



## **CHARTER OF THE AUDIT COMMITTEE OF THE BOARD OF DIRECTORS OF VITAL ENERGY, INC.**

### **PURPOSE**

The Audit Committee (the “Committee”) is appointed by the Board of Directors (the “Board”) of Vital Energy, Inc. (the “Company”) to assist the Board in overseeing (i) the integrity of the Company’s financial statements, (ii) the independent auditor’s qualifications, independence and performance, (iii) the effectiveness and performance of the Company’s internal audit function, and (iv) the Company’s compliance with legal and regulatory requirements. In performing its duties, the Committee shall seek to maintain an open avenue of communication among the Board, the independent auditor, the internal auditors and the management of the Company.

The Committee shall prepare the audit committee report for inclusion in the Company’s annual proxy statement as required by the applicable rules and regulations of the Securities and Exchange Commission (the “SEC”).

While the Committee has the responsibilities and authority set forth in this Charter, management and the independent auditor are responsible for planning or conducting audits and determining that the Company’s financial statements are complete and accurate and are in accordance with U.S. generally accepted accounting principles (“GAAP”). Nothing contained in this Charter is intended to expand applicable standards of liability under statutory or regulatory requirements for the directors of the Company or members of the Committee.

The independent auditor is ultimately accountable to the Committee, which has the sole authority to appoint, oversee and, where appropriate, replace the independent auditor. The Committee has direct responsibility for the compensation and oversight of the work of the independent auditor (including resolution of disagreements between management and the independent auditor regarding financial reporting) in connection with preparing or issuing an audit report or performing other audit, review or attest services for the Company. The independent auditor shall report directly to the Committee.

### **COMPOSITION**

The Committee shall be comprised of three or more members (including a chairperson of the Committee (the “Chairperson”). The members of the Committee shall meet the independence requirements of the New York Stock Exchange (the “NYSE”) and Rule 10A-3(b)(1) under the Securities Exchange Act of 1934, as amended (the “Exchange Act”). No member of the Committee shall have participated in the preparation of the financial statements of the Company or any current subsidiary of the Company at any time during the past three years. The members of the Committee and the Chairperson shall be appointed 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. No member of the Committee may simultaneously serve on the audit committee of more than two other public companies unless the Board determines in advance that such simultaneous service does not impair the member’s ability to effectively serve on the Committee.

The Committee may, when it deems appropriate, form and delegate authority to a subcommittee consisting of one or more Committee members, including the authority to grant preapprovals of audit and permitted non-audit services, provided that decisions of such subcommittee to grant preapprovals shall be presented to the full Committee at its next meeting.

All members of the Committee shall be financially literate, as determined by the Board, and at least one member of the Committee shall be an “audit committee financial expert” as defined by the SEC; provided, in the event the Committee has only one “audit committee financial expert” and such membership position becomes vacant, all actions taken by the Committee during the period of such vacancy shall not be invalidated by reason of such vacancy and, as a matter of best practices, the Board will endeavor to fill such vacancy with another “audit committee financial expert” as soon as reasonably practicable. Committee members may enhance their familiarity with finance and accounting by participating in educational programs conducted by the Company or an outside consultant. The Chairperson shall maintain regular communication with the chief executive officer of the Company (“CEO”), chief financial officer of the Company (“CFO”), Chief Technology Officer, Principal Accounting Officer, the lead partner of the independent auditor and the senior officer of the Company responsible for the internal audit function.

If a member of the Committee ceases to be independent for reasons outside the member’s reasonable control, his or her membership on the Committee may, if so permitted under then applicable NYSE rules, continue until the earlier of the Company’s next annual meeting of shareholders or one year from the occurrence of the event that caused the failure to qualify as independent.

## **MEETINGS**

The Committee shall meet as often as it determines necessary, but at least four times 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 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 other members of the Board, members of management, employees, outside counsel, the independent auditors, internal auditors 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 Chairperson shall be responsible for leadership of the Committee, including preparing the agenda, presiding over Committee meetings, making Committee assignments and regularly reporting the Committee’s actions to the Board.

As part of its responsibility to foster free and open communication, the Committee shall meet periodically with management, the internal auditors and the independent auditor in separate executive sessions.

## RESPONSIBILITIES

In carrying out its responsibilities, the Committee's policies and procedures should remain flexible to enable the Committee to react to changes in circumstances and conditions so that it can fulfill its oversight responsibilities. In addition to such other duties as the Board may from time-to-time assign, the Committee shall:

### Financial Statements

- Review and discuss with management and the independent auditor the Company's annual audited financial statements prior to the filing of the Company's Form 10-K, including disclosures made in Management's Discussion and Analysis of Financial Condition and Results of Operations, and recommend to the Board whether the audited financial statements should be included in the Form 10-K.
- Review and discuss with management and the independent auditor the Company's quarterly financial statements prior to the filing of the Company's Form 10-Q, including disclosures made in Management's Discussion and Analysis of Financial Conditions and the results of the independent auditor's review of the quarterly financial statements.
- Discuss with management and the independent auditor significant financial reporting issues and judgments made in connection with the preparation of the Company's financial statements, including any significant changes in the Company's selection or application of accounting principles, and the judgments of each of management and the independent auditor as to the quality and appropriateness of the Company's accounting principles as applied in its financial reporting.
- Review and discuss with management and the independent auditor the processes for ensuring adequacy of the Company's disclosure controls and procedures and internal control over financial reporting.
- Review and discuss with the independent auditors all critical audit matters arising from the current period audit.
- Discuss with management and the independent auditor management's report on internal control over financial reporting and the independent auditor's attestation of the Company's internal control over financial reporting prior to the filing of the Company's Form 10-K.
- Review and discuss with the independent auditor the reports required to be delivered by the independent auditor pursuant to Section 10A(k) of the Exchange Act regarding:
  - all critical accounting policies and practices to be used,
  - all alternative treatments of financial information within GAAP that have been discussed with management, ramifications of the use of such alternative disclosures and treatments, and the treatment preferred by the independent auditor, and
  - other material written communications between the independent auditor and management, such as any management letter or schedule of unadjusted differences.
- Discuss with management the Company's earnings press releases, including the use of "pro forma" or "adjusted" non-GAAP information, as well as financial information and earnings guidance provided to analysts and rating agencies. Such discussion may be done generally (consisting of discussing the types of information to be disclosed and the types of presentations to be made) and the Committee need not discuss in advance each earnings release or each instance in which the Company may provide earnings guidance.

- Discuss with management and the independent auditor the effect of regulatory and accounting initiatives, as well as off balance sheet structures, on the Company's financial statements.
- Discuss with the independent auditor the matters required to be discussed by the Public Company Accounting Oversight Board's Auditing Standard 1301, as amended or superseded, relating to communications with audit committees and the conduct of the audit, including any difficulties encountered in the course of the audit work, any restrictions on the scope of activities or access to requested information, and any significant disagreements with management.
- Review and discuss with management and the independent auditor any major issues as to the adequacy of the Company's internal controls, any special audit steps adopted in light of material control deficiencies and the adequacy of disclosures about changes in internal control over financial reporting.
- Review disclosures made to the Committee by the CEO and CFO during their certification process for the Form 10-K and Form 10-Q about any significant deficiencies in the design or operation of internal control over financial reporting or material weaknesses therein and any fraud involving management or other employees who have a significant role in the Company's internal control over financial reporting.

### **Oversight of the Company's Relationship with the Independent Auditor**

Select the Company's independent auditor, considering qualifications, independence and performance, and approve the scope of the proposed audit for each fiscal year and the fees and other compensation to be paid to the independent auditor therefor.

In evaluating the independent auditor's qualifications, performance and independence, the Committee should discuss with the independent auditor the independent auditor's independence, take into account the opinions of management and the internal auditors and consider whether the independent auditor's quality controls are sufficient and whether the provision of permitted non-audit services is compatible with maintaining the auditor's independence. The Committee shall present its conclusions with respect to the independent auditor to the Board.

- Review and evaluate the lead partner of the independent auditor's audit team for the Company.
- Obtain and review a report from the independent auditor at least annually regarding:
  - the independent auditor's internal quality-control procedures,
  - any material issues raised by the most recent internal quality control review, or peer review, of the independent auditor, or by any inquiry or investigation by governmental or professional authorities within the preceding five years respecting one or more independent audits carried out by the independent auditor,
  - any steps taken to deal with any such issues, and
  - all relationships between the independent auditor and the Company.
- Obtain and review a written statement prepared by the independent auditor describing all relationships between the independent auditor and the Company, consistent with applicable requirements of the Public Company Accounting Oversight Board regarding the independent auditor's communications with the Committee concerning independence and consider the effect that any relationships or services may have on the objectivity or independence of the independent auditors.

- Ensure the rotation of the lead audit partner having primary responsibility for the Company’s audit and the audit partner responsible for reviewing the audit as required by law.
- Establish policies for the Company’s hiring of employees or former employees of the independent auditor.
- Consider whether there should be regular rotation of the Company’s independent auditor.
- Discuss with the independent auditor material issues on which the national office of the independent auditor was consulted by the Company’s audit team.
- Preapprove all auditing services, internal control-related services and permitted non-audit services (including the fees and terms thereof) to be performed for the Company by the independent auditor, subject to such exceptions for non-audit services as permitted by applicable laws and regulations. Committee preapproval of audit and non-audit services is not required if the engagement for the services is entered into pursuant to pre-approval policies and procedures established by the Committee. The Committee will review and discuss with the independent auditor any documentation supplied by such firm as to the nature and scope of any tax services to be approved, as well as the potential effects of the provision of such services on such firm’s independence.

#### **Oversight of the Company’s Relationship with the Independent Reserve Engineer**

- Select the Company’s independent reserve engineering firm that will estimate the Company’s future reserves and income attributable to its leaseholds and royalty interests, for use in the preparation of the Company’s audited financial statements and related filings with the SEC, considering qualifications, independence and performance, and approve the scope of the proposed audit of reserve estimates for each fiscal year and the fees and other compensation to be paid to the independent reserve engineering firm therefor.

In evaluating the independent reserve engineering firm’s qualifications, performance and independence, the Committee should discuss with the principals of such firm the firm’s independence, taking into account the opinions of management and the internal auditors. The Committee shall present its conclusions with respect to its engagement of the independent reserve engineering firm to the Board.

- Review and discuss with management, the independent reserve engineering firm and the other members of the Board the written report containing the estimate the Company’s future reserves and income attributable to its leaseholds and royalty interests, prior to the inclusion of such report in the Company’s Form 10-K, and, following such review and discussion, ensure that the Board has made the determination to include such written report as an exhibit to the Form 10-K.
- Establish policies for the Company’s hiring of employees or former employees of the independent reserve engineering firm.

#### **Oversight of the Company’s Internal Audit Function**

- Review and discuss with management and the director of internal audit (or the individual responsible for the internal audit function, referred to herein as the “director of internal audit”) the annual audit plan, budget, activities, organizational structure and qualifications of the persons performing the internal audit function and review the appointment, performance and replacement of the director of internal audit.
- Review and approve the internal audit charter, including any changes deemed appropriate.

- Review and discuss with management and the director of internal audit the results of internal audits and significant reports to management prepared by the internal audit function and management's responses thereto.
- Review with the director of internal audit any difficulties encountered by the internal audit function in the course of the internal audits, including any restrictions on the scope of work or access to required information.
- Discuss with the director of internal audit the responsibilities, budget, resources and staffing of the internal audit function.

### **Oversight of Compliance Matters**

- Review policies and procedures that the Company has implemented regarding compliance with applicable federal, state and local laws and regulations and with the Company's Code of Conduct and Business Ethics and Investment Committee Charter.
- Meet at least annually with the Company's chief compliance officer regarding the implementation and effectiveness of the Company's compliance programs and at such other times as such officer may request.
- In accordance with the Board's Policy Statement Regarding Related Party Transactions, review and approve Related Party Transactions (as defined in such Policy Statement).
- Review and approve any requested waivers by officers or directors of the Company's Code of Conduct and Business Ethics and by senior financial officers of the Company's Code of Ethics for Senior Financial Officers.
- Establish procedures for the receipt, retention and treatment of complaints received by the Company regarding accounting, internal accounting controls or auditing matters, and the confidential, anonymous submission by employees of concerns regarding questionable accounting or auditing matters.
- Discuss with management and the independent auditor any published reports, employee complaints, or correspondence with regulators or governmental agencies that raise material issues regarding the Company's financial statements or accounting policies.
- Discuss with the Company's General Counsel and/or outside counsel legal matters that may have a material impact on the financial statements or the Company's compliance policies.
- Discuss and review the Company's policies and guidelines with respect to risk assessment and risk management and discuss with management the Company's major financial and other risk exposures and the steps management has taken to monitor and control such exposures. To the extent the Board has delegated to another Board committee responsibility for the review of risk assessment and risk management policies relating to a particular area or item, the Committee shall discuss and review such processes in a general manner.
- Obtain from the independent auditor assurance that Section 10A(b) of the Securities Exchange Act of 1934 has not been implicated.
- Review and discuss with management the Company's cybersecurity risks and the security of the Company's data and information technology systems, as well as the steps management has taken

to monitor and control such exposures. Review and approve management's cybersecurity policies and practices. The Committee will regularly report to the Board the substance of such reviews and discussions and, as necessary, recommend to the Board such actions as the Committee deems appropriate.

- Review with management, if management is considering whether a material charge for impairment to the Company's assets is required by GAAP and such a determination would require that the Company file a Current Report under Item 2.06 of Form 8-K promulgated under the Exchange Act, the facts and circumstances supporting the relevant analysis, which review shall be conducted before management concludes that such a material charge is required.
- Consider and conclude, for purposes of Item 4.02 of Form 8-K promulgated under the Exchange Act, whether any previously issued financial statements should no longer be relied upon.

### **Reports and Assessments**

- Regularly report Committee activities to the Board and make such recommendations to the Board as the Committee deems appropriate.
- Prepare for the Board an annual performance evaluation of the Committee.
- Annually review and reassess the adequacy of this Charter (recommending any appropriate changes to the Board).
- Provide or approve a report for inclusion in the Company's proxy statement for its annual meeting of shareholders, in accordance with applicable SEC rules and regulations.

### **AUTHORITY**

In discharging its responsibilities, the Committee shall have the authority to engage and determine funding for independent legal, accounting or other advisors (without seeking Board approval) as the Committee determines necessary or appropriate to carry out its duties. The Committee may conduct or authorize investigations into or studies of matters within the Committee's scope of responsibilities as described herein. The Company shall provide appropriate funding, as determined by the Committee, for the payment of (i) compensation to the independent auditor, and legal, accounting or other advisors engaged by the Committee and (ii) ordinary administrative expenses of the Committee that are necessary or appropriate in carrying out its duties.

### **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 Audit Committee on November 1, 2023.