



Supplier Management Policy

Our Supply Chain Mission

Vital Energy, Inc. (“Vital Energy” or “Company”) is committed to being an industry leader in supply chain management practices by providing a best-in-class supplier base committed to delivering cost competitive solutions, superior service, full transparency, and risk mitigation practices. Vital Energy seeks suppliers dedicated to embracing technology, further enabling greater agility and responsiveness to deliver outstanding value to our stakeholders. Through the implementation of Lean Six-Sigma Practices, technology and data driven strategies, we will optimize our business processes and eliminate waste while strategically positioning our supplier base to deliver on spend, service and EH&S initiatives.

One of Vital Energy’s supply chain management objectives is to work with suppliers to ensure the sustainable implementation of the principles, strategies and conduct set forth herein. Our daily conduct will be purpose driven to embrace Vital Energy’s values of Unafraid, Unshakeable and Unbiased. These pillars will inform and guide our efforts to develop a supply chain that is as resilient as the values our organization embraces.

Our Supply Chain Management Process is designed to:

- Identify, onboard and develop best in class suppliers,
- Mitigate safety, financial and business conduct risks to Vital Energy,
- Develop and grow diversity and innovative processes,
- Provide the best overall total cost of ownership for materials and services,
- Implement robust and relevant controls and transparency that improve trust and efficiency,
- Utilize market driven data to ensure the most prudent and cost-effective use of Vital Energy’s capital,
- Focus on safeguards designed to protect the environment and ensure the safety and health of the people engaged in the conduct of our daily business operations.

Supplier Management Strategy - Vital Energy’s Supplier Management Strategy entails the successful execution of the Supply Chain Management Process in the procurement of all services, materials and equipment. Our success in executing our strategy only comes when working with the highest quality suppliers who are willing to adhere to the highest standards of ethical conduct and with a commitment to environmental protections and the safety and well-being of all stakeholders.

Supplier Expectations - A core focus at Vital Energy is to ensure that our suppliers provide the highest levels of safety, performance, and value through supplier relationship management best practices.

These include, but are not limited to the following key pillars:

- Suppliers performing work on Vital Energy’s property must have an executed MSA.
- Suppliers must meet Vital Energy’s EH&S requirements; meet and maintain appropriate insurance requirements; and pass Vital Energy’s supplier risk assessment.

- Suppliers must be capable of utilizing the Enverus OpenInvoice application for invoicing, eField ticketing, and price books.
- Supplier invoices must be accompanied by an operator-authorized, signed field ticket.
- Prospective suppliers must be able to accept ACH for payment.
- Suppliers failing to meet Vital Energy’s requirements, expectations and/or failing to comply with the Supplier Code of Conduct will be removed from our Approved Supplier List (ASL).

Supplier Code of Conduct - Vital Energy’s Code of Conduct and Business Ethics Policy (“Code”) applies to every employee and our Board of Directors. Vital Energy’s reputation for integrity and dedication to excellence are our most valuable assets and the conduct of our suppliers has a direct impact on the sustainability of our values and commitment to serving all stakeholders. Therefore, it is imperative that our suppliers adhere to Vital Energy’s Code. The Code also highlights the expectation that our consultants, contractors, suppliers and other business partners will act in a manner consistent with our Code when conducting business on behalf of the Company. Suppliers must carefully review the Supplier Code of Conduct and are responsible for compliance with it. Signed acknowledgments are periodically required, attesting that each recipient understands the responsibilities outlined. The Supplier Code of Conduct is available in print and online in English and Spanish. Vital Energy will terminate relationships with any suppliers who fail to adhere to the Supplier Code of Conduct.

Environmental, Health & Safety (EHS) – Suppliers must share Vital Energy’s commitment to ensuring a safe, healthy workplace and conducting all operations in an environmentally responsible manner. Suppliers must observe all environmental, health and safety laws, regulations, rules and permit requirements which apply to their operations. Precautions must be taken to protect the health and safety of their employees, Vital Energy’s employees, business partners and members of the communities in which we operate. Suppliers must promptly report all accidents, near misses, injuries, unsafe or unhealthy conditions, and any potential violations of environment, health and safety laws. Suppliers must implement the necessary stop work activities and corrective actions to mitigate and eliminate all threats to safety or the environment. Vital Energy is committed to maintaining the safety and health of people and the quality of the environment where we operate and complying with the letter and spirit of all environmental, health and safety laws and regulations. We manage supplier and contractor conformance to operational excellence through contractual agreements.

Vital Energy expects its suppliers and contractors to:

- Conduct business in a manner which protects people and the environment.
- Comply with all applicable Vital Energy policies and requirements, both with regards to suppliers’ and contractors’ own workers, and the workers of their subcontractors and comply with all applicable environmental, health and safety laws and regulations.
- Provide and ensure that employees and subcontractors are provided with and utilize the necessary and appropriate personal protective equipment (PPE) required when performing work on Vital Energy locations.
- Act in accordance with the applicable statutory and international standards regarding environmental protection.
- Conduct operations in such a way as to minimize environmental pollution and make continuous improvements in environmental protection.

Human Rights – Vital Energy commits to respect human rights as set out in the United Nations Universal Declaration of Human Rights and International Labor Organization (ILO) Declaration on Fundamental Principles and Rights at Work.

Vital Energy expects its suppliers and contractors to:

- Treat their employees and communities in a manner that adheres to the United Nations Guiding Principles on Business and Human Rights, and the Voluntary Principles on Security and Human Rights.
- Adhere to the International Labor Organization’s Declaration on Fundamental Principles and Rights at Work, including freedom of association and collective bargaining, non-discrimination, the elimination of forced and compulsory labor, and the abolition of child labor as provided by the conventions of the International Labor Organization (ILO).
- Commit to respect, where applicable, the rights of Indigenous Peoples in a way that respects their history, culture and customs, within legal and constitutional frameworks.
- Adhere to the International Labor Organization’s (ILO) declaration on Forced Labor Convention (No. 29) and the Abolition of Forced Labor Convention (No. 105).
- Promote equal opportunities for and treatment of its employees irrespective of skin color, race, nationality, social background, disabilities, sexual orientation, political or religious conviction, sex or age.
- Respect the personal dignity, privacy and rights of each individual.
- Refuse to employ or make anyone work against their will.
- Refuse to tolerate any unacceptable treatment of employees, such as mental cruelty, sexual or personal harassment or discrimination.
- Prohibit behavior including gestures, language or physical contact, that is sexual, coercive, threatening, abusive or exploitative.
- Provide fair remuneration and guarantee the applicable national statutory minimum wage.
- Comply with the maximum number of working hours laid down in applicable laws.

Supplier Corrective Action – Suppliers will be expected to comply with and participate in Vital Energy’s Supplier Corrective Action Request (SCAR) process. This process will provide Root Cause Analysis (RCA) of any injury or significant environmental event to ensure understanding of the root cause and application of appropriate and lasting corrective action.

Supplier Performance – Supplier performance will be tracked and evaluated based on Vital Energy KPI’s. Quarterly Performance Reviews (QPR’s) to review KPI’s, business growth opportunities, support and performance concerns, will be held with selected suppliers.

Drugs and Alcohol – Suppliers are expected to be free from the influence and/or effects of alcohol, drugs or improperly used prescription medications while conducting Vital Energy’s business, whether on or off Vital Energy’s premises.

Auditing – Vital Energy expects suppliers to fully cooperate with audit activities that may be required following breaches of Vital Energy policy compliance, injury or other accidents related to supplier performance and other similar instances.

External Communication – Suppliers are prohibited from engaging in any communication representing Vital Energy’s opinion in any forum without the prior written consent of Vital Energy pursuant to its applicable company policies.

Cyber Security – Suppliers are expected to adopt reasonable measures to ensure the safety of their internal systems to protect both their intellectual property and that belonging to or associated with Vital Energy’s business activities.

Antitrust Laws – Suppliers are expected to comply with applicable antitrust and fair competition laws and to not participate in any activity that could be considered a violation of antitrust laws.

Anti-Bribery and Anti-Corruption – Suppliers must comply 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.

Anti-Boycott Laws – Suppliers must not participate or support any international boycott that is not sanctioned by the United States Government or applicable laws.

Trade Laws – Suppliers must comply with applicable trade controls.

Accounting and Disclosure Practices – Supplier must honestly and accurately record and report all matters related to business with Vital Energy. Books, records, accounts and financial statements must be maintained in reasonable detail, appropriately reflect all transactions with Vital Energy and conform to generally accepted accounting principles, applicable legal requirements, and a system of internal controls. Suppliers shall make their books, records, accounts, and financial statements available to Vital Energy upon request.

Records Retention – Suppliers shall create, retain, and dispose of business records in compliance with all applicable laws and regulatory requirements.

Political Activities – Without written approval pursuant to Vital Energy company policy, suppliers may not use Vital Energy funds or resources for political activities, make any political contributions or present any gifts on behalf of Vital Energy to any candidate for public office or elected official, or represent Vital Energy or authorize any third party to represent Vital Energy in making contacts with any federal, state, or local government official (or member or employee of a legislative body or government agency) to influence policy, legislation, agency rules, regulations or any other official action.

Charitable Giving – Suppliers shall not make or promise charitable contributions on behalf of Vital Energy.

Insider Trading- Suppliers may not use or share insider information concerning Vital Energy for the purpose of trading in Vital Energy or other securities.

Protection of Confidential Information – Suppliers must strictly adhere to all confidentiality obligations.

Protection of Vital Energy Assets – Suppliers are expected to protect Vital Energy assets against theft, loss and misuse.

Conflicts of Interest – Suppliers must avoid actual conflicts of interest or the appearance of conflicts of interest in all business transactions and relationships with Vital Energy.

Business Gifts and Entertainment – Suppliers are expected to understand and comply with Vital Energy’s policies governing business gifts and entertainment. Suppliers must never offer or provide personal incentives, rewards or bribes to any Vital Energy employee, contractor or supplier in an effort to influence a business decision or gain an unfair advantage.

Ethics and Compliance Hotline - Vital Energy will make available a 24-hour Ethics and Compliance Reporting Hotline (1-844-732-6240) for suppliers to anonymously report compliance and ethics concerns and/or Vital Energy policy violations.

Anti-Discrimination, Anti-Harassment and Anti-Retaliation – Vital Energy prohibits discrimination, harassment and retaliation of any employer and/or contractor for any reason protected by law including, but not limited to: age, color, national origin, race, religion, sex, sexual orientation, gender identity, disability, military status, veteran status, genetic information, or any other status or characteristic protected by law. Discrimination, harassment and retaliation against third parties by our employees is also prohibited. The purpose of this policy is to ensure that in the workplace or at the worksite, no person discriminates against, harasses or retaliates against another for any reason.

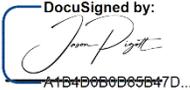
- *Sexual Harassment:* Sexual harassment is defined as unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature. In order for these actions to be considered sexual harassment, one of the following situations is generally found:
 - An individual’s submission to such conduct is made either explicitly or implicitly a term or condition of that individual’s retention or employment;
 - An individual’s submission to or rejection of such conduct is used as the basis for employment or other decisions affecting that individual; or
 - The conduct has the purpose or effect of unreasonably interfering with an individual’s work performance or creating an intimidating, hostile or offensive (work) environment.

- *Other Harassment:* Harassment includes verbal or physical conduct that denigrates or shows hostility or aversion toward an individual because of the individual’s status or characteristics. Harassing conduct may include profanity, gestures, slurs and jokes. To be considered harassment, one of the following situations is generally found:
 - The conduct has the purpose or effect of creating an intimidating, hostile or offensive (work) environment;

- The conduct has the purpose or effect of unreasonably interfering with an individual's (work) performance; or
- The conduct otherwise adversely affects an individual's (employment) opportunities.

Reporting Discrimination, Harassment or Retaliation - Early reporting and intervention are effective methods of resolving actual or perceived incidents of discrimination, harassment and retaliation. Therefore, if an individual has experienced or witnessed conduct that they believe is contrary to this policy or have concerns about such matters, they must immediately report the conduct to any one of the following persons as soon as possible after the incident:

- His/her immediate Supervisor;
- A Vital Energy Human Resources Representative;
- Vital Energy's Vice President of Human Resources;
- Any Senior Officer of Vital Energy

ADOPTED:  DocuSigned by:
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DATE: 10/30/2023