

VITAL FARMS, INC.

INCLUSION AND BELONGING POLICY STATEMENT

Our intent is to constantly learn and challenge ourselves to take meaningful, positive 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, Ownership, and Competing to Win.

We are committed to building a work 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 our world to a more diverse, equitable, and inclusive place through initiatives to foster crew learning, inclusion, and belonging that are grounded in our purpose to improve the lives of people, animals, and the planet through food.