

Vistra Named Best Place to Work for Disability Inclusion

Company recognized with top score in 2022 Disability Equality Index



IRVING, Texas — July 20, 2022 — Vistra (NYSE: VST) is proud to announce the company has been recognized as a Best Place to Work for Disability Inclusion in the 2022 Disability Equality Index, released today. The Index is a joint initiative of the American Association of People with Disabilities (AAPD), the nation's largest disability rights organization, and Disability:IN, the global business disability inclusion network, to collectively advance the inclusion of people with disabilities.

"We are honored to be recognized with a top score of 100 in this year's Disability Equality Index," said Annette Underwood, Vistra's chief diversity officer. "As a company, we take pride in celebrating what makes each employee unique. Today's announcement demonstrates our commitment to disability inclusion and equality. We also understand there is more work to be done, and we look forward to continuing this journey with AAPD and Disability:IN."

Top-scoring companies have demonstrated measurable, tangible actions to achieve disability inclusion and equality.

"These top-scoring companies not only excel in disability inclusion, many are also adopting emerging trends and pioneering measures that can move the disability agenda from accommodation to inclusion and ultimately, genuine belonging," said Jill Houghton, president and CEO of Disability:IN.

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About Vistra

Vistra (NYSE: VST) is a leading Fortune 500 integrated retail electricity and power generation company based in Irving, Texas, providing essential resources for customers, commerce, and communities. Vistra combines an innovative, customer-centric approach to retail with safe, reliable, diverse, and efficient power generation. The company brings its products and services to market in 20 states and the District of Columbia, including six of the seven competitive wholesale markets in the U.S. Serving approximately 4 million residential, commercial, and industrial retail customers with electricity and natural gas, Vistra is one of the largest competitive electricity providers in the country and offers over 50 renewable energy plans. The company is also the largest competitive power generator in the U.S. with a capacity of approximately 39,000 megawatts powered by a diverse portfolio, including natural gas, nuclear, solar, and battery energy storage facilities. In addition, Vistra is a large purchaser of wind power. The company owns and operates the 400-MW/1,600-MWh battery energy storage system in Moss Landing, California, the largest of its kind in the world. Vistra is guided by four core principles: we do business the right way, we work as a team, we compete to win, and we care about our stakeholders, including our customers, our communities where we work and live, our employees, and our investors. Learn more about our environmental, social, and governance efforts and read the company's sustainability report at <https://www.vistracorp.com/sustainability/>.

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