
**UNITED STATES
SECURITIES AND EXCHANGE COMMISSION**
Washington, D.C. 20549

FORM 8-K

CURRENT REPORT
Pursuant to Section 13 or 15(d)
of the Securities Exchange Act of 1934

Date of Report (Date of earliest event reported): March 26, 2026

Vitesse Energy, Inc.
(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction of
incorporation or organization)

001-41546
(Commission
File Number)

88-3617511
(IRS. Employer
Identification No.)

5619 DTC Parkway, Suite 700
Greenwood Village, Colorado
(Address of principal executive offices)

80111
(Zip Code)

Registrant's telephone number, including area code: (720) 361-2500

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (*see* General Instruction A.2, below):

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Exchange Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, par value \$0.01 per share	VTS	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act.

Item 5.02. Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers

Resignation of Robert W. Gerrity as Chief Executive Officer and Chairman

On March 26, 2026, Robert W. Gerrity, Chairman and Chief Executive Officer of Vitesse Energy, Inc. (the “Company”), notified the Board of Directors of the Company (the “Board”) of his decision to resign as Chief Executive Officer of the Company and as Chairman and a member of the Board, effective immediately. Mr. Gerrity’s departure was not the result of any disagreement with the Company relating to the Company’s operations, policies or practices.

The Board unanimously elected Daniel O’Leary as the next Chairman of the Board, effective upon Mr. Gerrity’s resignation.

In connection with his departure, the Company and Mr. Gerrity entered into a separation agreement and general release dated March 26, 2026 (the “Separation Agreement”), which sets forth the terms of Mr. Gerrity’s separation from employment with the Company. Pursuant to the Separation Agreement, Mr. Gerrity will be entitled to receive a lump sum cash payment equal to \$2.4 million, plus reimbursement of legal fees of up to \$30,000, in exchange for Mr. Gerrity’s agreement to non-competition, non-solicitation of customers and no hire and non-solicitation of employees covenants for the period beginning on the date of his resignation and continuing for nine months thereafter. Mr. Gerrity’s outstanding and unvested performance share units and restricted stock units (and any related dividend payments) will be forfeited as of March 26, 2026, and Mr. Gerrity will receive no additional compensation therefore.

The foregoing description of the Separation Agreement does not purport to be complete and is qualified in its entirety by reference to the full text of the Separation Agreement, which is filed as Exhibit 10.1 to this Current Report on Form 8-K and incorporated herein by reference.

Appointment of Jamie Benard as President and Chief Executive Officer and Director

On March 26, 2026, the Board appointed Jamie Benard to serve as President and Chief Executive Officer of the Company and as a member of the Board, effective May 1, 2026. Mr. Benard, 49, has served since 2023 as President of SOGC, LLC., a privately held upstream exploration and production company. Prior to joining SOGC, he was the principal and owner of Benargy LLC, an advisory firm providing executive management services to energy companies, from 2021 until 2023, and held positions of increasing responsibility at Summit Discovery Resources LLC, an upstream exploration and production company, most recently serving as President and Chief Operating Officer from 2019 to 2021. Mr. Benard’s experience in the energy industry and position with the Company provide him with the necessary experience, qualifications and skills to serve as a director of the Company.

There are no arrangements or understandings between Mr. Benard and any other persons pursuant to which he was appointed President and Chief Executive Officer and member of the Board. There are no family relationships between Mr. Benard and any director or executive officer of the Company, and Mr. Benard has no direct or indirect material interest in any transaction required to be disclosed pursuant to Item 404(a) of Regulation S-K.

In connection with Mr. Benard’s appointment as President and Chief Executive Officer and as agreed to in the Offer Letter between the Company and Mr. Benard (the “Benard Offer Letter”), Mr. Benard’s base salary will be \$600,000 and he will be eligible to earn an annual bonus with a target bonus equal to 100% of the base salary and a maximum bonus equal to 200% of target. Mr. Benard will also receive an equity grant on May 1, 2026 valued at \$4.0 million, with \$2.0 million representing his 2026 LTIP award and an additional \$2.0 million representing an inducement to join the Company, which award will consist of (i) performance stock units valued at \$2.4 million that will vest over a three year performance period and (ii) time-vested restricted stock units valued at \$1.6 million that will vest in three equal annual installments following the grant date, subject to continued employment through such dates. Mr. Benard will also be eligible to receive a cash sign-on bonus in the amount of \$270,000 and reimbursement, on an after-tax basis, for reasonable relocation expenses.

If Mr. Benard is terminated without cause, resigns for good reason, dies or is terminated due to disability (each a “Qualifying Termination”), the performance stock units and restricted stock units will vest (with performance stock units vesting based on the greater of target or actual performance through the date of termination) and be settled in connection with such termination, subject to (i) the execution and nonrevocation of a release of claims and (ii) compliance with restrictive covenants, including non-competition restrictions, for the period beginning on the Qualifying Termination and continuing for six months following the time at which the restricted stock units are settled, paid or delivered. Mr. Benard will also be eligible to participate in the Vitesse Energy, Inc. Employee Severance Plan, which was attached as Exhibit 10.8 to the Company’s Registration Statement on Form 10 filed with the Securities and Exchange Commission on December 19,

2022 and is incorporated by reference herein; provided, however, that (i) the severance compensation payable upon the occurrence of a Qualifying Termination that occurs within two years following a change in control will equal two times the sum of his base salary and target annual cash bonus as in effect at the time of such Qualifying Termination, and (ii) the severance compensation payable upon the occurrence of a Qualifying Termination prior to or more than two years following a change in control will equal one times the sum of his base salary and target annual cash bonus as in effect at the time of such termination of employment. Mr. Benard will not receive additional compensation for service as a director of the Company.

The foregoing description of the Benard Offer Letter does not purport to be complete and is qualified in its entirety by reference to the full text of the Benard Offer Letter, which is filed as Exhibit 10.2 to this Current Report on Form 8-K and incorporated herein by reference. The foregoing description of Mr. Benard's restricted stock units award does not purport to be complete and is qualified in its entirety by reference to the form of restricted stock unit award agreement, which was attached as Exhibit 10.10 to the Company's Annual Report on Form 10-K for the year ended December 31, 2025 and is incorporated by reference herein. The foregoing description of Mr. Benard's performance stock unit award does not purport to be complete and is qualified in its entirety by reference to the form of performance stock unit grant notice, including performance stock unit agreement, which was attached as Exhibit 10.13 to the Company's Annual Report on Form 10-K for the year ended December 31, 2025 and is incorporated by reference herein.

Retirement of Brian J. Cree as President; Appointment as Interim Chief Executive Officer

On March 26, 2026, Brian J. Cree, President of the Company, notified the Board of his decision to retire from the Company effective December 31, 2026.

Also on March 26, 2026, the Board appointed Mr. Cree to serve as Interim Chief Executive Officer of the Company. Mr. Cree will serve as President and Interim Chief Executive Officer until May 1, 2026, when Mr. Benard joins the Company, following which, Mr. Cree will relinquish his duties as an officer of the Company and transition to the role of Senior Advisor to the Company to support the leadership transition until his retirement on December 31, 2026. As agreed to in the Offer Letter between the Company and Mr. Cree (the "Cree Offer Letter"), Mr. Cree will receive his current base salary of \$440,000 (prorated for the applicable period) through June 30, 2026. Beginning July 1, 2026, Mr. Cree's salary will be reduced to a rate of \$20,000 per month. Mr. Cree will receive accelerated vesting of one-half of his outstanding and unvested RSUs and PSUs (based on the target level of performance), representing 36,109 shares of Company common stock and related accrued, but unpaid dividends, subject to continued employment through June 30, 2026. Mr. Cree will receive (i) payment of an annual bonus for 2026 in the amount of \$225,000 and (ii) accelerated vesting of his remaining outstanding and unvested RSUs and PSUs (based on the target level of performance), representing 36,109 shares of Company common stock and accrued, but unpaid dividends, subject to continued employment through December 31, 2026. Mr. Cree will also be subject to restrictive covenants, including non-competition restrictions, for the period ending on September 30, 2027. If Mr. Cree is terminated without cause, Mr. Cree's right to any unpaid portion of any payments and benefits (including accelerated vesting of RSUs and PSUs) will accelerate to the date of such termination, subject to (i) the execution and nonrevocation of a release of claims and (ii) compliance with restrictive covenants, including non-competition restrictions, beginning on date of the Cree Offer Letter and ending September 30, 2027.

The foregoing description of the Cree Offer Letter does not purport to be complete and is qualified in its entirety by reference to the full text of the Cree Offer Letter, which is filed as Exhibit 10.3 to this Current Report on Form 8-K and incorporated herein by reference.

Item 7.01 Regulation FD Disclosure

On March 26, 2026, the Company issued a press release announcing the Company's leadership transition plan. The press release is furnished herewith as Exhibit 99.1 and is incorporated by reference into this Item 7.01.

The information in this Item 7.01 of this Current Report on Form 8-K, including the exhibit hereto, is being furnished and shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as shall be expressly set forth by specific reference in such a filing.

Item 9.01 Financial Statements and Exhibits

(d)

Exhibit Number	Description
10.1	Separation Agreement, dated as of March 26, 2026, between Vitesse Energy, Inc. and Robert W. Gerrity.
10.2	Offer Letter, dated as of March 26, 2026, between Vitesse Energy, Inc. and Jamie Benard.
10.3	Offer Letter, dated as of March 26, 2026, between Vitesse Energy, Inc. and Brian J. Cree.
99.1	Press Release issued March 26, 2026
104	Cover Page Interactive Data File (embedded within the Inline XBRL document)

SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the registrant has duly caused this report to be signed on its behalf by the undersigned hereunto duly authorized.

Date: March 26, 2026

VITESSE ENERGY, INC.

/s/ James P. Henderson

James P. Henderson

Chief Financial Officer

SEPARATION AND MUTUAL RELEASE AGREEMENT

This Separation and Mutual Release Agreement (this "Agreement"), dated as of March 26, 2026, between Vitesse Energy, Inc. (the "Company") and Robert Gerrity (the "Executive") is entered into in connection with the Executive's resignation from his employment with and service to the Company and also constitutes a mutual release of liability against each other and the other releasees referred to herein.

WHEREAS, the Executive's employment with and service to the Company and its subsidiaries shall end on March 26, 2026 (the "Departure Date"); and

WHEREAS, the execution and delivery of this Agreement is a condition precedent to the Executive receiving the consideration described herein; and

NOW, THEREFORE, in consideration of the benefits being delivered under and pursuant to this Agreement, and for other good and valuable consideration, the receipt and sufficiency of which is hereby expressly acknowledged, the parties hereby agree as follows:

1. SEPARATION OF EMPLOYMENT

A. This Agreement confirms that the Executive resigned from his positions as Chief Executive Officer, an executive officer of the Company, a member and Chairman of the Board of Directors (the "Board"), and in any other capacity with the Company or a subsidiary thereof, effective on the Departure Date. The "Effective Date" of this Agreement shall be the eighth (8th) day following the Executive's execution of this Agreement, provided it is not revoked in accordance with Section 11 below. However, following the Departure Date and for a period of six (6) months thereafter, the Executive shall be reasonably available on reasonable notice and subject to his personal and professional commitments to provide transition assistance.

B. Regardless of whether the Executive signs and returns this Agreement, he shall be entitled to his accrued, unused paid time off and reimbursed for all outstanding business expenses which were incurred prior to the Departure Date, promptly in accordance with applicable Company policy. In addition, the Executive and his covered dependents shall be allowed to continue to participate in the Company's current group medical, dental and vision insurance plans for the applicable period in accordance with applicable law (i.e., COBRA), provided that the Executive timely elects such coverage and pays all premiums for such coverage, except as set forth in Section 2(C) below.

C. The Executive acknowledges that he has been paid and/or has received all compensation, wages, bonuses, vested equity awards, commissions and/or benefits due at termination to which the Executive may be entitled and that no other compensation, wages, bonuses, equity awards, commissions and/or benefits are due to the Executive, except as expressly provided herein. In addition, the Executive acknowledges that the consideration set forth herein exceeds any payments and/or benefits to which he may be entitled in any agreement, verbal or written, as well as any employment or personnel policy, procedure or handbook, which may be applicable, and that he would not be entitled to this consideration absent his promises set forth herein.

D. This Agreement shall not be construed as an admission by either party of any wrongdoing or liability against the other party or other party released pursuant to this Agreement whatsoever and the parties specifically disclaim and deny any such liability.

2. SEPARATION BENEFITS

In consideration of the Executive's execution and non-revocation of this Agreement, and in addition to the Company's release of claims set forth below, the Company shall provide the Executive with the following separation benefits (the "Separation Benefits"):

A. The Company shall pay the Executive a lump sum cash payment equal to two million, four hundred thousand dollars (\$2,400,000). The amount described in this Section 2(A) shall be paid in a single lump sum within thirty (30) days following the Effective Date, subject to applicable withholdings and deductions. For the avoidance of doubt, all of the Executive's outstanding and unvested performance share units and restricted stock units (and any related dividend payments) shall be forfeited as of the Departure Date.

B. The Company agrees to reimburse or pay, as applicable, the attorneys' fees and expenses incurred by the Executive in connection with the negotiation, preparation, and execution of this Agreement and matters related to his resignation from the Company, up to a maximum amount of thirty thousand dollars (\$30,000).

3. EXECUTIVE'S RELEASE OF CLAIMS

A. In exchange for the above-referenced consideration and the Company's release of claims in favor of the Executive set forth below in Section 4, the Executive hereby irrevocably releases and forever discharges any and all known and unknown liabilities, debts, obligations, causes of action, demands, covenants, contracts, liens, controversies and any other claim of whatsoever kind or nature that the Executive ever had, now has or may have, as of the date of the Executive's execution of this Agreement, against the Company and any and all of its parent companies, subsidiaries, affiliates and related entities (including, without limitation, any and all persons acting by, through, under, or in concert with the Company or any other of the foregoing), and each of their respective officers, directors, employees, representatives, agents, successors and assigns (collectively, the "Releasees"), whether or not arising out of or related to the performance of any services to or on behalf of the Company or the cessation of those services, including, but not limited to, any rights arising under or relating to the Executive's employment with the Company and/or the cessation of his employment, any allegation of discrimination or retaliation, or based on any federal, state or local law or regulation concerning race, sex, age, handicap, national origin, religion, or any other form of discrimination or retaliation, and any claims arising in contract or tort, including breach of contract, breach of an implied covenant of good faith and fair dealing, or wrongful termination, which the Executive and/or his heirs, executors, administrators, successors and assigns ever had, now have or hereafter can or may have against the Releasees by reason of any matter arising on or before the date hereof; provided that, the Executive is not releasing claims relating to (i) the enforcement of this Agreement; (ii) the Executive's rights or claims for indemnification (including advancement of legal fees and costs) under the organizational documents of the Company or its affiliates or under applicable law or coverage under its directors and officers or similar liability insurance for his acts or omissions while employed or any indemnification agreement (to the extent that the Company's insurance policy does not cover the Executive's acts or omissions while employed after the end of his employment and service as a director, the Company will procure a reasonably acceptable tail insurance policy); (iii) the Executive's vested compensation and equity awards; (iv) the Executive's vested rights under the regular employee benefit and retirement plans in effect as of the Departure Date; and (v) any claims that cannot be released as a matter of law (with the claims described within clauses (i) through (v) of this proviso being referred to herein as "Excluded Claims"). The claims, demands and causes of action released by the Executive include, but are not limited to, those described above, as well as any claims of wrongful or constructive discharge or demotion, breach of contract (written, oral or

implied), breach of the covenant of good faith and fair dealing, violation of public policy, defamation, any claim for wages, bonuses, penalties, commissions, unvested equity awards, unvested cash awards, or other compensation, claim for defamation, personal injury, emotional distress, claims under Title VII of the 1964 Civil Rights Act, as amended, the Age Discrimination in Employment Act, as amended, the Older Workers Benefit Protection Act, the Fair Credit Reporting Act, the Occupational Health and Safety Act, the Employee Polygraph Protection Act, the Immigration Reform Control Act, the retaliation provisions of the Sarbanes-Oxley Act of 2002, the Federal False Claims Act, the Equal Pay Act, the Family and Medical Leave Act of 1993, the Employee Retirement Income Security Act of 1974, the Americans with Disabilities Act of 1990, the WARN Act, the Colorado Anti-Discrimination Act, as amended, the Colorado Equal Pay Law, the Colorado Wage Claim Act and Colorado Overtime and Minimum Pay Standards Order No. 39, as amended by any other subsequent executive order or legislative act, the Colorado Labor Peace Act, the Colorado Lawful Off-Duty Activities Statute, the Colorado Public Health Emergency Whistleblower Law, the Colorado Healthy Families and Workplaces Act, the Colorado Civil Rights Commissions' Regulations, Retaliation provisions of the Colorado Workers' Compensation Law, the Colorado Constitution, and/or any similar or analogous law of any other state or local jurisdiction, as applicable; and any other laws, regulations or ordinances relating to employment or employment discrimination, and the laws of contract and tort, to the full extent permitted by law.

B. Nothing in this Agreement shall prohibit or restrict the Executive from: (i) making any disclosure of information required by law; (ii) providing information to, or testifying or otherwise assisting in any investigation or proceeding brought by, any federal or state regulatory or law enforcement agency or legislative body, any self-regulatory organization, or the Company's Human Resources, Legal, or Compliance Departments; or (iii) testifying, participating in or otherwise assisting in a proceeding relating to an alleged violation of the Sarbanes-Oxley Act of 2002, any federal, state or municipal law relating to fraud or any rule or regulation of any self-regulatory organization. Nothing in this Agreement is intended to (a) preclude the Executive from (1) enforcing the terms of this Agreement, (2) filing a charge or participating in any investigation or proceeding conducted by the Equal Employment Opportunity Commission or the National Labor Relations Board provided that, to the extent permitted by applicable law, the Executive agrees to waive his right to any monetary recovery with respect to such charge, investigation or proceeding, or (3) filing a charge with, reporting possible violations to, or participating or cooperating with the Securities and Exchange Commission or any other federal, state or local regulatory body or law enforcement agency (each a "Governmental Agency"); or (b) limit the Executive's right to receive an award for any information provided to a Governmental Agency in relation to any whistleblower provisions of federal, state or local law or regulation. In addition, this Agreement does not preclude the Executive from exercising any rights pursuant to Section 7 of the NLRA.

Notwithstanding any other provisions of this Agreement, pursuant to 18 U.S.C. § 1833(b), the Executive understands and acknowledges that he shall not be held criminally or civilly liable under any U.S. federal or state trade secret law for the disclosure of a trade secret that is made: (i) in confidence to a federal, state, or local government official, either directly or indirectly, or to an attorney, and solely for the purpose of reporting or investigating a suspected violation of law; or (ii) in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal and protected from public disclosure. Nothing in Agreement is intended to conflict with 18 U.S.C. § 1833(b) or create liability for disclosures of trade secrets that are expressly allowed by 18 U.S.C. § 1833(b).

C. The Executive acknowledges that he is waiving and releasing any rights he may have under the Age Discrimination in Employment Act ("ADEA"), and that this waiver and release is knowing and voluntary. The Executive acknowledges that the consideration given for this waiver and release is in addition to anything of value to which he is already entitled. The Executive further acknowledges that he

has been advised by this writing that he: (i) consult with an attorney prior to executing this Agreement; (ii) has twenty-one (21) days within which to consider this Agreement, though he may take as much or as little of such period as he desires provided his decision to do so is knowing, voluntary, and not induced by the Company; (iii) has seven (7) days following his execution of this Agreement to revoke this Agreement; (iv) this Agreement shall not be effective until after the revocation period has expired; and (v) nothing in this Agreement prevents or precludes the Executive from challenging or seeking a determination in good faith of the validity of this waiver under the ADEA, nor does it impose any condition precedent, penalties, or costs for doing so, unless specifically authorized by federal law.

4. COMPANY'S RELEASE OF CLAIMS

A. In exchange for the Executive's execution (and non-revocation) of this Agreement, the Company, along with and on behalf of, the Releasees, hereby irrevocably releases and forever discharges any and all known and unknown liabilities, debts, obligations, causes of action, demands, covenants, contracts, liens, controversies and any other claim of whatsoever kind or nature that the Company ever had, now has or may have as of the date of the execution by the Company of this Agreement, against the Executive, his immediate family and his heirs, agents, administrators, attorneys, beneficiaries, and executors (collectively, the "Executive's Releasees"), whether or not arising out of or related to the performance of any services to or on behalf of the Company or the termination of those services, including, but not limited to, any rights arising under or relating to the Executive's employment with the Company and/or the cessation thereof, or based on any federal, state or local law or regulation, and any claims arising in contract or tort, including breach of contract, breach of an implied covenant of good faith and fair dealing, or breach of fiduciary duty, which the Company and/or the Releasees ever had, now have or hereafter can or may have against the Executive's Releasees by reason of any matter arising on or before the date of execution of this Agreement; provided that, the Company is not releasing claims relating to (i) the enforcement of this Agreement or (ii) based on intentional misconduct or fraud.

B. Notwithstanding the foregoing, nothing in this Agreement is intended to preclude the Company from enforcing the terms of this Agreement, including Section 19 of the LTIP.

5. COOPERATION

Without limitation to the Executive's rights to indemnification and insurance coverage of the types described in the definition of "Excluded Claims" above, the Executive further agrees to reasonably cooperate with the Company in connection with any matter arising out of or related to his former employment including, but not limited to, any existing or future litigation involving the Company, whether administrative, civil or criminal in nature, in which and to the extent the Company reasonably deems the Executive's cooperation necessary after consideration of, and due regard for, the professional and personal obligations of the Executive (and with the Company providing advancement and reimbursement for out-of-pocket expenses reasonably incurred by the Executive or pre-approved by the Company in connection therewith).

6. RETURN OF PROPERTY; ANNOUNCEMENTS

A. The Executive represents that he shall promptly return to the Company all confidential, proprietary and non-public materials, and any other property of the Company in his possession, including, but not limited to, Company-issued computers, laptops, PDAs and phones. The Executive and the Company's IT Department shall cooperate so that the Executive may retain his personal information on the Company's systems, including his contacts.

B. The parties have mutually agreed that the Company shall issue a press release substantially in the form attached as Exhibit A no later than when the Company typically files after the market closes on March 26, 2026 with respect to the Executive's resignation, and the parties agree that any public statements regarding the Executive's departure from the Company shall be consistent with the language contained therein. The Company shall also provide the Executive with an opportunity to review the Form 8-K that will be filed describing this Agreement.

7. MUTUAL NON-DISPARAGEMENT

Except as required by law or by any regulatory requirements, the Executive agrees that he shall not publicly make, publish or issue, or cause to be made, published or issued any untrue or disparaging statements whatsoever concerning the Company, and/or any of its directors, officers and employees, or its business and products. Likewise, the Company agrees to not, and to cause its executive officers and directors to not, publicly make, publish or issue, or cause to be made, published or issued any untrue or disparaging statements whatsoever concerning the Executive, including anything that could reasonably be expected to reflect negatively on his personal or professional reputation. Nothing in this Section shall prevent any person from providing truthful and complete testimony or from making a report to a federal or state regulatory authority in a manner provided or protected by law.

8. RESTRICTIVE COVENANTS. In addition to the restrictive covenants set forth in the LTIP or any other agreement between the Company and the Executive, in consideration for the benefits provided to the Executive pursuant to Section 2 hereof, the Executive agrees to the following:

A. The Executive shall not, during the Prohibited Period, render services for any organization or engage directly or indirectly in any business that, in the judgment of the Board, is or becomes competitive with the Company based on the Executive's post-employment responsibilities and position with the other organization or business, the extent of past, current and potential competition or conflict between the Company and the other organization or business, the effect on the Company's shareholders, customers, suppliers and competitors of the Executive assuming the post-employment responsibilities and such other considerations as are deemed relevant given the applicable facts and circumstances. The Executive shall be free, however, to purchase as an investment or otherwise, stock or other securities of such organization or business so long as they are listed upon a recognized securities exchange or traded over-the-counter and such investment does not represent a greater than five percent equity interest in the organization or business. Without limiting the generality of the foregoing, the Executive expressly covenants and agrees that during the Prohibited Period (i) the Executive will refrain from carrying on or engaging in, directly or indirectly, any Competing Business in the Restricted Area and (ii) the Executive will not, and the Executive will cause the Executive's affiliates not to, directly or indirectly, own, manage, operate, join, become an employee, partner, owner or member of (or an independent contractor to), control or participate in or loan money to, sell or lease equipment to or sell or lease real property to any business, individual, partnership, firm, corporation or other entity which engages in a Competing Business in the Restricted Area. For the avoidance of doubt, the Executive's affiliates shall include the Executive's spouse, but shall not include the Executive's stepson who is an employee of the Company.

B. The Executive further expressly covenants and agrees that during the Prohibited Period, without the express approval of the Board, the Executive will not, and the Executive will cause the Executive's affiliates not to: (1) engage or employ, or solicit or contact with a view to the engagement or employment of, any person who is (or was during the 6 month preceding the date of such action) an

officer or employee of any Company Entity or (2) canvass, solicit, approach or entice away or cause to be canvassed, solicited, approached or enticed away from any Company Entity any person who or which is a customer of any of such entities during the period during which Executive is employed by the Company.

C. The Executive expressly recognizes that the Executive was a high-level, executive employee who was be provided with access to trade secrets as part of the Executive's employment and that the restrictive covenants set forth in this Section 8 are reasonable and necessary in light of the Executive's former executive position and access to the Company Entities' trade secrets. Notwithstanding the foregoing, maintenance of the Executive's existing investments in the oil and gas activities or the passive ownership of not more than 5% of the outstanding shares of any publicly traded security, shall not constitute a violation of this Section 8.

D. Failure to comply with the provisions of this Section 8 during the Prohibited Period shall, in addition to the remedies described in Section 8(F), cause the settlement, payment or delivery or the benefits described in Section 2(A) to be rescinded. The Company shall notify the Executive in writing of any such rescission promptly upon receiving notice of facts entitling the Company to such rescission. Within ten days after receiving such a notice from the Company, the Executive shall pay to the Company the amount of any gain realized or payment received (including any amounts not technically received but used to satisfy any tax withholding obligation) in connection with the rescinded settlement, payment or delivery pursuant to the Agreement. Such payment shall be made either in cash or by returning to the Company the number of shares of stock that the Executive received, if applicable, (including any amounts not technically received but used to satisfy any tax withholding obligation) in connection with the rescinded settlement, payment or delivery.

E. The Executive and the Company agree to the non-competition and non-solicitation provisions of this Section 8: (i) in consideration for the confidential information previously provided by the Company to the Executive; (ii) as part of the consideration for the compensation to be paid to the Executive hereunder; and (iii) to protect the trade secrets and confidential information of the Company Entities disclosed or entrusted to the Executive by the Company Entities or created or developed by the Executive for the Company Entities, the business goodwill of the Company Entities developed through the efforts of the Executive and/or the business opportunities disclosed or entrusted to the Executive by the Company Entities.

F. The Executive and the Company agree and acknowledge that the limitations as to time, geographical area and scope of activity to be restrained as set forth in this Section 8 are reasonable and do not impose any greater restraint than is necessary to protect the legitimate business interests of the Company Entities. The Executive and the Company also acknowledge that money damages would not be sufficient remedy for any breach of this Section 8 by the Executive, and the Company Entities shall be entitled to enforce the provisions of this Section 8 by terminating payments then owing to the Executive under this Agreement or otherwise and to specific performance and injunctive relief as remedies for such breach or any threatened breach. Such remedies shall not be deemed the exclusive remedies for a breach of this Section 8 but shall be in addition to all remedies available at law or in equity, including the recovery of damages from the Executive and the Executive's agents and the remedies described in Section 8(D).

G. The Executive hereby represents to the Company that the Executive has read and understands, and agrees to be bound by, the terms of this Section 8. The Executive acknowledges that the geographic scope and duration of the covenants contained in this Section 8 are the result of arm's-length bargaining and are fair and reasonable in light of (i) the nature and geographic scope of the operations of

the Company Entities, (ii) the Executive's level of control over and contact in all jurisdictions in which it is conducted, and (iii) the amount of compensation, trade secrets and confidential information that Executive is receiving in connection herewith and the Executive's prior employment with the Company. It is the desire and intent of the Parties that the provisions of this Section 8 be enforced to the fullest extent permitted under applicable law, the Executive and the Company hereby waive any provision of applicable law that would render any provision of this Section 8 invalid or unenforceable. It is specifically agreed that the period specified in Section 8 shall be computed by excluding from that computation any time during which the Executive is in violation of any provision of Section 8.

H. The Company and the Executive agree that the foregoing restrictions are reasonable under the circumstances and that any breach of the covenants contained in this Section 8 would cause irreparable injury to the applicable Company Entity. The Executive expressly represents that enforcement of the restrictive covenants set forth in this Section 8 will not impose an undue hardship upon the Executive or any person or entity affiliated with the Executive. The Executive understands that the foregoing restrictions may limit the Executive's ability to engage in certain businesses, but acknowledges that the Executive is receiving sufficiently high remuneration and other benefits from the Company to justify such restriction. Further, the Executive acknowledges that the Executive's skills are such that the Executive can be gainfully employed in non-competitive employment, and that the agreement not to compete will not prevent Executive from earning a living. Nevertheless, if any of the aforesaid restrictions are found by a court of competent jurisdiction to be unreasonable, or overly broad as to geographic area or time, or otherwise unenforceable, the Parties intend for the restrictions herein set forth to be modified by the court making such determination so as to be reasonable and enforceable and, as so modified, to be fully enforced. By agreeing to this contractual modification prospectively at this time, the Company and the Executive intend to make this provision enforceable under the law or laws of all applicable jurisdictions so that the entire agreement not to compete and this Agreement as prospectively modified shall remain in full force and effect and shall not be rendered void or illegal.

I. Definitions. As used in this Section 8, the following terms shall have the following meanings:

i. "Business" means any endeavor in which any Company Entity is engaged or actively pursuing engagement during the Prohibited Period, and the provision of products or services that are substantially similar to the products or services provided by any business, partnership, firm, corporation or other entity which any Company Entity has made substantial progress toward acquiring on or before the date of termination of the Executive's employment with the Company or an affiliate. For the purposes of this definition, the execution by any Company Entity of a binding or non-binding letter of intent, term sheet, or similar agreement or a confidentiality agreement or similar agreement with respect to the acquisition of a business, partnership, firm, corporation or other entity on or before the date of termination of the Executive's employment with the Company or an affiliate shall constitute sufficient evidence of the Company Entity having made substantial progress towards acquiring such business, partnership, firm, corporation or other entity.

ii. "Company Entity" or "Company Entities" shall mean (1) the Company and its affiliates and (2) any other entity for which the Company provides services, for so long as the Company provides services for such entity.

iii. "Competing Business" means any business, individual, partnership, firm, corporation or other entity which wholly or in any significant part engages in any business competing with any Business in the Restricted Area.

iv. “Governmental Authority” means any governmental, quasi-governmental, state, county, city or other political subdivision of the United States or any other country, or any agency, court or instrumentality, foreign or domestic, or statutory or regulatory body thereof.

v. “Prohibited Period” means the period commencing on the Departure Date ending nine months after the Departure Date.

vi. “Restricted Area” means the United States of America and any other country in which any Company Entity engages in any Business.

9. BINDING EFFECT

This Agreement inures to the benefit of and is binding on the Executive's heirs and personal representative and on the successors of the Company.

10. GOVERNING LAW

This Agreement shall be governed by, and construed and interpreted in accordance with, the laws of the State of Colorado, without regard to conflicts of law principles thereof. The parties hereby consent to personal and exclusive jurisdiction and venue in the State of Colorado.

11. PERIOD TO CONSIDER THE AGREEMENT & RIGHT TO RESCIND.

A. The Executive may take up to twenty-one (21) days from his receipt of this Agreement to review and consider its terms, and may use as much or as little of this period of time as he wishes prior to reaching a decision regarding the signing of this Agreement. If the Executive does not sign, date, and return this Agreement within 21 days of receiving it, this Agreement shall not be valid, and the Executive shall not receive the Separation Benefits described in Section 2 and the release in Section 4 shall not be effective.

B. This Agreement may be revoked by the Executive at any time within 7 days after the date he signs it (the “Revocation Period”). The revocation must be in writing and received by the Company before the expiration of the Revocation Period. Any revocation must be addressed to

Gina Matero
 VP – Legal, Oil and Gas Operations
 Vitesse Energy, Inc.
 5619 DTC Parkway
 Suite 700
 Greenwood Village, CO 80111
 ginamatero@vitesse-vts.com

12. SECTION 409A

This Agreement is intended to either be exempt from or comply with Section 409A of the Internal Revenue Code of 1986, as amended, and the interpretative guidance thereunder (the “Code”), including the exceptions for short-term deferrals, separation pay arrangements, reimbursements, and in-kind distributions, and shall be construed and interpreted in accordance with such intent. The Departure Date is intended to be a “separation from service” for purposes of

Section 409A of the Code. Since the Executive is deemed to be a “specified employee” within the meaning of that term under Section 409A(a)(2)(B), then with regard to any Separation Benefit that is considered non-qualified deferred compensation under Section 409A payable on account of a “separation from service,” notwithstanding anything to the contrary contained in this Agreement, such payment or benefit shall be made or provided at the date which is the earlier of (i) the expiration of the six (6)-month period measured from the date of such “separation from service”, and (ii) the date of the Executive’s death (the “Delay Period”) if necessary to avoid the imposition of a tax under Section 409A. Upon the expiration of the Delay Period, all payments and benefits delayed pursuant to this subsection (whether they would have otherwise been payable in a single sum or in installments in the absence of such delay) shall be paid or reimbursed to the Executive in a lump sum, and any remaining payments and benefits due under this Agreement shall be paid or provided in accordance with the normal payment dates specified for them herein. Each installment payment provided for in this Agreement shall be treated as a separate payment for purposes of Section 409A of the Code.

13. SEVERABILITY

If any provision of this Agreement is deemed invalid or unenforceable by a court of competent jurisdiction, such provision shall be deemed modified and limited to the extent necessary to make it valid and enforceable, and the remainder of this Agreement shall continue in full force and effect.

14. COUNTERPARTS

This Agreement may be executed in two or more counterparts, each of which shall be considered an original, but all of which together shall constitute the same instrument. Signatures exchanged electronically shall have the same force and effect as originals.

15. NO RELIANCE

The parties hereto represent and acknowledge that in executing this Agreement they do not rely and have not relied upon any representation or statement made by any of the parties or by any of the parties' agents, attorneys or representatives with regard to the subject matter, basis or effect of this Agreement or otherwise, other than those specifically set forth within this Agreement.

16. ENTIRE AGREEMENT

The Executive acknowledges that this Agreement and the other agreements referred to and incorporated herein (including the Equity Agreements and the LTIP, as modified herein) set forth the entire agreement between the Executive and the Company, and fully supersedes any and all prior agreements or understandings between the Executive and the Company, if any, pertaining to the end of the Executive's employment with the Company and the related matters contemplated herein.

17. ACKNOWLEDGMENT

The Executive represents and agrees that he:

- i. has carefully read and fully understands all of the provisions of this Agreement;

- ii. understands that in agreeing to this document, he is releasing the Company and the other Releasees from any and all claims (other than Excluded Claims) that he may have against the Company or any of the other Releasees;
- iii. knowingly and voluntarily agrees to all terms set forth in this Agreement;
- iv. was advised in writing to consult with an attorney of his choice in considering the terms of this Agreement and was so advised;
- v. has a full twenty-one (21) days from the date of receipt of this Agreement to consider whether he shall execute this Agreement;
- vi. has a full seven (7) days following the execution of this Agreement to revoke this Agreement;
- vii. has signed this Agreement voluntarily and entirely of his own free will.

[Remainder of page intentionally blank.]

IN WITNESS WHEREOF, the Executive and the Company have signed this Agreement as of the date set forth below.

ROBERT GERRITY

VITESSE ENERGY, INC.

/s/ Robert Gerrity

By: /s/ Daniel O'Leary

Daniel O'Leary

Lead Independent Director

Date: March 26, 2026

Date: March 26, 2026

EXHIBIT A

PRESS RELEASE



March 26, 2026

Jamie Benard

Re: Employment Offer

Dear Jamie,

We are pleased to offer you employment with Vitesse Management Company LLC (the "Company"), a subsidiary of Vitesse Energy, Inc. ("VTS"), as President and Chief Executive Officer of VTS. Your base salary will be at a rate of \$600,000 per year, and you will have the opportunity to earn an annual cash bonus with a target bonus equal to 100% (with a reach up to 200%) of your base salary. Bonus targets will be established annually at the beginning of each year. You will report directly to the Board of Directors of VTS (the "Board"). Your formal employment will begin on or about May 1, 2026, and be located at the Company's offices in Centennial, Colorado. You will be eligible for the employee benefit programs generally available to employees of the Company, including the health, dental, vision, disability, 401k and bonus plans (as determined in accordance with the Compensation Committee) offered by the Company starting on the first day of the month following your start date, unless you start on the first of the month and then you will be eligible on that date. In addition, you will receive twenty (20) days of vacation per year, accruing monthly, in accordance with the Company's policies.

The Compensation Committee of the Board has agreed to issue you, on May 1, 2026 (or such other mutually agreed upon start date): (i) a long-term incentive plan award valued at \$2,000,000 and consisting of (A) performance stock units ("PSUs") valued at \$1,200,000 that will vest over a three year performance period (from January 1, 2026 through December 31, 2028), subject to the Company's relative TSR achievement over the performance period and continued employment through the end of the performance period or a Qualifying Termination, and (B) time-vested restricted stock units ("RSUs") valued at \$800,000 that will vest in three equal annual installments on each of the first three anniversaries of the grant date, subject to continued employment through such dates or a Qualifying Termination, and (ii) a one-time, sign-on equity award valued at \$2,000,000 and consisting of PSUs and RSUs in the same proportions and on the same terms as the award described in clause (i), in all cases, pursuant to the Vitesse Energy, Inc. Long Term Incentive Plan (amended and restated as of May 1, 2025) (the "LTIP") in accordance with the terms of the attached form of Performance Stock Unit Grant Notice and Performance Stock Unit Agreement and Restricted Stock Unit Grant Notice and Restricted Stock Unit Agreement, as applicable. The PSUs and RSUs will be converted from dollars to shares based upon the trailing 10-day average closing price of the VTS common stock immediately preceding the date of grant. Future compensation and equity grants will be determined by the Compensation Committee.

In addition to the sign-on equity award, you will receive a cash sign-on bonus in the amount of \$270,000, subject to applicable taxes and withholdings, payable on the first scheduled payroll date following the commencement of your employment; provided that your employment

commences on or before May 1, 2026 (or such other mutually agreed upon start date). In addition, the Company will advance or reimburse you for reasonable relocation expenses, including temporary living expenses, grossed up to be paid net of taxes.

You will also be eligible to participate in the Vitesse Energy, Inc. Employee Severance Plan (the "Severance Plan") in accordance with the terms and conditions thereof; provided, however, that (i) the severance compensation payable to you upon the occurrence of a Qualifying Termination (as defined in the attached Performance Stock Unit Agreement) that occurs within two years following a Change in Control (as defined in the LTIP) shall equal two times the sum of your base salary and target annual cash bonus as in effect at the time of such Qualifying Termination (which amount shall be in lieu of any cash severance compensation due under the Severance Plan), and (ii) the severance compensation payable to you upon the occurrence of Qualifying Termination (as defined in the attached Performance Stock Unit Agreement) in the absence of a Change in Control or more than two years following a Change in Control shall equal one times the sum of your base salary and target annual cash bonus as in effect at the time of such Termination of Employment (which amount shall be in lieu of any cash severance compensation due under the Severance Plan), in each case, subject to the release of claims and other conditions set forth in the Severance Plan.

You will be expected to sign an "Acknowledgement of Receipt" form relating to the Company's Employee Policy Guide prior to your formal employment start date.

Please be advised that nothing in this offer letter, or any other policy, practice, procedure or benefit constitutes an express or implied contract, guarantee, promise, or covenant of continued employment for any fixed period of time. Your employment relationship with the Company is at-will, meaning you or the Company may terminate this relationship at any time without notice, cause, or disciplinary procedures. This offer of employment is conditioned upon verification of your eligibility to work in the United States.

By your signature below, you acknowledge that this offer letter and the Attachments constitute the full understanding between you and the Company regarding your terms and conditions of employment, and that you agree to devote your full-time business activities to the Company. There are no promises, terms, conditions, or obligations other than those attached and contained herein, and this offer letter supersedes and replaces all previous communication, representations, verbal or written, between the parties. The terms of this offer may only be changed by written agreement, although the Company may from time to time, in its sole discretion, adjust the salaries and benefits paid to you and its other employees, as well as reporting relationships, job titles and responsibilities, and other Company policies.

Please review this offer letter and, if it is acceptable, sign and return it to me indicating that you agree to the terms of this offer. I look forward to hearing from you.

Sincerely,

/s/ Daniel O'Leary _____

Daniel O'Leary
Lead Independent Director

Accepted: _____/s/ Jamie Benard_____ Date: _____03/26/2026_____
Jamie Benard

Attachments:

- Form of Performance Stock Unit Grant Notice and Performance Stock Unit Agreement
- Form of Restricted Stock Unit Grant Notice and Restricted Stock Unit Agreement

[Vitesse Management Company LLC • Vitesse Energy, LLC • 9200 East Mineral Ave, Suite 200 • Centennial, CO 80112](#)

March 26, 2026

Dear Brian:

On behalf of the Board of Directors (the “Board”) of Vitesse Energy, Inc. (the “Company”), it is my pleasure to formally confirm our offer to you to serve as the Interim Chief Executive Officer of the Company, in addition to continuing to serve as President.

Your commencement as Interim Chief Executive Officer, will be effective March 26, 2026 (the “Commencement Date”), and you will serve as Interim Chief Executive Officer of the Company and remain President of the Company until the earlier of (i) a new Chief Executive Officer has been appointed by the Board, (ii) the Board requests that you relinquish any such titles, or (iii) May 1, 2026 (the “CEO Transition Date”). Following the CEO Transition Date, you shall resign from all executive officer and director positions held at the Company and its subsidiaries, assume the title of Senior Advisor, and remain employed by the Company as described herein to provide transition assistance.

You shall remain a full-time employee of the Company at your current base salary rate (\$440,000 per annum, prorated for the applicable period) through June 30, 2026 (such period the “Full-Time Employment Period”). Following the expiration of the Full-Time Employment Period, you shall continue to serve the Company as a part-time employee to provide additional transition services through December 31, 2026 (such period, the “Part-Time Employment Period”). During the Part-Time Employment Period, your base salary shall be reduced to a rate of \$20,000 per month, and you shall be available on an as-requested basis but shall not be required to provide more than 32 hours per month of services to the Company. It is currently anticipated that you will retire from employment with the Company at the end of the Part-Time Employment Period. Your outstanding and unvested RSUs and PSUs shall remain outstanding and will not be forfeited during the Part-Time Employment Period. You will remain eligible to participate in the Company’s employee benefit plans on the same terms as currently applicable to you through the end of the Part-Time Employment Period.

Except as set forth below, so long as you remain employed by the Company through the end of the Full-Time Employment Period, on June 30, 2026, you shall be entitled to accelerated vesting and settlement of one-half of your outstanding and unvested RSUs and PSUs (based on the target level of performance), representing 36,109 shares of Company common stock and accrued, but unpaid dividends.

Except as set forth below, so long as you remain employed by the Company through the end of the Part-Time Employment Period, and so long as you execute and do not revoke a general release of claims in favor of the Company in the form attached as Exhibit A hereto (the “Release”), at the end of the Part-Time Employment Period, you shall be entitled to: (i) payment of an annual bonus for 2026 in the amount of \$225,000 and (ii) accelerated vesting and settlement of your remaining outstanding and unvested RSUs and PSUs (based on the target level of performance), representing 36,109 shares of Company common stock and accrued, but unpaid dividends. The payment of the annual bonus for 2026, the accelerated vesting and settlement of the RSUs and PSUs described above, and the payment of accrued but unpaid dividends shall occur together no later than five (5) business days following the effective date of the Release, with such annual cash bonus and dividends (the after-tax portion) to be applied toward the satisfaction of any applicable tax withholding obligations arising from the vesting and settlement of the RSUs and PSUs.

Notwithstanding the foregoing, in the event that you voluntarily terminate your employment or your employment is terminated by the Company for Cause (as defined for under your RSU award agreement), in either case, during either the Full-Time Employment Period or the Part-Time Employment Period, you

shall forfeit your rights to any future payments or benefits (including accelerated vesting of equity) under this letter agreement. In the event that the Company terminates your employment without Cause during either the Full-Time Employment Period or the Part-Time Employment Period, so long as you execute and do not revoke the Release, your rights to the unpaid portion of any payments and benefits (including accelerated vesting of equity) described in this letter agreement shall accelerate to the date of such termination of employment.

As consideration for the payments and benefits provided under this letter agreement, you agree to comply with the restrictive covenants outlined in Exhibit B hereto. Violation of the restrictive covenants outlined in Exhibit B hereto shall result in immediate forfeiture and termination of your rights to any future payments or benefits (including accelerated vesting of equity) under this letter agreement, in addition to any other remedies the Company may have as a result thereof.

By signing this letter agreement, you represent and warrant to the Company that you are under no contractual commitments inconsistent with your obligations hereunder. This letter may be executed in two or more counterparts, each of which shall be deemed to be an original but all of which together shall constitute one and the same instrument. This offer letter sets forth the exclusive terms of your services as Interim Chief Executive Officer and thereafter and replaces all prior and contemporaneous communications, agreements and understandings, written or oral, with respect to the terms and conditions of your service. This letter shall be governed under the laws of the State of Colorado.

We appreciate your support and look forward to working with you as you undertake these new appointments.

Sincerely,

Agreed and Accepted as of this 26th day of March, 2026:

/s/ Daniel O'Leary

/s/ Brian J. Cree

Name: Daniel O'Leary

Brian J. Cree

Title: Lead Independent Director

Exhibit A

Separation and Mutual Release Agreement

SEPARATION AND MUTUAL RELEASE AGREEMENT

This Separation and Mutual Release Agreement (this "Agreement"), dated as of _____, 2026, between Vitesse Energy, Inc. (the "Company") and Brian Cree (the "Executive") is entered into in connection with the Executive's retirement from his employment with and service to the Company and also constitutes a mutual release of liability against each other and the other releasees referred to herein.

WHEREAS, the Executive's employment with and service to the Company and its subsidiaries shall end on December 31, 2026 (the "Departure Date"); and

WHEREAS, the execution and delivery of this Agreement is a condition precedent to the Executive receiving certain of the consideration described herein; and

NOW, THEREFORE, in consideration of the benefits being delivered under and pursuant to this Agreement, and for other good and valuable consideration, the receipt and sufficiency of which is hereby expressly acknowledged, the parties hereby agree as follows:

1. SEPARATION OF EMPLOYMENT

A. This Agreement confirms that the Executive retired from his positions as an employee and in any other capacity with the Company or a subsidiary thereof, effective on the Departure Date. The "Effective Date" of this Agreement shall be the eighth (8th) day following the Executive's execution of this Agreement, provided it is not revoked in accordance with Section 10 below.

B. Regardless of whether the Executive signs and returns this Agreement, he shall be entitled to his accrued, unused paid time off and reimbursed for all outstanding business expenses which were incurred prior to the Departure Date, promptly in accordance with applicable Company policy. In addition, the Executive and his covered dependents shall be allowed to continue to participate in the Company's current group medical, dental and vision insurance plans for the applicable period in accordance with applicable law (i.e., COBRA), provided that the Executive timely elects such coverage and pays all premiums for such coverage, except as set forth in Section 2 below.

C. The Executive acknowledges that he has been paid and/or has received all compensation, wages, bonuses, vested equity awards, commissions and/or benefits due at termination to which the Executive may be entitled and that no other compensation, wages, bonuses, equity awards, commissions and/or benefits are due to the Executive, except as expressly provided herein. In addition, the Executive acknowledges that the consideration set forth herein exceeds any payments and/or benefits to which he may be entitled in any agreement, verbal or written, as well as any employment or personnel policy, procedure or handbook, which may be applicable, and that he would not be entitled to this consideration absent his promises set forth herein.

D. This Agreement shall not be construed as an admission by either party of any wrongdoing or liability against the other party or other party released pursuant to this Agreement whatsoever and the parties specifically disclaim and deny any such liability.

2. SEPARATION BENEFITS

In partial consideration of the Executive's execution and non-revocation of this Agreement, and in addition to the Company's release of claims set forth below, the Company shall provide the Executive with the benefits described in that certain letter agreement between the Company and the Executive, dated March 26, 2026 (the "Letter Agreement").

3. EXECUTIVE'S RELEASE OF CLAIMS

A. In exchange for the above-referenced consideration and the Company's release of claims in favor of the Executive set forth below in Section 4, the Executive hereby irrevocably releases and forever discharges any and all known and unknown liabilities, debts, obligations, causes of action, demands, covenants, contracts, liens, controversies and any other claim of whatsoever kind or nature that the Executive ever had, now has or may have, as of the date of the Executive's execution of this Agreement, against the Company and any and all of its parent companies, subsidiaries, affiliates and related entities (including, without limitation, any and all persons acting by, through, under, or in concert with the Company or any other of the foregoing), and each of their respective officers, directors, employees, representatives, agents, successors and assigns (collectively, the "Releasees"), whether or not arising out of or related to the performance of any services to or on behalf of the Company or the cessation of those services, including, but not limited to, any rights arising under or relating to the Executive's employment with the Company and/or the cessation of his employment, any allegation of discrimination or retaliation, or based on any federal, state or local law or regulation concerning race, sex, age, handicap, national origin, religion, or any other form of discrimination or retaliation, and any claims arising in contract or tort, including breach of contract, breach of an implied covenant of good faith and fair dealing, or wrongful termination, which the Executive and/or his heirs, executors, administrators, successors and assigns ever had, now have or hereafter can or may have against the Releasees by reason of any matter arising on or before the date hereof; provided that, the Executive is not releasing claims relating to (i) the enforcement of this Agreement and the Letter Agreement; (ii) the Executive's rights or claims for indemnification (including advancement of legal fees and costs) under the organizational documents of the Company or its affiliates or under applicable law or coverage under its directors and officers or similar liability insurance for his acts or omissions while employed or any indemnification agreement (to the extent that the Company's insurance policy does not cover the Executive's acts or omissions while employed after the end of his employment and service as an executive officer, the Company will procure a reasonably acceptable tail insurance policy); (iii) the Executive's vested compensation and equity awards; (iv) the Executive's vested rights under the regular employee benefit and retirement plans in effect as of the Departure Date; and (v) any claims that cannot be released as a matter of law (with the claims described within clauses (i) through (v) of this proviso being referred to herein as "Excluded Claims"). The claims, demands and causes of

action released by the Executive include, but are not limited to, those described above, as well as any claims of wrongful or constructive discharge or demotion, breach of contract (written, oral or implied), breach of the covenant of good faith and fair dealing, violation of public policy, defamation, any claim for wages, bonuses, penalties, commissions, unvested equity awards, unvested cash awards, or other compensation, claim for defamation, personal injury, emotional distress, claims under Title VII of the 1964 Civil Rights Act, as amended, the Age Discrimination in Employment Act, as amended, the Older Workers Benefit Protection Act, the Fair Credit Reporting Act, the Occupational Health and Safety Act, the Employee Polygraph Protection Act, the Immigration Reform Control Act, the retaliation provisions of the Sarbanes-Oxley Act of 2002, the Federal False Claims Act, the Equal Pay Act, the Family and Medical Leave Act of 1993, the Employee Retirement Income Security Act of 1974, the Americans with Disabilities Act of 1990, the WARN Act, the Colorado Anti-Discrimination Act, as amended, the Colorado Equal Pay Law, the Colorado Wage Claim Act and Colorado Overtime and Minimum Pay Standards Order No. 39, as amended by any other subsequent executive order or legislative act, the Colorado Labor Peace Act, the Colorado Lawful Off-Duty Activities Statute, the Colorado Public Health Emergency Whistleblower Law, the Colorado Healthy Families and Workplaces Act, the Colorado Civil Rights Commission's Regulations, Retaliation provisions of the Colorado Workers' Compensation Law, the Colorado Constitution, and/or any similar or analogous law of any other state or local jurisdiction, as applicable; and any other laws, regulations or ordinances relating to employment or employment discrimination, and the laws of contract and tort, to the full extent permitted by law.

B. Nothing in this Agreement shall prohibit or restrict the Executive from: (i) making any disclosure of information required by law; (ii) providing information to, or testifying or otherwise assisting in any investigation or proceeding brought by, any federal or state regulatory or law enforcement agency or legislative body, any self-regulatory organization, or the Company's Human Resources, Legal, or Compliance Departments; or (iii) testifying, participating in or otherwise assisting in a proceeding relating to an alleged violation of the Sarbanes-Oxley Act of 2002, any federal, state or municipal law relating to fraud or any rule or regulation of any self-regulatory organization. Nothing in this Agreement is intended to (a) preclude the Executive from (1) enforcing the terms of this Agreement, (2) filing a charge or participating in any investigation or proceeding conducted by the Equal Employment Opportunity Commission or the National Labor Relations Board provided that, to the extent permitted by applicable law, the Executive agrees to waive his right to any monetary recovery with respect to such charge, investigation or proceeding, or (3) filing a charge with, reporting possible violations to, or participating or cooperating with the Securities and Exchange Commission or any other federal, state or local regulatory body or law enforcement agency (each a "Governmental Agency"); or (b) limit the Executive's right to receive an award for any information provided to a Governmental Agency in relation to any whistleblower provisions of federal, state or local law or regulation. In addition, this Agreement does not preclude the Executive from exercising any rights pursuant to Section 7 of the NLRA.

C. Notwithstanding any other provisions of this Agreement, pursuant to 18 U.S.C. § 1833(b), the Executive understands and acknowledges that he shall not be held criminally or civilly liable under any U.S. federal or state trade secret law for the disclosure of a trade secret that is made: (i) in confidence to a federal, state, or local government official, either directly or

indirectly, or to an attorney, and solely for the purpose of reporting or investigating a suspected violation of law; or (ii) in a complaint or other document filed in a lawsuit or other proceeding, if such filing is made under seal and protected from public disclosure. Nothing in Agreement is intended to conflict with 18 U.S.C. § 1833(b) or create liability for disclosures of trade secrets that are expressly allowed by 18 U.S.C. § 1833(b).

D. The Executive acknowledges that he is waiving and releasing any rights he may have under the Age Discrimination in Employment Act (“ADEA”), and that this waiver and release is knowing and voluntary. The Executive acknowledges that the consideration given for this waiver and release is in addition to anything of value to which he is already entitled. The Executive further acknowledges that he has been advised by this writing that he: (i) consult with an attorney prior to executing this Agreement; (ii) has twenty-one (21) days within which to consider this Agreement, though he may take as much or as little of such period as he desires provided his decision to do so is knowing, voluntary, and not induced by the Company; (iii) has seven (7) days following his execution of this Agreement to revoke this Agreement; (iv) this Agreement shall not be effective until after the revocation period has expired; and (v) nothing in this Agreement prevents or precludes the Executive from challenging or seeking a determination in good faith of the validity of this waiver under the ADEA, nor does it impose any condition precedent, penalties, or costs for doing so, unless specifically authorized by federal law.

4. COMPANY’S RELEASE OF CLAIMS

A. In exchange for the Executive’s execution (and non-revocation) of this Agreement, the Company, along with and on behalf of, the Releasees, hereby irrevocably releases and forever discharges any and all known and unknown liabilities, debts, obligations, causes of action, demands, covenants, contracts, liens, controversies and any other claim of whatsoever kind or nature that the Company ever had, now has or may have as of the date of the execution by the Company of this Agreement, against the Executive, his immediate family and his heirs, agents, administrators, attorneys, beneficiaries, and executors (collectively, the “Executive’s Releasees”), whether or not arising out of or related to the performance of any services to or on behalf of the Company or the termination of those services, including, but not limited to, any rights arising under or relating to the Executive’s employment with the Company and/or the cessation thereof, or based on any federal, state or local law or regulation, and any claims arising in contract or tort, including breach of contract, breach of an implied covenant of good faith and fair dealing, or breach of fiduciary duty, which the Company and/or the Releasees ever had, now have or hereafter can or may have against the Executive’s Releasees by reason of any matter arising on or before the date of execution of this Agreement; provided that, the Company is not releasing claims relating to (i) the enforcement of this Agreement or (ii) based on intentional misconduct or fraud.

B. Notwithstanding the foregoing, nothing in this Agreement is intended to preclude the Company from enforcing the terms of this Agreement, including Section 19 of the Company’s Long-Term Incentive Plan (the “LTIP”).

5. COOPERATION

Without limitation to the Executive's rights to indemnification and insurance coverage of the types described in the definition of "Excluded Claims" above, the Executive further agrees to reasonably cooperate with the Company in connection with any matter arising out of or related to his former employment including, but not limited to, any existing or future litigation involving the Company, whether administrative, civil or criminal in nature, in which and to the extent the Company reasonably deems the Executive's cooperation necessary after consideration of, and due regard for, the professional and personal obligations of the Executive (and with the Company providing advancement and reimbursement for out-of-pocket expenses reasonably incurred by the Executive or pre-approved by the Company in connection therewith).

6. RETURN OF PROPERTY

A. The Executive represents that he shall promptly return to the Company all confidential, proprietary and non-public materials, and any other property of the Company in his possession, including, but not limited to, Company-issued computers, laptops, PDAs and phones. The Executive and the Company's IT Department shall cooperate so that the Executive may retain his personal information on the Company's systems, including his contacts.

7. MUTUAL NON-DISPARAGEMENT

Except as required by law or by any regulatory requirements, the Executive agrees that he shall not publicly make, publish or issue, or cause to be made, published or issued any untrue or disparaging statements whatsoever concerning the Company, and/or any of its directors, officers and employees, or its business and products. Likewise, the Company agrees to not, and to cause its executive officers and directors to not, publicly make, publish or issue, or cause to be made, published or issued any untrue or disparaging statements whatsoever concerning the Executive, including anything that could reasonably be expected to reflect negatively on his personal or professional reputation. Nothing in this Section shall prevent any person from providing truthful and complete testimony or from making a report to a federal or state regulatory authority in a manner provided or protected by law.

8. BINDING EFFECT

This Agreement inures to the benefit of and is binding on the Executive's heirs and personal representative and on the successors of the Company.

9. GOVERNING LAW

This Agreement shall be governed by, and construed and interpreted in accordance with, the laws of the State of Colorado, without regard to conflicts of law principles thereof. The parties hereby consent to personal and exclusive jurisdiction and venue in the State of Colorado.

10. PERIOD TO CONSIDER THE AGREEMENT & RIGHT TO RESCIND.

A. The Executive may take up to twenty-one (21) days from his receipt of this Agreement to review and consider its terms, and may use as much or as little of this period of time as he wishes prior to reaching a decision regarding the signing of this Agreement. If the Executive does not sign, date, and return this Agreement within 21 days of receiving it, this Agreement shall not be valid, and the Executive shall not receive the Separation Benefits described in Section 2 and the release in Section 4 shall not be effective.

B. This Agreement may be revoked by the Executive at any time within 7 days after the date he signs it (the "Revocation Period"). The revocation must be in writing and received by the Company before the expiration of the Revocation Period. Any revocation must be addressed to

Gina Matero
VP – Legal, Oil and Gas Operations
Vitesse Energy, Inc.
5619 DTC Parkway
Suite 700
Greenwood Village, CO 80111
ginamatero@vitesse-vts.com

11. SECTION 409A

This Agreement is intended to either be exempt from or comply with Section 409A of the Internal Revenue Code of 1986, as amended, and the interpretative guidance thereunder (the "Code"), including the exceptions for short-term deferrals, separation pay arrangements, reimbursements, and in-kind distributions, and shall be construed and interpreted in accordance with such intent. The Departure Date is intended to be a "separation from service" for purposes of Section 409A of the Code. Since the Executive is deemed to be a "specified employee" within the meaning of that term under Section 409A(a)(2)(B), then with regard to any Separation Benefit that is considered non-qualified deferred compensation under Section 409A payable on account of a "separation from service," notwithstanding anything to the contrary contained in this Agreement, such payment or benefit shall be made or provided at the date which is the earlier of (i) the expiration of the six (6)-month period measured from the date of such "separation from service", and (ii) the date of the Executive's death (the "Delay Period") if necessary to avoid the imposition of a tax under Section 409A. Upon the expiration of the Delay Period, all payments and benefits delayed pursuant to this subsection (whether they would have otherwise been payable in a single sum or in installments in the absence of such delay) shall be paid or reimbursed to the Executive in a lump sum, and any remaining payments and benefits due under this Agreement shall be paid or provided in accordance with the normal payment dates specified for them herein. Each installment payment provided for in this Agreement shall be treated as a separate payment for purposes of Section 409A of the Code.

12. SEVERABILITY

If any provision of this Agreement is deemed invalid or unenforceable by a court of competent jurisdiction, such provision shall be deemed modified and limited to the extent necessary to make it valid and enforceable, and the remainder of this Agreement shall continue in full force and effect.

13. COUNTERPARTS

This Agreement may be executed in two or more counterparts, each of which shall be considered an original, but all of which together shall constitute the same instrument. Signatures exchanged electronically shall have the same force and effect as originals.

14. NO RELIANCE

The parties hereto represent and acknowledge that in executing this Agreement they do not rely and have not relied upon any representation or statement made by any of the parties or by any of the parties' agents, attorneys or representatives with regard to the subject matter, basis or effect of this Agreement or otherwise, other than those specifically set forth within this Agreement.

15. ENTIRE AGREEMENT

The Executive acknowledges that this Agreement and the other agreements referred to and incorporated herein (including the Letter Agreement, equity agreements and the LTIP, as modified herein) set forth the entire agreement between the Executive and the Company, and fully supersedes any and all prior agreements or understandings between the Executive and the Company, if any, pertaining to the end of the Executive's employment with the Company and the related matters contemplated herein.

16. ACKNOWLEDGMENT

The Executive represents and agrees that he:

- i. has carefully read and fully understands all of the provisions of this Agreement;
 - ii. understands that in agreeing to this document, he is releasing the Company and the other Releasees from any and all claims (other than Excluded Claims) that he may have against the Company or any of the other Releasees;
 - iii. knowingly and voluntarily agrees to all terms set forth in this Agreement;
 - iv. was advised in writing to consult with an attorney of his choice in considering the terms of this Agreement and was so advised;
-

v. has a full twenty-one (21) days from the date of receipt of this Agreement to consider whether he shall execute this Agreement;

vi. has a full seven (7) days following the execution of this Agreement to revoke this Agreement;

vii. has signed this Agreement voluntarily and entirely of his own free will.

[Remainder of page intentionally blank.]

IN WITNESS WHEREOF, the Executive and the Company have signed this Agreement as of the date set forth below.

BRIAN CREE

VITESSE ENERGY, INC.

By: _____

By: _____

Date: _____

Date: _____

Exhibit B

Restrictive Covenants

RESTRICTIVE COVENANTS. In addition to the restrictive covenants set forth in the LTIP or any other agreement between Vitesse Energy, Inc. (the “Company”) and Brian Cree (the “Executive”), in consideration for the benefits provided to the Executive pursuant to the letter agreement between the Company and the Executive, dated March 26, 2026 (the “Letter Agreement”) to which this Exhibit B is attached, the Executive agrees to the following:

A. The Executive shall not, during the Prohibited Period, render services for any organization or engage directly or indirectly in any business that, in the judgment of the Board, is or becomes competitive with the Company based on the Executive’s post-employment responsibilities and position with the other organization or business, the extent of past, current and potential competition or conflict between the Company and the other organization or business, the effect on the Company’s shareholders, customers, suppliers and competitors of the Executive assuming the post-employment responsibilities and such other considerations as are deemed relevant given the applicable facts and circumstances. The Executive shall be free, however, to purchase as an investment or otherwise, stock or other securities of such organization or business so long as they are listed upon a recognized securities exchange or traded over-the-counter and such investment does not represent a greater than five percent equity interest in the organization or business. Without limiting the generality of the foregoing, the Executive expressly covenants and agrees that during the Prohibited Period (i) the Executive will refrain from carrying on or engaging in, directly or indirectly, any Competing Business in the Restricted Area and (ii) the Executive will not, and the Executive will cause the Executive’s affiliates not to, directly or indirectly, own, manage, operate, join, become an employee, partner, owner or member of (or an independent contractor to), control or participate in or loan money to, sell or lease equipment to or sell or lease real property to any business, individual, partnership, firm, corporation or other entity which engages in a Competing Business in the Restricted Area. For the avoidance of doubt, the Executive’s affiliates shall not include the Executive’s son who is an employee of the Company.

B. The Executive further expressly covenants and agrees that during the Prohibited Period, without the express approval of the Board, the Executive will not, and the Executive will cause the Executive’s affiliates not to: (1) engage or employ, or solicit or contact with a view to the engagement or employment of, any person who is (or was during the 6 month preceding the date of such action) an officer or employee of any Company Entity or (2) canvass, solicit, approach or entice away or cause to be canvassed, solicited, approached or enticed away from any Company Entity any person who or which is a customer of any of such entities during the period during which Executive is employed by the Company.

C. The Executive expressly recognizes that the Executive was a high-level, executive employee who was provided with access to trade secrets as part of the Executive’s employment and that the restrictive covenants set forth in this Exhibit B are reasonable and necessary in light of the Executive’s former executive position and access to the Company Entities’ trade secrets.

Notwithstanding the foregoing, maintenance of the Executive's existing investments in the oil and gas activities or the passive ownership of not more than 5% of the outstanding shares of any publicly traded security, shall not constitute a violation of this Exhibit B.

D. Failure to comply with the provisions of this Exhibit B during the Prohibited Period shall, in addition to the remedies described in clause (F) below, cause the settlement, payment or delivery or the benefits described in the Letter Agreement to be rescinded. The Company shall notify the Executive in writing of any such rescission promptly upon receiving notice of facts entitling the Company to such rescission. Within ten days after receiving such a notice from the Company, the Executive shall pay to the Company the amount of any gain realized or payment received (including any amounts not technically received but used to satisfy any tax withholding obligation) in connection with the rescinded settlement, payment or delivery pursuant to the Agreement. Such payment shall be made either in cash or by returning to the Company the number of shares of stock that the Executive received, if applicable, (including any amounts not technically received but used to satisfy any tax withholding obligation) in connection with the rescinded settlement, payment or delivery.

E. The Executive and the Company agree to the non-competition and non-solicitation provisions of this Exhibit B: (i) in consideration for the confidential information previously provided by the Company to the Executive; (ii) as part of the consideration for the compensation to be paid to the Executive hereunder; and (iii) to protect the trade secrets and confidential information of the Company Entities disclosed or entrusted to the Executive by the Company Entities or created or developed by the Executive for the Company Entities, the business goodwill of the Company Entities developed through the efforts of the Executive and/or the business opportunities disclosed or entrusted to the Executive by the Company Entities.

F. The Executive and the Company agree and acknowledge that the limitations as to time, geographical area and scope of activity to be restrained as set forth in this Exhibit B are reasonable and do not impose any greater restraint than is necessary to protect the legitimate business interests of the Company Entities. The Executive and the Company also acknowledge that money damages would not be sufficient remedy for any breach of this Exhibit B by the Executive, and the Company Entities shall be entitled to enforce the provisions of this Exhibit B by terminating payments then owing to the Executive under this Agreement or otherwise and to specific performance and injunctive relief as remedies for such breach or any threatened breach. Such remedies shall not be deemed the exclusive remedies for a breach of this Exhibit B but shall be in addition to all remedies available at law or in equity, including the recovery of damages from the Executive and the Executive's agents and the remedies described in clause (D) above.

G. The Executive hereby represents to the Company that the Executive has read and understands, and agrees to be bound by, the terms of this Exhibit B. The Executive acknowledges that the geographic scope and duration of the covenants contained in this Exhibit B are the result of arm's-length bargaining and are fair and reasonable in light of (i) the nature and geographic scope of the operations of the Company Entities, (ii) the Executive's level of control over and contact in all jurisdictions in which it is conducted, and (iii) the amount of compensation, trade secrets and confidential information that Executive is receiving in connection herewith and the Executive's prior employment with the Company. It is the desire

and intent of the Parties that the provisions of this Exhibit B be enforced to the fullest extent permitted under applicable law, the Executive and the Company hereby waive any provision of applicable law that would render any provision of this Exhibit B invalid or unenforceable. It is specifically agreed that the period specified in Exhibit B shall be computed by excluding from that computation any time during which the Executive is in violation of any provision of Exhibit B.

H. The Company and the Executive agree that the foregoing restrictions are reasonable under the circumstances and that any breach of the covenants contained in this Exhibit B would cause irreparable injury to the applicable Company Entity. The Executive expressly represents that enforcement of the restrictive covenants set forth in this Exhibit B will not impose an undue hardship upon the Executive or any person or entity affiliated with the Executive. The Executive understands that the foregoing restrictions may limit the Executive's ability to engage in certain businesses, but acknowledges that the Executive is receiving sufficiently high remuneration and other benefits from the Company to justify such restriction. Further, the Executive acknowledges that the Executive's skills are such that the Executive can be gainfully employed in non-competitive employment, and that the agreement not to compete will not prevent Executive from earning a living. Nevertheless, if any of the aforesaid restrictions are found by a court of competent jurisdiction to be unreasonable, or overly broad as to geographic area or time, or otherwise unenforceable, the Parties intend for the restrictions herein set forth to be modified by the court making such determination so as to be reasonable and enforceable and, as so modified, to be fully enforced. By agreeing to this contractual modification prospectively at this time, the Company and the Executive intend to make this provision enforceable under the law or laws of all applicable jurisdictions so that the entire agreement not to compete and this Agreement as prospectively modified shall remain in full force and effect and shall not be rendered void or illegal.

I. Definitions. As used in this Exhibit B, the following terms shall have the following meanings:

i. "Business" means any endeavor in which any Company Entity is engaged or actively pursuing engagement during the Prohibited Period, and the provision of products or services that are substantially similar to the products or services provided by any business, partnership, firm, corporation or other entity which any Company Entity has made substantial progress toward acquiring on or before the date of termination of the Executive's employment with the Company or an affiliate. For the purposes of this definition, the execution by any Company Entity of a binding or non-binding letter of intent, term sheet, or similar agreement or a confidentiality agreement or similar agreement with respect to the acquisition of a business, partnership, firm, corporation or other entity on or before the date of termination of the Executive's employment with the Company or an affiliate shall constitute sufficient evidence of the Company Entity having made substantial progress towards acquiring such business, partnership, firm, corporation or other entity.

ii. "Company Entity" or "Company Entities" shall mean (1) the Company and its affiliates and (2) any other entity for which the Company provides services, for so long as the Company provides services for such entity.

iii. "Competing Business" means any business, individual, partnership, firm, corporation or other entity which wholly or in any significant part engages in any business competing with any Business in the Restricted Area.

iv. "Governmental Authority" means any governmental, quasi-governmental, state, county, city or other political subdivision of the United States or any other country, or any agency, court or instrumentality, foreign or domestic, or statutory or regulatory body thereof.

v. "Prohibited Period" means the period commencing on the execution of the Letter Agreement ending September 30, 2027.

vi. "Restricted Area" means the United States of America and any other country in which any Company Entity engages in any Business.

BRIAN CREE

VITESSE ENERGY, INC.

By: _____

Daniel O'Leary
Lead Independent Director

Date: _____

Date: _____



Exhibit 99.1

VITESSE ENERGY ANNOUNCES LEADERSHIP TRANSITION, WITH JAMIE BENARD TO JOIN AS PRESIDENT AND CHIEF EXECUTIVE OFFICER

GREENWOOD VILLAGE, Colo. – Vitesse Energy, Inc. (NYSE: VTS) (“Vitesse,” “we,” or the “Company”) today announced that its Board of Directors has appointed Jamie Benard as President and Chief Executive Officer, effective May 1, 2026. Mr. Benard’s appointment represents the culmination of a thorough succession planning process that will position the Company for continued long-term strategic execution and success.

“We are delighted to welcome Jamie Benard to the Vitesse team. Jamie brings proven leadership and a strong record of success. The Board believes this transition will accelerate our strategic priorities and drive long-term value for stockholders,” said Dan O’Leary, Lead Independent Director, who will replace Mr. Gerrity as Chairman of the Board.

“I am honored to join Vitesse and build on the strong foundation the Company has established. Vitesse’s disciplined approach to capital allocation, commitment to stockholder returns, and deep bench of talent position the Company well for continued success. I look forward to partnering with the Board and the Vitesse team to execute the Company’s strategy and continue delivering sustainable value for our stockholders,” said Mr. Benard.

Mr. Benard has more than 20 years of experience in the energy industry and a strong record of operational leadership and commercial execution. Most recently, he served as President of SOGC, LLC, formerly Sinclair Oil & Gas Company, overseeing strategy, operations, and capital allocation, and leading commercial and operational execution across the company’s asset base. Previously, Mr. Benard served as President and Chief Operating Officer at Summit Discovery Resources LLC.

Bob Gerrity, the founder of Vitesse, has elected to resign as Chief Executive Officer and Chairman of the Board effectively immediately. Mr. Gerrity stated, “I am proud of the accomplishments of Vitesse over the past 13 years. I am confident in the Vitesse team and the Company’s future and look forward to the next chapter in my career.”

“On behalf of the Board of Directors, I would like to thank Bob for his leadership as he spearheaded the growth and success of the Company over the last decade,” stated Mr. O’Leary.

The Company’s President, Brian Cree, also announced his pending retirement as an officer of the Company, but will assume Mr. Gerrity’s responsibilities as Interim Chief Executive Officer until May 1, 2026. Thereafter, Mr. Cree will remain with the Company in a senior advisory role through December 31, 2026. The Company’s current Chief Financial Officer, James Henderson, will remain in his role and will aid in the management transition.

“Brian has been with Vitesse since its inception and has played a key role in building the Company into what it is today. The Board looks forward to Brian’s leadership as Interim Chief Executive Officer and expects a seamless transition,” stated Mr. O’Leary.

ABOUT VITESSE ENERGY, INC.

Vitesse Energy, Inc. is focused on returning capital to stockholders through owning financial interests predominantly as a non-operator in oil and gas wells drilled by leading U.S. operators.

More information about Vitesse can be found at www.vitesse-vts.com.

FORWARD-LOOKING STATEMENTS

This press release contains forward-looking statements regarding future events that are subject to the safe harbors created under the Securities Act of 1933 and the Securities Exchange Act of 1934. All statements other than statements of historical facts included in this release regarding Vitesse's leadership succession plan are forward-looking statements. When used in this release, forward-looking statements are generally accompanied by terms or phrases such as "believe," "expect," "anticipate," "could," "plan," "intend," "will," "should," "may" or other words and similar expressions that convey the uncertainty of future events or outcomes.

Forward-looking statements involve inherent risks and uncertainties, and important factors (many of which are beyond Vitesse's control) that could cause actual results to differ materially from those set forth in the forward-looking statements. Additional information concerning potential factors that could affect future results is included in the section entitled "Item 1A. Risk Factors" and other sections of Vitesse's Annual Report on Form 10-K and subsequent Quarterly Reports on Form 10-Q, as updated from time to time in amendments and subsequent reports filed with the SEC, which describe factors that could cause Vitesse's actual results to differ from those set forth in the forward looking statements.

Vitesse has based these forward-looking statements on its current expectations and assumptions about future events. While management considers these expectations and assumptions to be reasonable, they are inherently subject to significant business, economic, competitive, regulatory and other risks, contingencies and uncertainties, most of which are difficult to predict and many of which are beyond Vitesse's control. Vitesse does not undertake any duty to update or revise any forward-looking statements, except as may be required by the federal securities laws.

INVESTOR AND MEDIA CONTACT

Ben Messier, CFA
Director – Investor Relations and Business Development
(720) 532-8232
benmessier@vitesse-vts.com