

VITAL FARMS, INC.

DEI POLICY STATEMENT

Here at Vital Farms, we believe in the importance of Diversity, Equity, and Inclusion (DEI). Just like the transparency you know and trust from the Vital Farms brand, anything we do related to DEI will be Bullsh*t Free.

Our intent is to constantly learn and challenge ourselves to take meaningful actions that directly impact our stakeholders—farmers, suppliers, customers, crew members, consumers, environment, stockholders—and those around us.

Internally, an important part of fulfilling our mission to bring ethical food to the table is by building diverse teams that reflect varying perspectives. We want to create an inclusive and collaborative culture that embodies our values of Growth, Humility, Empathy, and Ownership.

We are committed to building an environment where every crew member feels valued and that they belong. We do not tolerate racism or discrimination in any form.

We will continue to hold ourselves accountable to the important role we play in helping transition the world around us to a more diverse, equitable, and inclusive place.