

VERMILION ENERGY INC.
SAFETY AND SUSTAINABILITY COMMITTEE MANDATE

The Safety and Sustainability Committee (the “Committee”) advises the Board of Directors (the “Board”) of Vermilion Energy Inc. (the “Corporation”) in overseeing the Corporation’s approach to developing and implementing safety, environment and sustainability policy, strategy and performance.

This integrated approach recognizes the following areas of responsibility:

- i. Health and Safety: industrial occupational health, personal safety of employees and contractors, process safety management of major assets, and public safety of the communities in which we operate;
- ii. Environment: protection of air, water and land, including emissions reduction, water usage and protection, spill reduction, abandonment and reclamation obligations (ARO), and biodiversity protection;
- iii. Social: human rights, Indigenous relations, non-technical risk management, stakeholder engagement, and community investment; and
- iv. Governance: the energy transition, climate change, and government advocacy (lobbying).

Committee Composition & Meeting

- v. The Committee shall consist of not less than three directors and not more than five directors.
- vi. Each member of the Committee shall satisfy the applicable independence and experience requirements of the laws governing the Corporation and the applicable rules of any stock exchange on which the Corporation’s securities are listed.
- vii. The Committee shall meet at least three times a year. The Chair may call additional meetings as required.
- viii. At every Committee meeting, the Committee shall hold an *in-camera* session without management present.

Duties and Responsibilities

Subject to the powers and duties of the Board, the Committee is responsible to:

- i. Annually review the Corporation’s Health, Safety and Environment (HSE) Policy and Sustainability-related policies and long-range strategic plans, and make appropriate recommendations to the Board.
- ii. Review whether the Corporation’s safety, environment and sustainability policies, strategic plans, commitments and procedures are effectively developed and implemented, and comply with applicable laws, regulations, and industry standards.
- iii. Confirm processes and procedures are in place to identify, evaluate, prioritize and mitigate key safety, environment and sustainability risks to the Corporation.
- iv. Review the insurable risks related to safety, environment and sustainability issues

and make appropriate recommendations to the Audit Committee.

- v. Consider the standards, procedures, practices and reporting methodologies used by management, and ensure adequate internal control systems are in place.
- vi. Examine management's reports and recommendations relating to the Corporation's safety, environment and sustainability activities and performance, alongside any required corrective actions, including:
 - a. material contravention of or non-compliance with an existing safety, environment or sustainability regulation;
 - b. material or potentially material events that could constitute a significant safety, environment or sustainability occurrence;
 - c. significant external or internal audit reports;
 - d. significant legislative and regulatory changes including policy proposals and modifications in major markets, and emerging issues, trends and public opinion that could have a material impact on the Corporation;
 - e. outstanding litigation related to safety, environment or sustainability; and
 - f. long-range preventive programs designed to limit or mitigate future liability related to emissions, freshwater use, spills, and abandonment and reclamation.
- vii. Review the Corporation's safety, environment and sustainability performance, and the development of internal and external targets and/or key performance indicators, including peer monitoring and benchmarking.
- viii. Annually consider the safety, environment and sustainability components of the corporate performance scorecards and provide recommendations to the Governance and Human Resources Committee and the Board.
- ix. Review and recommend to the Board the Corporation's annual safety, environment and sustainability scorecard results.
- ix. Review the Corporation's external disclosures related to safety, environment and sustainability, and recommend the following for Board approval:
 - a. Safety, environment and sustainability reporting in regulatory filings;
 - b. The Sustainability Report; and
 - c. The Lobbying Report.

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| Duties and Responsibilities | | Meeting | | |
|-----------------------------|--|---------|-------|----|
| | | Q1 | Q2/Q3 | Q4 |
| i. | Annually review the Corporation's safety, environment and sustainability policies and long-range strategic plans, and make appropriate recommendations to the Board. | | | ✓ |
| ii. | Review whether the Corporation's safety, environment and sustainability policies, strategic plans, commitments and procedures are effectively developed and implemented, and comply with applicable laws, regulations, and industry standards. | ✓ | ✓ | ✓ |
| iii. | Confirm processes and procedures are in place to identify, evaluate, prioritize and mitigate key safety, environment and sustainability risks to the Corporation. | ✓ | ✓ | ✓ |
| iv. | Review the insurable risks related to safety, environment and sustainability issues and make appropriate recommendations to the Audit Committee. | ✓ | ✓ | ✓ |
| v. | Consider the standards, procedures, practices and reporting methodologies used by management, and ensure adequate internal controls are in place | ✓ | ✓ | ✓ |
| vi. | Examine management's reports and recommendations relating to the Corporation's safety, environment and sustainability activities and performance, alongside any required corrective actions. | ✓ | ✓ | ✓ |
| vii. | Review the Corporation's safety, environment and sustainability performance, and the development of internal and external targets and/or key performance indicators, including peer monitoring and benchmarking. | ✓ | | ✓ |
| x. | Annually consider the safety, environment and sustainability components of the corporate performance scorecards and provide recommendations to the Governance and Human Resources Committee and the Board. | ✓ | ✓ | ✓ |
| viii. | Review and recommend to the Board the Corporation's annual safety, environment and sustainability scorecard results. | | | ✓ |
| xi. | Review the Corporation's external disclosures related to safety, environment and sustainability, and recommend the following for Board approval: a. Safety, environment and sustainability reporting in regulatory filings; | ✓ | ✓ | ✓ |

| Duties and Responsibilities | Meeting | | |
|--|---------|-------|----|
| | Q1 | Q2/Q3 | Q4 |
| <ul style="list-style-type: none"> b. The Sustainability Report; and c. The Lobbying Report. | | | |
| <ul style="list-style-type: none"> ix. Annually review this Mandate and make recommendations to the Board as appropriate. | | | ✓ |