



Occupational Health and Safety Policy

Objective

Vital Energy, Inc. (“Company” or “Vital Energy”) is committed to providing safe and healthy working conditions by following all occupational health and safety laws governing our business activities. We strive to maintain a healthy, safe and well-trained workforce and prevent and avoid injuries or illness related to workplace conditions. We seek to achieve this through leadership field engagements, all-hands safety meetings, a robust new-hire and continuous education training program, facility and equipment hazard hunts, stop-work authority and root-cause analysis.

We believe that management and each and every employee have a shared responsibility in the promotion of health and safety in the workplace. As such, we expect that all employees and contractors follow all safety laws and regulations, as well as Company safety policies and procedures. Any accident, injury or unsafe equipment, practices or conditions should be reported immediately to the Health, Safety and Environment (“HSE”) team through appropriate channels.

Applicability

This policy applies to all employees including temporary or contract employees and any others who create or have access to information that supports Vital Energy’s operations.

Non-Compliance

Violation of this Policy or attempting to violate, circumvent and/or ignore any provision of this Policy may result in disciplinary action, up to and including termination of employment.

Process and Procedures

Risk Assessment and Hazard Identification

We conduct leadership safety walks, contractor field safety audits, periodic risk assessments and job hazard analyses to identify potential risks and establish preventative measures accordingly.

Vital strives to conduct biannual external safety audits on all active drilling rigs to help ensure compliance with International Association of Drilling Contractors (“IADC”) requirements and Occupational Safety and Health Administration (“OSHA”) regulations. Audit findings are captured and addressed. A written compliance report is submitted to the contract drilling company to be addressed in a timely manner. They are benchmarked against other local operators. Personnel from Vital’s HSE and Operations Departments perform a review of potential hazards in work areas on workover rigs on a weekly basis. One rig is looked at per week with the rig crew, rig supervisor and the operations engineering supervisor in attendance. Monthly hazard hunts on drilling rigs and completion sites are also conducted. Operations, Engineering and the Workover Supervisor lead a Quarterly Workover Value Meeting with HSE team members and all workover crews on Vital locations. This meeting is conducted to ensure alignment on goals, expectations and communication between all workover rigs on Vital locations.



Occupational Safety and Health Act

Certain of our operations are subject to applicable requirements of the federal OSHA and comparable state laws that regulate the protection of the health and safety of employees. In addition, OSHA's hazard communication standard requires that information be maintained about hazardous materials used or produced in our operations and that certain information be provided to employees, state and local government authorities and citizens.

Roles and Responsibilities

Our Board's Nominating, Corporate Governance, Environmental, and Social ("NGE&S") Committee has ultimate oversight of ESG matters.

The Vice President of Operations Support leads our HSE teams. Vital's team of HSE professionals are responsible for implementing and monitoring processes and procedures, work daily to foster a culture of safe work habits and ensure compliance with all applicable laws. Every Vital employee is responsible for their safety and the safety of their peers. "Start-work" and "Stop-work" practices are key in achieving operational excellence.

Health and Safety Procedures

Job Safety Analysis (JSA)

Prior to work, Vital evaluates the site to identify any potential health and safety hazards and the measures that will be taken to control the hazards. These hazards and controls are then discussed during a pre-job safety meeting with field employees. Vital also provides job safety analysis ("JSA") training at least annually to all field employees. Field employees perform contractor safety reviews where the contractor's JSA is analyzed, and Vital will confirm that a pre-job safety meeting has been performed.

Production

Vital Energy produces hydrocarbons and employees involved in the production process receive training related to safe operational practices, including operational, chemical and product related hazards. Similarly, hazards associated with our operations are discussed in pre-job safety meetings prior to conducting operations. Should a non-routine operation occur, Vital from time-to-time may mobilize local first responders to train on potential hazards associated with that operation.

Training

Vital provides safety training designed specifically to mitigate incidents most likely to occur in an employee's role. Field and office personnel both complete safety training, including:

- New field employees must complete the 8-hour SafeLand Certification course before engaging in field work.
- New supervisors receive another 16 hours for HAZWOPER certification, which is renewed annually with an 8-hour refresher.
- Office employees receive 10 hours of annual training, including both environmental and safety training.
- Contractor supervisors receive additional training through monthly safety meetings.



Incident Management

Each employee or contractor on a Vital Energy site is required to stop work if they believe conditions are unsafe for people, the environment or our operations. Vital will never retaliate against an employee or partner who stops work in good faith.

All employees should use the Incident Form located at <https://fs9.formsite.com/shaven/form59/index.html> to report any incidents of property damage, spills or environmental releases and fires that occur on Company property as well as any incident of property damage, vehicles accidents, personal injuries or a “near miss” that could have resulted in damage to person or property occurring while an employee is engaged in Company business. Reports should be made as soon as possible after an incident occurs.

Should an incident occur, Vital will conduct an analysis to determine the root cause of the incident and develop corrective actions, if necessary. Findings are shared with relevant teams.

Safe Work Practices

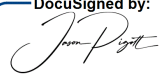
Vital Energy may use some chemicals (e.g., cleaning compounds, inks, etc.) in some operations. Employees should receive training and be familiar with the safe handling, use, storage and control measures relating to these substances if the employee will use or likely be exposed to them. Safety Data Sheets (“SDS”) are available for inspections in applicable work areas. Employees must follow all labeling requirements. If an employee has any questions, they should be directed to his/her Supervisor.

Contractor Safety

Vital Energy only onboards those contractors who meet our minimum safety standards and have a track record that exceeds our minimum safety performance requirements. Vital leverages third-party services to help manage contractors on location and we track key performance indicators (“KPIs”) to ensure timely action on any contractor-related issues and to capture lessons learned. Additionally, field safety consultants are hired to observe the Company’s operations and in-field contractors to ensure best-in-class safe practices.

Environmental Health and Safety

Should a spill occur, Vital Energy prioritizes the safety of our employees and communities while working to contain the spill and prevent environmental impact through efficient implementation of our emergency response action plan. Every field employee annually completes Hazardous Waste Operations and Emergency Response (“HAZWOPER”) training.

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Jason Pigott, President and CEO