





### **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, including climate change, as well as external sustainability reporting

# NOMINATING AND GOVERNANCE COMMITTEE

Oversees corporate governance framework

## 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

#### VICE PRESIDENT OF INVESTOR RELATIONS, SUSTAINABILITY AND PURPOSE

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