



ENVIRONMENTAL POLICY

Environmental stewardship is a core value of Vital Farms' business philosophy. Our mission is to bring ethical food to the table, and we are committed to improving the lives of people, animals, and the planet through food. Through the tenets of Conscious Capitalism, we prioritize the long-term sustainability of all our stakeholders, including the environment.

Climate change is one of the greatest challenges the world faces. The latest climate science states that limiting global average temperature rise to 1.5 degrees Celsius may help us avoid the worst effects of climate change. We are working proactively to achieve a safer, cleaner, and healthier environment and combat climate change. Our commitment to reducing environmental impact extends to our supply chain, our crew, our customers, and the communities in which we operate.

Vital Farms is committed to:

- Complying with environmental laws, regulations, and other requirements relevant to our business
- Providing adequate resources for environmental stewardship and closely monitoring our business administration and production processes to ensure that our operations are effectively managed and that risks are mitigated
- Continuously improving environmental performance, including energy, water, and waste management, within our operations
- Setting environmental goals, monitoring progress, and reporting at least annually to crew, management, and external stakeholders
- Partnering with our farmers on implementing climate-smart practices
- Procuring materials and services that are less greenhouse-gas intensive and/or environmentally beneficial

This Environmental Policy extends to our supply chain. We expect our suppliers, including farmers, co-manufacturers, and distributors, to comply with this policy and the commitments listed above, to work to minimize the environmental impact of their operations, and to support Vital Farms' broader environmental goals where feasible. Suppliers are expected to manage

environmental risks including waste, water use, and greenhouse gas emissions, and to collaborate with Vital Farms on its efforts to improve supply chain environmental performance. These expectations are further detailed in the Vital Farms Supplier Code of Conduct.

We use an environmental management system (EMS) to comprehensively and systematically fulfill our environmental policy, programs, and key compliance tasks across our operations, and document and track data to measure progress.

This Environmental Policy shall be subject to the oversight of the Nominating and Corporate Governance Committee of Vital Farms' Board of Directors (the "***Committee***"). Vital Farms' management team is authorized to revise this Environmental Policy from time to time with stakeholder engagement as a part of the process. This Environmental Policy shall be subject to review by the Committee on an annual basis.

Effective: August 8, 2022

Amended: December 20, 2022