



January 5, 2017

Dear Colleague,

As you know, one of the traditions of our company has been the long-held core value of diversity, a critical and integral component to the success of our business. Diversity is more than a buzzword or a requirement imposed upon us. I strongly believe a more diverse workforce and engaging with diverse companies as part of our supply chain leads to superior results, given the various backgrounds and perspectives brought to bear. The strength of our company is a product of the contributions made by our people and our supply chain companies. Therefore, it is imperative that we embrace and leverage the attributes provided by the diversity of our workforce and supply chain vendors and service providers.

As part of our commitment to diversity, I want to ensure you know and embrace the ongoing commitment of Vistra Energy to small and diverse firms throughout our business. It is important for us and for all our stakeholders that we utilize, grow and develop these businesses. After all, economic opportunity ultimately unites and strengthens us as a society, and our supply chain diversity efforts contribute greatly to a more robust economy and a more inclusive and involved community in which we all live, work and serve.

I strongly believe that a supply chain comprised of businesses whose ownership reflects all of our citizens helps to drive cost savings, innovation and market penetration. By growing and developing these small and diverse firms – including companies with federal designations of small business, small disadvantaged business, small women-owned business, small business located in HUB Zones and small business owned by veterans and service-disabled veterans – we are investing in our own customer base. In addition to selling our services to and through these businesses themselves, our strong supply chain diversity initiative benefits many of our large commercial as well as federal, state and local customers – providing a competitive advantage for us.

Our management committee will serve as the supply chain diversity advisory council. We receive regular reports on our progress and activities and are proud to present the awards at our annual supply chain diversity recognition reception, as well as the quarterly recognition lunches. We encourage you to work with supply chain and the supply chain diversity team to identify and engage with both small and diverse suppliers for business opportunities.

This initiative is one of the key drivers of our community and business success, and we look forward to continued progress.

Sincerely,

A handwritten signature in black ink, appearing to read "Curt Morgan".

Curt Morgan