Vital Energy

2023 Sustainability Report

Content Indices

Data Tables

Sustainability Accounting Standards Board (SASB)

SASB standards help companies around the world identify, manage and communicate financially-material sustainability information to their investors. The following table references the specific "Oil & Gas – Exploration and Production" industry standard.

SASB CODE	DESCRIPTION	UNIT	2017	2018	2019	2020	2021	2022
GHG EMISSIONS								
EM-EP-110a.1	Gross global Scope 1 GHG emissions	Metric tons CO_2e			1,070,077	950,218	708,178	452,106
	Gross global Scope 1 GHG emissions intensity rate	Metric tons CO_2e / MBOE			26.03	23.13	17.29	10.70
	Methane emissions as a percentage of gross Scope 1 GHG emissions	Percentage			48%	41%	29%	15%
	Percentage of Scope 1 GHG emissions covered under emissions-limiting regulations	Percentage			0%	0%	0%	0%
EM-EP-110a.2	(1) Gross Scope 1 GHG emissions from flared hydrocarbons	Metric tons CO_2e			337,600	277,991	97,814	130,282
	(2) Gross Scope 1 GHG emissions from other combustion	Metric tons CO_2e			384,808	294,257	309,509	257,051
	(3) Gross Scope 1 GHG emissions from process emissions	Metric tons CO_2e			0	0	0	0
	(4) Gross Scope 1 GHG emissions from other vented emissions	Metric tons CO_2e			330,026	361,602	285,538	51,277
	(5) Gross Scope 1 GHG emissions from fugitive emissions	Metric tons CO_2e			13,466	12,406	11,303	8,204
EM-EP-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets	Qualitative	Through target setting and strategic planning, we have identified and begun implementing measurable emissions reduction initiatives. Our emissions reduction targets include: By 2025: <12.5 $mtCO_2e$ / MBOE Scope 1 GHG emissions intensity (a 52% reduction from 2019 baseline), <0.20% methane emissions (a 77% reduction from our 2019 baseline), zero routine flaring; By 2030: <10 $mtCO_2e$ / MBOE Scope 1 & 2 GHG emissions intensity (a 62% reduction from our 2019 baseline). We have achieved two of our short-term climate targets — our 2022 Scope 1 GHG emissions intensity is below 12.5 $mtCO_2e$ / MBOE and our 2022 methane emissions are below 0.20% — three years ahead of schedule. We reached these milestones by instilling environmental and safety best management practices across our Company and investing in new technologies to optimize production, lower operating costs and reduce our emissions. More information, including details on our emissions reduction initiatives, is available in our 2023 Sustainability Report (Emissions Management section).					

Metric not reported for this year.

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2017	2018	2019	2020	2021	2022
AIR QUALITY								
EM-EP-120a.1	Air emissions of the following pollutants: (1) NO_x (excluding N2O), (2) SO_x, (3) volatile organic compounds (VOCs), and (4) particulate matter (PM_{10})	Metric tons	Our facilities are permitted consistent with federal and state requirements that focus on tracking NO_x, SO_x, VOCs and PM_{10} emissions at a facility level. In addition, we are expanding our continuous emissions monitoring system (CEMS) to cover more facilities across the field to detect and mitigate emissions releases on our locations. For 2022: NO_x emissions: 2,692 mt CO emissions: 1,193 mt VOC emissions: 3,423 mt.					
WATER MANAGEMENT								
EM-EP-140a.1	(1) Total fresh water withdrawn	Cubic meters (m3)	5,636,928	5,238,310	3,472,717	3,266,870	3,764,762	3,021,687
	(2) Total fresh water consumed	Cubic meters (m3)	5,636,928	5,238,310	3,472,717	3,266,870	3,764,762	3,021,687
	(2) Percentage of each in regions with High or Extremely High Baseline Water Stress	Percentage	0%	0%	0%	63%	100%	100%
EM-EP-140a.2	(1) Volume of produced water and flow back generated	Cubic meters (m3)	3,467,922	4,523,856	4,779,470	4,346,482	7,484,755	11,841,125
	(1) Percentage discharged	Percentage	0%	0%	0%	0%	0%	0%
	(2) Percentage injected	Percentage	70%	77%	61%	83%	82%	72%
	(3) Percentage recycled	Percentage	30%	23%	39%	17%	18%	28%
	(3) Hydrocarbon content in discharged water	Metric tons	0	0	0	0	0	0
EM-EP-140a.3	Percentage of hydraulically fractured wells for which there is public disclosure of all fracturing fluid chemicals used	Percentage	100%	100%	100%	100%	100%	100%
EM-EP-140a.4	Percentage of hydraulic fracturing sites where ground or surface water quality deteriorated compared to a baseline	Percentage	Not tracked as defined by this metric.					

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2017	2018	2019	2020	2021	2022
BIODIVERSITY IMPACTS								
EM-EP-160a.1	Description of environmental management policies and practices for active sites	Qualitative	Vital Energy has an environmental management system (EMS), which is a set of processes and procedures that help the Company maintain compliance and decrease risk and environmental impacts. The system is integrated into our operations and offers our team a consistent framework for decision-making and training practices. Our EMS framework follows the "Plan-Do-Check-Act" methodology as our standard system approach and covers all our operational sites. We also reference our Environmental and Biodiversity Policy, which outlines our oversight and environmental commitments. More information can be found in our 2023 Sustainability Report (Environment section).					
EM-EP-160a.2	Number and aggregate volume of hydrocarbon spills and volume recovered	Number, bbls	**Events:** 155 **Spilled:** 1,715 **Recovered:** 1,050 **Recovery rate:** 0.61 **Spill rate oil (spills / MBO):** 0.13	**Events:** 165 **Spilled:** 3,020 **Recovered:** 826 **Recovery rate:** 0.27 **Spill rate oil (spills / MBO):** 0.22	**Events:** 174 **Spilled:** 1,197 **Recovered:** 361 **Recovery rate:** 0.30 **Spill rate oil (spills / MBO):** 0.08	**Events:** 87 **Spilled:** 401 **Recovered:** 265 **Recovery rate:** 0.66 **Spill rate oil (spills / MBO):** 0.03	**Events:** 66 **Spilled:** 381 **Recovered:** 153 **Recovery rate:** 0.40 **Spill rate oil (spills / MBO):** 0.02	**Events:** 168 **Spilled:** 695 **Recovered:** 89 **Recovery rate:** 0.13 **Spill rate oil (spills / MBO):** 0.03
	Number and aggregate volume of non-hydrocarbon (water) spills and volume recovered	Number, bbls	**Events:** 203 **Spilled:** 10,084 **Recovered:** 4,721 **Recovery rate:** 0.47 **Spill rate water (spills / MBW):** 0.18	**Events:** 175 **Spilled:** 3,190 **Recovered:** 2,154 **Recovery rate:** 0.68 **Spill rate water (spills / MBW):** 0.05	**Events:** 174 **Spilled:** 7,809 **Recovered:** 4,723 **Recovery rate:** 0.60 **Spill rate water (spills / MBW):** 0.15	**Events:** 120 **Spilled:** 3,931 **Recovered:** 2,966 **Recovery rate:** 0.75 **Spill rate water (spills / MBW):** 0.08	**Events:** 85[1] **Spilled:** 1,005 **Recovered:** 466 **Recovery rate:** 0.46 **Spill rate water (spills / MBW):** 0.01	**Events:** 196 **Spilled:** 1,971 **Recovered:** 728 **Recovery rate:** 0.37 **Spill rate water (spills / MBW):** 0.02
	Number and aggregate volume of hydrocarbon spills in Arctic, volume impacting shorelines with ESI rankings 8–10, and volume recovered	Number, bbls	Vital Energy does not operate in the Arctic or along shorelines with ESI rankings 8–10, as such, we have no spills in these areas.					
			Events: 0 **Spilled:** 0 **Recovered:** N/A	**Events:** 0 **Spilled:** 0 **Recovered:** N/A	**Events:** 0 **Spilled:** 0 **Recovered:** N/A	**Events:** 0 **Spilled:** 0 **Recovered:** N/A	**Events:** 0 **Spilled:** 0 **Recovered:** N/A	**Events:** 0 **Spilled:** 0 **Recovered:** N/A
EM-EP-160a.3	Percentage of (1) proved and (2) probable reserves in or near sites with protected conservation status or endangered species habitat	Percentage	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%

[1] Certain spill data for 2021 was updated from previous reporting to help ensure consistent methodology year-over-year.

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2017	2018	2019	2020	2021	2022
SECURITY, HUMAN RIGHTS AND RIGHTS OF INDIGENOUS PEOPLES								
EM-EP-210a.1	Percentage of (1) proved and (2) probable reserves in or near areas of conflict	Percentage	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%
EM-EP-210a.2	Percentage of (1) proved and (2) probable reserves in or near Indigenous land	Percentage	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%
EM-EP-210a.3	Discussion of engagement processes and due diligence practices with respect to human rights, Indigenous rights, and operation in areas of conflict	Qualitative	Vital Energy fosters an environment in which the human rights of all are recognized and respected throughout the Company. As detailed in our Human Rights Policy endorsed by our CEO, we uphold all internationally recognized human rights and follow all applicable national and local regulations as they pertain to the fundamental rights of all stakeholders. Vital Energy does not currently operate on or adjacent to any lands under the governance of Indigenous peoples. Should we do so, we would follow all applicable laws and conduct community consultations to establish business practices that are respectful of Indigenous peoples' sovereignty, security (including water security and access to resources) and unique rights. We commit to not relocating or resettling people for the benefit of our operations. More information can be found in our 2023 Sustainability Report (Human Rights section).					
COMMUNITY RELATIONS								
EM-EP-210b.1	Discussion of process to manage risks and opportunities associated with community rights and interests	Qualitative	We value the partnerships necessary to operate successfully in our local communities. We encourage two-way communications with our owners and offer various resources to contact our Company, including a dedicated website section, email address and 24-hour field emergency phone number. In addition to these resources, community members may contact the Company through our Ethics & Compliance Hotline. As we continue to grow, we are committed to consulting with local communities and engaging with key stakeholders in the early stages of any major project. We apply the general principles of Free, Prior and Informed Consent (FPIC) in keeping with best practices for community engagement. More information can be found in our 2023 Sustainability Report (Community Engagement section).					
EM-EP-210b.2	Number and duration of non-technical delays	Number, days	0	0	0	0	0	0

SASB CONTINUED

Vital Energy

SASB CODE	DESCRIPTION	UNIT	2017	2018	2019	2020	2021	2022
WORKFORCE HEALTH AND SAFETY								
EM-EP-320a.1	(1) Total recordable incident rate (TRIR)	Rate, #	**TRIR (combined):** 1.20 **TRIR (employees):** 1.61 **TRIR (contractors):** 1.11	**TRIR (combined):** 1.19 **TRIR (employees):** 0.30 **TRIR (contractors):** 1.44	**TRIR (combined):** 0.86 **TRIR (employees):** 0.37 **TRIR (contractors):** 1.00	**TRIR (combined):** 0.74 **TRIR (employees):** 0.78 **TRIR (contractors):** 0.73	**TRIR (combined):** 1.44 **TRIR (employees):** 1.22 **TRIR (contractors):** 1.53	**TRIR (combined):** 0.61 **TRIR (employees):** 0.00 **TRIR (contractors):** 0.78
	(2) Fatality rate	Rate, #	**Fatalities (combined):** 0 **Fatalities (employees):** 0 **Fatalities (contractors):** 0	**Fatalities (combined):** 1 **Fatalities (employees):** 0 **Fatalities (contractors):** 1	**Fatalities (combined):** 0 **Fatalities (employees):** 0 **Fatalities (contractors):** 0	**Fatalities (combined):** 0 **Fatalities (employees):** 0 **Fatalities (contractors):** 0	**Fatalities (combined):** 0 **Fatalities (employees):** 0 **Fatalities (contractors):** 0	**Fatalities (combined):** 0 **Fatalities (employees):** 0 **Fatalities (contractors):** 0
	(3) Near miss frequency rate (NMFR), and (4) average hours of health, safety, and emergency response training for (a) full-time employees, (b) contract employees, and (c) shortservice employees	Rate, hours	(3) For 2022: NMFR (combined): 29.29 NMFR (employees): 40.27 NMFR (contractors): 26.47 (4a) On average, full-time field employees receive 17.5 hours of annual training. 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. (4b) Contract supervisors receive 19.5 hours of training per year through our monthly safety meetings. (4c) New field employees must complete the 8-hour SafeLand Certification course before engaging in field work. Additionally, new field employees receive 24.5 hours of training per year and an additional 3 hours of safety training upon new hire orientation. Our lease operators also participated in training related to fundamental, intermediate and advanced technical operations and standard operating procedures for a total of over 7,000 hours of additional operational training in 2022.					
EM-EP-320a.2	Discussion of management systems used to integrate a culture of safety throughout the exploration and production lifecycle	Qualitative	From our CEO to our team in the field, we work together to achieve our goal of zero incidents. We take action every day through our dedicated safety programs and procedures, including safety meetings, Stop Work Authority, hazard hunts, root cause analysis, emergency response planning and safety audits. We also focus on employee training and comprehensive contractor management. Specific to employee health, we offer numerous benefits to promote well-being. These include flexible work schedules, health and fitness benefits, an employee assistance program, family accommodations and caregiving support. More information can be found in our 2023 Sustainability Report (Workforce Health and Safety section).					

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2017	2018	2019	2020	2021	2022
RESERVES VALUATION AND CAPITAL EXPENDITURES								
EM-EP-420a.1	Sensitivity of hydrocarbon reserve levels to future price projection scenarios that account for a price on carbon emissions	MMbbls, MMscf	Vital Energy's scenario analysis focused on stress testing against various climate scenarios, including those aligned with the IEA's Net Zero Scenario from the latest World Energy Outlook report. We believe these net zero scenarios are the most stringent of scenarios available, given the assumption of a successful low-carbon transition. Based on our climate scenario analyses findings, we expect that our oil and gas production will remain resilient in most net zero scenarios. We plan to evaluate the role of integrating an internal carbon price as part of our sensitivity analyses in the coming years. More information can be found in our Climate Risk and Resilience Report.					
EM-EP-420a.2	Estimated carbon dioxide emissions embedded in proved hydrocarbon reserves	Metric tons CO_2e	Not currently tracked.					
EM-EP-420a.3	Amount invested in renewable energy, revenue generated by renewable energy sales	USD	$85,971 revenue received[1]	$73,970 revenue received[1]	$73,275 revenue received[1]	$73,275 revenue received[1]	$73,275 revenue received[1]	$73,275 revenue received[1]
EM-EP-420a.4	Discussion of how price and demand for hydrocarbons and/or climate regulation influence the capital expenditure strategy for exploration, acquisition and development of assets	Qualitative	Vital Energy annually conducts third-party scenario analyses to provide an even more comprehensive review of the resilience of our business strategy with respect to climate-related scenarios. The methods used aligned with the TCFD and utilized transition risk scenarios from the IEA. The outcome of our analysis found that Vital Energy is positioned to continue producing oil and natural gas profitably, even in a carbon-constrained environment, and our business is likely to be resilient to the potential price impacts outlined in the IEA Net Zero Emissions Scenarios. Vital Energy expects that our portfolio of assets will remain resilient in a range of possible future low oil prices and lower carbon scenarios. We also expect to remain a leading low cost operator through expanding high-margin inventory and leveraging our contiguous acreage position to drive operational efficiency and increase drilling program rates of return. Furthermore, Vital Energy expects to continue acquiring strategic assets which we can develop economically and operate in a way that improves the environmental performance of those assets. Lastly, the Company considers both economic and environmental factors when allocating capital. These investments are guided by our carbon abatement curve which informs our decision-making and enables the Company to achieve a meaningful impact for our investment of human and financial capital. Additionally, our investments reduce the carbon intensity of several of assets we've acquired as part of our corporate transformation and further differentiates Vital Energy as an economically and environmentally sustainable operator. More information can be found in our Climate Risk and Resilience Report.					

[1] Metrics represent revenue received for renewable energy generated on surface land owned by Vital Energy and does not reflect amount invested in renewable energy.

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2017	2018	2019	2020	2021	2022
BUSINESS ETHICS AND TRANSPARENCY								
EM-EP-510a.1	Percentage of (1) proved and (2) probable reserves in countries that have the 20 lowest rankings in Transparency International's Corruption Perception Index	Percentage	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%	1) 0% 2) 0%
EM-EP-510a.2	Description of the management system for prevention of corruption and bribery throughout the value chain	Qualitative	As stated in our Anti-Bribery and Anti-Corruption Policy, Vital Energy operates in compliance with anti-bribery and anti-corruption laws such as the Foreign Corrupt Practices Act. Additionally, we strictly prohibit facilitation payments (small payments made to government officials in exchange for expedited services such as approvals of permits or licenses) and gifts. Violations of our Code of Conduct or related policies are not permitted and may result in disciplinary action, up to and including termination of employment. Employees must attest to our Code (and its policies) annually and are responsible for reporting any violations or perceived unethical situations to Company representatives or confidentially through our Ethics & Compliance Hotline. Employees are protected by our Whistleblower Policy and federal whistleblower laws. Additionally, our suppliers are expected to act in a manner consistent with our Code when conducting business on behalf of Vital Energy. More information can be found in our 2023 Sustainability Report (Code of Conduct and Ethics Reporting section).					
MANAGEMENT OF THE LEGAL AND REGULATORY ENVIRONMENT								
EM-EP-530a.1	Discussion of corporate positions related to government regulations and/or policy proposals that address environmental and social factors affecting the industry	Qualitative	Vital Energy does not make contributions to any political party, committee, candidate or holder of a government position unless permitted by law and does not lobby on behalf of the company. It is against our Human Capital Management Policy to lobby our employees on behalf of a political candidate and to reimburse employees for political contributions or expenditures. More information can be found in our Anti-Bribery and Anti-Corruption Policy. We do participate in industry trade associations to collaborate with subject matter experts from other companies and influence the direction of those organizations.					
CRITICAL INCIDENT RISK MANAGEMENT								
EM-EP-540a.1	Process Safety Event (PSE) rates for Loss of Primary Containment (LOPC) of greater consequence (Tier 1)	Rate			0	0	0	1
EM-EP-540a.2	Description of management systems used to identify and mitigate catastrophic and tail-end risks	Qualitative	Risk oversight and management is a key responsibility of our Board. Our directors participate in risk management education and receive regular reports regarding our enterprise risk management (ERM) process. ERM is a dynamic process to identify, assess, prioritize and mitigate the Company's most significant enterprise risks and uncertainties that could materially impact the long-term health of the Company or prevent the achievement of strategic objectives. Our Director of Internal Audit facilitates our ERM program. We leverage a combination of our quarterly and annual internal ERM efforts and regular stakeholder engagement to understand and focus on issues of material significance to both Vital Energy and our stakeholders. Once potential risks are identified, we conduct appropriate analyses for each of our potential key risks. We also monitor the legislative environment and regulatory developments to identify any pending matters that may impact our business. Our ERM process continues to evolve to reflect our sector's dynamic risk landscape. More information can be found in our 2023 Sustainability Report (ERM section). Throughout our sustainability report we discuss various risk mitigation strategies and in our climate report, we specifically list climate-related risks with their corresponding mitigation plans. More information on these mitigation plans can be found in the Risk Management section of our Climate Risk and Resilience Report.					

Metric not reported for this year.

SASB CONTINUED

SASB CODE	DESCRIPTION	UNIT	2017	2018	2019	2020	2021	2022
ACTIVITY METRICS								
EM-EP-000.A	Production of: (1) oil, (2) natural gas, (3) synthetic oil, and (4) synthetic gas	Thousand barrels of oil equivalent per day (MBOED) from unconventional shale reservoirs	58.3	68.2	80.9	87.8	81.7	82.4
		(1) Thousand barrels of crude oil per day (MBOPD) from unconventional shale reservoirs	**Crude Oil:** 26.0	**Crude Oil:** 27.9	**Crude Oil:** 28.4	**Crude Oil:** 26.9	**Crude Oil:** 31.8	**Crude Oil:** 37.9
		(2) Million standard cubic feet of natural gas per day (MMCFD) from unconventional shale reservoirs	**Wet Natural Gas:** 193.9	**Wet Natural Gas:** 241.7	**Wet Natural Gas:** 314.7	**Wet Natural Gas:** 365.4	**Wet Natural Gas:** 299.1	**Wet Natural Gas:** 267.0
		(3) Thousand barrels of synthetic oil per day (MBOPD)	0	0	0	0	0	0
		(4) Million standard cubic feet of synthetic gas per day (MMCFD)	0	0	0	0	0	0
EM-EP-000.B	Number of offshore sites	Number	0	0	0	0	0	0
EM-EP-000.C	Number of terrestrial sites	Number	1,226 producing wells (gross)	1,246 producing wells (gross)	1,269 producing wells (gross)	1,322 producing wells (gross)	1,917 producing wells (gross)	1,916 producing wells (gross)
			All Vital Energy operations are on terrestrial sites.					

International Petroleum Industry Environmental Conservation Association (Ipieca)

Ipieca is the global oil and natural gas industry association for advancing environmental and social performance. The sustainability reporting guidance for the oil and natural gas industry is a key tool to help companies shape the structure and content of their sustainability reporting. The guidance provides direction on the content of a typical industry report by covering 21 sustainability issues and 43 indicator categories. These issues and indicators have been selected based on industry consensus, together with significant insights and suggestions from an independent panel of stakeholders with expertise in the sector and sustainability reporting.

TOPIC	RESPONSE
Governance and Business Ethics	
GOV-1: Governance approach	The Vital Energy Board of Directors currently consists of 10 directors serving staggered three-year terms. In the last five years, 90% of our Board has been refreshed as part of an intentional effort to increase diversity and knowledge around ESG and technology — expertise that reflects the future of the energy business. The Chair of our Board is an independent director with a separate, distinct role from our CEO. Our Board holds regular meetings without involvement from management and our four Committees are comprised of only independent directors. In 2022, our Board held 27 meetings either in committee or as a full Board. Two Board Committees have primary ESG-related governance. Our Audit Committee oversees our enterprise risk management (ERM) process during which ESG and climate-related risks are evaluated. Our Nominating, Corporate Governance, Environmental and Social (NGE&S) Committee has ultimate oversight of ESG matters, discussing risks and opportunities at each of its quarterly meetings. ESG matters were discussed at 63% of Board meetings in 2022. Our Board, officers and employees are accountable to our Code of Conduct and Business Ethics, which establishes a workplace culture committed to the highest ethical standards and the law. A separate Code of Ethics governs the actions of our Senior Financial Officers, in accordance with applicable U.S. federal securities laws and the NYSE Listed Company Manual. Vital Energy employees must attest to the Code each year and are responsible for reporting any violations or perceived unethical situations to Company representatives or confidentially through our Ethics & Compliance Hotline. We have a number of policies that support the values and behaviors outlined in our Code. Some of these policies include: Anti-Bribery and Anti-Corruption; Anti-Discrimination, Anti-Harassment and Anti-Retaliation; Environmental and Biodiversity; Human Capital Management; Human Rights and Insider Trading. Violations of our Code or related policies are not permitted and may result in disciplinary action, up to and including termination of employment. More information can be found in our 2023 Sustainability Report (Governance section).
GOV-2: Management systems	Consistent with our Company values of driving accountability and involvement, ESG oversight and accountability occurs at multiple levels of our organization. Our Board's NGE&S Committee has ultimate oversight of ESG matters, discussing risks and opportunities at each of its quarterly meetings. At the executive level, our Chief Sustainability Officer (CSO) leads and directs the Company's sustainability strategy and implementation, reports directly to the CEO, leads the ESG Management Committee and provides regular updates to the Board's NGE&S Committee, including progress toward our ESG targets. Vital Energy's ESG Management Committee (which is made up of cross-functional Company leaders) executes ESG efforts across the organization and makes recommendations for our operations and business strategy. To further encourage accountability across our business, we set operational targets and, at times, tie them to executive and/or employee compensation. Specific to sustainability, we tie both our executive and employee compensation programs to environmental and safety metrics. By aligning our Short-Term Incentive Program (STIP) and Long-Term Incentive Program (LTIP) payouts to sustainability targets, such as emissions reduction, spill intensity and safety, we are further incentivizing ownership related to ESG performance across the organization. More information can be found in our 2023 Sustainability Report (Governance section).

Ipieca CONTINUED

TOPIC	RESPONSE
Governance and Business Ethics	
GOV-3: Preventing corruption	Vital Energy has built a reputation as a trustworthy and ethical Company and positive member of our community. All Vital Energy employees annually certify they are free from conflict of interest and further agree to conduct business honestly and fairly and to not take unfair advantage of anyone through any misrepresentation of material facts, manipulation, concealment, abuse of privileged information, fraud or other unfair business practice. Our Code strictly prohibits illegal activities, personal loans made by the Company, antitrust offenses, bribery and facilitation payments, corruption, harassment, conflicts of interest, and retaliation for reporting in good faith. As defined in our Anti-Bribery and Anti-Corruption Policy, Vital Energy operates in compliance with anti-bribery and anti-corruption laws (including, but not limited to, the U.S. Foreign Corrupt Practices Act). As part of attesting annually to abide by our Code, Vital Energy employees agree to report any violations or perceived unethical situations to Company representatives or confidentially through our Ethics & Compliance Hotline. Vital Energy has a robust Whistleblower Policy that encourages any employee, business partner or other stakeholder to submit a good faith complaint regarding accounting, internal controls, auditing matters or concerns related to treatment of people or the environment. We will not retaliate against anyone who, in good faith, notifies us of a possible violation of law or our code, nor will we tolerate any harassment or intimidation of any employee who reports a suspected violation. Violations of our Code or related policies are not permitted and may result in disciplinary action, up to and including termination of employment. More information can be found in our 2023 Sustainability Report (Code of Conduct and Ethics Reporting section). According to our Supplier Management Policy, it is imperative that our suppliers adhere to our Code. This includes complying 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. Should suppliers fail to meet Vital Energy's requirements or fail to comply with our Code, they may be removed from our Approved Supplier List. Additional details about supplier expectations and compliance can be found in our Supplier Management Policy.
GOV-4: Transparency of payments to host governments	Vital Energy only operates in the U.S. and therefore doesn't have any host governments. Specific to government payments, as stated in our Anti-Bribery and Anti-Corruption Policy, we operate in compliance with anti-bribery and anti-corruption laws such as the U.S. Foreign Corrupt Practices Act. Additionally, we strictly prohibit facilitation payments (small payments made to government officials in exchange for expedited services such as approvals of permits or licenses) and gifts. We require all employees to complete mandatory anti-corruption and anti-bribery training that covers giving and receiving gifts, conflict of interest, appropriate record keeping and our overall commitment to ethical behavior and compliance. More information can be found in our Anti-Bribery and Anti-Corruption Policy. Violations of our Code or related policies are not permitted and may result in disciplinary action, up to and including termination of employment. Employees must attest to our Code (and its policies) annually and are responsible for reporting any violations or perceived unethical situations to Company representatives or confidentially through our Ethics & Compliance Hotline. Employees are protected by our Whistleblower Policy and federal whistleblower laws. More information can be found in our 2023 Sustainability Report (Code of Conduct and Ethics Reporting section).
GOV-5: Public advocacy and lobbying	Vital Energy does not make contributions to any political party, committee, candidate or holder of a government position unless permitted by law and does not lobby on behalf of the company. It is against our Human Capital Management Policy to lobby our employees on behalf of a political candidate and to reimburse employees for political contributions or expenditures. More information can be found in our Anti-Bribery and Anti-Corruption Policy. We do participate in industry trade associations to collaborate with subject matter experts from other companies and influence the direction of those organizations. We have reviewed the climate statements for each trade association to ensure their statements are generally aligned with our views. Annually, we publish our contributions to these trade groups in our sustainability report. These contributions can be found in the Additional Metrics section.

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Vital Energy

TOPIC	RESPONSE
Climate Change and Energy	
CCE-1: Climate governance and strategy	**Board governance:** Our Board's Nominating, Corporate Governance, Environmental and Social (NGE&S) Committee is accountable for monitoring and evaluating programs and policies relating to ESG and climate. Climate concerns and issues are discussed at each quarterly committee meeting and relevant updates are provided to the Board-at-large at least quarterly. The Committee is also actively involved in setting and monitoring the progress of our emissions reduction targets and the portions of our STIP and LTIP awards related to ESG at quarterly Committee meetings. Specific to risk (including climate-related risk), our Board receives an annual ERM report that includes identified risks and mitigation plans. **Operational management:** At an organizational level, our ESG Management Committee leads our emissions reduction strategy and activity and executes climate-related risk mitigation plans, as directed by our Chief Sustainability Officer (CSO). This committee is a multi-disciplined team of internal leaders from the operations and business development, finance and accounting, supply chain, legal and audit, and human and investor relations teams, in addition to other departments. Our CSO leads and directs the Company's sustainability efforts, including guiding climate-related strategies. He reports to the CEO and provides regular updates at NGE&S Committee meetings. More information can be found in our Climate Risk and Resilience Report (Governance section). **Strategy resilience:** Annually, Vital Energy conducts third-party scenario analyses to provide an even more comprehensive review of the resilience of our business strategy with respect to climate-related scenarios. The methods used align with the TCFD and utilize transition risk scenarios from the IEA. The outcome of our analysis found that Vital Energy is positioned to continue producing oil and natural gas profitably, even in a carbon-constrained environment, and our business is likely to be resilient to the potential price impacts outlined in the IEA Net Zero Emissions Scenarios. We expect our portfolio of assets to remain resilient in a range of possible future low oil prices and lower carbon scenarios. We also expect to remain a leading low cost operator through expanding high-margin inventory and leveraging our contiguous acreage position to drive operational efficiency and increase drilling program rates of return. Furthermore, Vital Energy expects to continue acquiring strategic assets that we can develop economically and operate in a way that improves the environmental performance of those assets. More information, including the results of our 2023 analysis against eight different scenarios, can be found in our Climate Risk and Resilience Report (Strategy section).
CCE-2: Climate risk and opportunities	**Risk management**: Vital Energy is committed to assessing physical, energy transition and climate-related risks as part of our enterprise risk management (ERM) process and environmental management system. These processes help embed climate-related risks more deeply into our strategic planning process and work to ensure the highest possible data quality of our emissions inventories. Vital Energy's Director of Internal Audit manages our ERM process and functionally reports to our Board's Audit Committee and administratively reports to our General Counsel. As a member of the ESG Management Committee, our Internal Audit Director tracks and monitors climate-related risks and mitigation plans. These mitigation plans are managed by our Chief Sustainability Officer (strategy) and our Vice President of Operations (implementation). Our Climate Risk and Resilience Report lists our climate-related risks with corresponding mitigation plans in the Risk Management section. These risks include policy and legal, technology, market, reputation and physical risks. **Opportunities**: Our annual strategic planning and year-end budgeting process, tied with our ERM process, also highlights climate-related opportunities for our organization. These opportunities include resource efficiencies, energy source shifts to more responsibly sourced oil and gas, and the potential for development of new lower carbon services or products adjacent to our industry. **Emissions reduction**: To most effectively mitigate risk and take advantage of climate-related opportunities, we must reduce our emissions and follow through on our pathway to our 2025 and 2030 climate targets. Using our carbon abatement cost (CAC) curve, we have identified and are implementing three primary emissions reduction initiatives: enhancing monitoring and leak mitigation; reducing flared and vented emissions; and electrifying our operations. More information on all of the above topics can be found in our Climate Risk and Resilience Report.
	Our priority is to reduce the Scope 1 and 2 emissions associated with our operations. To support this goal, we developed short-term targets (outlined to the right). We are also committed to using 50% recycled water for our completion operations by 2025, further reducing this physical climate risk (access to water). **Climate Targets by 2025:** – Reduce our Scope 1 GHG emissions intensity to below 12.5 $mtCO_2e$ / MBOE): **Achieved in 2022; 59% reduction from 2019 baseline** – Reduce our methane emissions to below 0.20% (mCH_4 / MCF): **Achieved in 2022; 77% reduction from 2019 baseline** – Eliminate routine flaring: 42% reduction since 2019 **Climate Targets by 2030:** Reduce our Scope 1 and 2 GHG emissions intensity to below 10.0 $mtCO_2e$ / MBOE: 53% reduction since 2019

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Vital Energy

TOPIC	RESPONSE					
Climate Change and Energy						
CCE-3: Lower-carbon technology	In 2019, we began a digital transformation focused on helping our engineers more easily solve operational problems, including reducing emissions across our operations. As part of our digital transformation, called Intelligent Well, we adopted technology solutions that help reduce emissions through continuous emissions monitoring systems and early leak detection as well as thermal imaging cameras / computer vision and IoT sensor arrays. For example, combining the data from these devices enables us to detect, and in some cases predict, when emissions events will occur. On-site sensors and computer vision produce real-time measurements that predict potential venting events associated with equipment failure, allowing us to repair a leak before it occurs. Other lower carbon technology solutions we are executing include (but are not limited to): piloting drone monitoring, increasing our optical gas imaging inspections, converting vented pneumatic devices to non-vent, outfitting all new Company-operated facilities with vapor recovery systems, utilizing Closed-Loop Flowback systems and electrifying our operations (including the electric frac fleet we deployed in the first quarter of 2023). More information on our technology adoption is available in our 2023 Sustainability Report (Using Technology to Improve Performance, Advance Sustainability section).					
CCE-4: GHG emissions (Metric tons CO_2e), *specific to Vital Energy, upstream only*	2017	2018	2019 **Scope 1:** 1,070,077 **Scope 2:** 20,288 **Scope 3:** 14,572,966 **Scope 1 GHG emissions intensity:** 26.03 Metric tons CO_2e / MBOE **Methane emissions:** 512,276	2020 **Scope 1:** 950,218 **Scope 2:** 21,578 **Scope 3:** 14,450,486 **Scope 1 GHG emissions intensity:** 23.13 Metric tons CO_2e / MBOE **Methane emissions:** 389,167	2021 **Scope 1:** 708,178 **Scope 2:** 65,361 **Scope 3:** 14,719,384 **Scope 1 GHG emissions intensity:** 17.29 Metric tons CO_2e / MBOE **Methane emissions:** 203,871	2022 **Scope 1:** 452,106 **Scope 2:** 70,574 **Scope 3:** 15,524,955 **Scope 1 GHG emissions intensity:** 10.70 Metric tons CO_2e / MBOE **Methane emissions:** 68,995
CCE-5: Methane emissions	Our priority is to reduce the Scope 1 (including methane emissions) and Scope 2 emissions associated with our operations. To support this ambition, we set a series of climate-related targets including reducing our methane emissions to below 0.20% (as a percentage of natural gas produced) by 2025. In 2021–2022, we invested approximately $8.3 million to retrofit facilities and replace pneumatics across portions of our operated development areas. These changes mitigated $8 million per year in potential methane fees and allowed us to achieve our 2025 methane emissions reduction target ahead of schedule. We have also expanded our continuous emissions monitoring system and leak detection and repair programs. More information can be found in our Climate Risk and Resilience Report. Our Chief Sustainability Officer (CSO), with support from our CEO and our Board's NGE&S Committee, monitors and tracks progress against our climate-related goals. He also leads our ESG Management Committee which executes our emissions reductions programs and strategies, such as those noted above.					
CCE-6: Energy use (gigajoules)	2017 190,360 (Scope 2)	2018 191,305 (Scope 2)	2019 172,019 (Scope 2)	2020 182,958 (Scope 2)	2021 554,191 (Scope 2)	2022 685,293 (Scope 2)
	As part of our emissions reduction goals, we committed to reduce our Scope 1 and 2 GHG emissions intensity to 10.0 $mtCO_2e$ / MBOE by 2030. In support of this target, we have implemented several programs to make our operations more energy efficient. These include adopting technology that increase our production using less fuel, consuming electricity from the ERCOT grid, which is comprised of both renewable and non-renewable sources, and exploring renewable energy partnerships. More information can be found in our Climate Risk and Resilience Report.					

Metric not reported for this year.

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Vital Energy

TOPIC	RESPONSE					
Climate Change and Energy						
CCE-7: Flared natural gas (Metric tons CO_2e)	2017	2018	2019	2020	2021	2022
			337,600 (32% of total Scope 1)	277,991 (29% of total Scope 1)	97,814 (14% of total Scope 1)	130,282 (29% of total Scope)
	As part of our emissions reduction goals, we committed to eliminate routine flaring by 2025, in alignment with the World Bank Zero Routine Flaring Initiative. In 2022, we continued to reduce routine flaring volumes resulting in a 42% reduction since our 2019 baseline — and we are on track to meet our 2025 target. Additionally, we have reduced total routine and non-routine flaring by 31% since 2019. All of our flaring occurs in the Permian Basin. More information can be found in our Climate Risk and Resilience Report.					
Environment						
ENV-1: Freshwater	2017	2018	2019	2020	2021	2022
	5,636,928 cubic meters withdrawn/consumed (15% recycled water used for completion operations)	5,238,310 cubic meters withdrawn/consumed (16% recycled water used for completion operations)	3,472,717 cubic meters withdrawn/consumed (35% recycled water used for completion operations)	3,266,870 cubic meters withdrawn/consumed (19% recycled water used for completion operations)	3,764,762 cubic meters withdrawn/consumed (26% recycled water used for completion operations)	3,021,687 cubic meters withdrawn/consumed (49% recycled water used for completion operations)
	Vital Energy considers access to water a fundamental human right. We recognize our role in helping protect this natural resource and take pride in our holistic approach to managing and minimizing our impact on freshwater supplies. We source 100% of our fresh water locally, from within the Midland Basin. All our 2022 completion operations were supplied with fresh water from sites in Howard County, an area designated as high baseline water stress per the WRI Aqueduct tool. Regardless, the Texas Water Board indicates aquifer depths in Howard County have not changed significantly over the last 10 years, despite industry activity in the area. We have also set a company target of using at least 50% recycled water in our completions operations by 2025. Our Company-operated water infrastructure provides a reliable source of water for our completion operations while providing low-cost takeaway capacity for flowback and produced water. In new development areas, where Company-operated infrastructure did not exist, we partnered with third parties to provide reliable water handling and recycling for our operations. More information can be found in our 2023 Sustainability Report (Water Management section).					
ENV-2: Discharges to water	2017	2018	2019	2020	2021	2022
	0%	0%	0%	0%	0%	0%
ENV-3: Biodiversity policy and strategy	We recognize our responsibilities as a steward of the land on which we operate and consider biodiversity management as an important facet of this stewardship. Our Environmental and Biodiversity Policy focuses on minimizing, mitigating and avoiding impacts to critical habitats and species. Vital Energy works to identify and evaluate sensitive species and habitats during the initial stages of our project planning. We ensure any expansion of our operations avoids critical areas of biodiversity and we accelerate environmental restoration as appropriate. Our biodiversity management efforts include avoidance (site assessments and avoidance plans), minimization (minimizing disruptions if impact can't be avoided) and restoration (restoring to a site's previous condition or better). More information, including a link to our Environmental and Biodiversity Policy, can be found in our 2023 Sustainability Report (Biodiversity Protection section).					

Metric not reported for this year.

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TOPIC	RESPONSE
Environment	
ENV-4: Protected and priority areas for biodiversity conservation	Vital Energy does not operate near or adjacent to protected or priority areas for biodiversity conservation and we have no reserves in or near sites with protected conservation status or endangered species habitats. The Company is committed to preventing operations in protected areas or areas of high biodiversity value as (as designated under the International Union for Conservation of Nature (IUCN)), United Nations Educational, Scientific and Cultural Organization (UNESCO) sites, key biodiversity areas and designated wetlands.
ENV-5: Emissions to air	Our facilities are permitted consistent with federal and state requirements that focus on tracking NO_x, SO_x, VOCs and PM_{10} emissions at a facility level. In addition, we are expanding our Continuous Emissions Monitoring Systems (CEMS) pilot to cover more facilities across the field to detect and mitigate emissions releases on our locations. For 2022: NO_x emissions: 2,692 mt; CO emissions: 1,193 mt and VOC emissions: 3,423 mt..
ENV-6: Spills to the environment	2017 **Hydrocarbon** Events: 155 Spilled: 1,715 (bbls) Recovered: 1,050 (bbls) Spill rate oil (spills / MBO): 0.13 **Water** Events: 203 Spilled: 10,084 Recovered: 4,721 Spill rate water (spill / MBW): 0.18 2018 **Hydrocarbon** Events: 165 Spilled: 3,020 (bbls) Recovered: 826 (bbls) Spill rate oil (spills / MBO): 0.22 **Water** Events: 175 Spilled: 3,190 Recovered: 2,154 Spill rate water (spill / MBW): 0.05 2019 **Hydrocarbon** Events: 107 Spilled: 1,197 (bbls) Recovered: 361 (bbls) Spill rate oil (spills / MBO): 0.08 **Water** Events: 174 Spilled: 7,809 Recovered: 4,723 Spill rate water (spill / MBW): 0.15 2020 **Hydrocarbon** Events: 87 Spilled: 401 (bbls) Recovered: 265 (bbls) Spill rate oil (spills / MBO): 0.03 **Water** Events: 120 Spilled: 3,931 Recovered: 2,966 Spill rate water (spill / MBW): 0.08 2021 **Hydrocarbon** Events: 66 Spilled: 381 (bbls) Recovered: 153 (bbls) Spill rate oil (spills / MBO): 0.02 **Water** Events: 85 Spilled: 1,005 Recovered: 466 Spill rate water (spill / MBW): 0.01 2022 **Hydrocarbon** Events: 168 Spilled: 695 (bbls) Recovered: 89 (bbls) Spill rate oil (spills / MBO): 0.03 **Water** Events: 196 Spilled: 1,971 Recovered: 728 Spill rate oil (spill / MBW): 0.02 Our spill prevention planning includes sound well design and construction based on recognized standards for retaining fluid and materials within the wellbore (preventing migration to groundwater sources or surface areas) and maintaining long-term integrity of the well. We also include primary and secondary containment at our operated production facilities. These standards are verified by a third-party organization as part of certifying our production as responsibly sourced. To further incentivize spill prevention among our workforce, we include spill intensity as a performance metric in our employee STIP program. Since 2019, we have reduced our produced fluid spill intensity rate by 85%. To reduce the frequency and volume of fluid spills, our Operations and EHS teams identified potential risks and developed spill prevention plans. Team members meet monthly to track our progress and study any spills or potential spills recorded through our Root Cause Analysis program. Should a spill occur, Vital Energy efficiently initiates our emergency response action plan. We prioritize the safety of our employees and communities while working to contain the spill and prevent environmental impact. Once controlled, we begin spill remediation efforts with the goal of recovering as much of the spilled fluid as possible and fully restoring any impacted areas. More information about our spill prevention programs are available in our 2023 Sustainability Report (Land Stewardship and Spill Prevention section).
ENV-7: Materials management	Our materials management efforts were comprised principally of water and natural gas filters from compressor sites as well as contaminated soil associated with spill remediation. In 2022, we generated 3,390.6 cubic meters of solid waste and 99.36 cubic meters of liquid waste.
ENV-8: Decommissioning	Decommissioning is the process by which we retire a well, which most often occurs when the well reaches the end of its economic life. We follow all applicable laws for well closure and do not consider a well site decommissioned until we have final sign-off from regulatory agencies and have complied with the terms of the oil and gas lease. We work with the landowner to return the site to the condition most conducive to the landowner's future use, often reseeding with native grasses and flora or returning the land to agricultural use. Our site decommissioning steps are available in our 2023 Sustainability Report (Biodiversity Protection section).

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Vital Energy

TOPIC	RESPONSE
Safety, Health and Security	
SHS-1: Safety, health and security engagement	From our CEO to our team in the field, we work together to achieve our goal of zero incidents. We take action every day through our dedicated safety programs and procedures, including safety meetings, Stop Work Authority, hazard hunts, root cause analysis, emergency response planning and safety audits. We also focus on employee training and comprehensive contractor management. Employee and contractor safety performance is included in our 2023 STIP to further incentivize safe behaviors. Specific to contractors, we only work with those partners who have met our minimum safety standards, have a proven track record of safety performance and adhere to our Code. We leverage 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. Our contract supervisors receive approximately 20 hours of safety training per year (on average) through our monthly safety meetings. Many of our vendors and contractors regularly participate in our on-site safety meetings and safety standdown meetings. Additionally, our field safety consultants observe our operations and in-field contractors to improve our safety practices. For continued learning and best practices sharing, we participate in industry safety organizations including American Exploration and Production Council's (AXPC) safety committee. More information can be found in our 2023 Sustainability Report (Workforce Health and Safety section).
SHS-2: Workforce and community health	Prior to work, we conduct an analysis of a site to identify any potential health and safety factors. These factors are then discussed during our pre-job safety meeting with all field employees. We also provide job safety analysis (JSA) training at least annually to all field employees. Across our company, we also offer proactive wellness benefits and initiatives to encourage healthier lifestyles. These include flexible work schedules, health and fitness benefits, an employee assistance program, family accommodations and caregiving support. More information can be found in our 2023 Sustainability Report (Workforce Health and Safety section).
SHS-3: Occupational injury and illness incidents	2017 **Combined Workforce** TRIR: 1.20 LTIR: Not reported Fatalities: 0 **Employees** TRIR: 1.61 LTIR: 0.64 Fatalities: 0 **Contractors** TRIR: 1.11 LTIR: 0.51 Fatalities: 0 2018 **Combined Workforce** TRIR: 1.19 LTIR: Not reported Fatalities: 1 **Employees** TRIR: 0.30 LTIR: 0.30 Fatalities: 0 **Contractors** TRIR: 1.44 LTIR: 0.42 Fatalities: 1 2019 **Combined Workforce** TRIR: 0.86 LTIR: 0.86 Fatalities: 0 **Employees** TRIR: 0.37 LTIR: 0.37 Fatalities: 0 **Contractors** TRIR: 1.00 LTIR: 1.00 Fatalities: 0 2020 **Combined Workforce** TRIR: 0.74 LTIR: 0.74 Fatalities: 0 **Employees** TRIR: 0.78 LTIR: 0.78 Fatalities: 0 **Contractors** TRIR: 0.73 LTIR: 0.73 Fatalities: 0 2021 **Combined Workforce** TRIR: 1.44 LTIR: 1.00 Fatalities: 0 **Employees** TRIR: 1.22 LTIR: 1.22 Fatalities: 0 **Contractors** TRIR: 1.53 LTIR: 0.92 Fatalities: 0 2022 **Combined Workforce** TRIR: 0.61 LTIR: 0.46 Fatalities: 0 **Employees** TRIR: 0 LTIR: 0 Fatalities: 0 **Contractors** TRIR: 0.78 LTIR: 0.58 Fatalities: 0 In 2022, we had no employee safety incidents and no employee or contractor fatalities. We attribute this success to a robust safety program and increased safety training. We also continue to drive organizational focus on safety and incentivize safe behaviors by including safety metrics in our Company STIP.

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Vital Energy

TOPIC	RESPONSE					
Safety, Health and Security						
SHS-4: Transport safety (vehicle incident rate – number of incidents/ million miles driven)	2017 1.01	2018 0.95	2019 0.40	2020 0	2021 0.87	2022 0.57
SHS-5: Product stewardship	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 our pre-job safety meetings prior to conducting operations. Should a non-routine operation occur, we may bring in local first responders to train on potential hazards associated with that operation, as we did when first integrating our "mobile pipeline" LNG units to supply power to remote operating areas.					
SHS-6: Process safety (number of Tier 1 process safety events, upstream)	2017	2018	2019 0	2020 0	2021 0	2022 1
SHS-7: Security risk management	Vital Energy does not have external security forces and doesn't own or operate assets in or near areas of conflict. We are committed to not operating in areas of active conflict to ensure our business operates in a manner that is fair and equitable, and to protect our business from threats, vulnerabilities and risks.					
Social						
SOC-1: Human rights due diligence	Vital Energy fosters an environment in which the human rights of all are recognized and respected throughout the Company. As detailed in our Human Rights Policy endorsed by our CEO, we uphold all internationally recognized human rights and follow all applicable national and local regulations as they pertain to the fundamental rights of all stakeholders. Our policy and commitments align with the principles of the UN's Universal Declaration of Human Rights, the UN's Guiding Principles on Business and Human Rights and the International Labor Organization's (ILO) Declaration on Fundamental Principles and Rights at Work. This includes prohibiting the use of human trafficking, child labor and forced labor. It also protects employees' rights to freedom of association, security and the rights of Indigenous peoples, and the right to water. Our Human Rights Policy applies to all Vital Energy employees, officers and directors and requires reporting of any perceived or actual human rights violations. We encourage reporting through our confidential Ethics & Compliance Hotline. Each contact is reviewed by our Director of Internal Audit and our General Counsel and reported to our Board Audit Committee as relevant. Vital Energy does not currently operate on or adjacent to any lands under the governance of Indigenous peoples. Should we do so, we would follow all applicable laws and conduct community consultations to establish business practices that are respectful of Indigenous peoples' sovereignty, security (including water security and access to resources) and unique rights. We commit to not relocating or resettling people for the benefit of our operations. More information can be found in our 2023 Sustainability Report (Human Rights section).					
SOC-2: Suppliers and human rights	We are committed to continuing to align our supply chain policies and procurement process with human rights and sustainable practices. In 2022, we conducted a supply chain survey that found 45% of our suppliers that responded did have a human rights policy in place. We also include our expectations around the protection of human rights and our supplier performance in our Supplier Management Policy. We continue engaging with our suppliers to further strengthen our supply chain resilience, ensure consistency of service and encourage strong ESG performance. More information is available in our Supplier Management Policy.					

Metric not reported for this year.

Ipieca CONTINUED

Vital Energy

TOPIC	RESPONSE
Social	
SOC-3: Security and human rights	Vital Energy does not have external security forces and doesn't own or operate assets in or near areas of conflict. We are committed to not operating in areas of active conflict to ensure our business operates in a manner that is fair and equitable, and to protect our business from threats, vulnerabilities and risks. We also abide by the principles outlined in our Human Rights Policy.
SOC-4: Site-based labor practices and worker accommodation	We recognize that an engaged, healthy, well-trained workforce is key to our world-class culture and helps us accomplish our strategic goals. We work to foster an environment of safety and inclusion through our Code of Conduct and Business Ethics, related policies and biennial anti-harassment training. Since we only operate in the U.S., our operations and their workforce are also governed by U.S. law specific to minimum wage, legal working age and freedom from discrimination and harassment (these are also commitments outlined in our Anti-Discrimination, Anti-Harassment and Anti-Retaliation Policy). We firmly believe that everyone at Vital Energy contributes to our Company's success. We also recognize there are always areas for continuous improvement and our hotline provides a mechanism for employees and contractors to report grievances without retaliation and allows the Company to review and adjust, if necessary. Our Ethics & Compliance Hotline is (844) 732-6240.
SOC-5: Workforce diversity and inclusion	2017 2018 **Total diversity**: 45% **Women (% of workforce):** 32% **Minorities (% of workforce):** 19% 2019 **Total diversity**: 47% **Women (% of workforce):** 29% **Minorities (% of workforce):** 26% 2020 **Total diversity**: 47% **Women (% of workforce):** 27% **Minorities (% of workforce):** 25% 2021 **Total diversity**: 47% **Women (% of workforce):** 27% **Minorities (% of workforce):** 26% 2022 **Total diversity**: 49% **Women (% of workforce):** 28% **Minorities (% of workforce):** 28% Guided by mutual respect and trust, we support and encourage a diverse, equitable and inclusive workplace. We believe a diverse workforce is critical to attaining our highest level of productivity, creativity and efficiency and helps our organization accomplish our mission. Our commitment to DEI informs the recruitment, retention and development strategies we use to increase diversity across our organization. These efforts are managed by our Vice President of Human Resources (with oversight from our Board's NGE&S Committee) and further support our strict anti-discrimination and anti-harassment workplace as defined by our Code and related policies. Vital Energy employees participate in biennial anti-harassment training to help ensure companywide understanding of and commitment to creating a safe workplace for all. In 2022, we introduced several initiatives to further create an inclusive workforce. We launched Vital Women's Network — an employee affinity group focused on strengthening networks, developing strategic connections and cultivating learning experiences among the Company's female workforce. The entire Company also participated in unconscious bias and inclusion training at an average of three hours of training per employee. More information can be found in our 2023 Sustainability Report (DEI section) and within our Human Capital Management Policy and our Anti-Discrimination, Anti-Harassment and Anti-Retaliation Policy.
SOC-6: Workforce engagement	Our workplace culture encourages diversity of people, backgrounds and beliefs to challenge precedents and push past perceived limits. Respect and two-way communications support an inclusive work environment where employees feel comfortable sharing ideas and feedback. We regularly engage with our employees and consider their feedback when determining additional employee programs or initiatives to implement. We host townhall meetings, providing opportunities for employees to engage with executive leadership, and our leadership team holds companywide virtual meetings twice monthly to highlight exciting, ongoing projects and provides time for Q&A sessions. Employees also have a chance to contribute feedback during annual performance reviews and mid-year review meetings during which they discuss their performance goals and individual and team assessments. Participants in our Leadership Enhancement Training Series (LETS) also receive a formal 360-review that incorporates feedback from peers, direct reports, supervisors and others across the Company. At the end of 2022, we conducted an employee engagement survey to understand what we are doing well, measure job satisfaction and happiness, and determine where we could improve. Survey results and additional information about our workplace culture is found in our 2023 Sustainability Report (Workplace section).

Metric not reported for this year.

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TOPIC	RESPONSE
Social	
SOC-7: Workforce training and development	We believe in the talent of our team and regularly invest in growing our employees' skills and career development opportunities. For every employee, we provide a digital competency training platform through our Company intranet that offers a variety of self-paced learning opportunities ranging in topics from basic computer skills to more advanced data visualizations. We also offer employees resources such as our Spectrum Development program, which focuses on personal development and strengthening team relationships, and tuition reimbursement (up to the IRS maximum of $5,250 per employee, per year). Recognizing that certain employees and certain roles have unique training needs, we host specialized training programs for lease operators, field technicians and people leaders. For example, in 2022, our Leadership Enhancement Training Series provided more than 62.5 hours of training per participant. More information can be found in our 2023 Sustainability Report (Workplace section).
SOC-8: Workforce non-retaliation and grievance mechanisms	Should employees need to report a concern, they have several opportunities, from telling a Company representative to reporting confidentially through our third-party Ethics & Compliance Hotline. The Company has a robust Whistleblower Policy, including a commitment to not retaliate against anyone who, in good faith, notifies us of a possible violation of law or our Code. We will also not tolerate any harassment or intimidation of any employee who reports a suspected violation. More information can be found in our 2023 Sustainability Report (Code of Conduct and Ethics Reporting section), which also includes a link to our Anti-Discrimination, Anti-Harassment and Anti-Retaliation Policy.
SOC-9: Local community impacts and engagement	We value the partnerships necessary to operate successfully in our local communities. We encourage two-way communications with our owners and offer various resources to contact our Company, including a dedicated website section, email address and 24-hour field emergency phone number. In addition to these resources, community members may contact the Company through our Ethics & Compliance Hotline. Some community concerns in more populated areas include dust, sound/noise and increased traffic. We implement best management practices to mitigate these risks and be a good neighbor. In addition to being responsive to the community, we also engage and invest through economic contributions and charitable donations. We provide corporate donations and also host a Charitable Matching Program, matching employee donations up to $1,000 per employee per year. Employees may also use 8 hours of PTO to volunteer each year. Read more in our 2023 Sustainability Report (Community Engagement section).
SOC-10: Indigenous peoples	Vital Energy does not currently operate on or adjacent to any lands under the governance of Indigenous peoples. Should we do so, we would follow all applicable laws and conduct community consultations to establish business practices that are respectful of Indigenous peoples' sovereignty, security (including water security and access to resources) and unique rights. We commit to not relocate or resettle people for the benefit of our operations and we will consult with local communities and key stakeholders in the early stages of any major project. We will also apply the general principles of Free, Prior and Informed Consent (FPIC) in keeping with best practices for community engagement. More information can be found in our 2023 Sustainability Report (Human Rights and Indigenous Rights section).
SOC-11: Land acquisition and involuntary resettlement	We commit to not relocate or resettle people for the benefit of our operations and we will consult with local communities and key stakeholders in the early stages of any major project. We will also apply the general principles of Free, Prior and Informed Consent (FPIC) in keeping with best practices for community engagement. More information can be found in our 2023 Sustainability Report (Human Rights and Indigenous Rights section).
SOC-12: Community grievance mechanisms	We encourage community partnerships based on trust and this starts with respect and listening. We encourage two-way communications with our owners and offer various resources to contact our Company, including a dedicated website section, email address and 24-hour field emergency phone number. In addition to these resources, community members may contact the Company through our Ethics & Compliance Hotline to report concerns or grievances. More information can be found in our 2023 Sustainability Report (Community Engagement section).

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TOPIC	RESPONSE					
Social						
SOC-13: Social investment	2017	2018	2019 **Corporate donations:** $126,945 **Employee donations:** $15,648	2020 **Corporate donations:** $194,641 **Employee donations:** $59,044	2021 **Corporate donations:** $216,639 **Employee donations:** $211,830	2022 **Corporate donations:** $226,517 **Employee donations:** $242,024
	Vital Energy strengthens our operating areas through a number of philanthropic activities. The Company offers corporate donations as well as an employee donation matching program of up to $1,000 per employee per year to the employee's nonprofit organization of their choice. We are also actively involved in United Way campaigns and other local donation and sponsorship activities that involve our employees. Lastly, we offer 8 hours of PTO for our employees to volunteer. Many employees volunteer through our 'Vital Volunteers' program. More information, including some of our recent donation and sponsorship activities, can be found in our 2023 Sustainability Report (Community Engagement section).					
SOC-14: Local procurement and supplier development	Vital Energy works with many small, local service providers. We strive to develop lasting local partnerships to minimize miles driven and benefit the economies of our operating areas.					
SOC-15: Local hiring practices	Vital Energy strives to hire top local talent and provide development opportunities to advance their careers. We work with many small businesses and service providers in our communities. In 2021, we began collecting demographic data for our supply chain in an effort to support local businesses. More information can be found in our 2023 Sustainability Report (Supply Chain Management section).					

Metric not reported for this year.

Task Force on Climate-related Financial Disclosures (TCFD)

The Financial Stability Board created the TCFD to improve and increase reporting of climate-related financial information. The work and recommendations of the Task Force help organizations better understand what financial markets want from disclosure in order to measure and respond to climate change risks. TCFD recommendations are structured around four thematic areas that represent core elements of how organizations operate: governance, strategy, risk management, and metrics and targets.

RECOMMENDED DISCLOSURE	RESPONSE
Governance	
Board oversight	Our Board's Nominating, Corporate Governance, Environmental and Social (NGE&S) Committee is accountable for monitoring and evaluating programs and policies relating to ESG, including climate-realted risks. Climate concerns and issues are discussed at each quarterly committee meeting and relevant updates are provided to the Board-at-large at least quarterly. Also at quarterly meetings, the Committee actively monitors performance toward our targets and provides updates to the Compensation Committee on ESG metrics related to our Short-Term Incentive Program (STIP) and Long-Term Incentive Program (LTIP). Specific to risk (including climate-related risk), our Board receives an annual enterprise risk management (ERM) report that includes identified risks and mitigation plans. A more thorough climate governance structure is available in our Climate Risk and Resilience Report (Governance section).
Management's role in assessing and managing climate-related risks	At an organizational level, our ESG Management Committee leads our emissions reduction strategy and activity and executes climate-related risk mitigation plans, as directed by our Chief Sustainability Officer (CSO). This committee is a multi-disciplined team of internal leaders from the operations and business development, finance and accounting, supply chain, legal and audit, and human and investor relations teams, in addition to other departments. Our CSO leads and directs the Company's sustainability efforts, including guiding climate-related strategies. He reports to the CEO and provides regular updates at NGE&S Committee meetings. A more thorough climate governance structure is available in our Climate Risk and Resilience Report (Governance section).
Strategy	
Short-, medium-, and long-term climate-related risks	Vital Energy is committed to assessing physical, energy transition and climate-related risks as part of our ERM process and environmental management system. These processes help embed climate-related risks more deeply into our strategic planning process and work to ensure the highest possible data quality of our emissions inventories. We have identified climate-related risks using TCFD-aligned categories of policy and legal, technology, market, reputation and physical (acute / chronic) risks. In our Strategy section, we list individual risks under each category as well as their potential impacts on our business, strategy and financial planning. Our annual strategic planning and year-end budgeting process, tied with our ERM process, also highlights climate-related opportunities for our organization. These opportunities include resource efficiencies, energy source shifts to more responsibly sourced oil and gas, and the potential for development of new lower carbon services or products adjacent to our industry. Both our risks and opportunities are measured against consistent time horizons: short-term (1–3 years), medium-term (4–6 years) and long-term (7–10 years). Our Climate Risk and Resilience Report (Strategy section) lists our risks and opportunities, their possible time horizons and their potential impacts to our business, strategy and financial planning. The Risk Management section notes the mitigation plans for reducing climate-related risks to an appropriate level.

TCFD CONTINUED

RECOMMENDED DISCLOSURE	RESPONSE
Strategy	
Impact of climate-related risks and opportunities on business, strategy, and financial planning	In our climate report's strategy section, we list both climate-related risks and opportunities with their potential impacts on our business, strategy and financial planning. Specific to opportunities, many relate to increased demand for our responsibly sourced product. For risks, potential impacts could include increased costs, decreased demand, limited access to capital and increased threat of incidents. Climate risks and opportunities are included in our strategy development and influence our capital budget allocation. Investment decisions are informed by our carbon abatement curve, with input from our ERM findings, to guide investments toward projects that mitigate risk or are both economically and environmentally sustainable. Additionally, these investments are in line with our emissions reduction targets and included in both our STIP and LTIP programs to create further alignment with climate risks and opportunities across the Company. These considerations are also included in our business strategies and budgets and approved by our Board annually. A comprehensive table listing our opportunities, risks and their potential impacts on our business, strategy and financial planning is available in our Climate Risk and Resilience Report (Strategy section).
Resilience of strategy, taking into consideration climate-related scenarios	Annually, Vital Energy conducts third-party scenario analyses to provide an even more comprehensive review of the resilience of our business strategy with respect to climate-related scenarios. The methods used align with the TCFD and utilize transition risk scenarios from the IEA. The outcome of our analysis found that Vital Energy is positioned to continue producing oil and natural gas profitably, even in a carbon-constrained environment, and our business is likely to be resilient to the potential price impacts outlined in the IEA Net Zero Emissions Scenarios. We expect our portfolio of assets to remain resilient in a range of possible future low oil prices and lower carbon scenarios. We also expect to remain a leading low cost operator through expanding high-margin inventory and leveraging our contiguous acreage position to drive operational efficiency and increase drilling program rates of return. Furthermore, Vital Energy expects to continue acquiring strategic assets that we can develop economically and operate in a way that improves the environmental performance of those assets. More information, including the results of our 2023 analysis against eight different scenarios, can be found in our Climate Risk and Resilience Report (Strategy section).
Risk Management	
Process to assess climate-related risks	Vital Energy is committed to assessing physical, energy transition and climate-related risks as part of our ERM process and environmental management system. These processes help embed climate-related risks more deeply into our strategic planning and work to ensure the highest possible data quality of our emissions inventories. Our ERM process identifies, assesses, prioritizes and mitigates the Company's most significant enterprise risks and uncertainties that could materially impact the long-term health of the Company or prevent the achievement of strategic objectives. ERM findings and risk mitigation plans are reviewed at least annually by our Board. More information on our ERM process, including its steps, is available in our Climate Risk and Resilience Report (Risk Management section). This section also includes additional detail about risk identification and governance.
Process for managing climate-related risks	Managing our climate-related risks takes collaboration across our company. After risk identification through our ERM process, our Director of Internal Audit tracks and monitors climate-related risks and mitigation plans. As a member of the ESG Management Committee, he works in collaboration with his committee members to help ensure the execution of the risk mitigation plans. Our Chief Sustainability Officer has ultimate oversight of climate-related risk mitigation and leads risk mitigation strategy with our Vice President of Operations leading strategic implementation. We have developed mitigation plans for the following risks: Policy and legal, technology, market, reputation and physical risks (acute and chronic), which support our larger climate-related targets. Mitigation plans by individual risk are defined in our Climate Risk and Resilience Report (Risk Management section).

TCFD CONTINUED

RECOMMENDED DISCLOSURE	RESPONSE				
Risk Management					
Integration of risk process into overall risk management	Our ERM process and its integration across our company is noted in the response above. It's important to highlight that ESG risks and issues (including climate) are overseen by our Board's NGE&S Committee, which monitors and evaluates programs and policies on at least a quarterly basis. The Committee holds primary responsibility for reviewing our ESG performance, including ESG/climate-related risks and exposures. More information on our ERM process, including its steps, is available in our Climate Risk and Resilience Report (Risk Management section).				
Metrics and Targets					
Metrics used to assess climate-related risks; Scope 1, Scope 2 and Scope 3 GHG emissions	Metric	2019	2020	2021	2022
	Scope 1 emissions (Metric tons CO_2e)	1,070,077	950,218	708,178	452,106
	Scope 2 emissions (Metric tons CO_2e)	20,288	21,578	65,361	70,574
	Scope 3 emissions (Metric tons CO_2e)	14,572,966	14,450,486	14,719,384	15,524,955
	Methane emissions ($mtCH_4$ / MCF)[1]	0.87%	0.60%	0.32%	0.11%
	Scope 1 GHG emissions intensity (Metric tons CO_2e)	26.03	23.13	17.29	10.70
	More information can be found in our Climate Risk and Resilience Report (Metrics and Targets section).				
Targets used to manage climate-related risk and opportunities and performance against these targets	Target		Timeline	Progress	
	Scope 1 GHG emissions intensity ($mtCO_2e$ / MBOE) below 12.5		By 2025	**Target Achieved** – 2022 Scope 1 emissions intensity was 10.70 (a reduction of 59% over 2019 baseline)	
	Methane emissions ($mtCH_4$ / MCF) below 0.20%[1]		By 2025	**Target Achieved** – 2022 methane emissions were 0.11% (a reduction of 87% over 2019 baseline)	
	Eliminate routine flaring (in alignment with the World Bank Zero Flaring Initiative)		By 2025	42% reduction to date	
	Combined Scope 1 and 2 GHG emissions intensity ($mtCO_2e$ / MBOE) below 10.0		By 2030	53% reduction to date	
	More information can be found in our Climate Risk and Resilience Report (Metrics and Targets section). Also, information about how we tie some of these targets to compensation is available in the Governance section.				

[1] As a percentage of natural gas produced.

American Exploration & Production Council (AXPC) ESG Metrics

The American Exploration and Production Council (AXPC) is a national trade association representing the largest independent oil and natural gas exploration and production companies in the United States. The AXPC ESG Metrics and Framework centers around five key metrics groupings that AXPC members believe are essential to capture in promoting more consistent reporting across its member companies.

TOPIC	UNIT OR FORMULA	2017	2018	2019	2020	2021	2022
GREENHOUSE GAS EMISSIONS							
GHG Emissions *(Scope 3 Category 11: Use of Sold Goods)*	Metric tons CO_2e			**Scope 1:** 1,065,901 **Scope 2:** 20,288 **Scope 3:** 14,572,966	**Scope 1:** 946,255 **Scope 2:** 21,578 **Scope 3:** 14,450,486	**Scope 1:** 704,165 **Scope 2:** 65,361 **Scope 3:** 14,719,384	**Scope 1:** 446,814 **Scope 2:** 70,574 **Scope 3:** 15,573,756
Scope 1 GHG Emissions Intensity	Scope 1 GHG Emissions (Metric tons CO_2e) / Gross Annual Production as Reported Under Subpart W (MBOE)			26.03	23.13	17.20	10.57
Percent of GHG Emissions Attributed to Boosting and Gathering Segment	Percentage			14%	9%	6%	13%
Scope 2 GHG Emissions	Metric tons CO_2e			20,288	21,578	65,361	70,574
Scopes 1 & 2 Combined GHG Intensity	(Scope 1 GHG Emissions (Metric tons CO_2e) + Scope 2 GHG Emissions (Metric tons CO_2e)) / Gross Annual Production as Reported Under Subpart W (MBOE)			26.53	23.66	18.89	12.37
Scope 1 Methane Emissions	Metric tons CH_4			20,491	15,566	8,155	2,760
Scope 1 Methane Emissions Intensity	Scope 1 Methane Emissions (Metric tons CH_4) / Gross Annual Production as Reported Under Subpart W (MBOE)			0.50	0.38	0.20	0.07
Percent of Scope 1 Methane Emissions Attributed to Boosting and Gathering Segment	Percentage			2%	3%	5%	16%
FLARING							
Gross Annual Volume of Flared Natural Gas	MCF			2,205,971	961,706	958,664	1,521,032
Percentage of Gas Flared per MCF of Gas Produced	Gross Annual Volume of Flared Natural Gas (MCF) / Gross Annual Natural Gas Production (MCF)			1.93%	0.75%	0.73%	1.15%
Volume of Gas Flared per Boe Produced	Gross Annual Volume of Natural Flared Gas (MCF) / Gross Annual Production (Boe)			6.65%	2.77%	2.34%	3.60%

Metric not reported for this year.

AXPC ESG Metrics CONTINUED

TOPIC	UNIT OR FORMULA	2017	2018	2019	2020	2021	2022
SPILLS							
Spill Intensity	Produced Liquids Spilled (bbl) / Total Produced Liquids (Mbbl)	0.34	0.15	0.20	0.11	0.02	0.03
WATER USE							
Fresh Water Intensity	Fresh Water Consumed (bbl) / Gross Annual Production (Boe)	1.45	1.16	0.66	0.59	0.58	0.45
Water Recycle Rate	Recycled Water (bbl) / Total Water Consumed (bbl)	15%	16%	35%	19%	26%	49%
Does your company use WRI Aqueduct, GEMI, Water Risk Filter, Water Risk Monetizer, or other comparable tool or methodology to determine the water stressed areas in your portfolio?	Yes or no			WRI Aqueduct	WRI Aqueduct	WRI Aqueduct	WRI Aqueduct
SAFETY							
Employee TRIR	# of Employee OSHA Recordable Cases x 200,000 / Annual Employee Workhours	1.61	0.30	0.37	0.78	1.22	0.00
Contractor TRIR	# of Contractor OSHA Recordable Cases x 200,000 / Annual Contractor Workhours	1.11	1.44	1.00	0.73	1.53	0.78
Combined TRIR	# of Combined OSHA Recordable Cases x 200,000 / Annual Combined Workhours	1.20	1.19	0.86	0.74	1.44	0.61
SUPPORTING DATA							
Gross Annual Oil Production	MBO	12,839	13,660	14,115	13,248	19,143	20,292
Gross Annual Gas Production	MMCF	69,403	88,305	114,223	135,600	130,825	131,767
Gross Annual Production	MBOE	24,406	28,378	33,152	35,848	40,947	42,254
Total Produced Liquids	Mbbl	34,651	42,114	44,177	40,586	66,221	79,339
Produced Liquids Spilled	Bbl	11,799	6,210	9,006	4,332	1,386	2,666
Fresh Water Consumed	Bbl	35,455,208	32,947,979	21,842,730	20,547,995	23,679,638	19,005,836
Recycled Water	Bbl	6,446,441	6,484,872	11,834,905	4,706,064	8,504,307	18,536,666
Total Water Consumed	Bbl	41,901,649	39,432,851	33,677,635	25,254,059	32,183,945	37,542,502
Employee OSHA Recordable Cases	Number	5	1	1	2	3	0
Contractor OSHA Recordable Cases	Number	15	17	9	5	10	8
Combined OSHA Recordable Cases	Number	20	18	10	7	13	8
Annual Employee Workhours	Number	Not reported	Not reported	537,573	514,090	491,829	576,032
Annual Contractor Workhours	Number	Not reported	Not reported	1,798,993	1,375,920	1,308,453	2,055,481
Annual Combined Workhours	Number	Not reported	Not reported	2,336,566	1,890,010	1,800,282	2,631,513

Metric not reported for this year.

American Petroleum Institute (API) GHG Reporting

The API Compendium of GHG Emissions Methodologies for the Natural Gas and Oil Industry is the foundational reference used by companies and governments across the world as methodologies for reporting GHG emissions from natural gas and oil industry operations.

NUMBER	INDICATOR	UNIT	2019	2020	2021	2022
1. Direct GHG Emissions (Scope 1)						
1.1	**Direct GHG Emissions (Scope 1) — All GHGs**	Million Metric Tons CO_2e	1.07	0.95	0.71	0.45
		Read more about our emissions reduction efforts and climate-related targets in our TCFD-aligned Climate Risk and Resilience Report.				
1.1.1	Upstream – All GHGs	Million Metric Tons CO_2e	1.07	0.95	0.71	0.45
1.1.1.1	CH_4	Million Metric Tons CO_2e	0.51	0.39	0.20	0.07
1.1.1.2	Flaring – All GHGs (subset of Scope 1)	Million Metric Tons CO_2e	0.34	0.28	0.10	0.13
1.1.1.3	Volume of Flares	MMCF	2.21	0.96	0.96	1.52
1.1.2	Midstream – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
1.1.2.1	CH_4	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
1.1.3	Downstream – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
1.1.4	LNG – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
1.1.5	Oil and Natural Gas Field Services – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
2. Indirect GHG Emissions from Imported Energy (Scope 2)						
2.1	**Indirect GHG Emissions from Imported Electricity + Heat + Steam + Cooling (Scope 2, Market-based)**	Million Metric Tons CO_2e	0.02	0.02	0.07	0.07
		100% of our electricity is from the ERCOT-West grid				
2.1.1	Upstream – All GHGs	Million Metric Tons CO_2e	0.02	0.02	0.07	0.07
2.1.2	Midstream – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
2.1.3	Downstream – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
2.1.4	LNG – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
2.1.5	Oil and Natural Gas Field Services – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
3. GHG Mitigation						
3.1	**GHG Mitigation from CCUS, Credits, and Offsets**	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
3.1.1	Carbon Capture Utilization or Storage (CCUS) – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
3.1.2	Renewable Energy Credits – (RECs for Indirect Emissions) – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00
3.1.3	Offsets – All GHGs	Million Metric Tons CO_2e	0.00	0.00	0.00	0.00

API GHG Reporting CONTINUED

NUMBER	INDICATOR	UNIT	2019	2020	2021	2022
4. Intensity – GHG Emissions						
4.1	Scope 1 + Scope 2 Upstream GHG Intensity	Kilograms CO_2e / BOE	26.53	23.66	18.89	12.37
4.2	Scope 1 Upstream Methane Intensity	Kilograms CO_2e / BOE	12.46	9.47	4.98	1.63
4.3	Scope 1 Upstream Flaring Intensity	Kilograms CO_2e / BOE	8.21	6.77	2.39	3.08
4.4	Scope 1 + Scope 2 Liquids Pipelines Transmission GHG Intensity	Million Metric Tons CO_2e / throughput in barrel-miles	0.00	0.00	0.00	0.00
4.5	Scope 1 Natural Gas Pipelines Transmission & Storage Methane Intensity	Percentage	0.00	0.00	0.00	0.00
4.6	Scope 1 + Scope 2 Downstream GHG Intensity	Kilograms CO_2e / BOE	0.00	0.00	0.00	0.00
4.7	Scope 1 + Scope 2 LNG GHG Intensity	Million Metric Tons CO_2e / MMCF	0.00	0.00	0.00	0.00
4.8	Additional Intensity Metrics, if applicable (e.g., further disaggregated by constituent GHG or by more granular business asset, and/or for additional business assets beyond these categories)	Yes or no			No	
5. Indirect GHG Emissions from Consumers' Use of Products (Scope 3)						
5.1	Indirect GHG Emissions from Use of Sold Products (Category 11)	Million Metric Tons CO_2e	14.57	14.45	14.72	15.57
6. Additional Climate-Related Targets and Reporting						
5.1	GHG Reduction Targets		By 2025: <12.5 $mtCO_2e$ / MBOE Scope 1 GHG emissions intensity, <0.20% methane emissions, zero routine flaring; By 2030: <10 $mtCO_2e$ / MBOE Scope 1 & 2 GHG emissions intensity			
5.2	TCFD-informed Reporting		A comprehensive TCFD disclosure is available within our Climate Risk and Resilience Report.			
5.3	Additional Climate Reporting Resources		Please see Vital Energy's website for more information.			
6. Third-Party Verification						
6.1	Assurance Level	Limited	HXE Partners was contracted to provide independent, third-party verification of Vital Energy's GHG emissions and methane emissions consumption inventory for the calendar years: 2019, 2020, 2021 and 2022, with responsibility for providing a limited level of assurance regarding their accuracy and completeness, in accordance with the ISO 14064 standard.			
6.2	Assurance Provider	HXE Partners				

EEO-1: 2022 Data

The EEO-1 Component report is an annual data collection, mandatory by the U.S. Equal Employment Opportunity Commission / Title VII of the Civil Rights Act of 1964, that requires all private sector employers with 100 or more employees, and federal contractors with 50 or more employees meeting certain criteria, to submit demographic workforce data. The data included is as of 12/31/2022.

Job Categories	Totals	Female	White	Minority	Total Diverse	Black or African American	Hispanic or Latino	Asian	Native Hawaiian or Pacific Islander	American Indian or Alaskan Native	Two or More Races
Executive/Senior Managers	12	2	11	1	2	0	0	0	0	0	1
Female		2	1	1	2	0	0	0	0	0	1
Male		0	10	0	0	0	0	0	0	0	0
Leadership	49	14	43	6	20	0	4	0	0	0	2
Female		14	14	0	14	0	0	0	0	0	0
Male		0	29	6	6	0	4	0	0	0	2
Professionals	111	48	83	28	61	3	12	3	0	8	2
Female		48	33	15	48	3	4	3	0	4	1
Male		0	50	13	13	0	8	0	0	4	1
All Others	117	16	71	46	58	3	42	0	0	1	0
Female		16	12	4	16	0	4	0	0	0	0
Male		0	59	42	42	3	38	0	0	1	0
Total	289	80	208	81	141	6	58	3	0	9	5
Female		80	60	20	80	3	8	3	0	4	2
Male		0	148	61	61	3	50	0	0	5	3

Human Capital Management Metrics

TOPIC	UNIT OR FORMULA	2017	2018	2019	2020	2021	2022
SAFETY							
TRIR – Combined	(Number of Recordable Incidents X 200,000) / Total Workforce Working Hours	1.20	1.19	0.86	0.74	1.44	0.61
Employees	(Number of Recordable Incidents X 200,000) / Total Workforce Working Hours	1.61	0.30	0.37	0.78	1.22	0.00
Contractor	(Number of Recordable Incidents X 200,000) / Total Workforce Working Hours	1.11	1.44	1.00	0.73	1.53	0.78
LTIR – Combined	(Number of Total Workforce Lost-time Injuries / Total Hours Worked by Total Workforce) X 200,000			0.86	0.74	1.00	0.46
Employees	(Number of Employee Lost-time Injuries / Total Hours Worked by Employees) X 200,000	0.64	0.30	0.37	0.78	1.22	0.00
Contractor	(Number of Contractor Lost-time Injuries / Total Hours Worked by Contractors) X 200,000	0.51	0.42	1.00	0.73	0.92	0.58
DART Rate – Combined	(Number of Recordable Incidents that Resulted in DART X 200,000) / Total Workforce Working Hours		0.80	0.43	0.32	1.11	0.53
Employees	(Number of Employee Recordable Incidents that Resulted in DART X 200,000) / Total Workforce Working Hours					1.22	0.00
Contractor	(Number of Contractor Recordable Incidents that Resulted in DART X 200,000) / Total Workforce Working Hours					1.07	0.68
Fatalities – Combined	Number	0	1	0	0	0	0
Employees	Number	0	0	0	0	0	0
Contractor	Number	0	1	0	0	0	0
Vehicle Incident Rate	Number of Incidents / Million Miles Driven	1.01	0.95	0.4	0	0.87	0.57
DIVERSITY							
New Hire Diversity	Percentage			62%	35%	57%	55%
Total Workforce Diversity	Percentage		45%	47%	47%	47%	49%
Leadership Diversity	Percentage			29%	29%	40%	41%
Women (as a percent of workforce)	Percentage		32%	29%	27%	27%	28%
Women (as a percent of leadership)	Percentage		22%	21%	20%	27%	26%
Minorities (as a percent of the workforce)	Percentage		19%	26%	25%	26%	28%
Minorities (as a percent of leadership)	Percentage		10%	11%	11%	9%	12%
TURNOVER							
Attrition Rate	Percentage		14.4%	35.4%	16.8%	18.0%	16.6%
Voluntary Turnover Rate	Percentage		12.4%	10.5%	3.8%	9.7%	12.1%

Metric not reported for this year.

Additional Metrics

TOPIC	UNIT OR FORMULA	2017	2018	2019	2020	2021	2022
FINANCIAL							
Royalty Payments	$ (in thousands)	$184,209	$242,137	$229,708	$157,663	$289,147	$627,860
Gross State and Local Tax Payments	$ (in thousands)	$60,836	$73,893	$67,900	$51,720	$130,850	$207,013
ENVIRONMENTAL							
Volume of Produced and Flowback Water	bbls	21,812,571	28,545,197	30,061,959	27,338,547	47,077,694	66,762,566
Scope 2 Energy Intensity	Energy Use (GJ) / Net Sales (mUSD)	0.30	0.24	0.24	0.37	0.48	0.38
Electricity Consumed (100% from ERCOT Grid)	kWh	52,877,785	53,140,271	47,783,168	50,821,726	153,941,964	190,359,268
Revenue from Renewable Energy	USD	$85,971	$73,970	$73,275	$73,275	$73,275	$73,275
ADVOCACY							
Trade Group Contributions Total	USD		$52,150	$51,300	$37,421	$237,421	$331,965
Independent Petroleum Association of America (IPAA)	USD		$20,000	$20,000	$20,000	$20,000	$40,000
American Exploration & Production Council (AXPC)	USD		$0	$0	$0	$175,000	$215,000
National Petroleum Council (NPC)	USD		$29,035	$29,035	$17,421	$17,421	$0
Texas Oil & Gas Association (TXOGA)	USD		$0	$0	$0	$20,000	$65,465
The Petroleum Alliance of Oklahoma	USD		$3,115	$2,265	$0	$5,000	$11,500

Metric not reported for this year.