



## Commitment to Diversity Equity and Inclusion

Vital Energy, Inc. (“Vital” or “Company”) believes that a diverse workforce will help our organization better accomplish our mission. We are committed to recruiting diverse candidates to attract and retain a talented workforce. To increase our hiring of traditionally underrepresented personnel, with oversight from our Board’s Nominating, Corporate Governance, Environmental and Social Committee, Vital Energy has incorporated a number of new strategies to improve diversity.

### Recruitment

We are committed to recruiting diverse candidates to attract and retain a talented workforce. Our policy is to post for new positions on job bulletin boards for veterans, people living with disabilities, racial and ethnic diversity, and vocational rehabilitation. In addition, our policy is to post open positions with local minority organizations and women organizations in Texas and Oklahoma.

### Retention and Development

While recruitment of diverse candidates is a key aspect of our commitment to diversity and inclusion, we believe that retention and development is equally important. To support development among our workforce, our employees are empowered to identify their strengths, career drivers and key development areas through programs and resources such as our Educational Assistance Program, Leadership Enhancement Training Series and Spectrum Development. Beyond these benefits, Vital Energy also provides mentorship opportunities in connection with our Leadership Enhancement Training Series. We believe that by increasing our diversity, we also increase our ability to retain, sustain and promote our existing talent.

### Looking Ahead

While we are proud of our approach and track record as it relates to diversity, equity and inclusion, our decision to increase transparency around our diversity and inclusion efforts by disclosing our Equal Employment Opportunity (EEO-1) data is a foundational step in putting our words into action, and we will continue to report progress under this framework. Over time, we expect this data to reflect our continuous efforts to broaden the representation of minorities and women across our workforce.

**ADOPTED:**    
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