



Environmental and Biodiversity Policy

Objective

Vital Energy, Inc.'s ("Company" or "Vital Energy") commitment to the environment is embedded in everything we do. This statement serves to formalize our environmental oversight and associated commitments.

Vital Energy recognizes its responsibilities as a steward of the land on which it operates. We take great pride in our comprehensive and holistic approach to managing and minimizing our impact on the water, land and air around us and we believe our facility design, technological advancements and data management are drivers of our performance. We comply with all applicable environmental regulations and embed environmental considerations into our Environmental Management System and consideration of future climate-related risks.

Applicability

This Environmental Policy applies to all employees of Vital Energy, both full-time and part-time, and to employees of our subsidiaries.

Policy

As part of our responsibilities to the environment, Vital Energy has enacted the following practices relating to oversight and management of ESG-related considerations:

- The Nominating, Corporate Governance, Environmental and Social Committee is accountable for monitoring and evaluating programs and policies relating to ESG and climate-related matters. This committee has primary responsibility for the review of Vital Energy's ESG performance, regulatory compliance matters and strategies and policies related to human capital management. Additionally, the committee also reviews ESG risks and exposures, including climate-related risks and Vital Energy's actions for managing those risks, ESG communications, ESG trends and stakeholder concerns.
- Management of our daily ESG efforts is led by the ESG Management Committee, a multi-disciplinary team of leaders who are responsible for implementing, executing and assessing new and ongoing ESG efforts across the organization. The ESG Management Committee reports to the Board's Nominating, Corporate Governance, Environmental and Social Committee at each committee meeting.

Environmental Commitments

We are committed to monitoring and improving upon our environmental performance, both from our direct and indirect activities, where possible. Relatedly, we aim to meet the following goals:

- Implement processes to establish and monitor environmental performance that provide targets for continuous improvement
- Regularly communicate progress towards our environmental improvements, including (i) Reporting each year in accordance with the Sustainability Accounting Standards Board (SASB)

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standard for our industry and the Task Force on Climate-Related Financial Disclosure's (TCFD) framework, or their successors, as well as any industry supported standards we determine to be relevant; (ii) Reporting Scope 1 and 2 emissions each year; and (iii) reporting Scope 3 emissions related to use of goods sold

- Engage with our stakeholders on their environmental priorities

Vital Energy is committed to integrating low-carbon technologies that can help us continue to grow our operations while ensuring a sustainable energy future.

Environmental Site Selection

Vital Energy is committed to not operate in protected areas or areas of high diversity value as well as areas 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. Furthermore, Vital Energy is committed to responsible wildlife management and seeks to minimize disturbance from operations.

Water Resource Management

Vital Energy considers access to water a fundamental human right. Accordingly, Vital Energy seeks to minimize our impact on freshwater supplies through continued expansion of our water recycling efforts. We take great pride in our comprehensive and holistic approach to managing and minimizing our impact on water. We recognize our role in helping protect natural resources, and we know that healthy water is a key component to a healthy planet.

Water is vital to our communities, and as an Exploration and Production company, water management is a key resource for our operational activities. 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. Consequently, we are continuing to expand our water recycling efforts and are committed to increasing the amount of recycled water used in our Howard County operations to decrease the use of potable fresh water in an area of water stress. Accordingly, we have created a target that at least 50% of the water used in our completion operations would be comprised of recycled water by 2025.

Biodiversity

Vital Energy recognizes its responsibilities as a steward of the land on which it operates, and considers best practice conservation, and, where necessary, restoration and management as important facets of this stewardship. Our Biodiversity Policy focuses on minimizing, mitigating, and avoiding impacts to critical habitats and species. Consequently, the Company has prepared a Biodiversity Policy to mitigate the potential negative biodiversity impacts of its business operations. The Company's intent is to use its Biodiversity Policy to structure activities in its operational footprint in a manner that promotes sustainable land stewardship and nature conservation.

Policy Design and Rationale

Vital Energy's Biodiversity Policy follows a Mitigation Hierarchy, which sets out a sequence of steps for best practices in sustainable corporate landscape management. The steps are listed below in order of their importance and priority:

- Avoid projects' impacts on biodiversity.

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- Minimize projects' unavoidable impacts on nature.
- Restore landscapes impacted by development to a pre-project state.

The Mitigation Hierarchy, and, by extension, the Company's Biodiversity Policy and nature-related risk management strategy, is intended to be implemented in the prescribed order, if possible. Detailed guidelines on the implementation of these steps are provided below.

The Mitigation Hierarchy: Vital Energy's Land Stewardship Principles

Avoiding Disturbance to Biodiversity

Environmental Site Selection

Vital Energy works to identify and evaluate sensitive species and habitats during the initial stages of project planning. Our development activities begin with an evaluation to ensure we do not operate in protected areas.

We ensure that any expansion of our operations avoids critical areas of biodiversity. The Company is committed to not operate in protected areas or areas of high diversity value as well as areas 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. Vital Energy does not currently operate on, adjacent to, or in close proximity to protected or priority areas for biodiversity conservation.

Minimizing Biodiversity Impacts:

Furthermore, Vital Energy is committed to responsible wildlife management and seeks to minimize disturbance from operations. It will not always be possible to avoid the entirety of a project's ecological impacts. In this event, after taking all available steps to avoid projects' impacts on nature, the Company will take steps to minimize the impact of its operations on the recipient landscape. Actions to minimize the Company's operations' impacts on biodiversity straddle the planning and development phases of Vital Energy's business. We are committed to continue avoiding deforestation in relation to our direct operations and achieve no gross deforestation from our direct operating activities.

At the Planning Phase

As land use change and habitat fragmentation are leading drivers of nature loss, the Company will take steps to avoid modifying ecosystems in areas we plan to develop. The Company is committed to responsible wildlife management and seeks to minimize disturbance from its operations. During the planning phase, the Company seeks to identify and evaluate ecologically sensitive areas and areas of significant plant diversity or sensitive species habitat. We integrate these evaluations into our surface development plans to identify options to avoid impacts to sensitive habitats or biodiversity.

Development and Site Management Considerations

Where it is not possible for a project to completely avoid impacting biodiversity, the Company will evaluate options to shrink the size and scope of our surface operations footprint and endeavor to use existing infrastructure and consolidated utility corridors to support our operations where feasible.

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Stakeholder Management and Project Monitoring

We seek to mitigate operational impacts and demonstrate excellence in environmental stewardship. Vital Energy aims to sustainably manage natural resources and raw materials during regular operations to minimize the operational impact and stress on the environment as a whole. Maintaining the trust of landowners is important to us. We reach out to our landowners to determine their wishes for their land and strive to minimize our environmental footprint. Furthermore, we encourage suppliers and vendors who work on our sites to maintain the same commitment to environmental and biodiversity stewardship. Should an issue arise on one of the Company's locations, the issue is reported to our EH&S Department in real-time via an internet-based reporting system. This system is monitored 24/7 to ensure we respond quickly and appropriately in the case of an emergency. All issues, regardless of severity, are reviewed by operations and EH&S personnel as part of our bi-weekly review process where we conduct root cause analysis to improve our process, identify causal factors, lessons learned and develop mitigation strategies.

We comply with all applicable environmental regulations and embed environmental considerations into our ERM process and consideration of future climate-related risks.

Restoring Impacted Landscapes

In the event that projects' ecological impacts cannot be completely avoided or totally minimized, Vital Energy completes environmental restoration activities to rehabilitate biological diversity and ecosystem services depleted by Company activities impacting nature

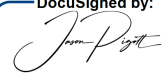
Reclaiming and Sustainably Managing Disturbed Land

Vital Energy will take steps to ensure that restoration activities reintroduce the same habitat type as the one affected by development activity. Restoration work will make use of indigenous species and best practice ecological remediation planning in order to ensure that habitats being rehabilitated can bounce back from the impacts of landscape disturbance. Restoration work will encompass the entirety of remaining site disturbance at the culmination of a project or the abandonment of a well.

Non-Compliance

Failure to comply with this Policy can result in severe disciplinary actions, including termination of employment or contract, and may also lead to serious legal consequences. Vital Energy is committed to fostering a culture where corruption and bribery are never accepted, and transparency, honesty, and integrity are always upheld.

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Jason Pigott, President and CEO