

**VISTRA CORP.**  
**DIVERSITY & INCLUSION**

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**I. SCOPE**

The Diversity and Inclusion Policy (this "Policy") applies to employees of Vistra Corp. and its subsidiaries (collectively "Vistra" or the "Company"). Moreover, while this Policy is specifically written for employees, the Company expects suppliers and other business partners, contractors, consultants, and others who may be temporarily assigned to perform work or services for the Company to follow this Policy in connection with their work for the Company.

**II. PURPOSE**

This Policy documents Vistra's philosophy regarding the importance of promoting diversity and inclusion in the workplace, as well as the Company's commitment to integrity, compliance, and respect.

This Policy operates in coordination with Vistra's Employment Policy, which contains additional information regarding Vistra's programs and practices regarding equal employment opportunity, affirmative action, and anti-discrimination.

**III. POLICY STATEMENT**

Vistra is committed to retaining, engaging, and sustaining a diverse workforce that includes people of all backgrounds. We believe that the most effective organizations bring together individuals with different perspectives, experiences, knowledge, achievements, capabilities and talent. Our individual differences promote diversity of thought and ideas, driving greater innovation and achievement and a more successful organization.

At Vistra, we value and embrace our employees' differences in age, color, disability, ethnicity, family or marital status, gender identity or expression, language, national origin, physical and mental ability, political affiliation, race, religion, sexual orientation, socio-economic status, veteran status, and other characteristics that make our employees unique.

Vistra demonstrates our commitment to promoting a diverse and inclusive workforce through our policies and practices regarding employee recruitment and hiring; compensation and benefits; training and development, including training to address unconscious bias, racial awareness, and other critical topics; promotions; transfers; employee engagement and resource groups; mentor programs; supplier diversity; and the careful cultivation of an equitable work environment that encourages respectful communication, teamwork, healthy work/life balance, and community involvement and volunteerism to promote a better understanding of, and greater respect for, diversity and inclusion.

Vistra remains committed to identifying any inequities within our policies, systems, programs, and services and providing our employees the proper training and development to foster an environment where all employees have an equal and fair opportunity to achieve their career aspirations. Our leadership team is committed to leading with respect and tolerance, through actions and not only words, to promote social justice for all our colleagues.

**IV. GOVERNANCE \ IMPLEMENTATION**

This Policy is overseen by the Company's Executive Vice President and Chief Administrative Officer, in coordination with the Chief Executive Officer and the rest of the Company's Management Committee.

The Company reserves the right to modify this Policy at any time, for any reason, and without prior notice.

Reviewed July 30, 2020