

VITAL FARMS, INC.

CHARTER OF THE NOMINATING AND CORPORATE GOVERNANCE COMMITTEE  
OF THE BOARD OF DIRECTORS

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**PURPOSE**

The purpose of the Nominating and Corporate Governance Committee (the “*Committee*”) of the Board of Directors of Vital Farms, Inc. (the “*Company*”) is to assist the Board by fulfilling the Committee's responsibilities and duties outlined in this charter, including, among other things, to:

- help the Board oversee the Company’s corporate governance functions and develop, update as necessary and recommend to the Board the governance principles applicable to the Company;
- identify individuals qualified to become members of the Board consistent with criteria approved by the Board, review the qualifications of, and consider stockholders’ recommendations for, director candidates and recommend to the Board qualified director nominees for appointment, election or reelection to the Board at each annual stockholders’ meeting and as necessary to fill vacancies and newly created directorships;
- make other recommendations to the Board relating to the directors of the Company, including identification of directors qualified to serve on the various committees of the Board; and
- oversee succession planning for the Board and key leadership roles on the Board and its committees.

**COMPOSITION**

The members of the Committee, including the Chairperson, will be members of the Board appointed by, and will serve at the discretion of, the Board. Vacancies occurring on the Committee will be filled by the Board. Resignation or removal of a Committee member from the Board for any reason will automatically constitute resignation or removal from the Committee.

The Committee will consist of at least two members of the Board, and each member of the Committee will satisfy (i) the independence and other requirements imposed by applicable law and stock exchange listing requirements and (ii) any other qualifications determined by the Board.

**AUTHORITY**

The Committee will have access to all Company books, records, facilities and personnel as deemed necessary or appropriate by any member of the Committee. The Committee may retain legal, accounting or other outside advisors as it deems necessary or appropriate. The Company shall provide appropriate funding, as determined by the Committee, for the payment of compensation to independent counsel and other advisors engaged by the Committee, as well as funding for the payment of ordinary administrative expenses that, as determined by the Committee, are necessary or appropriate in carrying out its duties. The Committee will have authority to require that any of the Company’s personnel or outside advisors attend any meeting of the Committee or meet with any member of the Committee or any of its advisors.

The Chairperson shall have the delegated authority to act on behalf of the Committee in connection with (i) approval of the retention of director search firms (including negotiation and execution of their engagement letters) and (ii) as may otherwise be determined by the Committee. The Committee also may

form and delegate authority to one or more subcommittees consisting of one or more members of the Board (whether or not he, she or they are on the Committee) to the extent allowed under applicable law and stock exchange listing requirements. By delegating an issue to the Chairperson or a subcommittee, the Committee does not surrender any authority over that issue. Although the Committee may act on any issue that has been delegated to the Chairperson or a subcommittee, doing so will not limit or restrict future action by the Chairperson or subcommittee on any matters delegated to it. Any action or decision of the Chairperson or a subcommittee will be presented to the full Committee at its next scheduled meeting. By approving this Charter, the Board delegates authority to the Committee with respect to these responsibilities.

## RESPONSIBILITIES

The Committee's responsibilities are for oversight. The members of the Committee are not employees of the Company, and they do not perform management's functions. The Committee relies on the expertise and knowledge of management in carrying out its oversight responsibilities. The Committee shall have the following responsibilities; *provided, however*, that this list of responsibilities is intended to be a guide and to remain flexible to account for changing circumstances and needs. Accordingly, the Committee may depart from or supplement such responsibilities, and establish policies and procedures, to the extent permitted by applicable law and stock exchange listing requirements. The Board will retain the right to act on all such matters without limiting the Committee's authority, subject to compliance with applicable law and stock exchange listing requirements.

**1. Director Nominations.** The Committee will identify and evaluate candidates, including nomination of incumbent directors for reelection and nominees recommended by stockholders, to serve on the Board. The Committee will use criteria approved by the Board, including consideration of the potential conflicts of interest, director independence and other requirements. The Committee will monitor and evaluate the composition, organization, and size of the Board. The Committee will also have the power and authority to establish any policies, requirements, criteria, and procedures relating to its activities, and will make recommendations to the Board regarding nominees for director at the next annual meeting. The Committee's power and authority includes establishing policies and procedures to facilitate stockholder communications with the Board. The Committee will also have the power and authority to make any disclosures required by applicable law in the course of exercising its authority.

**2. Board and Committee Assessment.** The Committee will oversee the evaluation of the performance of the Board, its committees and Board members, including assessing the contribution and independence of incumbent directors to determine whether to recommend them for reelection to the Board. As appropriate, the Committee will make recommendations to the Board for areas of improvement. The assessment shall include evaluation of the Board's contribution as a whole and the Board's effectiveness in serving the best interests of the Company and its stockholders, specific areas in which the Board and/or management believe contributions could be improved, and overall Board composition and makeup. The factors to be considered shall include whether the directors, both individually and collectively, can and do provide the integrity, experience, judgment, commitment, skills, diversity, and expertise appropriate for the Company. In assessing the directors, both individually and collectively, the Committee may consider the current needs of the Board and the Company to maintain a balance of knowledge, experience, diversity, and capability in various areas.

**3. Board Committee Membership.** The Committee will oversee the Board's committee structure and operations, including authority to delegate to subcommittees and committee reporting to the Board. The Committee will evaluate individual directors' interests and prospective director independence, experience and the independence and requirements imposed by applicable law and stock exchange listing requirements. Upon such evaluation, the Committee will recommend to the entire Board annually the chairmanship and membership of each committee.

**4. Lead Independent Director.** Recommend to the Board as necessary and appropriate an individual to serve as lead independent director of the Board, if applicable, as described in the Company's Corporate Governance Guidelines.

**5. Increase in Board Size.** In the case of a director nominated to fill a vacancy on the Board due to an increase in the size of the Board, recommend to the Board, if applicable, the class of directors in which the director nominee should serve in accordance with any applicable provisions of the Company's certificate of incorporation, bylaws, or any stockholders agreement to which the Company is a party.

**6. Independence and Conflicts.** Consider questions of independence and possible conflicts of interest of members of the Board and executive officers, including as they relate to directorships at other public companies. Review any outside directorships in other public companies held by any executive officer of the Company.

**7. Compensation of Directors.** The Committee will review and approve (or make recommendations to the Board for approval of) the type and amount of compensation to be paid or awarded to Board members.

**8. Stockholder Communications.** The Committee shall periodically review and make recommendations to the Board regarding the Company's process for stockholder communications with the Board, and make such recommendations to the Board with respect thereto as the Committee deems appropriate.

**9. Review Possible Conflicts of Interest.** The Committee shall consider possible conflicts of interest of officers and directors as set forth in the Company's Code of Business Conduct and Ethics, including reviewing, as necessary, any officer's request to accept a directorship position with another company, and make recommendations to the Board to prevent, minimize or eliminate such conflicts of interest.

**10. Environmental, Social, and Governance.** The Committee will provide oversight for, and will periodically update the Board regarding, the Company's strategy, initiatives, policies, practices, and reporting relating to environmental, social, and governance matters, such as those addressing environmental sustainability, climate-related risks and opportunities, human capital management, social and ethical issues, and the Company's public benefit corporation obligations, as well as the long-term and short-term impacts of these issues on the Company.

**11. Corporate Social Responsibility.** The Committee shall monitor the Company's overall approach to corporate social responsibility and ensure it is in line with the overall business strategy and the Company's corporate and social obligations as a responsible citizen.

**12. Continuing Education.** The Committee may institute plans or programs for the continuing education of directors and orientation of new directors, as it deems appropriate.

**13. Corporate Governance Guidelines.** The Committee will periodically review and assess the Company's corporate governance guidelines, and, as appropriate, will recommend changes to the Board for its consideration.

**14. Management Succession.** The Committee shall develop and periodically review with the Company's Chief Executive Officer the plans for succession for the Company's executive officers, as it sees fit, and make recommendations to the Board with respect to the selection of appropriate individuals to succeed to these positions.

**15. Leadership Structure.** The Committee shall consider the Board's leadership structure, including the separation of the chairperson of the Board and Chief Executive Officer roles and/or appointment of a lead independent director of the Board, either permanently or for specific purposes, and make such recommendations to the Board with respect thereto as the Committee deems appropriate. The Committee shall also review and discuss the narrative disclosure regarding the Board leadership structure and role in risk oversight to be included in any public filing with the Securities and Exchange Commission.

**16. Procedures for Information Dissemination.** The Committee will periodically review the processes and procedures used by the Company to provide information to the Board and its committees and the scope of such information and make recommendations to the Board and management for improvement as appropriate.

**17. Director Stock Ownership Guidelines.** The Committee will administer and monitor compliance with stock ownership guidelines in effect from time to time for directors of the Company.

**18. Stockholder Proposals.** The Committee will review any stockholder proposals submitted for inclusion in the Company's proxy statement and recommend to the Board any statements by the Company in response. The Committee will consider stockholder nominees for election to the Board at the Company's annual meeting of stockholders.

**19. Pledging Policy.** The Committee will administer and monitor compliance with the Company's Pledging Policy and consider any requested approval of a pledging arrangement pursuant to such policy.

**20. Committee Self-Assessment; Charter Review.** The Committee will annually evaluate its performance. The Committee shall also review and assess the adequacy of this Charter annually and shall recommend any proposed changes to the Board for its consideration.

**21. General Authority.** The Committee shall perform such other functions and have such other powers as may be necessary or appropriate in the discharge of any of the foregoing.

## **MEETINGS AND MINUTES**

The Committee shall meet as often as its members deem a meeting necessary or appropriate to perform its duties and responsibilities under this charter. The same procedural rules concerning notice of meetings, actions by unanimous consent or telephonic meetings and meetings held by other means of remote communication, and other procedural matters, shall apply to Committee meetings as apply to meetings of the Board under the Company's bylaws and other governing documents. Unless otherwise determined by the Committee, each regularly scheduled meeting will conclude with an executive session that excludes members of management. From time to time, or when requested by the Board, the Chairperson of the Committee will report to the Board.

The Committee will maintain written minutes of its meeting and regularly report to the Board on its actions and recommendations. The Committee may act by unanimous written consent; when it does so, those actions will be filed in the minute book.

## **PUBLICATION**

The Company shall make this charter freely available to stockholders on request and, provided that the Company is subject to the periodic reporting requirements of the Securities Exchange Act of 1934, as amended, shall publish it on the Company's website.

**Approved by the Board of Directors: July 8, 2020**

**Effective: July 30, 2020**

**Amended: November 14, 2023**