



**CHARTER OF THE NOMINATING, CORPORATE GOVERNANCE,  
ENVIRONMENTAL AND SOCIAL COMMITTEE  
OF THE BOARD OF DIRECTORS  
OF VITAL ENERGY, INC.**

**I. PURPOSES**

The Nominating, Corporate Governance, Environmental and Social Committee (the “*Committee*”) is appointed by the Board of Directors (“*Board*”) of Vital Energy, Inc (the “*Company*”) for the purposes of (a) assisting the Board in identifying individuals qualified to serve as members of the Board, (b) developing and recommending to the Board appropriate corporate governance policies, practices and procedures for the Company, including a set of corporate governance guidelines, (c) overseeing the evaluation of the Board and management of the Company, (d) overseeing the Company’s policies and performance relating to environmental and social matters, and its disclosure relating thereto, and (e) considering other governance matters that arise or other duties and responsibilities that may be assigned to the Committee by the Board from time to time.

**II. RESPONSIBILITIES**

In addition to such other duties as the Board may from time to time assign, the Committee shall:

A. With respect to matters relating to Board and Committee membership:

- identify individuals qualified to become Board members, consistent with criteria approved by the Board;
- recommend to the Board the director nominees for election by the stockholders at each meeting of stockholders at which directors will be elected and recommend to the Board nominees to fill any vacancies and newly created directorships on the Board;
- evaluate candidates for Board membership, including those recommended by stockholders in compliance with the Company’s Bylaws; and
- periodically review and make recommendations regarding the composition and size of the Board.

B. With respect to matters relating to governance policies, practices and procedures:

- develop and recommend to the Board a set of corporate governance guidelines applicable to the Company and review and reassess the adequacy of such guidelines at least annually and recommend any proposed changes to the Board for approval;
- oversee the evaluation of the Board, each of the Board’s committees and management of the Company;

- periodically review and make recommendations regarding the composition, size, purpose, structure, operations and charter of each of the Board’s committees, including the creation of additional committees or elimination of existing committees;
  - annually recommend to the Board the chairpersons and members of each of the Board’s committees;
  - conduct an annual performance evaluation of the Committee; and
  - review and reassess the adequacy of this charter on an annual basis and recommend any proposed changes to the Board for approval.
- C. With respect to monitoring and evaluating programs and policies relating to environmental and social (“E&S,” or, together with governance, “ESG”) matters:
- Periodically review the Company’s performance on E&S matters, including approval of any E&S related performance metrics and targets and progress towards the achievement thereof;
  - Coordinate with the Audit Committee to review any significant environmental, health or safety incidents, or material regulatory compliance matters, and monitor the status of any subsequent actions taken to mitigate such incidents or prevent future reoccurrence;
  - Review strategies and policies relating to human capital management, such as diversity, equity and inclusion matters, workplace culture and talent development and retention;
  - On at least an annual basis, review significant ESG risks and exposures, including climate-related risks, and the Company’s actions for managing those risks;
  - Oversee the Company’s ESG communication plans for engagement with shareholders and key stakeholders and any reports issued by the Company in connection with its ESG initiatives;
  - Consider and monitor trends, stakeholder concerns and emerging issues related to ESG that affect the Company or its broader industry, and make recommendations to the Board, as appropriate, regarding the Company’s positions and responses with respect thereto; and
  - On at least a semi-annual basis, provide an update to the Board on ESG matters.

### III. COMPOSITION

The Committee shall be comprised of at least three members (including a chairperson of the Committee (the “*Chairperson*”)), all of whom shall be “independent directors,” as such term is defined in the rules and regulations of the New York Stock Exchange (the “*NYSE*”). The members of the Committee and the Chairperson shall be selected not less frequently than annually by the Board and serve at the pleasure of the Board. A Committee member (including the Chairperson) may be removed at any time, with or without cause, by the Board. The Board may designate one or more independent directors as alternate members of the Committee, who may replace any absent or disqualified member or members at any meetings of the Committee.

#### **IV. MEETINGS AND OPERATIONS**

The Committee shall meet as often as necessary, but at least once each year, to enable it to fulfill its responsibilities. The Committee shall meet at the call of its Chairperson. The Committee may meet by telephone conference call or by any other means permitted by law or the Company's Bylaws. A majority of the members of the Committee shall constitute a quorum. The Committee shall act on the affirmative vote of a majority of members present at a meeting at which a quorum is present. Subject to the Company's Bylaws, the Committee may act by unanimous written consent of all members in lieu of a meeting. Except as otherwise provided in the Bylaws or required by law, the Committee shall determine its own rules and procedures, including designation of a chairperson pro tempore in the absence of the Chairperson, and designation of a secretary. The secretary need not be a member of the Committee and shall attend Committee meetings and prepare minutes. The Secretary of the Company shall be the Secretary of the Committee unless the Committee designates otherwise. The Committee shall keep written minutes of its meetings, which shall be filed with the books and records of the Company. Such filing shall be in paper form if the minutes are maintained in paper form and shall be in electronic form if the minutes are maintained in electronic form. Any member of the Board shall be provided with copies of such Committee minutes if requested.

The Committee may ask members of management, employees, outside counsel, or others whose advice and counsel are relevant to the issues then being considered by the Committee to attend any meetings and to provide such pertinent information as the Committee may request. The Committee shall have authority to delegate any of its responsibilities to one or more subcommittees as the Committee may from time to time deem appropriate.

The Chairperson of the Committee shall be responsible for leadership of the Committee, including preparing the agenda, presiding over Committee meetings, making Committee assignments and reporting the Committee's actions to the Board from time to time (but at least once each year) as requested by the Board.

#### **V. AUTHORITY**

The Committee has the authority, to the extent it deems appropriate, to retain one or more search firms to be used to identify director candidates. The Committee shall have the sole authority to retain and terminate any such search firm, and to approve the firm's fees and other retention terms. The Committee shall also have the authority, to the extent it deems necessary or appropriate, to retain independent legal counsel or other advisors. The Company will provide for appropriate funding, as determined by the Committee, for payment of (i) compensation to any search firm, independent legal counsel, or other advisors retained by the Committee and (ii) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its responsibilities.

#### **VI. POSTING OF CHARTER**

The Company shall post this charter on the Company's website as required by applicable rules and regulations. In addition, the Company shall disclose in its proxy statement for each annual meeting of stockholders that a copy of this charter is available on the Company's website and provide the website address.

As approved by the Nominating, Corporate Governance, Environmental & Social Committee on November 1, 2023.