

**VISTRA CORP.**  
**DIVERSITY, EQUITY, AND INCLUSION**

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**I. SCOPE**

The Diversity, Equity, 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, equity, 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, equitable, 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 integrity, through actions and not only words, to promote social justice for all our colleagues.

**IV. BOARD OVERSIGHT**

The Board of Directors, through the Vistra Social Responsibility and Compensation Committee, oversees the Company’s core vision and values as it pertains to the Company’s approach to human capital and social risks, opportunities, and strategy.

## V. GOVERNANCE \ IMPLEMENTATION

The Company's Executive Vice President and Chief Administrative Officer has primary responsibility over this Policy, in coordination with the Company's Executive Committee. The Company reserves the right to modify this Policy at any time, for any reason, and without prior notice. The Company will make prudent efforts to notify relevant employees when a material change to this Policy has been made, but employees are responsible for their own up-to-date knowledge about Company policies and procedures.

Employees must report any suspected violation of policy. Help is available from, or reports can be made to a Policy Officer, your supervisor or other resources that are described in the Code of Conduct. The Company will not tolerate any retaliation against anyone making a good faith report. The Company encourages openness and will support anyone who raises genuine concerns in good faith under this Policy, even if that person turns out to be mistaken.

Reviewed February 2, 2025.