



Diversity, equity and inclusion policy

1. Introduction

At Vista, we believe in the value of diversity, equity and inclusion as essential components of our identity, our organizational culture and our business strategy.

We define (i) **diversity** as having or being composed of the range of characteristics that identify and make each individual different and unique: personality, lifestyle, mental process, work experience, ethnicity, race, color, religion, gender, gender identity, sexual orientation, marital status, age, nationality, among others; (ii) **equity** refers to treating people fairly and equitably, considering their individual situation and needs; understanding that there are inequalities that have to be addressed, and consequently providing each person with what they need; and (iii) **inclusion** as the responsibility to guarantee a work environment in which everyone feels represented, valued and respected.

Equal opportunities in the workplace constitute one of the main pillars of professional progress, requiring the organization to commit to practicing and demonstrating equitable treatment that promotes development for those of us working at Vista. We believe one should never discriminate nor hinder equal opportunities, and each person at Vista deserves to have the chance to achieve their full potential, thereby contributing to Company success.

Additionally, **innovation** is one of the principles included in our VISTA WAY, and we know that the best way to foster innovation is if each person adopts criteria to embrace diversity in all areas they participate in, which will also help us better understand our stakeholders' needs.

Similarly, we recognize the importance of upholding and promoting fundamental **human rights** in all of our operations, and we extend this commitment to all third parties that operate with us. Consequently, we carry out our business with respect for human dignity and for each person's unique personal value.

2. Policy objective

The purpose of this Policy is to establish the principles that govern Vista's strategy to manage diversity, equity and inclusion. This includes implementing, developing and encouraging an organizational culture that respects and values individual differences, facilitates equal opportunities, and guarantees a work environment free of discrimination and violence for everyone working at the Company.

3. Background

In August 2020, Vista subscribed to the United Nations Global Compact, supporting the Ten Principles on Human Rights, Labour, Environment and Anti-Corruption.

Similarly, we adhere to the 17 United Nations' Sustainable Development Goals (SDGs) to achieve a more equitable, inclusive and environmentally sustainable world. We have identified the goals where we can have the greatest impact and highlighted below those more relevant for this Policy:

- SDG 3 - Health and Well-Being: Ensuring a healthy life and promoting well-being for all at any age.
- SDG 5 - Gender Equality: To achieve gender equality and empower all women and girls.
- SDG 8 - Decent work and economic growth: To promote sustained, inclusive and sustainable economic growth, achieve full and productive employment and decent work for all.

In line with these goals, we also support the Women's Empowerment Principles of the United Nations.

By adhering to these goals and principles, we express our commitment to align Vista's business strategy, culture, and day-to-day operations with the such goals and principles.

4. Responsibilities

In relation to this Policy, it is the responsibility of:

- **everybody** who is part of Vista to respect and promote diversity, equity and inclusion. This occurs when we have respect for other people's different talents, capabilities, and experience; value the opinions of the rest of the team; and foster a discrimination, harassment, and violence-free culture of trust.
- **Human Resources** to communicate and enforce this Policy.

- **DEI Ambassadors Committee** to support Policy implementation, oversee progress on commitments and promote the DEI agenda at Vista.
- **those who lead** the organization to embrace and encourage a work environment in which diversity, equal opportunities, equity and inclusion are valued. This will be attainable as long as mutual respect, trust, teamwork, participation, active listening, and acknowledgement prevail.

5. Principles

Below are the guiding principles for this Policy, and consequently for the plans and actions derived from it:

- **Equality and equity:** equal rights and opportunities are the ultimate goal of this Policy's actions. The notion of equity, which aims to compensate for historic inequalities by taking proactive action to ensure long-term true equality, however, needs to be incorporated.
- **Intersectionality:** In our society, there are numerous forms of inequality: gender, ethnicity, age, and migrant status, among others. These aspects, when combined, produce a variety of discriminatory experiences. An intersectional approach will ensure they are taken into consideration.
- **Respect for diversity:** all people that are part of the organization need to be heard and included, through constructive and respectful debate, in order for actions to be sustainable in time and for a cultural transformation to occur.
- **Transversality:** refers to the concept that diversity, equity, and inclusion must be approached in an integrated manner, across all business areas and aspects, both internal and external.

6. Scope

The search for improved equality is two-dimensional: internal, considering the Company's role as an employer, and external, in terms of the impact on its value chain and on the communities where it operates.

Regarding the internal scope, this Policy applies to all employees who form part of the companies of the Vista group and who carry out activities and businesses anywhere in the world, regardless of their contract type, tenure or seniority.

7. Commitments

In order to make this Policy effective, we assume the following commitments:

- Prepare and implement an annual action plan, including specific diversity actions, priorities, workshops, roles and responsibilities, budget, goals, and KPIs.
- Ensure that Vista is a space free of any form of violence, discrimination or harassment, and promotes a respectful work environment.
- Guarantee equal opportunities for professional development.
- Encourage all Vista professionals, regardless of their personal or social condition or circumstances, to share their knowledge, experience and abilities.
- Raise awareness and update all employees on the topics addressed by this Policy, with particular focus on leadership positions.
- Ensure that the selection and hiring process is based on objective criteria and on experience and competence goals.
- Assure that promotion and professional development decisions are made on an equitable basis.
- Warrant that every professional receives the necessary training, knowledge, skills and abilities to adequately carry out their functions.
- Encourage the use of inclusive language in any form of internal or external corporate communication, and eradicate the use of discriminatory language.
- Measure and report progress made in favor of diversity, equity, and inclusion.

8. Gender perspective

At Vista, we actively encourage women's professional development and are committed to achieving gender equity at all levels of the organization.

To achieve these objectives, we pledge to:

- Maintain a target of 50% participation of women in new hires across all organizational levels and areas.
- Encourage a more equitable distribution of men and women, across both functional areas, and hierarchical levels.

- Encourage women's training and development so they can progress into leadership roles.
- Commit to equal pay for equal value functions performed by either men or women.
- Eliminate symbolic barriers that deter women's advancement within the organization, related to gender bias, discriminatory or differential treatment.
- Remove physical barriers that prevent more women from being incorporated and progressing, such as infrastructure, security equipment and components, or others, taking into account the specific needs of each gender.
- Include initiatives targeted at achieving greater gender equality by collaborating with the value chain and with the communities in which Vista operates.

9. Related documents:

Code of Ethics and Conduct, Investigative Procedures for Code of Ethics and Conduct Violations, Conduct and Corrective Action Policy, Retaliation Protection Policy for Whistleblowers, Prevention of Violence, Harassment and Discrimination Policy, Open Door Communications Policy.

Finally, the Company shall notify its employees of the policy's validity, amendment, or termination through the proper channels.

Rev.1

Diego Crespo

Human Capital Manager

Vista Energy S.A.B. de C.V.