

## **W&T OFFSHORE, INC.**

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### **CHARTER OF ENVIRONMENTAL, SAFETY AND GOVERNANCE COMMITTEE OF THE BOARD OF DIRECTORS**

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The Board of Directors (the “Board”) of W&T Offshore, Inc. (the “Company”) has established the Environmental, Safety and Governance Committee of the Board (the “Committee”) with the authority, responsibility and specific duties as described in this Environmental, Safety and Governance Committee Charter (this “Charter”).

#### **I. PURPOSE**

The goal of the Company is to conduct its operations in a manner that protects the health and safety of employees, others involved in its operations and the public, and to make environmental issues and concerns a key part of its business decisions and actions. The purpose of the Committee is to assist the Board with its responsibilities relating to oversight of the Company’s environmental, health, safety and governance practices and to monitor management’s efforts in creating a culture of safety and environmental protection and provide oversight for the environmental, safety and governance aspects of the Company’s operations.

The Committee will primarily fulfill this responsibility by carrying out the activities enumerated in Section IV of this Charter and will perform such other functions as the Board may assign from time to time.

#### **II. COMPOSITION**

The Committee shall be composed of two or more directors selected by the Board, and each member shall serve until such member’s successor is elected and qualified or until such member’s death, resignation or removal. The members of the Committee may be removed by the Board in its discretion. All members will meet the standards of independence or other qualifications required from time to time by the New York Stock Exchange. The Committee will appoint one member of the Committee as chairperson. The Committee may form and delegate authority to subcommittees consisting of one or more members when appropriate, subject to any limitations or reporting requirements established by law, rule, regulation or the Company’s procedures.

#### **III. MEETINGS AND PROCEDURES**

The Committee will meet at least one time annually, or more frequently if the Committee determines it to be necessary or appropriate, in its judgment, and at such times and places as the Committee or its chairperson determines. Any member of the Committee may call a meeting of the Committee. The agenda for meetings will be prepared by the Committee chairperson with input from the Committee members. In the event the Committee chairperson is not present at a meeting, the Committee members present at that meeting shall designate one of its members as the acting chairperson of such meeting. A majority of the members shall constitute a quorum. The Committee shall act only on the affirmative vote of a majority of the members present at a meeting where a quorum is present or by unanimous written consent. The Committee will maintain written minutes of all of its meetings. A copy

of such minutes will also be provided to every member of the Board.

The Committee may request any officer or employee of the Company, any outside advisor or consultant, or others whose advice and counsel are relevant to the issues then being considered by the Committee, to attend its meetings as it deems appropriate. Committee members may also, from time to time, meet or otherwise communicate with various external stakeholders that are involved with the Company either at the request of management or the Board.

#### IV. AUTHORITY AND RESPONSIBILITIES

The Committee is delegated all authority of the Board as may be required or advisable to fulfill the purposes of the Committee. The Committee's principal responsibility is one of oversight. The Company's management is responsible for ensuring that the Company complies with laws, regulations and Company policies, systems and procedures relating to health, safety, governance and environmental protection.

Without limiting the generality of the foregoing statements, the Committee shall have authority, including budgetary and fiscal authority, and is entrusted with the responsibility, to perform the following actions:

1. Provide oversight for the Company's environmental, health, safety and governance practices, including processes to ensure compliance with applicable legal and regulatory requirements.
2. Monitor management's efforts in creating a culture of continuous improvement in the Company's safety and environmental protection practices.
3. Review and approve the Company's environmental, health, safety and governance goals, and review the Company's performance against those goals.
4. Review the management of current and emerging health, safety, governance, environmental, and climate change-related issues, including trends in legislation and proposed regulations affecting the Company.
5. Make regular reports to the Board about the Committee's activities and decisions, which may be made through the chairperson.
6. Receive reports from management regarding, and provide oversight for, the environmental, health, safety and governance aspects of the Company's sustainable efforts to develop resources in a sustainable manner.
7. Periodically receive reports from management regarding the Company's corporate security activities undertaken in support of its field safety practices.
8. Reviewing any significant safety or environmental incidents, or material regulatory compliance violations.
9. Provide oversight for the policies with respect to risk assessment and risk management

arising out of the Company's environmental, health, safety and governance practices, including related operational technology cybersecurity risks.

10. Provide oversight, guidance and perspective to Management and the Board regarding the Company's support of charitable organizations and community affairs, philanthropic strategy and giving.
11. In addition to the above responsibilities, undertake such other duties as the Board delegates to it.

## V. REPORTS AND EVALUATION

The Committee shall report its actions and any recommendations to the Board after each Committee meeting. The Committee will complete an annual evaluation of the Committee's own performance and the adequacy of this Charter. The Committee will provide a report of that assessment to the Board, including any recommended changes to this Charter and Committee processes.

## VI. POSTING REQUIREMENT

The Company will make this Charter available on or through the Company's website as required by applicable rules and regulations. In addition, the Company will disclose in its proxy statement for its annual meeting of stockholders or in its Annual Report on Form 10-K, as applicable, that a copy of this Charter is available on the Company's website and provide the website address.

*Effective as of April 20, 2023*