy's Sustainability Management Committee (which is made up of cross-functional Company leaders) executes ESG efforts across the organization and makes recommendations for our operations and business strategy.
	To further encourage accountability across our business, we set operational targets and, at times, tie them to executive and/or employee compensation. Specific to sustainability, we tie both our executive and employee compensation programs to environmental and safety metrics. By aligning our Short-Term Incentive Program (STIP) and Long-Term Incentive Program (LTIP) payouts to sustainability targets, such as emissions reduction, spill intensity and safety, we are further incentivizing ownership related to ESG performance across the organization. More information can be found in our 2024 Sustainability Report (Governance section).

Ipieca CONTINUED

TOPIC	RESPONSE
Governance and Business Ethics	
GOV-3: Preventing corruption	Vital Energy has built a reputation as a trustworthy and ethical Company and positive member of our community. All Vital Energy employees annually certify they are free from conflict of interest and further agree to conduct business honestly and fairly and not take unfair advantage of anyone through any misrepresentation of material facts, manipulation, concealment, abuse of privileged information, fraud or other unjust business practice. Our Code strictly prohibits illegal activities, personal loans made by the Company, antitrust offenses, bribery and facilitation payments, corruption, harassment, conflicts of interest, and retaliation for reporting in good faith. As defined in our Anti-Bribery and Anti-Corruption Policy, Vital Energy operates in compliance with anti-bribery and anti-corruption laws (including, but not limited to, the Foreign Corrupt Practices Act). As part of attesting annually to abide by our Code, Vital Energy employees agree to report any violations or perceived unethical situations to Company representatives or confidentially through our Ethics & Compliance Hotline. Vital Energy has a robust Whistleblower Policy that encourages any employee, business partner or other stakeholder to submit a good faith complaint regarding accounting, internal controls, auditing matters or concerns related to treatment of people or the environment. We will not retaliate against anyone who, in good faith, notifies us of a possible violation of law or our code, nor will we tolerate any harassment or intimidation of any employee who reports a suspected violation. Violations of our Code or related policies are not permitted and may result in disciplinary action, up to and including termination of employment. More information can be found in our 2024 Sustainability Report (Code of Conduct and Ethics Reporting section). According to our Supplier Management Policy, it is imperative that our suppliers adhere to our Code. This includes complying with all applicable anti-corruption laws, including the U.S. Foreign Corrupt Practices Act. No supplier may participate in bribes or kickbacks of any kind, whether in dealing with public officials or individuals in the private sector. Should suppliers fail to meet Vital Energy's requirements or fail to comply with our Code, they may be removed from our Approved Supplier List. Additional details about supplier expectations and compliance can be found in our Supplier Management Policy.
GOV-4: Transparency of payments to host governments	Vital Energy only operates in the U.S. and therefore doesn't have any host governments. Specific to government payments, as stated in our Anti-Bribery and Anti-Corruption Policy, we operate in compliance with anti-bribery and anti-corruption laws such as the U.S. Foreign Corrupt Practices Act. Additionally, we strictly prohibit facilitation payments (small payments made to government officials in exchange for expedited services such as approvals of permits or licenses) and gifts. We require all employees to complete mandatory anti-corruption and anti-bribery training that covers giving and receiving gifts, conflict of interest, appropriate record keeping and our overall commitment to ethical behavior and compliance. More information can be found in our Anti-Bribery and Anti-Corruption Policy. Violations of our Code or related policies are not permitted and may result in disciplinary action, up to and including termination of employment. Employees must attest to our Code (and its policies) annually and are responsible for reporting any violations or perceived unethical situations to Company representatives or confidentially through our Ethics & Compliance Hotline. Employees are protected by our Whistleblower Policy and federal whistleblower laws. More information can be found in our 2024 Sustainability Report (Code of Conduct and Ethics Reporting section).
GOV-5: Public advocacy and lobbying	Vital Energy does not make contributions to any political party, committee, candidate or holder of a government position unless permitted by law. The Company engages in lobbying efforts in Texas and D.C. to build relationships and to better understand proposed or pending industry legislation. It's against our Human Capital Management Policy to lobby our employees on behalf of a political candidate and to reimburse employees for political contributions or expenditures. More information can be found in our Anti-Bribery and Anti-Corruption Policy. We do participate in industry trade associations to collaborate with subject matter experts from other companies and influence the direction of those organizations. We have reviewed the climate statements for each trade association to evaluate whether their statements are generally aligned with our views. Annually, we publish our contributions to these trade groups in our sustainability report; these contributions can be found in the Additional Metrics section.

Ipieca CONTINUED

Vital Energy

TOPIC	RESPONSE
Climate Change and Energy	
CCE-1: Climate governance and strategy	**Board governance:** Our Board's Nominating, Corporate Governance, Environmental and Social (NGE&S) Committee is accountable for monitoring and evaluating programs and policies relating to ESG and climate. Climate concerns and issues are discussed at each quarterly committee meeting and relevant updates are provided to the Board-at-large at least quarterly. The Committee is also actively involved in setting and monitoring the progress of our emissions reduction targets and the portions of our STIP and LTIP awards related to ESG at quarterly Committee meetings. Specific to risk (including climate-related risk), our Board receives an annual ERM report that includes identified risks and mitigation plans.
	Operational management: At an organizational level, our Sustainability Management Committee leads our emissions reduction strategy and activity and executes climate-related risk mitigation plans, as directed by our Chief Sustainability Officer (CSO). This committee is a multi-disciplined team of internal leaders from the Operations and Business Development, Finance and Accounting, Supply Chain, Legal, Audit, Human Resources and Investor Relations teams, in addition to other departments. Our CSO leads and directs the Company's sustainability efforts, including guiding climate-related strategies. He reports to the CFO and provides regular updates at NGE&S Committee meetings. More information can be found in our Climate Risk and Resilience Report (Governance section).
	Strategy resilience: Annually, Vital Energy conducts third-party analysis to review the resilience of our business strategy with respect to climate-related scenarios (including net zero). The methods used align with TCFD and study both transition and physical risk impacts. The outcome of our analysis found that Vital Energy is positioned to continue producing oil and natural gas profitably, even in a carbon-constrained environment, and our business is likely to be resilient to the potential price impacts outlined in the majority of the scenarios studied. More information, including the results of our 2024 scenario analysis, can be found in our Climate Risk and Resilience Report (Strategy section).
CCE-2: Climate risk and opportunities	**Risk management:** Vital Energy is committed to assessing physical, energy transition and climate-related risks as part of our enterprise risk management (ERM) process and environmental management system. These processes help embed climate-related risks more deeply into our strategic planning process and work to support our endeavors to achieve the highest possible data quality of our emissions inventories. Vital Energy's Director of Internal Audit manages our ERM process and functionally reports to our Board's Audit Committee and administratively reports to our General Counsel. As a member of the Sustainability Management Committee, our Internal Audit Director tracks and monitors climate-related risks and mitigation plans. These mitigation plans are managed by our Chief Sustainability Officer (strategy) and our Vice President of Operations Support (implementation). Our TCFD-aligned climate report lists our climate-related risks with corresponding mitigation plans in the Risk Management section. These risks include policy and legal, technology, market, reputation and physical risks. **Opportunities:** Our annual strategic planning and year-end budgeting process, tied with our ERM process, also highlights climate-related opportunities for our organization. These opportunities include resource efficiencies, energy source shifts to more responsibly sourced oil and gas and the potential for development of new lower carbon services or products adjacent to our industry. **Emissions reduction:** To most effectively mitigate risk and take advantage of climate-related opportunities, we must reduce our emissions and follow through on our pathway to our 2025 and 2030 climate targets. Using our carbon abatement cost (CAC) curve, we have identified and are implementing three primary emissions reduction initiatives: enhancing monitoring and leak mitigation; reducing flared and vented emissions; and electrifying our operations. More information on all of the above topics can be found in our Climate Risk and Resilience Report.

Our priority is to reduce the Scope 1 and 2 emissions associated with our operations. To support this goal, we developed short-term targets (outlined to the right). We are also committed to using 50% recycled water for our completion operations by 2025, further reducing this physical climate risk (access to water).	**Climate Targets by 2025:** – Reduce our Scope 1 GHG emissions intensity to below 12.5 $mtCO_2e$/MBOE): **Achieved in 2022; 65% reduction from 2019 baseline** – Reduce our methane emissions to below 0.20% (mCH4/MCF): **Achieved in 2022; 90% reduction from 2019 baseline** – Eliminate routine flaring: 58% reduction since 2019	**Climate Targets by 2030:** Reduce our Scope 1 and 2 GHG emissions intensity to below 10.0 $mtCO_2e$/MBOE: 55% reduction since 2019

Ipieca CONTINUED

TOPIC	RESPONSE
Climate Change and Energy	

TOPIC	RESPONSE
CCE-3: Lower-carbon technology	In 2019, we began a digital transformation focused on helping our engineers solve operational problems more efficiently and effectively, including reducing emissions across our operations. As part of our digital transformation, called Intelligent Well, we adopted technology solutions that help reduce emissions through continuous emissions monitoring systems and early leak detection as well as thermal imaging cameras / computer vision and IoT sensor arrays. Other lower carbon technology solutions we are executing include (but are not limited to): piloting drone monitoring, increasing our optical gas imaging inspections, converting vented pneumatic devices to non-vent, outfitting all new Company-operated facilities with vapor recovery systems, utilizing Closed-Loop Flowback systems and electrifying our operations (including the electric frac fleet we deployed in the first quarter of 2023). More information on our technology adoption is available in our 2024 Sustainability Report (Emissions Management section) and our Climate Risk and Resilience Report.

CCE-4: GHG emissions (Metric tons CO_2e), *specific to Vital Energy, upstream only*

2019	2020	2021	2022	2023
Scope 1: 1,070,077	**Scope 1:** 950,218	**Scope 1:** 708,178	**Scope 1:** 452,106	**Scope 1:** 663,046
Scope 2: 20,288	**Scope 2:** 21,578	**Scope 2:** 65,361	**Scope 2:** 70,574	**Scope 2 (location-based):** 203,376
Scope 3: 14,572,966	**Scope 3:** 14,450,486	**Scope 3:** 14,719,384	**Scope 3:** 15,524,955	**Scope 2 (market-based):** 226,974
				Scope 3: 27,348,482
Scope 1 **GHG emissions intensity:** 26.03 Metric tons CO_2e / MBOE	**Scope 1** **GHG emissions intensity:** 23.13 Metric tons CO_2e / MBOE	**Scope 1** **GHG emissions intensity:** 17.29 Metric tons CO_2e / MBOE	**Scope 1** **GHG emission intensity:** 10.70 Metric tons CO_2e / MBOE	**Scope 1** **GHG emissions intensity:** 9.14 Metric tons CO_2e/MBOE
Methane emissions: 512,276	**Methane emissions:** 389,167	**Methane emissions:** 203,871	**Methane emissions:** 68,995	**Methane emissions:** 78,977

Scope 2 emissions include electricity consumed by our field operations and don't include electricity consumed by our offices.

Estimated Scope 3 emissions based on gross operated sales volumes using the Ipieca Category 11 methodology, which incorporates EPA GHG emissions factors.

Our Scope 3 estimates are preliminary, and subject to uncertainty, inconsistency or duplication.

TOPIC	RESPONSE
CCE-5: Methane emissions	Our priority is to reduce the Scope 1 (including methane emissions) and Scope 2 emissions associated with our operations. To support this ambition, we set a series of climate-related targets including reducing our methane emissions to below 0.20% (as a percentage of natural gas produced) by 2025. Since 2019, we've invested approximately $9 million in emissions reduction initiatives, primarily focused on retrofitting facilities and replacing pneumatics across our operations. These changes significantly reduced emissions and mitigate approximately $8 million per year in potential methane fees. More information can be found in our Climate Risk and Resilience Report. Our Chief Sustainability Officer (CSO), with support from our CFO and our Board's NGE&S Committee, monitors and tracks progress against our climate-related goals. He also leads our Sustainability Management Committee that executes our emissions reductions programs and strategies, such as those noted above.

CCE-6: Energy use (gigajoules)

2019	2020	2021	2022	2023
172,019 (Scope 2)	182,958 (Scope 2)	554,191 (Scope 2)	685,293 (Scope 2)	1,974,865 (Scope 2)

As part of our emissions reduction goals, we committed to reduce our Scope 1 and 2 GHG emissions intensity to 10.0 (mtCO_2e / MBOE) by 2030. In support of this target, we have implemented several programs to make our operations more energy efficient. These include adopting technology that increases our production using less fuel, consuming electricity from the ERCOT grid, which is comprised of both renewable and non-renewable sources, and exploring renewable energy partnerships. More information can be found in our Climate Risk and Resilience Report.

Ipieca CONTINUED

Vital Energy

TOPIC	RESPONSE				
Climate Change and Energy					
CCE-7: Flared natural gas (Metric tons CO_2e)	**2019**	**2020**	**2021**	**2022**	**2023**
	337,600 (32% of total Scope 1)	277,991 (29% of total Scope 1)	97,814 (14% of total Scope 1)	130,282 (29% of total Scope 1)	218,918 (33% of total Scope 1)

As part of our emissions reduction goals, we committed to eliminate routine flaring by 2025, in alignment with the World Bank Zero Routine Flaring Initiative. In 2023, we continued to reduce routine flaring volumes resulting in a 58% reduction since our 2019 baseline — and we are on track to meet our 2025 target. All of our flaring occurs in the Permian Basin. More information can be found in our Climate Risk and Resilience Report.

Environment					
ENV-1: Freshwater	**2019**	**2020**	**2021**	**2022**	**2023**[1]
	3,472,717 cubic meters withdrawn/consumed	3,266,870 cubic meters withdrawn/consumed	3,764,762 cubic meters withdrawn/consumed	3,021,687 cubic meters withdrawn/consumed	0 cubic meters withdrawn/consumed
	(35% recycled water used for completion operations)	(19% recycled water used for completion operations)	(26% recycled water used for completion operations)	(49% recycled water used for completion operations)	(57% recycled water used for completion operations)

Vital Energy considers access to water a fundamental human right. We recognize our role in helping protect this natural resource and take pride in our holistic approach to managing and minimizing our impact on freshwater supplies. In 2023, we achieved our water recycling (freshwater reduction) target and didn't use any fresh water for our completion activities.

Approximately 71% of our operations are in areas designated as high baseline water stress per the World Resources Institute Aqueduct tool. We have had a consistent commitment to reduce our freshwater use and in 2023, we didn't use any fresh water within our completion operations. We expect this to continue as we emphasize using brackish and recycled produced water in our operations in Glasscock, Reagan and Howard Counties.

Our Company-operated water infrastructure provides a reliable source of water for our completion operations while providing low-cost takeaway capacity for flowback and produced water. If fresh water is needed, we source it from within the Permian Basin and don't discharge any water (fresh or produced) to surfaces or wetlands. More information can be found in our 2024 Sustainability Report (Water Management section).

ENV-2: Discharges to water	**2019**	**2020**	**2021**	**2022**	**2023**
	0%	0%	0%	0%	0%

ENV-3: Biodiversity policy and strategy	We're a steward of the land on which we operate, and we consider biodiversity management an important facet of this stewardship. Our Environmental and Biodiversity Policy focuses on avoiding or limiting impacts to critical habitats and species. Overseeing this policy and our biodiversity protection program is our EHS Manager and our Vice President of Operations Support.

Vital Energy works to identify and evaluate sensitive species and habitats during the initial stages of our project planning. We avoid critical areas of biodiversity in any expansion of our operations and we accelerate environmental restoration as appropriate. Our biodiversity management efforts include avoidance (site assessments and avoidance plans), minimization (minimizing disruptions if impact can't be avoided) and restoration (restoring to a site's previous condition or better). More information, including a link to our Environmental and Biodiversity Policy, can be found in our 2024 Sustainability Report (Biodiversity Protection section).

[1] Data from 2019 to 2022 classified all non-recycled water as fresh water. To better align with industry reporting, we now use the USGS definition of fresh water (less than or equal to 1,000 mg/L total dissolved solids). As such, our previously considered fresh water is now classified as brackish.

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Vital Energy

TOPIC	RESPONSE
Environment	
ENV-4: Protected and priority areas for biodiversity conservation	Vital Energy does not operate near or adjacent to protected or priority areas for biodiversity conservation and we have no reserves in or near sites with protected conservation status or endangered species habitats. The Company is committed to preventing operations in protected areas or areas of high biodiversity value as (as designated under the International Union for Conservation of Nature (IUCN)), United Nations Educational, Scientific and Cultural Organization (UNESCO) sites, key biodiversity areas and designated wetlands.
ENV-5: Emissions to air	Our facilities are permitted consistent with federal and state requirements that focus on tracking NO_x, SO_x, VOCs and PM10 emissions at a facility level. In addition, we are expanding our Continuous Emissions Monitoring Systems (CEMS) pilot to cover more facilities across the field to detect and mitigate emissions releases on our locations. For 2023: NO_x emissions: 2,950 mt; CO emissions: 1,463 (mt) and VOC emissions: 3,277 mt.

ENV-6: Spills to the environment

2019	2020	2021	2022	2023
Hydrocarbon	**Hydrocarbon**	**Hydrocarbon**	**Hydrocarbon**	**Hydrocarbon**
Events: 107	Events: 87	Events: 66	Events: 168	Events: 149
Spilled: 1,197 (bbls)	Spilled: 401 (bbls)	Spilled: 381 (bbls)	Spilled: 695 (bbls)	Spilled: 474 (bbls)
Recovered: 361 (bbls)	Recovered: 265 (bbls)	Recovered: 153 (bbls)	Recovered: 89 (bbls)	Recovered: 180 (bbls)
Spill rate oil (spills / MBO): 0.08	Spill rate oil (spills / MBO): 0.03	Spill rate oil (spills / MBO): 0.02	Spill rate oil (spills / MBO): 0.03	Spill rate oil (spills / MBO): 0.01
Water	**Water**	**Water**	**Water**	**Water**
Events: 174	Events: 120	Events: 85	Events: 196	Events: 200
Spilled: 7,809	Spilled: 3,931	Spilled: 1,005	Spilled: 1,971	Spilled: 1,988
Recovered: 4,723	Recovered: 2,966	Recovered: 466	Recovered: 728	Recovered: 799
Spill rate water (spill / MBW): 0.15	Spill rate water (spill / MBW): 0.08	Spill rate water (spill / MBW): 0.01	Spill rate oil (spill / MBW): 0.02	Spill rate oil (spill / MBW): 0.02

Our spill prevention planning includes sound well design and construction based on recognized standards for retaining fluid and materials within the wellbore (preventing migration to groundwater sources or surface areas) and maintaining long-term integrity of the well. For all new production facilities, we also include primary and secondary containment protocols.

To further incentivize spill prevention among our workforce, we include spill intensity as a performance metric in our employee STIP program. Since 2019, we have reduced our produced fluid spill intensity rate by 80%, which includes the integration of assets acquired since 2019. Recently acquired facilities are in the process of being upgraded to Vital Energy's operating standards.

To reduce the frequency and volume of fluid spills, our Operations and EHS teams identified potential risks and developed spill prevention plans. Team members meet monthly to track our progress and study any spills or potential spills recorded through our Root Cause Analysis program.

Should a spill occur, Vital Energy efficiently initiates our emergency response action plan. We prioritize the safety of our employees and communities while working to contain the spill and prevent environmental impact. Once controlled, we begin spill remediation efforts with the goal of recovering as much of the spilled fluid as possible and fully restoring any impacted areas. More information about our spill prevention programs are available in our 2024 Sustainability Report (Spill Prevention section).

TOPIC	RESPONSE
ENV-7: Materials management	Our materials management efforts were comprised principally of water and natural gas filters from compressor sites as well as contaminated soil associated with spill remediation.
ENV-8: Decommissioning	Decommissioning is the process by which we retire a well, most often occurring when the well reaches the end of its economic life. We follow regulatory guidelines for well closure, obtaining necessary permits for decommissioning in accordance with local regulations and complying with the terms of our lease. The most important stakeholder during site decommissioning is the landowner. We work closely with the landowner to return the site to the condition most conducive to the landowner's future use, often reseeding with native grasses and flora or returning the land to agricultural use. Our site decommissioning steps are available in our 2024 Sustainability Report (Biodiversity Protection section).

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TOPIC	RESPONSE
Safety, Health and Security	
SHS-1: Safety, health and security engagement	From our CEO to our team in the field, we work together to achieve our goal of zero incidents. We take action every day through our dedicated safety programs and procedures, including safety meetings, Stop Work Authority, hazard hunts, root cause analysis, emergency reponse planning and safety audits. We also focus on employee training and comprehensive contractor management. Employee and contractor safety performance is included in our 2023 STIP to further incentivize safe behaviors. Field and office personnel both complete safety training and, in 2023, field employees completed an average of 34 safety training hours per employee.
	Specific to contractors, we aim to work only with those partners who have met our minimum safety standards, have a proven track record of safety performance and adhere to our Code. We leverage third-party services to help manage contractors on location and we track key performance indicators to promote timely action on any contractor-related issues and to capture lessons learned. Many of our vendors and contractors regularly participate in our on-site safety meetings and safety standdown meetings. Additionally, our field safety consultants observe our operations and in-field contractors to improve our safety practices.
	For continued learning and best practices sharing, we participate in industry safety organizations including AXPC's safety committee. More information can be found in our 2024 Sustainability Report (Promoting Workforce Health and Safety section).
SHS-2: Workforce and community health	Prior to work, we conduct an analysis of a site to identify any potential health and safety factors. These factors are then discussed during our pre-job safety meeting wtih all field employees. We also provide job safety analysis (JSA) training at least annually to all field employees.
	Across our Company, we also offer proactive wellness benefits and initiatives to encourage healthier lifestyles. These include flexible work schedules, health and fitness benefits, an employee assistance program, family accommodations and caregiving support. More information can be found in our 2024 Sustainability Report (Promoting Workforce Health and Safety section).

SHS-3: Occupational injury and illness incidents	**2019**	**2020**	**2021**	**2022**	**2023**
	Combined Workforce	**Combined Workforce**	**Combined Workforce**	**Combined Workforce**	**Combined Workforce**
	TRIR: 0.86	TRIR: 0.74	TRIR: 1.44	TRIR: 0.61	TRIR: 1.63
	LTIR: 0.86	LTIR: 0.74	LTIR: 1.00	LTIR: 0.46	LTIR: 0.54
	Fatalities: 0	Fatalities: 0	Fatalities: 0	Fatalities: 0	Fatalities: 2
	Employees	**Employees**	**Employees**	**Employees**	**Employees**
	TRIR: 0.37	TRIR: 0.78	TRIR: 1.22	TRIR: 0	TRIR: 1.22
	LTIR: 0.37	LTIR: 0.78	LTIR: 1.22	LTIR: 0	LTIR: 0.31
	Fatalities: 0	Fatalities: 0	Fatalities: 0	Fatalities: 0	Fatalities: 0
	Contractors	**Contractors**	**Contractors**	**Contractors**	**Contractors**
	TRIR: 1.00	TRIR: 0.73	TRIR: 1.53	TRIR: 0.78	TRIR: 1.77
	LTIR: 1.00	LTIR: 0.73	LTIR: 0.92	LTIR: 0.58	LTIR: 0.62
	Fatalities: 0	Fatalities: 0	Fatalities: 0	Fatalities: 0	Fatalities: 2

Ipieca CONTINUED

TOPIC	RESPONSE				
Safety, Health and Security					
SHS-4: Transport safety (vehicle incident rate – number of incidents/million miles driven)	**2019** 0.40	**2020** 0	**2021** 0.87	**2022** 0.57	**2023** 0.71
SHS-5: Product stewardship	Vital Energy produces hydrocarbons and employees involved in the production process receive training related to safe operational practices, including operational, chemical and product related hazards. Similarly, hazards associated with our operations are discussed in our pre-job safety meetings prior to conducting operations. Should a non-routine operation occur, we may bring in local first responders to train on potential hazards associated with that operation.				
SHS-6: Process safety (number of Tier 1 process safety events, upstream)	**2019** 0	**2020** 0	**2021** 0	**2022** 1	**2023** 0
SHS-7: Security risk management	Vital Energy doesn't use external security forces but we do contract with security personnel to monitor sites in high theft areas. We also don't own or operate assets in or near areas of conflict. We are committed to not operating in areas of active conflict with the aim that our business operates in a manner that is fair and equitable, and to protect our business from threats, vulnerabilities and risks.				
Social					
SOC-1: Human rights due diligence	Vital Energy aims to foster an environment in which the human rights of all are recognized and respected throughout the Company. As detailed in our Human Rights Policy endorsed by our CEO, we strive to uphold all internationally recognized human rights and follow all applicable national and local regulations as they pertain to the fundamental rights of all stakeholders. Our policy and commitments align with the principles of the UN's Universal Declaration of Human Rights, the UN's Guiding Principles on Business and Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. This includes prohibiting the use of human trafficking, child labor and forced labor. It also protects employees' rights to freedom of association, security and the rights of Indigenous peoples and the right to water. Our Human Rights Policy applies to all Vital Energy employees, officers and directors and requires reporting of any perceived or actual human rights violations. We encourage reporting through our confidential Ethics & Compliance Hotline. Each contact is reviewed by our Director of Internal Audit and our General Counsel and reported to our Board Audit Committee as relevant. Vital Energy doesn't currently operate on or adjacent to any lands under the governance of Indigenous peoples. Should we do so, we strive to follow all applicable laws and conduct community consultations to establish business practices that are respectful of Indigenous peoples' sovereignty, security (including water security and access to resources) and unique rights. We commit to not relocating or resettling people, when possible, for the benefit of our operations. More information can be found in our 2024 Sustainability Report (Human Rights and Indigenous Rights section).				
SOC-2: Suppliers and human rights	Specific to Supply Chain, we're committed to continuing to align our supply chain policies and procurement process with human rights and sustainable practices. We also include our expectations around the protection of human rights and strong ESG performance in our Supplier Management Policy. More information is available in our Supplier Management Policy.				

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//Vital Energy

TOPIC	RESPONSE
Social	
SOC-3: Security and human rights	Vital Energy does not have external security forces and doesn't own or operate assets in or near areas of conflict. We are committed to not operating in areas of active conflict to ensure our business operates in a manner that is fair and equitable, and to protect our business from threats, vulnerabilities and risks. We also abide by the principles outlined in our Human Rights Policy.
SOC-4: Site-based labor practices and worker accommodation	We recognize that an engaged, healthy, well-trained workforce is key to our world-class culture and helps us accomplish our strategic goals. We work to foster an environment of safety and inclusion through our Code of Conduct and Business Ethics, related policies and biennial anti-harassment training. Since we only operate in the U.S., our operations and their workforce are also governed by U.S. law specific to minimum wage, legal working age and freedom from discrimination and harassment (these are also commitments outlined in our Anti-Discrimination, Anti-Harassment and Anti-Retaliation Policy). We firmly believe that everyone at Vital Energy contributes to our Company's success. We also recognize there are always areas for continuous improvement and our hotline provides a mechanism for employees and contractors to report grievances without retaliation and allows the Company to review and adjust, if necessary. Our Ethics & Compliance Hotline is (844) 732-6240.

SOC-5: Workforce diversity[1] and inclusion

2019	2020	2021	2022	2023
Total diversity: 47%	**Total diversity**: 47%	**Total diversity**: 47%	**Total diversity**: 49%	**Total diversity**: 49%
Women (% of workforce): 29%	**Women (% of workforce):** 27%	**Women (% of workforce):** 27%	**Women (% of workforce):** 28%	**Women (% of workforce):** 25%
Racially and/or ethnically diverse (% of workforce): 26%	**Racially and/or ethnically diverse (% of workforce):** 25%	**Racially and/or ethnically diverse (% of workforce):** 26%	**Racially and/or ethnically diverse (% of workforce):** 28%	**Racially and/or ethnically diverse (% of workforce):** 31%

Guided by mutual respect and trust, we support and encourage a diverse, equitable and inclusive workplace. We believe a diverse workforce is critical to attaining our highest level of productivity, creativity and efficiency and helps our organization accomplish our mission.

Our commitment to DEI informs the recruitment, retention and development strategies we use to increase diversity across our organization. These efforts are managed by our Vice President of Human Resources (with oversight from our Board's NGE&S Committee) and further support our strict anti-discrimination and anti-harassment workplace as defined by our Code and related policies. Vital Energy employees participate in biennial anti-harassment training and annual unconscious bias and inclusion training to help ensure companywide understanding of and commitment to creating a safe workplace for all.

To further an inclusive workplace, we host the Vital Women's Network — an employee affinity group focused on strengthening networks, developing strategic connections and cultivating learning experiences among the Company's female workforce.

More information can be found in our 2024 Sustainability Report (Diversity, Equity and Inclusion section) and within our Human Capital Management Policy and our Anti-Discrimination, Anti-Harassment and Anti-Retaliation Policy.

TOPIC	RESPONSE
SOC-6: Workforce engagement	Our workplace culture encourages diversity of people, backgrounds and beliefs to challenge precedents and push past perceived limits. Respect and two-way communications support an inclusive work environment where employees feel comfortable sharing ideas and feedback. We regularly engage with our employees and consider their feedback when determining additional employee programs or initiatives to implement. We host townhall meetings, providing opportunities for employees to engage with executive leadership, and our leadership team holds companywide virtual meetings twice monthly to highlight exciting, ongoing projects. Employees have a chance to contribute feedback during annual performance reviews and mid-year review meetings during which they discuss their performance goals and individual and team assessments. Participants in our Leadership Enhancement Training Series (LETS) also receive a formal 360-review that incorporates feedback from peers, direct reports, supervisors and others across the Company.

[1] Diversity is determined by gender and race and/or ethnicity.

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Vital Energy

TOPIC	RESPONSE
Social	
SOC-7: Workforce training and development	We believe in the talent of our team and regulary invest in growing our employees' skills and career development opportunities. For every employee, we provide a third-party digital competency training platform through our Company intranet that offers a variety of self-paced learning opportunities ranging in topics from basic computer skills to more advanced data visualizations. We also offer employees resources such as our Spectrum Development program, which focuses on personal development and strengthening team relationships, and tuition reimbursement (up to the IRS maximum of $5,250 per employee, per year). Recognizing that certain employees and certain roles have unique training needs, we host specialized training programs for lease operators, field technicians and people leaders. For example, in 2023, our Leadership Enhancement Training Series provided more than 37 hours of training per participant. More information can be found in our 2024 Sustainability Report (Human Capital Management section).
SOC-8: Workforce non-retaliation and grievance mechanisms	Should employees need to report a concern, they have several opportunities, from telling a Company representative to reporting confidentially through our third-party Ethics & Compliance Hotline. The Company has a robust Whistleblower Policy, including a commitment to not retaliate against anyone who, in good faith, notifies us of a possible violation of law or our code. We will also not tolerate any harassment or intimidation of any employee who reports a suspected violation. More information can be found in our 2024 Sustainability Report (Code of Conduct and Ethics Reporting section), which also includes a link to our Anti-Discrimination, Anti-Harassment and Anti-Retaliation Policy.
SOC-9: Local community impacts and engagement	We value the partnerships necessary to operate successfully in our local communities. We encourage two-way communications with our owners and offer various resources to contact our Company, including a dedicated website section, email address and 24-hour field emergency phone number. In addition to these resources, community members may contact the Company through our Ethics & Compliance Hotline. Some community concerns in more populated areas include dust, sound/noise and increased traffic. We aim to implement best management practices to mitigate these risks and be a good neighbor. In addition to being responsive to the community, we also engage and invest through economic contributions and charitable donations. We provide corporate donations and also host a Charitable Matching Program, matching employee donations up to $1,000 per employee per year. Employees may also use 8 hours of PTO to volunteer each year. Read more in our 2024 Sustainability Report (Community Engagement section).
SOC-10: Indigenous peoples	Vital Energy doesn't currently operate on or adjacent to any lands under the governance of Indigenous peoples. Should we do so, we strive to follow all applicable laws and conduct community consultations to establish business practices that are respectful of Indigenous peoples' sovereignty, security (including water security and access to resources) and unique rights. We commit to not relocate or resettle people for the benefit of our operations and we consult with local communities and key stakeholders in the early stages of any major project. We will also aim to apply the general principles of Free, Prior and Informed Consent (FPIC) in keeping with best practices for community engagement. More information can be found in our 2024 Sustainability Report (Human Rights and Indigenous Rights section).
SOC-11: Land acquisition and involuntary resettle-ment	We commit to not relocate or resettle people, where possible, for the benefit of our operations and will consult with local communities and key stakeholders in the early stages of any major project. We will also aim to apply the general principles of Free, Prior and Informed Consent (FPIC) in keeping with best practices for community engagement. More information can be found in our 2024 Sustainability Report (Human Rights and Indigenous Rights section).
SOC-12: Community grievance mechanisms	We encourage community partnerships based on trust and this starts with respect and listening. We encourage two-way communications with our owners and offer various resources to contact our Company, including a dedicated website section, email address and 24-hour field emergency phone number. In addition to these resources, community members may contact the Company through our Ethics & Compliance Hotline to report concerns or grievances. More information can be found in our 2024 Sustainability Report (Community Engagement section).

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TOPIC	RESPONSE				
Social					
SOC-13: Social investment	**2019**	**2020**	**2021**	**2022**	**2023**
	Corporate donations: $126,945	**Corporate donations:** $194,641	**Corporate donations:** $216,639	**Corporate donations:** $226,517	**Corporate donations:** $212,801
	Employee donations: $15,648	**Employee donations:** $59,044	**Employee donations:** $211,830	**Employee donations:** $242,024	**Employee donations:** $195,197
	Vital Energy strengthens our operating areas through a number of philanthropic activities. The Company offers corporate donations as well as an employee donation matching program of up to $1,000 per employee per year to the employee's nonprofit organization of their choice. We are also actively involved in United Way campaigns and other local donation and sponsorship activites that involve our employees. Lastly, we offer 8 hours of PTO for our employees to volunteer. More information, including some of our recent donation and sponsorship activities, can be found in our 2024 Sustainability Report (Community Engagement section).				
SOC-14: Local procurement and supplier development	Vital Energy works with many small, local service providers. We strive to develop lasting local partnerships to minimize miles driven and benefit the economies of our operating areas.				
SOC-15: Local hiring practices	Vital Energy strives to hire top local talent and provide development opportunities to advance their careers. We are proud to work with many small businesses and service providers in our communities. More information can be found in our 2024 Sustainability Report (Supply Chain Management section).				

Task Force on Climate-related Financial Disclosures (TCFD)

The Financial Stability Board created the TCFD to improve and increase reporting of climate-related financial information. The work and recommendations of TCFD help organizations better understand the types of information to disclose to support investors, lenders, and insurance underwriters in appropriately assessing and pricing risks related to climate change. TCFD recommendations are structured around four thematic areas that represent core elements of how organizations operate: governance, strategy, risk management, and metrics and targets.

RECOMMENDED DISCLOSURE	RESPONSE
Governance	
Board oversight	Our Board's Nominating, Corporate Governance, Environmental and Social (NGE&S) Committee is accountable for monitoring and evaluating programs and policies relating to ESG, including climate-related risks. Climate concerns and issues are discussed at each quarterly committee meeting and relevant updates are provided to the Board-at-large at least quarterly.
	Also at quarterly meetings, the Committee actively monitors performance toward our targets and provides updates to the Compensation Committee on environmental and safety metrics related to our Short-Term Incentive Program (STIP) and Long-Term Incentive Program (LTIP).
	Specific to risk (including climate-related risk), our Board receives an annual enterprise risk management (ERM) report that includes identified risks and mitigation plans.
	A more thorough climate governance structure is available in our Climate Risk and Resilience Report (Governance section).
Management's role in assessing and managing climate-related risks	At an organizational level, our Sustainability Management Committee leads our emissions reduction strategy and executes climate-related risk mitigation plans, as directed by our Chief Sustainability Officer (CSO). This committee includes internal leaders from teams across our Company, including: Operations and Business Development, Finance and Accounting, Supply Chain, Legal, Audit, Human Relations and Investor Relations.
	Our CSO leads and directs the Company's sustainability efforts, including guiding climate-related strategies. This person reports to the CFO and provides regular updates at NGE&S Committee meetings.
	A more thorough climate governance structure is available in our Climate Risk and Resilience Report (Governance section).
Strategy	
Short-, medium-, and long-term climate-related risks	Vital Energy is committed to assessing physical and transition risks related to climate change as part of our ERM process and environmental management system. These processes help embed climate-related risks more deeply into our strategic planning process.
	We have identified climate-related risks using TCFD-aligned categories of policy and legal, technology, market, reputation and physical (acute / chronic) risks..
	Our annual strategic planning and year-end budgeting process, tied with our ERM process, also highlights climate-related opportunities for our organization. These opportunities include resource efficiencies, energy source shifts to more responsibly sourced oil and gas and the potential for development of new lower carbon services or products adjacent to our industry.
	Both our risks and opportunities are measured against consistent time horizons: near-term (1–3 years), medium-term (4–6 years) and long-term (7–10 years).
	Our Climate Risk and Resilience Report (Strategy section) lists our risks and opportunities, their possible time horizons and potential impacts to our business, strategy and financial planning.
	The report's Risk Management section notes the mitigation plans for reducing climate-related risks to an appropriate level.

TCFD CONTINUED

Vital Energy

RECOMMENDED DISCLOSURE	RESPONSE
Strategy	
Impact of climate-related risks and opportunities on business, strategy, and financial planning	Climate-related risks and opportunities are included in our strategy development and influence our capital budget allocation. Investment decisions are informed by our carbon abatement cost curve, with input from our ERM findings, to guide investments toward projects that mitigate risk and/or are economically and environmentally sustainable. When applicable, Company investments work to support our emissions reduction targets as included in both our STIP and LTIP programs. These considerations are also included in our business strategies and budgets and approved by our Board annually. A comprehensive table listing our opportunities, risks and their potential impacts on our business, strategy and financial planning is available in our Climate Risk and Resilience Report (Strategy section).
Resilience of strategy, taking into consideration climate-related scenarios	Annually, Vital Energy partners with a third party to conduct scenario analyses to provide a more comprehensive review of the resilience of our business strategy with respect to climate-related scenarios. The methods used align with the TCFD and utilize transition risk scenarios from the IEA, EIA and NGFS and physical risk scenarios from the Climate Analytics' Climate Impact Explorer. The outcome of our 2024 analysis found that Vital Energy is well-positioned to continue producing oil and natural gas profitably, even in a carbon-constrained environment. We expect our portfolio of assets to remain resilient in a range of lower carbon scenarios. We expect to remain a leading low-cost operator by expanding high-margin inventory and leveraging our contiguous acreage position to drive operational efficiency and increase drilling program rates of return. Furthermore, Vital Energy expects to continue acquiring strategic assets that we can develop economically and operate in a way that improves the environmental performance of those assets. More information, including the results of our 2024 analysis against different climate scenarios, can be found in our Climate Risk and Resilience Report (Strategy section).
Risk Management	
Process to assess climate-related risks	Vital Energy is committed to assessing physical and transition risks as part of our ERM process and environmental management system. These processes help embed climate-related risks more deeply into our strategic planning. Our ERM process identifies, assesses, prioritizes and mitigates the company's most significant enterprise risks and uncertainties that could materially impact the long-term health of the Company or prevent the achievement of strategic objectives. ERM findings and risk mitigation plans are reviewed at least annually by our Board. More information on our ERM process, including our approach, is available in our Climate Risk and Resilience Report (Risk Management section). This section also includes additional detail about risk identification and governance.
Process for managing climate-related risks	Managing our climate-related risks takes collaboration across our Company. After risk identification through our ERM process, our Director of Internal Audit tracks and monitors climate-related risks and mitigation plans. As a member of the Sustainability Management Committee, the director works in collaboration with committee members to help facilitate the execution of the risk mitigation plans. Our Chief Sustainability Officer has ultimate oversight of climate-related risk mitigation and leads risk mitigation strategy with our Vice President of Operations Support leading strategic implementation. We have developed mitigation plans for various risks, including policy and legal, technology, market, reputation and physical risks (acute and chronic), which support our larger climate-related targets. Mitigation plans by individual risk are defined in our Climate Risk and Resilience Report (Risk Management section).

TCFD CONTINUED

Vital Energy

RECOMMENDED DISCLOSURE	RESPONSE

Risk Management

Integration of risk process into overall risk management	Our ERM process and its integration across our Company is noted in the response above. It's important to highlight that ESG risks and issues (including climate) are overseen by our Board's NGE&S Committee, which monitors and evaluates programs and policies on at least a quarterly basis. The Committee holds primary responsibility for reviewing our ESG performance, including ESG/climate-related risks and exposures. More information on our ERM process, including its steps, is available in our Climate Risk and Resilience Report (Risk Management section).

Metrics and Targets

Metrics used to assess climate-related risks; Scope 1, Scope 2 and Scope 3 GHG emissions

Metric	2019	2020	2021	2022	2023
Scope 1 emissions (Metric tons CO_2e)	1,070,077	950,218	708,178	452,106	663,046
Scope 2 emissions (location-based) (Metric tons CO_2e)	20,288	21,578	65,361	70,574	203,376
Scope 2 emissions (market-based) (Metric tons CO_2e)	—	—	—	—	226,974
Scope 3 emissions (Metric tons CO_2e)	14,572,966	14,450,486	14,719,384	15,524,955	27,348,482
Methane emissions ($mtCH_4$ / MCF)	0.87%	0.60%	0.32%	0.11%	0.08%
Scope 1 GHG emissions intensity (Metric tons CO_2e)	26.03	23.13	17.29	10.70	9.14

Scope 2 emissions include electricity consumed by our field operations and don't include electricity consumed by our offices.

Estimated Scope 3 emissions based on gross operated sales volumes using the Ipieca Category 11 methodology, which incorporates EPA GHG emissions factors. Our Scope 3 estimates are preliminary and subject to uncertainty, inconsistency or duplication.

Methane emissions are calculated as a percentage of natural gas produced.

More information can be found in our Climate Risk and Resilience Report (Metrics and Targets section).

Targets used to manage climate-related risk and opportunities and performance against these targets

Target	Timeline	Progress
Scope 1 GHG emissions intensity ($mtCO_2e$ / MBOE) below 12.5	By 2025	**Target Achieved in 2022** – 2023 Scope 1 emissions intensity was 9.14 (a reduction of 65% over 2019 baseline)
Methane emissions ($mtCH_4$ / MCF) below 0.20%	By 2025	**Target Achieved in 2022** – 2023 methane emissions were 0.08% (a reduction of 90% over 2019 baseline)
Eliminate routine flaring (in alignment with the World Bank Zero Flaring Initiative)	By 2025	58% reduction since 2019 baseline
Combined Scope 1 and 2 GHG emissions intensity ($mtCO_2e$ / MBOE) below 10.0	By 2030	55% reduction since 2019 baseline

More information can be found in our Climate Risk and Resilience Report (Metrics and Targets section).
Also, information about how we tie some of these targets to compensation is available in the report's Governance section.

American Exploration & Production Council (AXPC) ESG Metrics

V// Vital Energy

The American Exploration and Production Council (AXPC) is a national trade association representing the largest independent oil and natural gas exploration and production companies in the United States. The AXPC ESG Metrics and Framework centers around five key metrics groupings that AXPC members believe are essential to capture in promoting more consistent reporting across its member companies.

TOPIC	UNIT OR FORMULA	2019	2020	2021	2022	2023
GREENHOUSE GAS EMISSIONS						
GHG Emissions *(Scope 3 Category 11: Use of Sold Goods)*	Metric tons CO_2e	**Scope 1:** 1,065,901 **Scope 2:** 20,288 **Scope 3:** 14,572,966	**Scope 1:** 946,255 **Scope 2:** 21,578 **Scope 3:** 14,450,486	**Scope 1:** 704,165 **Scope 2:** 65,361 **Scope 3:** 14,719,384	**Scope 1:** 446,814 **Scope 2:** 70,574 **Scope 3:** 15,573,756	**Scope 1:** 658,143 **Scope 2 (location-based):** 203,375[1] **Scope 2 (market-based):** 226,974[1] **Scope 3:** 27,348,482
Scope 1 GHG Emissions Intensity	Scope 1 GHG Emissions (Metric tons CO_2e) / Gross Annual Production as Reported Under Subpart W (MBOE)	26.03	23.13	17.20	10.57	9.07
Percent of GHG Emissions Attributed to Boosting and Gathering Segment	Percentage	14%	9%	6%	13%	21%
Scope 2 GHG Emissions (location-based)[1]	Metric tons CO_2e	20,288	21,578	65,361	70,574	203,276[1]
Scope 2 GHG Emissions (market-based)[1]	Metric tons CO_2e	—	—	—	—	226,974[1]
Scopes 1 & 2 Combined GHG Intensity	(Scope 1 GHG Emissions (Metric tons CO_2e) + Scope 2 GHG Emissions (Metric tons CO_2e)) / Gross Annual Production as Reported Under Subpart W (MBOE)	26.53	23.66	18.89	12.37	11.94
Scope 1 Methane Emissions	Metric tons CH_4	20,491	15,566	8,155	2,760	3,159
Scope 1 Methane Emissions Intensity	Scope 1 Methane Emissions (Metric tons CH_4) / Gross Annual Production as Reported Under Subpart W (MBOE)	0.50	0.38	0.20	0.07	0.04
Percent of Scope 1 Methane Emissions Attributed to Boosting and Gathering Segment	Percentage	2%	3%	5%	16%	25%
FLARING						
Gross Annual Volume of Flared Natural Gas	MCF	2,205,971	961,706	958,664	1,521,032	2,770,923
Percentage of Gas Flared per MCF of Gas Produced	Gross Annual Volume of Flared Natural Gas (MCF) / Gross Annual Natural Gas Production (MCF)	1.93%	0.75%	0.73%	1.15%	1.43%
Volume of Gas Flared per Boe Produced	Gross Annual Volume of Flared Gas (MCF) / Gross Annual Production (BOE)	6.65%	2.77%	2.34%	3.60%	3.82%

[1] Scope 2 emissions include electricity consumed by our field operations and don't include electricity consumed by our offices.

AXPC ESG Metrics CONTINUED

Vital Energy

TOPIC	UNIT OR FORMULA	2019	2020	2021	2022	2023
SPILLS						
Spill Intensity	Produced Liquids Spilled (bbl) / Total Produced Liquids (Mbbl)	0.20	0.11	0.02	0.03	0.02
WATER USE						
Fresh Water Intensity[1]	Fresh Water Consumed (Bbl) / Gross Annual Production (BOE)	0.66	0.59	0.58	0.45	0
Water Recycle Rate	Recycled Water (bbl) / Total Water Consumed (bbl)	35%	19%	26%	49%	57%
Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water stressed areas in your portfolio?				Yes: WRI Aqueduct		
SAFETY						
Employee TRIR	# of Employee OSHA Recordable Cases x 200,000 / Annual Employee Workhours	0.37	0.78	1.22	0.00	1.22
Contractor TRIR	# of Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Workhours	1.00	0.73	1.53	0.78	1.77
Combined TRIR	# of Combined OSHA Recordable Cases x 200,000 / Annual Combined Workhours	0.86	0.74	1.44	0.61	1.63
SUPPORTING DATA						
Gross Annual Oil Production	MBO	14,115	13,248	19,143	20,292	40,203
Gross Annual Gas Production	MMCF	114,223	135,600	130,825	131,767	194,124
Gross Annual Production	MBOE	33,152	35,848	40,947	42,254	72,558
Total Produced Liquids	Mbbl	44,177	40,586	66,221	79,339	119,782,135
Produced Liquids Spilled	Bbl	9,006	4,332	1,386	2,666	2,462
Fresh Water Consumed[1]	Bbl	21,842,730	20,547,995	23,679,638	19,005,836	0
Recycled Water	Bbl	11,834,905	4,706,064	8,504,307	18,536,666	20,510,011
Brackish Water	Bbl	—	—	—	—	15,365,047
Total Water Consumed	Bbl	33,677,635	25,254,059	32,183,945	37,542,502	35,875,058
Employee OSHA Recordable Cases	Number	1	2	3	0	4
Contractor OSHA Recordable Cases	Number	9	5	10	8	15
Combined OSHA Recordable Cases	Number	10	7	13	8	19
Annual Employee Workhours	Number	537,573	514,090	491,829	576,032	654,399
Annual Contractor Workhours	Number	1,798,993	1,375,920	1,308,453	2,055,481	1,925,966
Annual Combined Workhours	Number	2,336,566	1,890,010	1,800,282	2,631,513	2,580,365

[1] Data from 2019 to 2022 classified all non-recycled water as fresh water. To better align with industry reporting, we now use the USGS definition of fresh water (less than or equal to 1,000 mg/L total dissolved solids). As such, our previously considered fresh water is now classified as brackish.

American Petroleum Institute (API) GHG Reporting

The API Compendium of GHG Emissions Methodologies for the Natural Gas and Oil Industry is the foundational reference used by companies and governments across the world as methodologies for reporting GHG emissions from natural gas and oil industry operations.

NUMBER	INDICATOR	UNIT	2019	2020	2021	2022	2023
1. Direct GHG Emissions (Scope 1)							
1.1	**Direct GHG Emissions (Scope 1) — All GHGs**	Million Metric Tons CO_2e	1.07	0.95	0.71	0.45	0.66
	Read more about our emissions reduction efforts and climate-related targets in our TCFD-aligned Climate Risk and Resilience Report.						
1.1.1	Upstream – All GHGs	Million Metric Tons CO_2e	1.07	0.95	0.71	0.45	0.66
1.1.1.1	CH_4	Million Metric Tons CO_2e	0.51	0.39	0.20	0.07	0.08
1.1.1.2	Flaring – All GHGs (subset of Scope 1)	Million Metric Tons CO_2e	0.34	0.28	0.10	0.13	0.22
1.1.1.3	Volume of Flares	MMCF	2,205.97	961.71	958.66	1,521.03	2,770.92
1.1.2	Midstream – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
1.1.2.1	CH_4	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
1.1.3	Downstream – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
1.1.4	LNG – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
1.1.5	Oil and Natural Gas Field Services – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
2. Indirect GHG Emissions from Imported Energy (Scope 2)							
2.1	**Indirect GHG Emissions from Imported Electricity + Heat + Steam + Cooling (Scope 2, Market-based)**	Million Metric Tons CO_2e	0.02	0.02	0.07	0.07	0.66
		100% of our electricity is from the ERCOT-West grid					
2.1.1	Upstream – All GHGs	Million Metric Tons CO_2e	0.02	0.02	0.07	0.07	0.23
2.1.2	Midstream – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
2.1.3	Downstream – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
2.1.4	LNG – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
2.1.5	Oil and Natural Gas Field Services – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
3. GHG Mitigation							
3.1	**GHG Mitigation from CCUS, Credits, and Offsets**	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
3.1.1	Carbon Capture Utilization or Storage (CCUS) – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
3.1.2	Renewable Energy Credits – (RECs for Indirect Emissions) – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00
3.1.3	Offsets – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00	0.00

API GHG Reporting CONTINUED

NUMBER	INDICATOR	UNIT	2019	2020	2021	2022	2023
4. Intensity – GHG Emissions							
4.1	Scope 1 + Scope 2 Upstream GHG Intensity	Kilograms CO_2e / BOE	26.53	23.66	18.89	12.37	11.94
4.2	Scope 1 Upstream Methane Intensity	Kilograms CO_2e / BOE	12.46	9.47	4.98	1.63	1.09
4.3	Scope 1 Upstream Flaring Intensity	Kilograms CO_2e / BOE	8.21	6.77	2.39	3.08	3.02
4.4	Scope 1 + Scope 2 Liquids Pipelines Transmission GHG Intensity	Million Metric Tons CO_2e / throughput in barrel-miles	0.00	0.00	0.00	0.00	0.00
4.5	Scope 1 Natural Gas Pipelines Transmission & Storage Methane Intensity	Percentage	0.00	0.00	0.00	0.00	0.00
4.6	Scope 1 + Scope 2 Downstream GHG Intensity	Kilograms CO_2e / BOE	0.00	0.00	0.00	0.00	0.00
4.7	Scope 1 + Scope 2 LNG GHG Intensity	Million Metric Tons CO_2e / MMCF	0.00	0.00	0.00	0.00	0.00
4.8	Additional Intensity Metrics, if applicable (e.g., further disaggregated by constituent GHG or by more granular business asset, and/or for additional business assets beyond these categories)	Yes or no			No		
5. Indirect GHG Emissions from Consumers' Use of Products (Scope 3)							
5.1	Indirect GHG Emissions from Use of Sold Products (Category 11)	Million Metric Tons CO_2e	14.57	14.45	14.72	15.57	27.34
6. Additional Climate-Related Targets and Reporting							
5.1	GHG Reduction Targets	N/A	By 2025: <12.5 mtCO_2e/MBOE Scope 1 GHG emissions intensity (ACHIEVED) <0.20% methane emissions (ACHIEVED) Zero routine flaring By 2030: <10 mtCO_2e/MBOE Scope 1 & 2 GHG emissions intensity				
5.2	TCFD-informed Reporting	N/A	A comprehensive TCFD-aligned disclosure is available within our Climate Risk and Resilience Report.				
5.3	Additional Climate Reporting Resources	N/A	Please see Vital Energy's website for more information.				
6. Third-Party Verification							
6.1	Assurance Level	Limited	Vital Energy continues to provide a limited level of assurance regarding the accuracy and completeness of select environmental metrics in accordance with the ISO 14064-Part 36.2 verifications standard. Apex Companies was contracted to provide independent, third-party verification at a limited level of assurance for calendar year 2023. HXE Partners (now Sodali & Co) provided the same limited level of assurance for calendar years 2019, 2020, 2021 and 2022.				
6.2	Assurance Provider	Apex Companies LLC					

EEO-1: 2023 Data

The EEO-1 Component report is an annual data collection, mandatory by the U.S. Equal Employment Opportunity Commission / Title VII of the Civil Rights Act of 1964, that requires all private sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data. The data included is as of 12/31/2023.

Job Categories	Totals	Female	White	Minority	Total Diverse	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races
Executive/Senior Managers	11	2	10	1	2	0	0	0	0	0	1
Female	2	2	1	1	2	0	0	0	0	0	1
Male	9	—	9	0	0	0	0	0	0	0	0
Leadership	82	17	69	13	29	1	10	0	0	0	2
Female	17	17	16	1	17	0	1	0	0	0	0
Male	65	—	53	12	12	1	9	0	0	0	2
Professionals	98	47	77	21	54	3	6	3	0	9	0
Female	47	47	33	14	47	3	4	3	0	4	0
Male	51	—	44	7	7	0	2	0	0	5	0
All Others	135	17	69	66	75	4	60	0	0	1	1
Female	17	17	9	8	17	1	7	0	0	0	0
Male	118	—	60	58	58	3	53	0	0	1	1
Total	326	83	225	101	160	8	76	3	0	10	4
Female	83	83	59	24	83	4	12	3	0	4	1
Male	243	—	166	77	77	4	64	0	0	6	3

Human Capital Management Metrics

Vital Energy

TOPIC	UNIT OR FORMULA	2019	2020	2021	2022	2023
SAFETY						
TRIR – Combined	(Number of Recordable Incidents X 200,000) / Total Workforce Working Hours	0.86	0.74	1.44	0.61	1.63
Employees	(Number of Recordable Incidents X 200,000) / Total Employee Working Hours	0.37	0.78	1.22	0.00	1.22
Contractor	(Number of Recordable Incidents X 200,000) / Total Contractor Working Hours	1.00	0.73	1.53	0.78	1.77
LTIR – Combined	(Number of Total Workforce Lost-time Injuries / Total Hours Worked by Total Workforce) X 200,000	0.86	0.74	1.00	0.46	0.54
Employees	(Number of Employee Lost-time Injuries / Total Hours Worked by Employees) X 200,000	0.37	0.78	1.22	0.00	0.31
Contractor	(Number of Contractor Lost-time Injuries / Total Hours Worked by Contractors) X 200,000	1.00	0.73	0.92	0.58	0.62
DART Rate – Combined	(Number of Recordable Incidents that Resulted in DART X 200,000) / Total Workforce Working Hours	0.43	0.32	1.11	0.53	17.44
Employees	(Number of Employee Recordable Incidents that Resulted in DART X 200,000) / Total Employee Working Hours	—	—	1.22	0.00	39.12
Contractor	(Number of Contractor Recordable Incidents that Resulted in DART X 200,000) / Total Contractor Working Hours	—	—	1.07	0.68	10.07
Fatalities – Combined	Number	0	0	0	0	2
Employees	Number	0	0	0	0	0
Contractor	Number	0	0	0	0	2
Vehicle Incident Rate	Number of Incidents / Million Miles Driven	0.4	0	0.87	0.57	0.71
DIVERSITY						
New Hire Diversity	Percentage	62%	35%	57%	55%	49%
Total Workforce Diversity	Percentage	47%	47%	47%	49%	49%
Leadership Diversity	Percentage	29%	29%	40%	41%	35%
Women (as a percent of workforce)	Percentage	29%	27%	27%	28%	25%
Women (as a percent of leadership)	Percentage	21%	20%	27%	26%	20%
Racially and/or ethnically diverse (percent of workforce)	Percentage	26%	25%	26%	28%	31%
Racially and/or ethnically diverse (percent of leadership)	Percentage	11%	11%	9%	12%	15%
TURNOVER						
Attrition Rate	Percentage	35.4%	16.8%	18.0%	16.6%	16.3%
Voluntary Turnover Rate	Percentage	10.5%	3.8%	9.7%	12.1%	10.4%

Additional Metrics

Vital Energy

TOPIC	UNIT OR FORMULA	2019	2020	2021	2022	2023
FINANCIAL						
Royalty Payments	$ (in thousands)	$229,708	$157,663	$289,147	$627,860	$516,195
Gross State and Local Tax Payments	$ (in thousands)	$67,900	$51,720	$130,850	$207,013	$168,706
ENVIRONMENTAL						
Volume of Produced and Flowback Water	Bbl	30,061,959	27,338,547	47,077,694	66,762,566	79,578,444
Scope 2 Energy Intensity[1]	Energy Use (GJ) / Net Sales (mUSD)	0.24	0.37	0.48	0.38	1.29
Electricity Consumed (100% from ERCOT Grid)	kWh	47,783,168	50,821,726	153,941,964	190,359,268	548,573,580
Revenue from Renewable Energy	USD	$73,275	$73,275	$73,275	$73,275	$73,275
ADVOCACY						
Trade Group Contributions Total	USD	$51,300	$37,421	$237,421	$331,965	$355,465
American Exploration & Production Council (AXPC)	USD	$20,000	$20,000	$20,000	$40,000	$225,000
Independent Petroleum Association of America (IPAA)	USD	$0	$0	$175,000	$215,000	$50,000
National Petroleum Council (NPC)	USD	$29,035	$17,421	$17,421	$0	$0
Texas Oil & Gas Association (TXOGA)	USD	$0	$0	$20,000	$65,465	$65,465
The Petroleum Alliance of Oklahoma	USD	$2,265	$0	$5,000	$11,500	$15,000

[1] Scope 2 emissions include electricity consumed by our field operations and don't include electricity consumed by our offices.

Board Skills Matrix

	Age	Director Since	Independent	Accounting & Financial Reporting	CEO or Senior Officer Experience	Compensation	Corporate Governance/ Compliance	Cybersecurity	Environmental & Sustainability	Exploration & Production	Finance	Midstream	Oil & Gas Service Providers	Other Public Company Board Experience	Technology Expertise	Gender Diversity	Racial Diversity
William E. Albrecht — Former President, Oxy Oil and Gas, Americas	72	2020															
John Driver — CEO, Lynx Technology	59	2022															
Frances Powell Hawes — Former Chief Financial Officer, Grant Prideco, Inc.	69	2018															
Jarvis V. Hollingsworth — Vice Chairman, Irradiant Partners, L.P.	61	2020															
Dr. Craig M. Jarchow — President, CEO & Director, TG Natural Resources, LLC	63	2019															
Dr. Shihab Kuran — Founder & CEO, Power Edison	54	2022															
Lisa M. Lambert — Founder & President, National Grid Partners	56	2020															
Lori A. Lancaster — Former Managing Director, UBS Securities, Global Energy Group	54	2020															
Jason Pigott — President & CEO, Vital Energy, Inc.	50	2019															
Edmund P. Segner, III — Former President & Director, EOG Resources, Inc.	70	2011															
Number of Directors			9/10	7/10	9/10	4/10	7/10	4/10	6/10	6/10	10/10	4/10	4/10	7/10	4/10	3/10	4/10

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