

Contact the Compliance Officer

The Company has established confidential, direct access to our General Counsel's office for reporting of any violations of its Code of Conduct. All communications should contain sufficiently specific information to permit the General Counsel to pursue the matter. Employees are reminded that the Company does not permit retaliation of any kind against employees for good faith reports of concerns about the conduct of Company employees, agents, contractors or outside auditors, or potential violations of law or Company policies.

The email address to report concerns is as follows:

whistleblower@vnrenergy.com or

by phone: (832) 377-2277