





Sustainability Governance

Creating a sustainable company requires a commitment to all facets of Environmental, Social, and Governance stewardship, including:

- · Addressing climate change and being good stewards of environmental resources
- Supporting all of our stakeholders including employees, contractors, suppliers, customers, local communities, and investors
- Maintaining appropriate governance frameworks
- Providing a long-term vision and sustainable strategy

Vistra's policies and initiatives are interconnected and collectively contribute to the company's long-term sustainability. Given this interconnectedness, ultimately the oversight of Vistra's ESG initiatives are governed by the full Vistra board, with oversight of subject matter-specific components delegated to applicable board committees:

BOARD OF DIRECTORS

SUSTAINABILITY AND RISK COMMITTEE

Oversees corporate risk management, including the management and tracking of environmental risks and opportunities, as well as external sustainability reporting

NOMINATING AND GOVERNANCE COMMITTEE

Oversees corporate

SOCIAL RESPONSIBILITY AND COMPENSATION COMMITTEE

Oversees Vistra's social responsibility initiatives, including talent management, compensation, diversity, equity and inclusion, and culture and community involvement

CHIEF EXECUTIVE OFFICER

Responsible for all Sustainability and ESG strategy including the setting and achievement of long-term emission reduction targets

CHIEF SUSTAINABILITY OFFICER

Partners with internal functional teams to develop, elevate, and externally communicate Vistra's sustainability and ESG initiatives