

Employee Policy Advocacy Committees

Vistra Corp.'s employee policy advocacy committees (PACs) are organized under applicable federal and state laws and are strictly voluntary associations of eligible employees. Funds raised by the PACs are used in a nonpartisan manner to actively promote company objectives and long-term goals. The PACs support candidates who the employee members believe will contribute to developing broad support for company and industry positions.

PAC Philosophy

It is important for a PAC to respect its stated purpose and act in accordance with its philosophy through monetary contributions and daily actions.

- Our employee PACs support federal and state elected officials and candidates who thoughtfully approach business issues important to the industry.
- Funds raised by employees in the PACs are used in a nonpartisan manner to provide meaningful support to candidates whose positions on key issues are compatible with the objectives of the employees of the company or with whom the company hopes to develop strong relationships.
- The PACs aim to educate, motivate, and mobilize employees on political, policy, lawmakers, and regulatory matters. The PACs will work to increase the awareness and knowledge of employees about specific issues and the political process in general. The PACs will not merely be a political funding mechanism but will provide communications and opportunities for involvement.
- The PACs will encourage all employees to become civically engaged.
- All eligible employees are offered the opportunity to participate in a PAC.
- The PACs will reflect all these positions in day-to-day operations and in the selection of candidates.

Candidate Selection Criteria

In deciding which candidates to support, the PACs consider many factors, including:

- ✓ support of issues of importance to our companies and/or the industry,
- ✓ placement in a leadership position or on a key committee of importance to the company and/or the industry,
- ✓ consistency with Vistra's core principles,
- ✓ possibility of improving the relationship with a key representative,
- ✓ representation of a district with a company facility and/or many employees or customers,
- ✓ involvement in a competitive race,
- ✓ recommendation from a member of Vistra's government affairs team or by the Vistra management team or Board of Directors, and
- ✓ recommendation from a PAC member.