nrg®

2025 Sustainability Report

POWERING WHAT MATTERS

NRG provides electricity, natural gas, demand response, and smart-home technology solutions to home and business customers.

This includes providing energy that is **reliable**, with the ability to draw from a range of fuel sources; **resilient** even in times of severe weather and other disruptions; and **affordable** as energy demand soars.

By doing so, we’re powering what matters and helping our customers meet their needs today and tomorrow.

ABOUT THIS REPORT

NRG Energy, Inc. operates a multi-faceted business in complex and fast-changing markets. This Sustainability Report is our way of meeting the moment: capturing the story of an extraordinary time for our business and our industry.

Part one of this report breaks down NRG's role and contributions to today's energy landscape. It is designed to be accessible for a wide range of readers. Part two provides a directory of sustainability topics organized alphabetically for stakeholders who are looking for detailed disclosures in specific areas.

This sustainability report is aligned with our fiscal year (FY) and is a snapshot of the period from Jan. 1 to Dec. 31, 2025, unless otherwise noted in individual disclosures. Featuring highlights from the reporting period as well as relevant data and disclosures, the report contains information pertinent to NRG and complements our other reporting and financial filings. Unless otherwise stated, NRG refers to NRG Energy, Inc. as well as its subsidiaries and affiliates. While this report's scope is FY 2025, some longer-term projects and goals are discussed.

Where applicable, sustainability-related disclosures are in line with the Sustainability Accounting Standards Board (SASB) framework. The Performance section contains our 2025 Performance Data, SASB Index and resources with more information linked throughout the report. Additional details on NRG can be found in our reports and proxy statement on the NRG Investor Relations website, and on our sustainability website.

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BUILDING WHAT'S NEXT

Many energy companies sit on one side of the meter. NRG sits on both. We generate power and we sell it, and we help customers use less when the grid is tight.

That position gives us a practical view of the choices shaping the energy system today, because we are living through the biggest demand growth this industry has seen in decades. With load growth, electrification, and the grid being asked to carry more every year, the country needs more power. It needs that power to be affordable and reliable. And it should get cleaner over time. Holding that balance is the reason a company like ours exists.

NRG is meeting this moment. We anticipated it and are building for it in more than one way. Our recently acquired portfolio doubled our generation capacity, better positioning us to serve customers, support grid reliability and meet rising demand. Generation is one tool we bring to that. Helping customers use power differently during peak demand is another. Together, the NRG team is transforming how energy works for people in order to make it more affordable, reliable, efficient and connected.

Sustainability at NRG extends well beyond how we generate power. It is the same instinct you see everywhere at this company – people finding better ways to serve our customers, strengthen our communities and operate responsibly. That shows up in how we treat our people and how we hold ourselves accountable.

The next decade will ask more of this industry than any I have seen. More power. Greater resilience. Customers counting on us to keep that balance, today and ten years from now. I have spent my career at a company committed to doing right by its customers, its people and the planet at the same time. That is what is behind every investment we make, and behind the work in the pages that follow. This is how we are powering what matters.

Robert Gaudette
President and Chief Executive Officer, NRG

> "The NRG team is transforming how energy works for people in order to make it more affordable, reliable, efficient and connected."

WHO WE ARE

OUR PURPOSE

To power a smarter, brighter future together.

OUR VISION

Deliver the best energy and smart home products and services that transform the customer experience.

OUR VALUES

- **Do What's Right**
- **Win Together**
- **Wow Them**
- **Stay Curious**
- **Be Direct**
- **Bring Passion**

ABOUT NRG

As of and for the year ended Dec. 31, 2025

BY THE NUMBERS

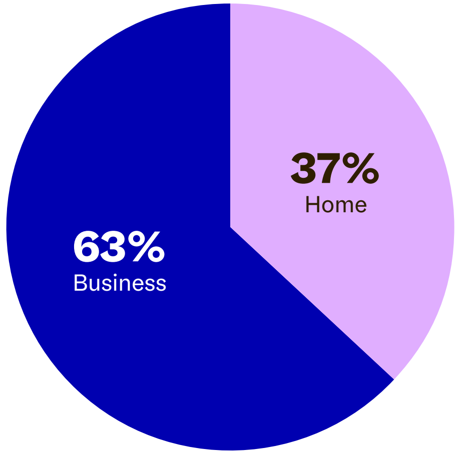
~12GW
generation capacity[1]

8M
residential customers

$30.7B
in 2025 revenue

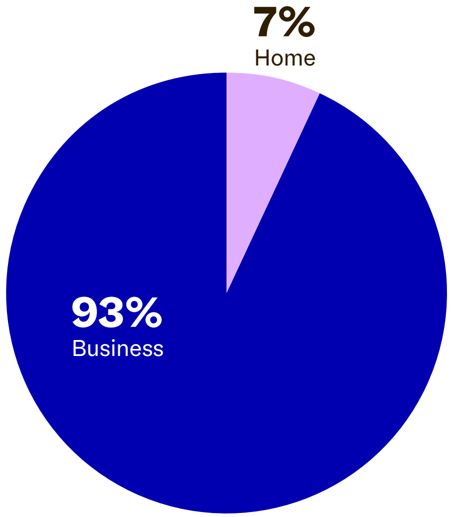
~17K
full-time and contract employees

HOME AND BUSINESS VOLUMES[1]



ELECTRICITY

154,000
total GWh



NATURAL GAS

1,856,821
total MDth

OUR FAMILY OF BRANDS

reliant an NRG company
direct energy
vivint
Green Mountain Energy
cirro ENERGY
xoom energy
Stream
DISCOUNT POWER
AWHR

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1. Figure does not include data from the acquisition of generation assets and CPower from LS Power. Through the acquisition, we have added an additional 13 GW of generation capacity for a total of ~25 GW total generation fleet.

MEETING THE MOMENT

New waves of demand create new opportunities for NRG — and new sustainability challenges. Lynda Clemmons, NRG's Senior Vice President and Chief Sustainability Officer, shares how we are evolving our strategy for this new era of growth.

Energy demand is growing rapidly. Why does that make this such a defining moment for sustainability?	Sustainability looks very different than it did a few years ago. AI, electrification, and economic growth are changing how much energy people need and how they use it. Meeting that demand responsibly means balancing affordability, reliability, and continued progress toward a lower-carbon energy system. In other words, sustainability requires a much broader focus than it has in the past. That means we need to make decisions that strengthen resilience and create long-term value for our customers and communities.
Beyond emissions, what does sustainability mean at NRG?	Emissions are an important part of this report and one of many ways we measure progress and hold ourselves accountable. But sustainability at NRG goes beyond emissions. Sustainability is also about growing responsibly, investing in our people, and operating with integrity through strong governance. Those priorities guide how we run our business every day.
NRG is adding significant generation to meet growing demand. How are you approaching that growth, and where do customers fit in?	We're seeing demand driven by electrification and large loads across our residential and business customers. Meeting that demand responsibly requires us to think about what we build and how we support the broader energy system. Our approach is multi-faceted. We add generation, improve efficiency, and strengthen the grid through flexible demand. Just as important, we listen to our customers and understand market solutions that address their evolving needs. Our virtual power plants and resiliency products all grew out of what customers told us they needed.
What do you hope stakeholders take away from this report?	I want stakeholders to see that sustainability is woven into how we serve our customers, how we make decisions, and how we invest for the future. The value we are creating is long term. To me, success is whether our customers and communities are better off 10 years from now because of the work we do today. If we get that right, then we are making the energy system stronger and more resilient than we found it.

SUSTAINABILITY STRATEGY

As an energy company, our sustainability strategy is aligned with our business priorities. This strategy is purposefully designed to help us realize our strategic opportunities, drive financial performance, and mitigate business risk — all while leveraging energy to make life easier, safer, and more connected. Our sustainability strategy is informed by material topics relevant to both stakeholder impact and financial performance. This strategic framework is designed to keep us on track to achieve net-zero carbon emissions by 2050.[1]

BUSINESS PRIORITIES

Solve next-generation customer needs

SUSTAINABILITY OBJECTIVE

Help customers use energy efficiently, manage costs, achieve their sustainability goals, and strengthen grid resiliency.

Grow to meet the moment

SUSTAINABILITY OBJECTIVE

Growing responsible energy generation to meet rapidly increasing demand while working to support the transition to a lower-carbon economy.

Empower our people to lead

SUSTAINABILITY OBJECTIVE

Cultivate a workplace that attracts and retains the industry's best talent.

Move faster, act smarter

SUSTAINABILITY OBJECTIVE

Remain adaptable and maintain strong, ethical governance processes.

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[1] NRG's net zero goal includes directly controlled emissions (Scope 1), emissions from purchased electricity for NRG's consumption (Scope 2), and emissions from employee business travel (Scope 3, Category 6).

POWERING WHAT MATTERS

A SMARTER, BRIGHTER ENERGY FUTURE

Securing a resilient, reliable, and affordable energy future requires action across the value chain. We're doing our part by growing a diverse generation fleet, delivering smart energy solutions to homes and businesses, and deploying AI and other advanced technologies to build grid resiliency as energy demand soars.

OUR PLACE IN THE ENERGY VALUE CHAIN

Energy moves from its sources to the homes and businesses where it's used every day. NRG plays a role at key steps — **generating** electricity, **procuring energy**, and **delivering** solutions to millions of customers.

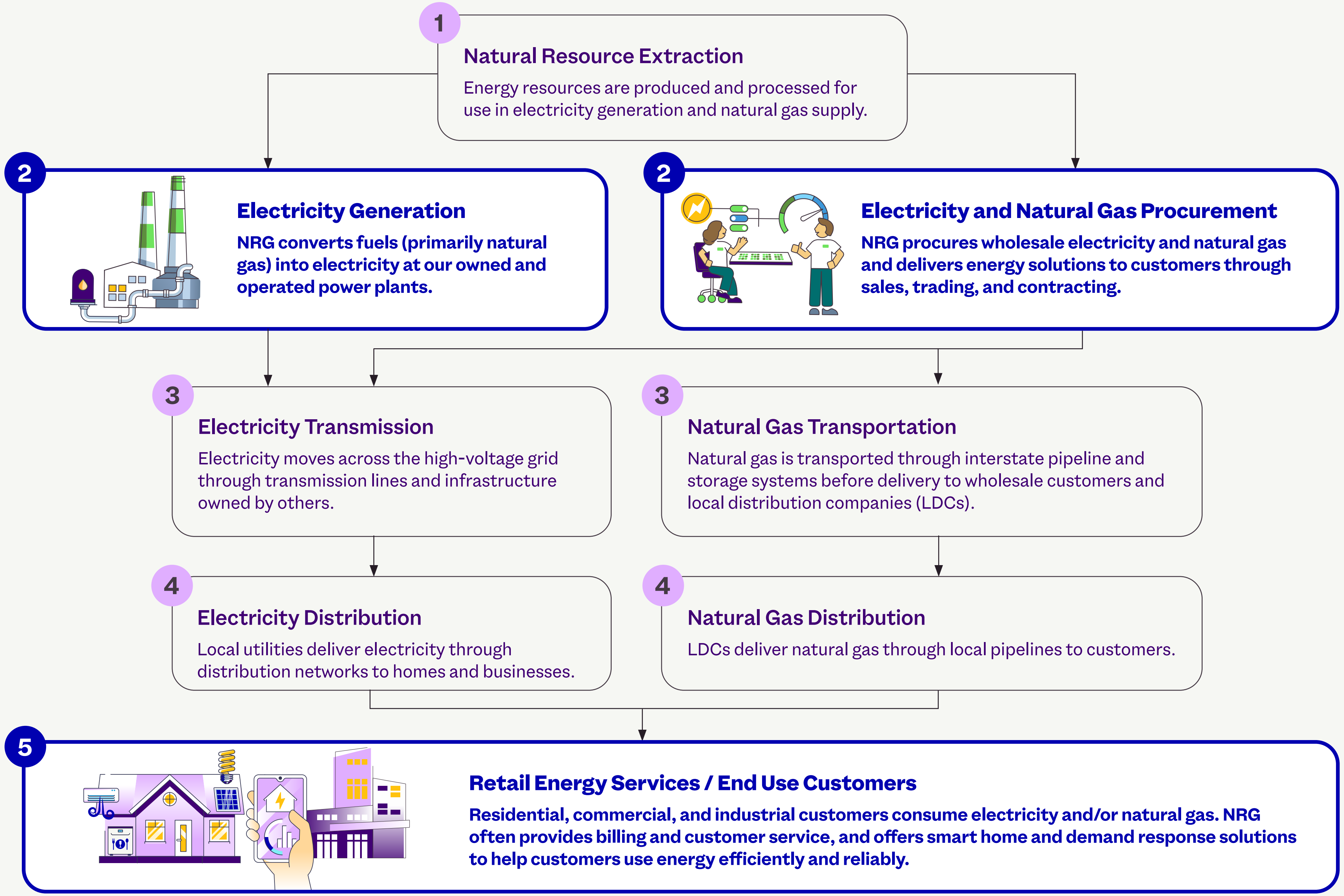
● **NRG participates**
These are the stages where NRG has operations or provides services.

● **Not in NRG's direct operational control**
These parts of the energy system are owned and operated by others.

We do not own or operate transmission, pipelines, distribution, or fuel extraction assets.

NRG'S ROLE IN THE ENERGY ECOSYSTEM

Together, these stages work as an integrated system to power daily life.



1 **Natural Resource Extraction**
Energy resources are produced and processed for use in electricity generation and natural gas supply.

2 **Electricity Generation**
NRG converts fuels (primarily natural gas) into electricity at our owned and operated power plants.

2 **Electricity and Natural Gas Procurement**
NRG procures wholesale electricity and natural gas and delivers energy solutions to customers through sales, trading, and contracting.

3 **Electricity Transmission**
Electricity moves across the high-voltage grid through transmission lines and infrastructure owned by others.

3 **Natural Gas Transportation**
Natural gas is transported through interstate pipeline and storage systems before delivery to wholesale customers and local distribution companies (LDCs).

4 **Electricity Distribution**
Local utilities deliver electricity through distribution networks to homes and businesses.

4 **Natural Gas Distribution**
LDCs deliver natural gas through local pipelines to customers.

5 **Retail Energy Services / End Use Customers**
Residential, commercial, and industrial customers consume electricity and/or natural gas. NRG often provides billing and customer service, and offers smart home and demand response solutions to help customers use energy efficiently and reliably.

A GROWING ENERGY LANDSCAPE

Our industry has entered a new supercycle of energy demand.

This demand is driven by:

The AI boom, and the proliferation of data centers needed to support it

Industrial onshoring by U.S. companies looking to reduce supply chain risks

Electrification of vehicles, homes, and manufacturing processes

In places like Texas, where NRG is headquartered, these forces are contributing to a forecast of exponential growth.

Analysts predict that by 2030,[1] our home state will use over 60% more energy than it did in 2024. In the PJM Interconnection region, which directs the flow of energy across 13 U.S. states and the District of Columbia, net energy loads are projected to grow by 5.3% per year on average over the next 10 years.

As a provider of electricity, gas, and smart home technologies, NRG sits at the intersection of trends reshaping our industry. We are working to secure an energy future that is resilient, reliable, and affordable by contributing to key points within the energy value chain:

ENERGY SUPPLY

We maintain a large and diverse energy generation fleet which is growing to meet the growing demand on the grid.

ENERGY SOLUTIONS

We sell energy and smart home solutions to businesses and households across the U.S., and work to maintain affordability for residential customers even as we take on large commercial loads.

ENERGY RESILIENCY

We embrace AI and advanced data analytics to solve emerging challenges and help protect grid resiliency as demand grows.

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[1] https://www.pjm.com/-/media/DotCom/library/reports-notices/load-forecast/2026-load-report.pdf

ENERGY SUPPLY

NRG generates and sells electricity from a range of fuel types and supplies natural gas to both business and residential customers in the U.S. and Canada. We operate in competitive retail markets where customers have the option to select their electricity provider. Our generation assets include natural gas, coal, oil, and renewable energy, located primarily in Texas and the East. We strive to source, produce, and sell this energy responsibly — and explore innovative ways to meet rising demand.

The NRG fleet at a glance

Natural Gas

In addition to the wholesale natural gas solutions that we provide to customers in the U.S. and Canada, NRG uses natural gas to produce electricity at our plants.

While renewables like wind and solar are an important part of the energy mix, they are affected by weather and seasonal conditions. Gas-fired generation offers stability for the grid alongside these intermittent energy sources.

In early 2026, NRG completed the acquisition of 18 natural-gas-fired and dual-fuel generation facilities totaling approximately 13 gigawatts (GW) of capacity from LS Power. These assets double NRG's generation fleet and will allow us to better provide affordability and grid reliability across the markets we serve. We also acquired six gas-powered generation facilities from Texas-based Rockland Capital, LLC, in 2025, adding 738 megawatts (MW) of capacity to our portfolio. The acquisition includes one combined-cycle unit, which uses both gas and steam turbines for greater efficiency, and five simple-cycle units that can get up and running quickly during times of peak demand.

We are also expanding our existing plants to meet demand. At our TH Wharton power plant in Houston, Texas, we built two new natural gas units that added 415 MW of capacity to the plant as part of the Texas Energy Fund. These units entered into commercial operation in mid-2026. In addition, projects at our Cedar Bayou site in Baytown, Texas, and Greens Bayou site in Houston are being built. In total, these projects will provide enough new dispatchable generation capacity to power more than 1.5 million homes over the course of a year.

Coal

NRG operates two coal-fired power plants in Texas, one in Illinois, and has minority ownership of a coal power station in Australia. The coal consumed is converted into the electricity we sell to business and residential customers.

As our gas portfolio grows, we expect coal-fired assets to comprise a steadily decreasing percentage of our emissions over time. This transition, in turn, should lead to a decrease in NRG's carbon emissions intensity.

The current energy demand supercycle has affected NRG's intended transition away from coal. Regional transmission organizations (RTOs) make decisions about which assets must remain on the grid for stability and affordability reasons. The current stance of RTOs in the regions where we operate is that current generation, regardless of fuel source, must remain on the grid to ensure reliability. As of the release date of this report, plans to retire Powerton Generation Station, our coal-fired plant in Illinois, have been delayed until at least September 2030.

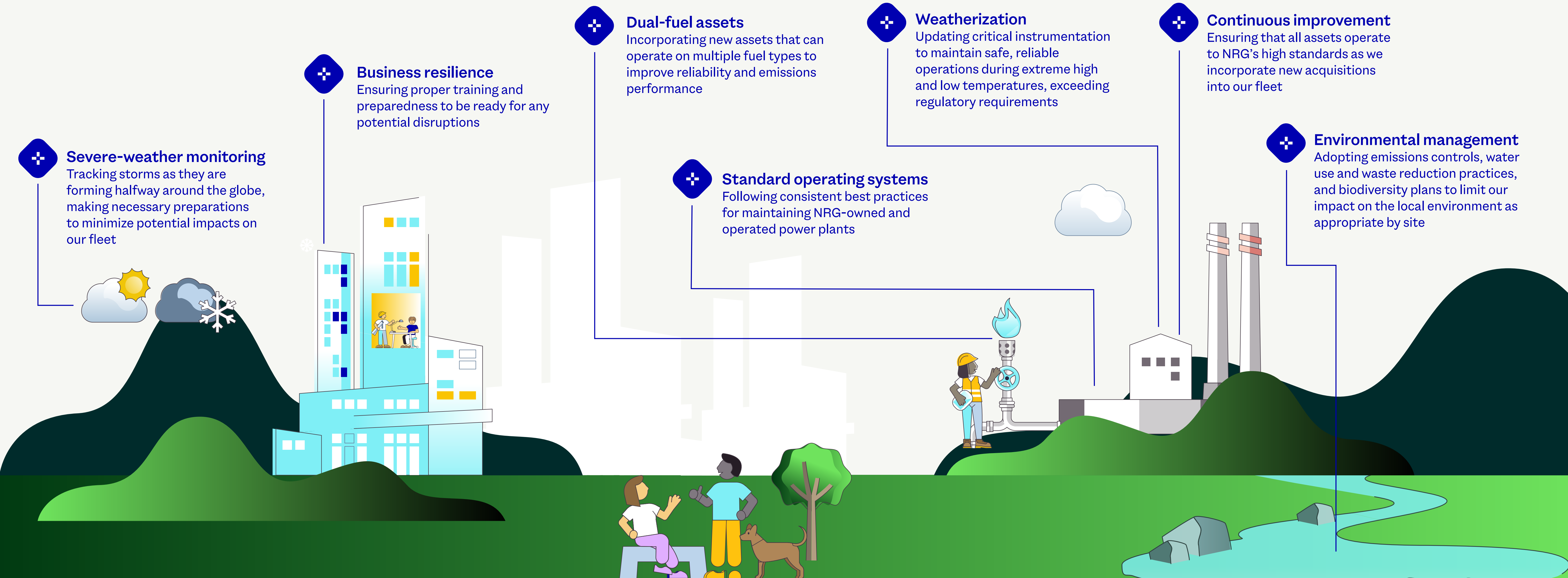
Other Resources

NRG maintains partial ownership of the Ivanpah Solar Power Facility in Nipton, California, as well as solar installations located at various NFL Stadiums. We also own four oil-powered facilities, all in the PJM Interconnection region.

Across all generation solutions, we are exploring ways to not only add capacity but make better use of the capacity we have. Through a range of demand management solutions for both commercial and residential customers, we are creating more consistent, predictable loads, which helps enable affordability and reliability for everyone on the grid.

HOW WE MANAGE OUR FLEET RESPONSIBLY

As energy needs continue to climb, we are focused on meeting this demand in a responsible way with well-defined operating practices across our generation fleet. These include:



Severe-weather monitoring
Tracking storms as they are forming halfway around the globe, making necessary preparations to minimize potential impacts on our fleet

Business resilience
Ensuring proper training and preparedness to be ready for any potential disruptions

Dual-fuel assets
Incorporating new assets that can operate on multiple fuel types to improve reliability and emissions performance

Standard operating systems
Following consistent best practices for maintaining NRG-owned and operated power plants

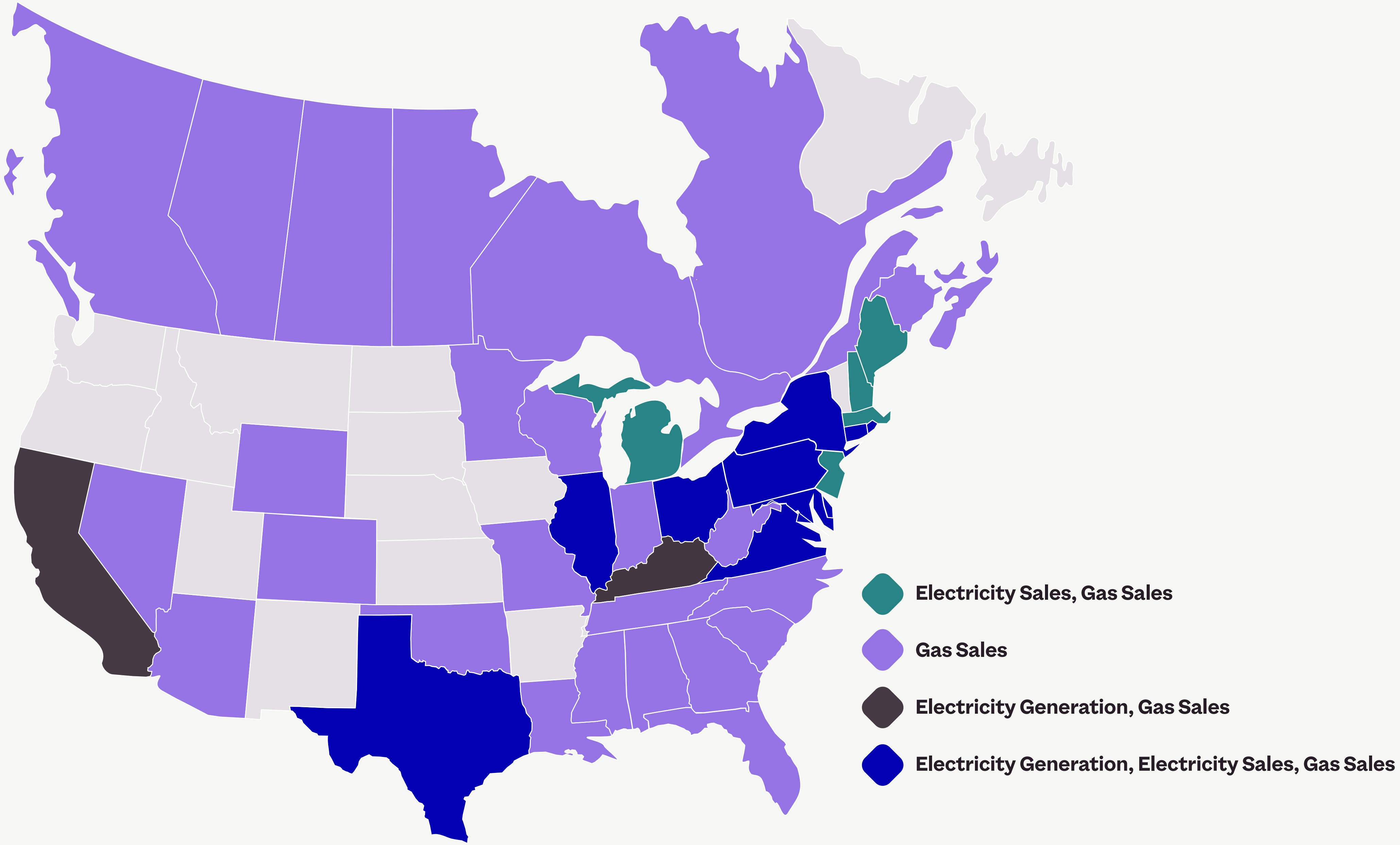
Weatherization
Updating critical instrumentation to maintain safe, reliable operations during extreme high and low temperatures, exceeding regulatory requirements

Continuous improvement
Ensuring that all assets operate to NRG's high standards as we incorporate new acquisitions into our fleet

Environmental management
Adopting emissions controls, water use and waste reduction practices, and biodiversity plans to limit our impact on the local environment as appropriate by site

WHERE WE GENERATE AND SELL

NRG generates power at facilities in a dozen U.S. states. It sells the resulting electricity, along with natural gas and electricity procured for customers, across 25 U.S. states, the District of Columbia, and eight Canadian provinces.[1] In addition, our Vivint smart home solutions are available throughout the U.S.



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[1] On Jan. 30, 2026, NRG acquired a portfolio of generation assets and CPower from LS Power. The map above reflects NRG's generation and sales footprint following the completion of this acquisition.

ENERGY SOLUTIONS

Though customers know us by a number of different brands, the net result is that millions of American households and thousands of businesses get their energy from NRG. We provide electricity and natural gas solutions to residential and commercial customers, as well as smart home services. In addition, we offer a strategic portfolio of sustainable solutions to help businesses meet their carbon reduction goals.

Balancing the essential need for energy with the volatility of energy markets, we strive for affordable, predictable offerings for all the customers we serve. Here's a closer look at NRG's customer segments.

	Commercial and industrial customers	Residential customers
WHO THEY ARE	U.S. and Canadian entities ranging from schools and small buildings to large enterprises with complex energy loads, such as: + Generation facilities + Liquified natural gas import/export terminals + Utilities + Large industrials + Data centers	Six million households purchasing retail energy and/or natural gas across 25 U.S. states, plus 2 million smart home customers in all 50 U.S. states and the District of Columbia.
WHAT THEY NEED	Scalable and comprehensive energy solutions with a range of pricing structures based on their risk tolerance and budget flexibility. As large businesses work toward emissions reduction targets, many of them are also seeking insights into the carbon implications of their energy and electricity loads.	Residential customers want affordable energy above all. They also want solutions that support and reward them for sustainable choices, like: + Reducing usage during peak demand times + Driving an electric vehicle (EV) + Installing solar panels
WHAT WE OFFER	+ Electricity and natural gas supply + Demand response + Sustainability solutions + A variety of fixed, index, and hybrid pricing options + Energy management solutions	Fixed and variable rates so that customers can choose the pricing model that works best for them. We also offer: + Demand response programs + Energy buyback programs + Plans that allow customers to purchase 100% renewable electricity
HOW WE MEASURE SUCCESS	We exceeded our goals for both Net Promoter Scores, which measure customer loyalty and customer satisfaction in 2025. In addition, we achieved our customer effort target, demonstrating that customers find it easy to do business with us. Our business division was proud to earn Competitive Energy Supplier of the Year award at the Energy Marketing Conference.	We aggregate Net Promoter Scores across brands and geographies to calculate an overall Customer Focus Index. In 2025, our business and consumer divisions earned Silver honors at the U.S. Customer Experience Awards.

Sustainable solutions

In addition to our core offerings of electricity and natural gas, NRG provides a range of practical solutions to support business customers' carbon reduction goals and long-term sustainability strategies. These solutions are often purchased as an add-on to electricity or gas services and are growing in importance, given emerging regulations in certain regional markets.

Lower-carbon products

Renewable energy purchasing options are an important aspect of this portfolio and can take multiple forms. NRG offers renewable energy certificates (RECs) that allow customers to support the continued development of renewable power generation while offsetting electricity use from nonrenewable sources. Customers can tailor their REC purchases by selecting the generation location, technology, and certification that best aligns with their budget and sustainability goals.

For customers looking to quickly and easily incorporate renewables into their energy supply, we offer Renewable Select, which integrates solar or wind power from power purchase agreements (PPAs) in NRG's portfolio seamlessly into an electricity supply agreement.

We also partner with solar and wind developers to bring new renewables to the grid through medium- and long-term PPAs. PPAs are often used in renewable energy, especially solar, as a way for buyers to access solar electricity without having to directly install generating capacity onsite.

Natural gas customers may be interested in renewable thermal certificates (RTCs), which are the environmental attributes of methane from organic waste that is captured and converted into renewable natural gas. By purchasing RTCs, an organization can receive credit for its emissions reductions without the need to replace natural gas infrastructure.

In 2025, NRG also launched a pilot to supply certified natural gas to residential customers in parts of Pennsylvania. The gas was sourced from a third-party-certified producer, validating responsible upstream procurement practices and reduced methane emissions.

NRG also sells carbon offsets, which are investments in projects that compensate for carbon dioxide emissions. Our offsets are certified by the Verified Carbon Standard Program and Climate Action Reserve and meet the environmental standards outlined in each program.

Keeping the pulse of sustainability best practices

NRG's Sustainability Advisory Team helps business customers hit their emissions reduction goals, reduce risk, and meet reporting requirements. The team supports commercial and industrial customers as they establish a solid strategy, navigate the evolving cleaner energy landscape, understand the implications of their energy use, and improve business performance.

Our Corporate Venture Capital fund helps drive innovation by connecting NRG with the startup ecosystem. The fund makes selective investments in early-stage companies and technologies that could have a transformative impact on our world's evolving energy landscape. Minor venture investments include Aalo Atomics, a developer of small modular nuclear reactors.

CELEBRATING CUSTOMERS MAKING A DIFFERENCE

NRG's Excellence in Energy Awards, held for the sixth year in 2025, honor customers for their forward-thinking ideas. We honor changemakers in three categories:

- Community Impact — Recognizing organizations that demonstrate outstanding support for local communities through philanthropic leadership and engagement.
- Sustainability Leadership — Awarded to customers who have implemented forward-thinking practices with measurable environmental benefits.
- Energy Efficiency — Highlighting achievements in reducing energy usage through innovative technologies, solutions, and facility upgrades.

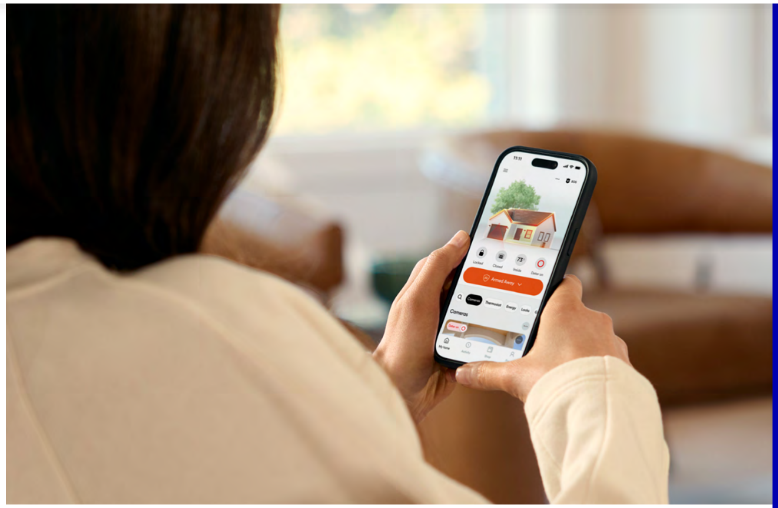
We also presented our inaugural Timeless Award to the City of Houston in recognition of our decades-long collaboration and shared dedication to energy resiliency for our hometown.

Customer choice and affordability

Affordability is a priority for customers. As a retail energy provider operating in competitive energy markets, rather than as a traditional regulated utility, NRG offers customers a range of energy choices and pricing options.

Beyond the cost-reduction benefits inherent to our business model, we enhance affordability for our customers in other ways, including:

- Encouraging large-load customers to fund the capacity they require through a "bring your own power" approach. By bringing new generation resources online to serve their growing energy needs, these customers can help reduce pressure on the grid and mitigate cost impacts for other customers.
- Supporting policies that keep costs manageable for residential customers. In Texas, NRG recently advocated for Senate Bill 6, which will help ensure that large-load customers, rather than residential customers, shoulder the costs associated with upgrading grid infrastructure in the ERCOT region, where NRG's headquarters is located.
- Providing financial support to customers struggling to pay their electricity bills through customer affordability and assistance programs, including Community Assistance and Relief for Energy bills (CARE), which supports customers across all of our Texas brands. In 2025, CARE supported over 6,600 customers, with total pledges exceeding $1.65 million. Beyond CARE, other assistance options include waiving late fees, granting extensions, and deferred payment plans.
- Investing in grid stability and using demand response platforms to reduce peak demand, we can lower overall system costs.



Smart home products

Across the United States, customers of Vivint, NRG's smart home brand, are making their homes safer and more energy efficient.

In 2025, we brought together our Reliant and Vivint brands to make smarter energy solutions available to more customers. Through the Smarter Home Bundle, Reliant customers can combine their electricity plans with advanced technology, receiving a Vivint doorbell camera, smart thermostat, and access to the Vivint app. The app provides personalized energy insights alongside control of smart home devices all in one place.

SMART HOME DECISIONS ADD UP

84% of customers use Vivint app monthly

55% use it daily

~100% measured uptime in 2025

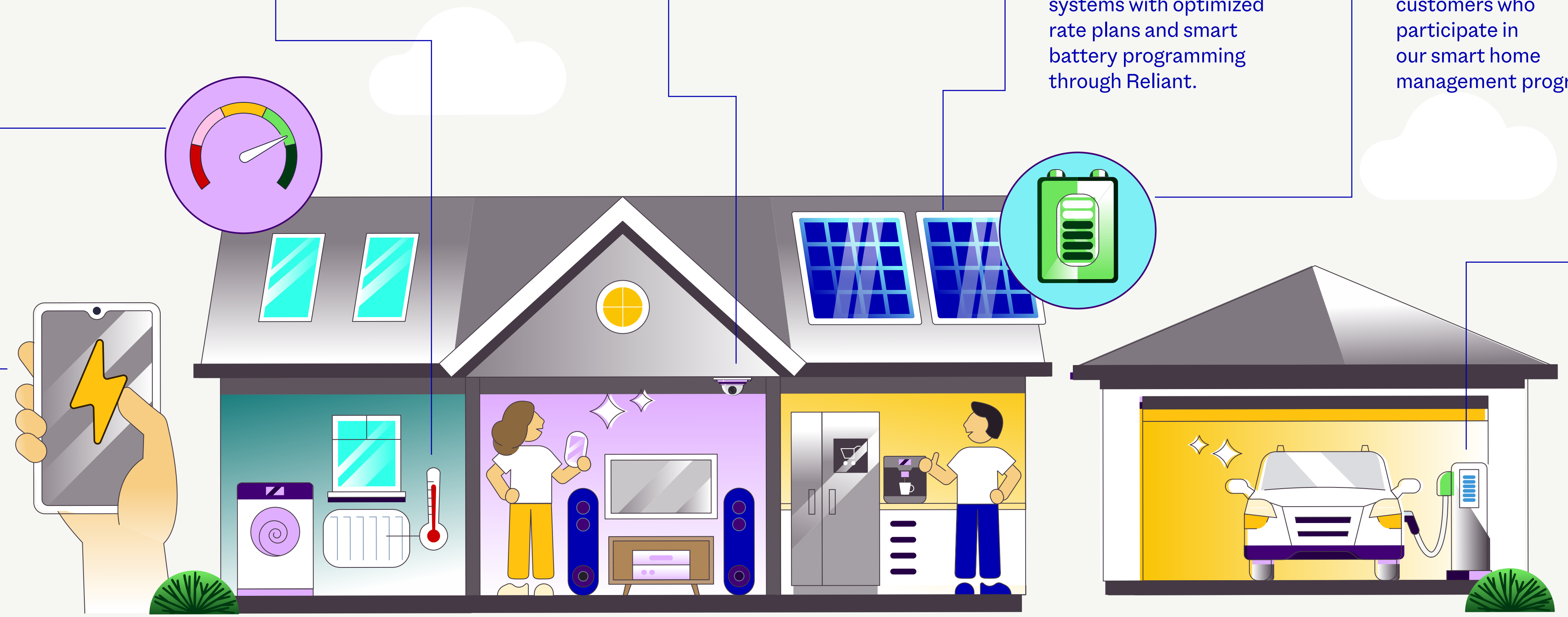
INVESTING IN A MODEL FOR COMMUNITY RESILIENCE

In East Houston, a new type of community is taking shape. Houston Habitat for Humanity is developing Robins Landing, a master-planned development which will help more low- to moderate-income Houstonians become homeowners. NRG's Reliant brand is the official energy partner of Robins Landing, and as part of this commitment, NRG has created a "resiliency hub" within the neighborhood.

The hub, built within a converted model home, is designed to be a place for neighbors to gather in the event of a power outage or other emergency. It is fully equipped with solar panels and battery storage and includes device charging stations, freezers, and refrigerators available for residents' use. The home is also equipped with Vivint smart home technology, allowing the Habitat for Humanity team to unlock doors and adjust heating and cooling even if they can't access the hub in person.

A WALK THROUGH A SMART HOME

Vivint smart homes are equipped with multiple energy-saving and security features and can connect to other devices in the home. Thousands of households reducing their energy use means the potential for significant grid-level energy savings.



Smart Hub and mobile app

Vivint customers can control every aspect of their smart homes via the Smart Hub™ panel installed in their homes, as well as from the Vivint app from anywhere in the world.

Predictive planning

An occupancy learning model predicts customers' usage patterns and identifies tailored ways for them to save even more energy or automate common tasks.

Smart thermostat

When customers are enrolled in the Degrees of Difference program, thermostats will automatically make minor adjustments — which can always be overridden — during periods of high electricity demand to limit stress on the electric grid.

Security system

Safety and security are paramount with motion sensors, cameras, locks, and alarms that can be activated as needed throughout the home.

Solar panels

Rooftop solar panels can generate extra power that can be returned to the grid in certain states. Through NRG's recently announced partnership with Sunrun, Texas residents can now choose Sunrun's solar-plus-storage systems with optimized rate plans and smart battery programming through Reliant.

Battery

Homeowners use batteries to store energy from solar panels and to provide backup power in the event of an outage. NRG offers discounted lease payments and bill credits to battery customers who participate in our smart home management program.

EV chargers

A growing number of people are choosing EVs and charging these vehicles at home. Because vehicles are often plugged in for long stretches of time, we can adjust charge times to when other sources of demand are lowest.

ENERGY RESILIENCY

The grid is under pressure like never before, facing aging transmission and distribution infrastructure, geopolitical impacts on energy prices, natural disaster-driven damage, and skyrocketing increases in electricity use. The future of energy, therefore, will be about rethinking the relationship between supply and demand. By sharing the rewards of thoughtful energy usage by homeowners and businesses, we can all play a role in building a stronger, more resilient grid.

Why VPPs are the key to a stronger grid

Beyond building new generation capacity to meet this moment, NRG is helping unlock the abundant supply that already exists in millions of households nationwide. While adjusting the thermostat by a degree or two might not seem like much in a single home, these small changes combine to make a big difference.

This is the essence of a virtual power plant (VPP), which turns homes into a flexible grid resource. A VPP is comprised of households available to shift or reduce consumption through the use of smart thermostats, EVs, appliances, and batteries, including those charged by rooftop solar. Instead of relying on a single large power plant to generate electricity, a VPP uses advanced software to coordinate these smaller resources. This way, grid operators can efficiently manage and move electricity to where it's needed, balancing supply and demand in real time.

We believe VPPs offer a sustainability trifecta of wins

Resilience

By tapping into excess capacity when the grid needs it most, we can help support grid reliability and reduce outage risk.

Avoided Emissions

Lowering demand peaks can help reduce the need for less efficient peaker plants from needing to operate. It can also shift energy use to times of day when more renewable energy sources are available.

Affordability

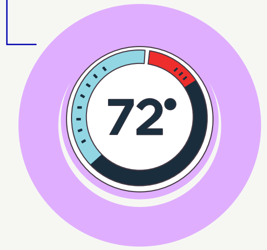
The cheapest kilowatt is the one that isn't used. VPPs not only put more money in homeowners' pockets; they reduce overall costs for everyone who uses the system.

HOW A VPP WORKS:

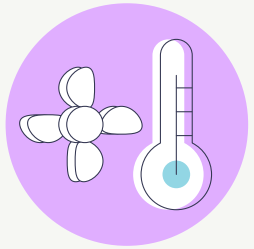
1 A customer enrolls in a smart home management program like the Vivint Smarter Home Bundle. (The VPP is the aggregate solution, and this term isn't typically customer-facing.)

2 Once customers are enrolled in the program, they receive notifications about upcoming demand response events, such as a heat wave.

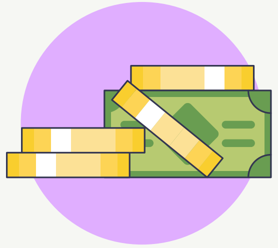
3 Advanced software shifts or reduces consumption in real time from homes' smart thermostats, EVs, appliances, and batteries. Adjustments are designed to be barely noticeable in an individual home but become significant at scale.



4 Customers stay in control. They can opt out at any time by manually adjusting their thermostats.



5 The savings speak for themselves. In a recent study of 50,000 customers using Smart Comfort, customers reduced their HVAC runtime by approximately 13%, saving an average of $300[1] per household per year.



NRG HAS AMBITIOUS PLANS TO SCALE THE VPP MODEL

By the end of 2035, we plan to have 1 GW of energy managed in a VPP in Texas. As of May 2026, we had 200 MW enrolled, putting us on track toward our goal. We are also targeting the enrollment of half a million VPP customers by 2030, and hope to expand the geographic scope of these efforts over time.

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[1] Savings claims require approved substantiation and disclaimers.

Load management solutions for businesses

In the same way that residential customers can save money, avoid emissions, and help strengthen the grid by participating in a VPP, commercial and industrial customers can reap benefits by curtailing their energy usage at times when their needs are lower.

This is important because industrial customers such as manufacturing facilities and data centers are major users of energy. The potential savings from curtailment are significant. Consider the findings of a recent study[1] that showed if data centers decreased the time they operate at maximum capacity by just **0.5% each year:**

They could make it possible for **98 GW of capacity** to be added to the grid, **representing more energy than all data centers** currently use globally.

In an age of rapid electrification and data center expansion, demand response programs aren't only a smart choice from a reliability, affordability, and sustainability standpoint. They are also the fastest way to make large loads available without overtaxing the grid because they use existing capacity.

Harnessing the power of demand

The earliest demand response programs were developed only for emergency use and available mainly to large industrial customers. NRG offers a private demand response program called Responsive Economic Dispatch (RED) that is tailored for each customer's unique energy needs, including those of smaller businesses. Through this program, commercial and industrial customers can reduce or shift their energy use during periods of peak demand. In turn, these customers are paid for their flexibility. For facilities like schools and hospitals that must carefully manage their budgets, RED is a way to free up money that can then be directed toward their core missions. For example, Dallas Independent School District has earned $1,204,229 since joining the program in 2020 — much of which has been reinvested in classroom education.

RED IN 2025

$4.8M+
total customer savings

7
RED events

2X
total savings year-over-year

> "Energy efficiency, energy savings, and lessening the carbon footprint are things everyone can agree on — as is reinvesting these savings in the quality education of our communities' kids."
>
> **Bryant Shaw, Manager, Sustainability Services, Dallas Independent School District**

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[1] https://nicholasinstitute.duke.edu/sites/default/files/publications/rethinking-load-growth.pdf

Taking demand response to the next level

NRG's recent acquisition of assets from LS Power included the purchase of CPower, a commercial and industrial VPP platform. CPower's demand response and energy flexibility programs have helped customers save $1.4 billion in energy costs since 2015. With this acquisition complete, NRG has even more participants in our demand response programs, which means we can adjust demand more quickly, more precisely, and at a larger scale.

AI and machine learning models are also enhancing our forecasting and predictive capabilities. With improved modeling and analytics, we are exploring market-responsive solutions that engage customers as active participants in energy use reduction, resulting in greater energy efficiency and system-wide cost savings.

Celebrating shared value

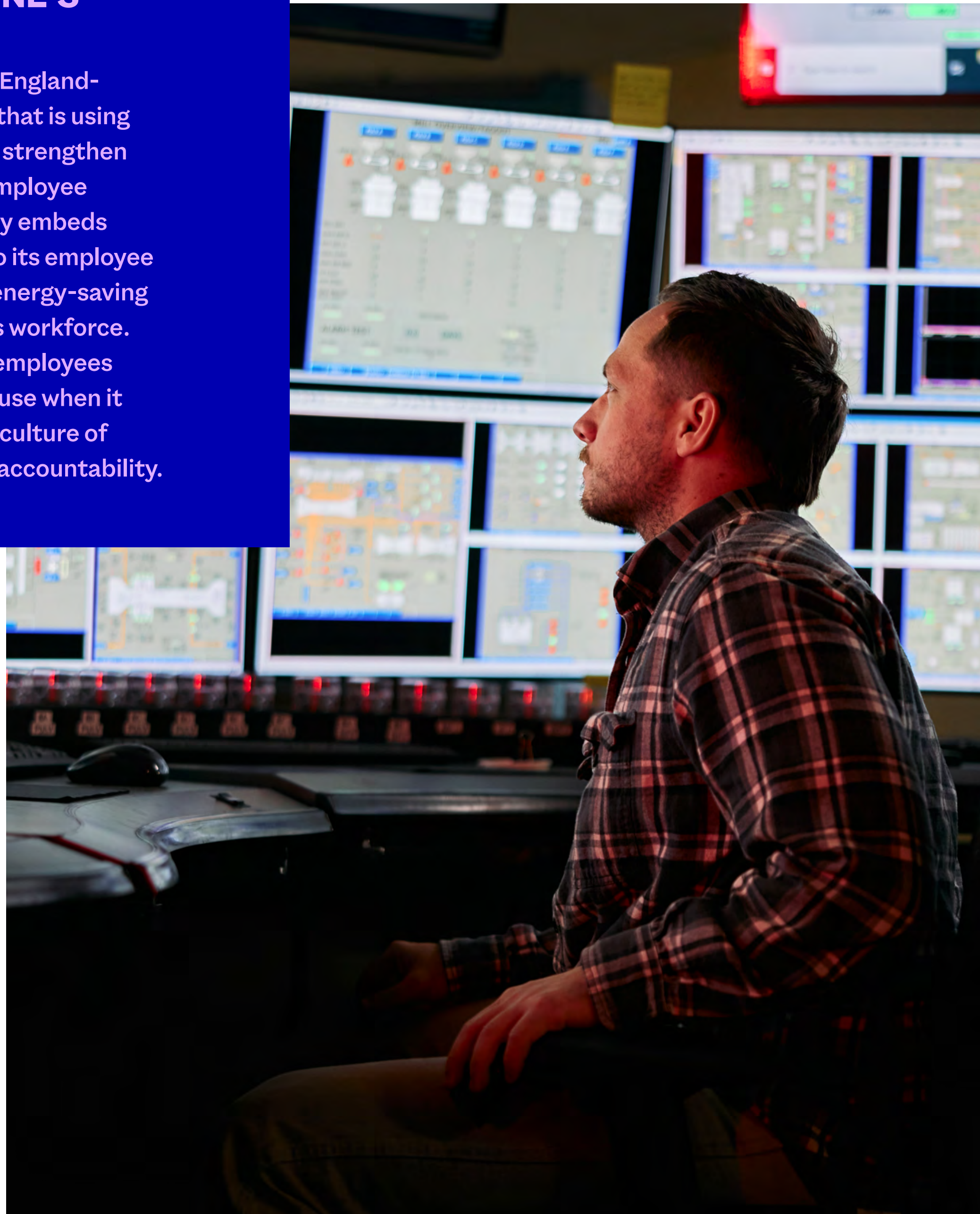
We see demand response programs as a win for participating customers, the grid overall, and NRG, and we're always happy to recognize businesses that help make it possible. Through the Demand Response Customer Recognition program, NRG honored 205 customers in 2025 across three categories:

- 100% Program Goals — Customers who met or exceeded 100% of their custom reduction goals in their first year of participation
- Outstanding Customer — Customers who go above and beyond in terms of daily load management and ongoing efficiency initiatives
- Longevity — Participants who have been engaged with curtailment and load management programs for 10, 15, and 20 years

Since 2008, we have recognized first-time demand response customers by planting 10 trees on their behalf through the NRG GreenRoots program. We partner with the Arbor Day Foundation to donate trees in areas that need them, with 36,810 trees planted to date.

MAKING ENERGY SAVINGS EVERYONE'S RESPONSIBILITY

CPower works with a New England-based chemical company that is using demand response to both strengthen grid reliability and drive employee engagement. The company embeds program performance into its employee bonus structure, sharing energy-saving incentives directly with its workforce. This approach motivates employees to actively reduce energy use when it matters most, fostering a culture of shared responsibility and accountability.



Sustainability A to Z

Beyond the energy and smart home topics that are central to our business, we manage and maintain programs on a wide range of social, environmental, and governance issues. We have organized important information on these topics alphabetically as a quick reference for readers.

Air Quality and Emissions

Air pollutants are one result of producing electricity from fossil fuels. As these can have impacts on human health, air quality and emissions are important concerns for our business.

To manage air emissions, NRG maintains a comprehensive Clean Air Act compliance program, including emissions controls. Regular monitoring of air emissions is an important part of our commitment to the environment. At our generation facilities, we monitor air emissions to ensure they remain within permitted legal limits. Our Environment-Over-Production policy reinforces this by empowering employees to stop or limit production to prevent permit exceedances or other environmental concerns.

While these programs supported reliable compliance monitoring throughout the year, a malfunction of a continuous emissions monitoring system at Limestone during 2025 required application of the U.S. Environmental Protection Agency's data substitution rules, which resulted in reporting more SO_2, NO_x, and mercury emissions than actually emitted. This led to an increase in reported air emissions compared to 2024.

AIR EMISSIONS

	2023	2024	2025	% change since 2014 baseline
SO_2 emissions (million kg)	32	28	51	-54%
NO_x emissions (million kg)	17	14	19	-34%
Mercury emissions (US tons)	0.04	0.04	0.05	-94%

1,000 kg = 1 metric ton

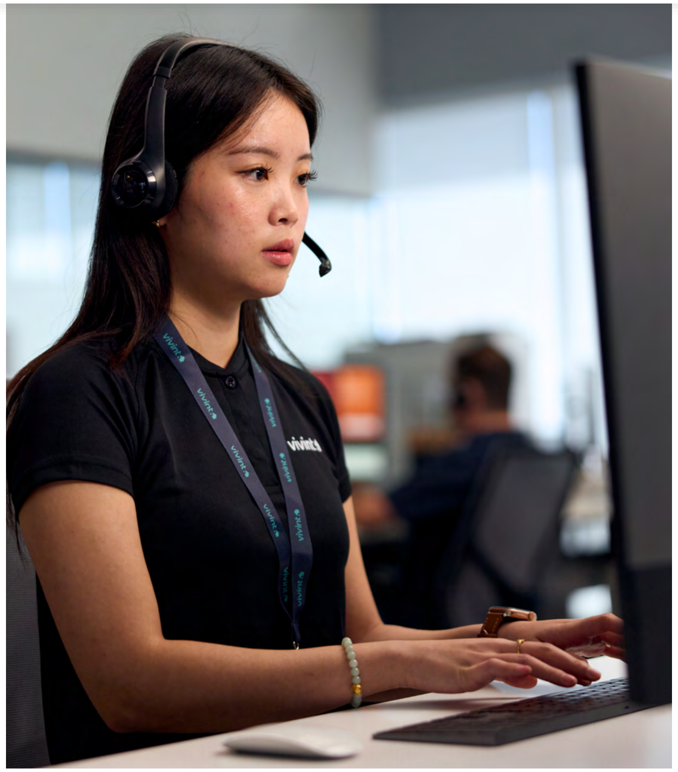
Despite this reported increase, we do not believe that our emissions performance has changed and expect values to return to historical levels in 2026. We have reported an overall decrease in these emissions since 2014.

Artificial Intelligence

AI, led by the expertise and knowledge of our employees, is helping us realize our vision of a smart energy future. Today, AI is driving exponential energy demand, which creates significant business opportunity for NRG. AI is also the enabling technology for many of the solutions we bring to market. For example, AI helps make virtual power plants (VPPs) a reality by using predictive analytics to aggregate potentially thousands of data assets to efficiently manage and shift electricity to where it's needed, balancing supply and demand in real time.

Internally, we use AI to work faster and smarter and support customers more effectively. Examples include:

- Assisting sales agents by gathering pricing information for brokers in a matter of minutes rather than hours



- Supporting customer care teams by quickly digesting large amounts of customer information, such as contract details and message history, to recommend the best solutions
- Helping users troubleshoot solutions for their smart home devices

Regardless of the application, we have one mandate for AI deployment — it must be people-centered, meaning we view the technology as a tool that supports employees. Indeed, when we consider the potential of AI, we believe its impact is driven more by our people and operating model than by the technology itself. That's why we're investing in training and education to help employees optimize AI use in their roles and functions. In 2025, NRG conducted a controlled pilot of Microsoft 365 Copilot with approximately 1,000 employees.

In 2026, Copilot was rolled out to office-based full-time employees alongside AI Foundations training.

Business teams engage NRG's AI Governance and Enablement function to ensure AI solutions are used responsibly, securely, and in alignment with enterprise standards. Established in mid-2024, this function is embedded within NRG's operations and governance model and aligns with enterprise risk management and Board-level oversight.

NRG's Chief Data and AI Officer leads AI strategy, data analytics, and technology, as well as the governance approach that enables AI solutions to scale safely across the organization. The AI Governance and Enablement function provides structured governance, risk-based guidance, and oversight mechanisms while supporting the NRG AI Program in advancing workforce AI literacy and fluency.

Our approach is aligned with the National Institute of Standards and Technology (NIST) AI Risk Management Framework and informed by emerging industry standards and best practices. AI Governance and Enablement, Privacy, and Cybersecurity functions operate under a shared, NIST-aligned accountability model that establishes clear ownership and reduces operational gaps.

For higher-risk initiatives, a cross-functional AI Risk Review Board draws on expertise from Legal, Privacy, Cybersecurity, and other functions to evaluate risks and mitigation strategies at appropriate points in the project life cycle, ensuring oversight is applied where needed without impeding responsible innovation.

Biodiversity and Land Use

NRG's operational footprint creates impacts across various communities, geographies, and ecosystems. With generation sites requiring significant land and water resources, biodiversity and land use considerations are important considerations.

Within this context, NRG manages biodiversity and land use through operational policy and oversight, as well as site-level practices. Our Environmental Policy Statement promotes stewardship and conservation of biodiversity at NRG facilities and in surrounding communities. Oversight of sustainability and environmental matters, including those affecting ecosystems, is provided by the NRG Board and its committees, with responsibilities distributed across committees based on topic.

To address biodiversity considerations at the site level, we require all sites, including newly acquired facilities, to have biodiversity plans and maintain compliance with all environmental requirements.

Beyond seeking to minimize our impacts, we support and protect biological diversity through site-specific econrg^{SM} projects including biodiversity, climate change, and recycling. Annually, each plant chooses, designs, and implements at least one econrg^{SM} project, with completion contributing to the plant's Environmental Key Performance Indicator (EKPI) score. In 2025, site-led projects included a coastal cleanup organized by employees at our Marsh Landing site and planting of local trees at our Panhandle location. Our Cedar Bayou site conducted two econrg^{SM} projects and completed demolition of one unit of the facility and construction of another, all while maintaining a perfect EKPI score. For these efforts, the site earned the 2025 NRG Environmental Plant of the Year Award.

We also work to integrate ecosystem protection into the design of our facilities, mitigating the impacts of our operations on aquatic ecosystems through water systems at several locations including cooling towers and Zero Liquid Discharge (ZLD) systems. ZLD is a wastewater treatment approach that recovers and reuses nearly all process water, leaving no liquid effluent and converting remaining contaminants into solid waste. We prioritize water reuse by recirculating water and using non-potable water sources where feasible.

LEARN MORE
Environmental Policy Statement

Climate Goals and Strategy

Our stakeholders are increasingly interested in how we are addressing climate change. Many of our customers have now set their own climate targets, and evolving federal, state, and regional regulations affect both NRG and our customers. As a provider of both fossil-fuel-generated and renewable energy as well as an innovator in areas such as demand response, NRG sits at the intersection of multiple climate- and energy-related trends. A clear climate strategy, anchored by near-term and long-term emissions goals, gives us a framework for navigating a fast-changing market and creates transparency about our path forward.

Climate goals

As of December 31, 2025, NRG had two emissions reduction goals, both set against a 2014 base year:

- 50% reduction in greenhouse gas (GHG) emissions by 2025
- Net-zero emissions by 2050

These goals encompass directly controlled emissions (Scope 1), emissions from purchased electricity for NRG's consumption (Scope 2), and emissions from employee business travel (Scope 3, Category 6). To ensure consistency and relevance, our 2014 base year GHG emissions are reviewed annually and recalculated as warranted to reflect any changes to our generation asset portfolio. Such recalculations are made according to The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, 2004.

In 2023 and 2024, NRG exceeded our goal of reducing our direct carbon emissions by 50%. This decrease was largely attributable to reductions in fleet-wide annual net generation and an overall market-driven shift from coal to natural gas as a primary fuel for power generation. By 2025, due to increased demand for energy and volatility in power markets, we ended the year with a cumulative 47% reduction in emissions compared to 2014, lowering our emissions from 57 million metric tons of CO_2e to 30 million metric tons of CO_2e. Despite coming up just short of our corporate target, we did satisfy the terms of both our sustainability-linked bond (SLB): one issued in 2020, which was noteworthy for being the first SLB in North America and the first issued by any energy company outside of Europe; and another in 2021.

NRG remains committed to our long-term target of net-zero emissions by 2050. By focusing on carbon intensity, we can continue to grow our business while decarbonizing each unit of electricity we sell.

Climate strategy

Our strategy for meeting our emissions reduction targets and addressing climate change is multi-pronged, involving direct emissions reductions, operational efficiency, emerging low-carbon technologies, and internal practices that affect how decisions are made.

Ongoing tactics include diversification into low-emissions businesses, which includes providing our customers with renewable electricity and options to reduce the carbon footprint associated with their natural gas consumption. We have partnered with renewable energy developers to bring new renewables to the grid through medium and long-term power purchase agreements (PPAs). As of the end of 2025, NRG customers had signed agreements totaling 1.9 gigawatts (GW) of renewable power capacity through PPAs.

Natural gas remains a key component of our diversified portfolio, both as a source of electricity generation and a fuel we purchase and sell directly to customers. We expect that natural gas will become less carbon-intensive over time through advancements in renewable natural gas and certified natural gas. Other technologies and possible market shifts that may affect our emissions include coal to gas conversion, carbon capture, plant upgrades and operational efficiencies, the use of certified natural gas in generation, and additional renewable PPAs and battery tolling. In fact, NRG contracted 1.3 GW of battery storage capacity in the ERCOT region in 2025. We expect 1 GW of this capacity to be online by the end of 2026. As we explore the potential of these innovations, we also help customers reduce the current carbon impact of their energy consumption with products like high-quality carbon offsets.

NRG invests in the development of low-carbon products and services through its Corporate Venture Capital fund. The fund's 2025 activities included investment in Aalo Atomics, a developer of small modular nuclear reactors, and Relectrify, a provider of advanced battery energy storage systems. These investments marked an important step in aligning venture activity with NRG's climate transition strategy.

NRG's smart home sales team is up to 5,000 employees during peak times of year. These employees use company-owned vehicles to travel to current and prospective customers' homes to discuss the benefits of our smart home solutions. As a member of Climate Group EV100, a global network of corporate leaders driving transition to zero-emission road transport, NRG is working to electrify our fleet and make 100% of all new vehicle purchases electric by 2030. In 2025, we made progress toward this goal by developing an electricity reimbursement program to support home charging for team members, with broader rollout subject to ongoing implementation considerations.

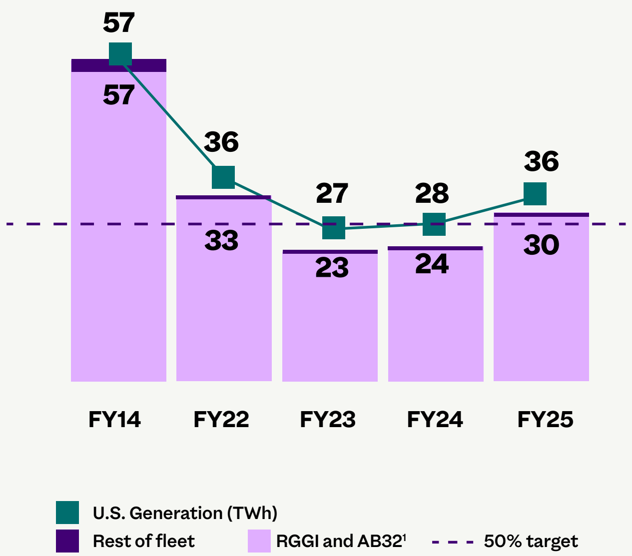
We have completed our foundational work on climate transition planning over the past two years, and throughout 2026 we will continue to build on that groundwork. Efforts in progress include updating our decarbonization model, conducting physical risk assessments, and embedding emissions metrics into internal business measurement and customer reporting.

Key metrics

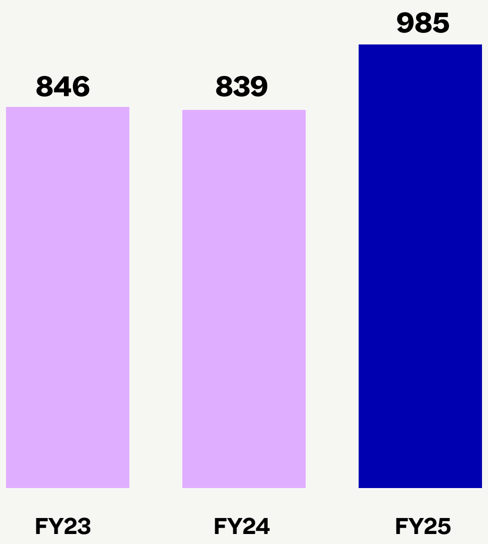
We have historically reported both revenue and generation carbon intensity metrics. Revenue carbon intensity shows our emissions relative to the company's consolidated operating revenue, while generation carbon intensity illustrates emissions relative to each megawatt hour of energy generated to meet customer needs. In the years to come, we expect carbon intensity to continue to decline as we expand natural gas generation to meet growing electricity demand.

LEARN MORE
NRG Climate Change Principles

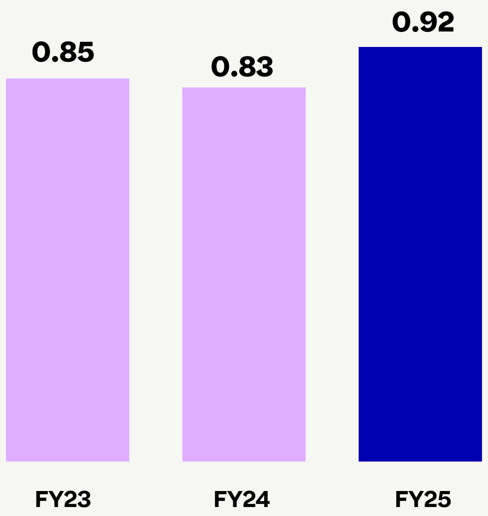
U.S. GHG EMISSIONS
($MMtCO_2e$)



REVENUE CARBON INTENSITY
($MMtCO_2e$/$M revenue)



GENERATION CARBON INTENSITY
($MMtCO_2e$/MWh of energy generated)



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1. The Regional Greenhouse Gas Initiative (RGGI) and California's Cap-and-Invest Program, originally established under California Assembly Bill 32 (AB 32), are market based programs that require covered entities to hold emissions allowances for regulated greenhouse gas emissions.

Climate-Related Risk and Resilience

Climate change poses physical risks, including extreme weather events and extreme heat that may damage generation equipment, reduce efficiency, impact worker safety, and disrupt energy delivery. We also face transition risks stemming from evolving climate policy, carbon regulations, market shifts, and changing customer preferences, which could affect demand for certain generation assets. However, the shift to a lower-carbon economy also presents opportunities for our business. Increasing electrification and customer demand for clean energy may create new opportunities for NRG to enter emerging markets, further invest in grid flexibility, and secure additional clean energy contracts.

In 2025, NRG completed a structured climate scenario analysis to identify and assess physical climate risks. This work evaluated how acute and chronic climate hazards, including extreme heat, extreme cold, flooding, drought, wildfires, and severe storms, could affect the company's generation assets across multiple time horizons and climate scenarios. We selected five sites for physical climate analysis, chosen based on factors including generation capacity, ownership history, geographic location (with a focus on the Northeast and Gulf regions), and energy production levels. These case studies provided deeper insight into location-specific hazards, asset vulnerabilities, and potential operational impacts under both lower carbon and higher carbon climate scenarios. More information about our finding is available in our 2025 Task Force on Climate-related Financial Disclosures (TCFD) Report.

We regularly weatherize our assets to minimize operational disruptions. As a result of these upgrades, there were zero freeze-related outages. We also communicate regularly with residential customers about how to weatherproof their homes and prepare for extreme weather.

Climate risk governance

NRG takes an integrated approach to oversight of environmental and sustainability issues, including climate change. The NRG Board has ultimate responsibility for climate risks and opportunities and their integration into the company's long-term strategy. The Board addresses sustainability matters as needed throughout the year, and at least once per year, sustainability is formally included as an agenda item at a full Board meeting. Certain responsibilities are delegated to specific Board committees for more in-depth review and analysis.

Management accountability for climate and sustainability begins with the CEO, who reviews strategies, goals, and metrics and submits them for approval to the Governance & Nominating Committee and the full Board. The Chief Sustainability Officer and the sustainability team lead strategy development, implementation, and reporting. This team develops NRG's climate-related policy positions, coordinates policy and commercial initiatives, engages stakeholders, and advises on decarbonization pathways and low-carbon business and residential energy solutions.

NRG monitors climate change-related developments that could impact our business and regularly engages with a diverse set of stakeholders on these issues. Such engagement helps the company identify and pursue potential opportunities both to decarbonize its business and better serve its customers. NRG is committed to providing transparent disclosures of its climate risks and opportunities. Since 2021, we have shared how climate-related risks and opportunities are identified, managed, and integrated into the company's governance, strategy, risk management, and performance metrics through our TCFD report.

LEARN MORE
2025 TCFD Response

Community Relations

Reliable, affordable electricity is a fundamental community need, and our ability to deliver it depends on strong relationships with the communities we serve. Our approach to community relations is grounded in regular engagement, community consultation and support for the most vulnerable.

Stakeholder identification

NRG's community stakeholder identification process is based on geographic proximity to NRG facilities, legislative and regulatory engagements, and affected parties who are interested in NRG's environmental impacts. This process identifies community stakeholders, as well as silent stakeholders, like local ecosystems.

Community consultation

For new projects, we meet with subject-matter experts and community leaders to evaluate challenges before a project begins. For ongoing operations, we maintain regular engagement with community members through site outreach, community partnerships, and NRG's philanthropic work, which invests in making communities more resilient and sustainable.

NRG is committed to constructive engagement in the legislative and regulatory process. This includes participating in public hearings, community meetings, and regulatory comment periods required for permitting new projects or modifying existing ones. This proactive process is intended to surface community concerns early in the project life cycle, particularly for major project decisions, and prevent grievances before they arise.

STAKEHOLDER REPORTING MECHANISMS

NRG offers multiple confidential channels for raising concerns or reporting misconduct:

- NRG Ethics Alertline: A 24/7 online resource for reporting concerns across safety, workplace, environmental, operational, and other matters.
- Helpline: Stakeholders can call 888-263-0463 to report concerns or potential policy violations.
- Ethics Mailbox: Direct electronic correspondence can be sent to ethics@nrg.com.

NRG maintains structured community development programs through its philanthropic work, with outcomes tracked and reported as part of our broader sustainability reporting. For more information on our community development programs and approach, see Philanthropy.

Support for vulnerable customers

NRG's approach to supporting vulnerable customers is built into our Customer Protection Rules, specialized enrollment categories, and financial assistance programs. We maintain consistent standards with some variation based on state-specific regulations.

NRG provides protections for people whose health depends on continuous electricity service, including those with critical care needs, medically indigent customers, and those reliant on specific medical equipment. In the event of a planned outage, special notification procedures are followed to ensure the safety of these individuals.

NRG also supports customers experiencing financial hardship through deferred payment plans, deposit waivers, and low-income alternatives, among other programs. Our Fair Lending Procedure and Customer Financing Policy help ensure vulnerable populations are treated equitably, prohibiting discrimination across a range of categories, including receipt of public assistance. Many NRG brands also offer specialized billing protections and bill-pay reminders for seniors to help prevent accidental service interruptions.

Customer safety communication

Residential customers rely on us for an essential service, and in certain markets, they rely on NRG to communicate safety information, emergency alerts, and outage status. Where applicable, we coordinate with local utilities to provide actionable information in a timely way. Each NRG residential brand offers specialized tools for customer safety communication, including text alerts, notifications via mobile apps, group texting programs, and direct links to utility outage maps. During large-scale events, such as hurricanes or winter storms, we communicate via brand websites, social media channels, and local radio or television stations. To enhance community preparedness, NRG provides guides on its websites for developing family emergency communication plans and assembling emergency kits.

In deregulated markets, like ERCOT and PJM, where responsibility for infrastructure safety and power restoration lies with the transmission and distribution service provider (TDSP) or local utility, we encourage customers to contact their TDSP or utility for updates.

Corporate Governance

Strong corporate governance, oversight, and risk management promote the long-term interests of our stakeholders, strengthen Board and management accountability, and help build public trust in NRG.

Our Board of Directors is committed to maintaining the highest levels of integrity company-wide. Together with management, the Board establishes our operating values and Code of Conduct and sets strategic direction and priorities. The Board has adopted Corporate Governance Guidelines that, together with the Amended and Restated Certificate of Incorporation, Bylaws, and Charters of the Board Committees, constitute our governance framework.

As of March 18, 2026 (the filing date of our 2026 proxy statement), the NRG Board was composed of 11 directors, all of whom were independent except for our CEO. There are four standing Board committees: Audit, Compensation, Governance and Nominating (G&N), and Finance and Risk Management. When identifying director candidates to join our Board, the G&N Committee considers a broad range of backgrounds, perspectives, skills, and experience. The G&N Committee believes that maintaining a diversity of viewpoints and expertise allows the Board to hear various perspectives from its members, leading to enhanced decision-making, risk oversight, and performance.

In April 2026, NRG underwent several leadership changes, including welcoming Robert Gaudette as our new CEO. Going forward, the CEO and Chair of the Board will be separate roles filled by two different individuals.

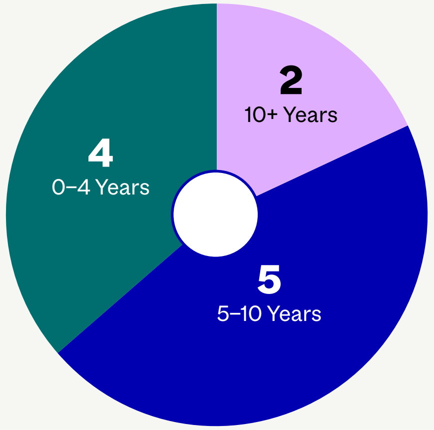
Board composition

(as of 2026 Proxy filing on March 18, 2026)

TENURE

Total Directors
11

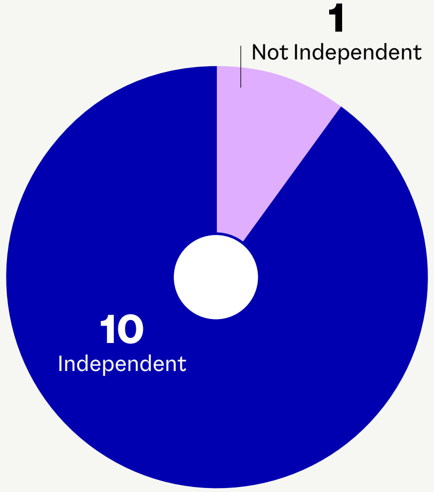
Median Tenure
6 years



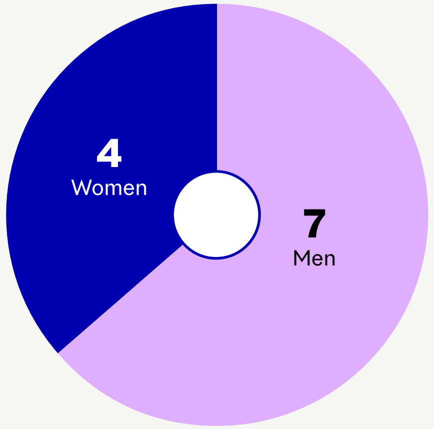
INDEPENDENCE

Independent (All Except CEO)
91%

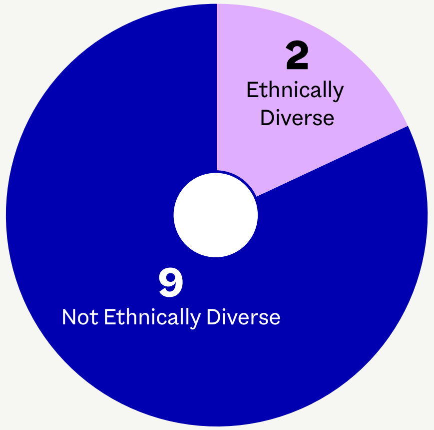
Meet Heightened Committee Independence Standards
91%



GENDER COMPOSITION



ETHNIC COMPOSITION



Sustainability governance

NRG takes an integrated approach to oversight of sustainability issues. The Board has ultimate responsibility for climate risk oversight as a component of the company's business strategy. Each Board Committee conducts more in-depth reviews of specific sustainability issues, with the G&N Committee formally responsible for sustainability policies and programs.

Responsibility for our overall approach sits with our CEO, who is tasked with reviewing all sustainability-related strategies, goals, and metrics, which are then finalized and approved by the Board before implementation. Both the Board and senior management view sustainability as a business imperative and frequently champion sustainability initiatives. As an example, the recommendation for our new headquarters building to be Leadership in Energy and Environmental Design (LEED)-certified began with the Board and CEO.

Our Chief Sustainability Officer leads sustainability strategy development, implementation, and reporting, supported by a dedicated corporate sustainability team. This team is responsible for developing our climate-related policy positions, coordinating between policy and commercial initiatives, engaging with stakeholders, and advising on decarbonization pathways and low-carbon energy solutions.

LEARN MORE
Corporate Governance Guidelines
Committee Composition
Committee Charters
2026 Proxy

		Oversight responsibilities	Selected topics addressed at least annually
Board		Overall oversight of sustainability risks and opportunities, and integration of sustainability risks and opportunities into the company's long-term strategy + Annual sustainability update and review of sustainability reporting + Certain responsibilities delegated to Board committees for more in-depth review and analysis	+ Climate strategy, goals, and progress + Diversity and inclusion + Safety and well-being + Cybersecurity and data analytics + Community relations and philanthropy
Committees	**AUDIT**	+ Oversight of sustainability disclosure and processes and controls to ensure disclosures are accurate, consistent, and comparable	+ Quarterly review of disclosure in Form 10-K/Qs and earnings releases + Ethics and compliance
	COMPENSATION	+ Oversight of accountability for sustainability goals and the talent and management succession to execute the sustainability strategy	+ Review of executive compensation program and succession planning for senior management + Incorporating sustainability into compensation
	GOVERNANCE AND NOMINATING	+ Oversight of sustainability engagement, Board composition, and ongoing Board education on sustainability matters + Oversight of corporate sustainability issues	+ Annual sustainability update + Annual review of political spending + Ongoing Board refreshment and director onboarding and training program
	FINANCE AND RISK MANAGEMENT	+ Oversight of risk assessment of material sustainability risks such as climate change	+ Review of new and emerging risks

Cybersecurity and Data Privacy

Technology systems are the backbone of our smart energy company. Robust cybersecurity and data privacy policies and processes are mission-critical for mitigating cyber and privacy risks and protecting systems that keep the lights on for our customers and enable business resilience for our company.

The Board's Finance and Risk Management Committee provides oversight of cybersecurity and data privacy practices, risks, and programs. The Chief Information Security Officer (CISO) is the senior manager responsible for these functions, and updates the Board at least twice per year.

The CISO leads our Cybersecurity Integration Center, which implements and administers NRG's cybersecurity program. This includes incident response, 24/7 monitoring, and collaboration with other departments to enforce technical controls. In the event of an incident, our Director of Threat Detection and Response serves as the cybersecurity incident commander. Similarly, our privacy team, led by a Vice President of Data Privacy, oversees privacy law compliance, risk assessments, privacy training, and management of data subject rights requests.

We maintain robust internal security controls based on the NIST Cybersecurity Framework. Other standards we use include NERC-CIP, Payment Card Industry Data Security Standard, and IoT Security Assurance Framework.

All employees must complete annual technology and cybersecurity training that focuses on anti-phishing, malware prevention, and how to recognize and prevent cybercrime. In addition, our Code of Conduct and Acceptable Use Policy outline how to avoid and mitigate cyberattacks as well as the use of AI and emerging technologies.

Advancements in AI technology are leading to new business opportunities, but also new cybersecurity risks. We are investing in tools and capabilities that help us detect these risks, as well as implementing appropriate guardrails around the use of AI to mitigate potential attacks. During 2025, there were no material cybersecurity incidents or privacy breaches. NRG is not currently aware of any risks from cybersecurity threats that have materially affected the company.

LEARN MORE
NRG Code of Conduct
Privacy Policy
US Employee and Contractor Privacy Policy
SEC Form 10-K

Emissions

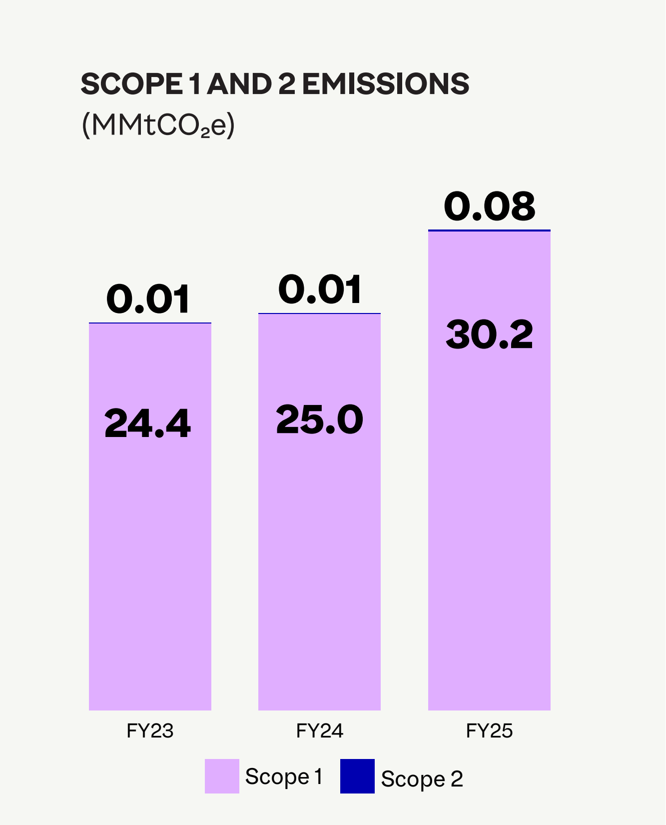
Greenhouse gas (GHG) emissions arise from NRG's direct operations, as well as from a variety of activities both upstream and downstream of our company.

Measuring and managing these emissions is essential to achieving our emissions goals, including our goal of reaching net-zero emissions by 2050.

As an energy company, GHG emissions are also inherently tied to business output. Given our ongoing transition away from coal-fired generation assets and toward natural gas, we are working to gradually decrease emissions intensity even as our business grows. Looking ahead, we plan to report more detailed intensity-based metrics that reflect this transition.

Scope 1 and 2

Our Scope 1 emissions include direct GHG emissions associated with fuel combustion in boilers, turbines, and engines used to produce electric power.[1] While our overall Scope 1 emissions will increase, given recent acquisitions, we expect emissions intensity to decrease as natural gas begins to comprise a greater share of our portfolio compared to coal. Scope 2 emissions cover the energy that NRG purchases to power our facilities, including our generation assets and offices. We manage Scope 2 emissions with energy efficiency measures including efficient HVAC systems, lighting, and smart building management systems. The NRG headquarters building in Houston incorporates many of these features, reducing energy use by 13.5% compared to a standard building. Based on energy-saving design choices as well as investments in water efficiency, indoor environmental quality, and walkability, the site recently earned LEED Gold certification.


SCOPE 1 AND 2 EMISSIONS
(MMtCO$_2$e)

11,872
MMtCO$_2$e
emissions from employee business travel which were later offset

Scope 3

Scope 3 emissions capture upstream and downstream activities across our value chain. Our most significant sources include emissions from the extraction and production of purchased fuels, transportation of these fuels to our generation facilities, emissions associated with electricity purchased for resale, and the downstream use of sold product such as natural gas. We measure and report Scope 3 business travel emissions annually and purchased offsets for our business travel emissions in 2025. NRG also helps reduce employee commuting-related emissions by offering a commuter stipend to incentivize use of public transportation. We continue to mature our Scope 3 measurement approach and anticipate publishing a Scope 3 assured report in 2027 to comply with regulations.

Many of our business customers have set their own emissions reduction targets and are increasingly interested in the fuel sources behind the energy they purchase. To address downstream use of the products we sell, NRG offers a range of practical solutions to support customers' carbon reduction goals and align with their sustainability strategies, including renewable energy procurement options, renewable natural gas, carbon offsets, and sustainability advisory services.

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1. When calculating our emissions, we do not include those associated with combustion of fossil fuels used for other activities or equipment, such as auxiliary boilers, starter engines, and company fleet vehicles. We also exclude emissions from fugitive sources such as hydrofluorocarbon (HFC) releases from use of refrigeration and/or air conditioning equipment, sulfur hexafluoride (SF$_6$) from electrical equipment, and methane releases from natural gas transport. None of these are considered material sources of emissions for NRG.

Employee Attraction and Retention

Keeping employees engaged with our goals and with up-to-date skills allows us to remain an industry leader and employer of choice. As we grow through acquisitions, we are being intentional about how we communicate with current and prospective employees, sharing clear and unified messaging about the benefits of being part of the NRG team.

During 2025, we worked to develop a new employee value proposition (EVP), a simple encapsulation of the unique offerings we provide and commitments we make to employees in exchange for their skills, capabilities, and experience. We gathered insights through deep-dive sessions with functional teams across Talent & Culture, interactive group interviews, employee surveys, and marketplace analysis. The result is an EVP that captures the optimism, momentum, and possibility that define careers at NRG. Our new “Brighter Here” framework shifts the narrative from who NRG is to what is possible for those who choose to lead the future of energy with us.

As we acquire and integrate new companies into NRG, we are also communicating thoughtfully about how these changes are reflected in our culture. Over the past year, we have worked to create and strengthen a “1NRG” culture, consolidating messages and programming from across our brands so that people feel part of a unified company, no matter whether they work in a power plant, a corporate office, a field sales team, or a trading floor.

Through a new set of corporate values, NRG is unifying and growing our team through shared beliefs and behaviors.

With our refreshed EVP and values as a foundation, NRG’s Talent Acquisition team finds new ways to help NRG stand out in an increasingly competitive job market and identify, assess, and hire talent.

The team oversees our intern program, graduate rotation program, and internal mobility programs designed to cultivate opportunities for career progression. Our internship program, a 10-week experience designed to expose interns to the full breadth of the employee experience, was recently recognized by Vault for being the #1 ranked internship program in the Energy & Renewables category.

NRG also partners with organizations such as SkillBridge on veteran recruitment through the Patrol to Power program. Patrol to Power is a specialized internship program designed to help former military personnel transition into civilian careers by applying their technical and operational experience in an energy industry setting. In 2025, five veterans began the program, four of whom have converted to full-time roles at NRG.

NRG’s internship program was ranked

No. 1

in the Energy & Renewables category in Vault’s 2026 Internship Rankings

Employee Benefits and Wellness

If an employee is well in their home and personal life, then they will do well at work. We bring this philosophy to life through investments in employees’ and their families’ physical, emotional, and financial health. The result is what we believe to be an industry-leading benefits program, which we were pleased to extend to Vivint employees in 2025.

We regularly benchmark our total rewards program against energy peers and, where appropriate, the entire market. The Compensation Committee of NRG’s Board of Directors actively reviews this program, benchmarks, and other assessments.

The physical health dimension of our benefits includes health care, fitness, nutrition, and more. Our programs are focused on helping employees maintain a healthy lifestyle, and take advantage of preventive care opportunities, and on providing assistance when challenges arise. For example, our partnership with EHE Health provides annual physicals for employees who may not have a primary care doctor and personalizes annual physicals to individual needs and risks. Benefits like these can be life-changing and support early detection of potential health risks before they escalate. Recently, an employee’s blood work revealed elevated levels of a protein associated with prostate cancer. The individual was quickly referred to the appropriate specialists who confirmed a cancer diagnosis, allowing him to be treated early and resume a healthy life.

Since 2020, NRG has offered fertility support for employees through Progyny. Nearly 60 babies have been born with help from this benefit. In 2025, we extended Progyny coverage to Vivint employees and expanded the program to include pregnancy, postpartum, and menopause support. Other physical health programs include telehealth visits, second medical opinions, dental care, vision care, supplemental care, tobacco cessation support, weight management, and fitness memberships.

Benefits geared to emotional health include programs to address personal resilience, stress management, and mental health. We are particularly proud of our Mental Health First Aiders initiative that trains volunteer employees to identify, understand, and respond to signs of mental health and substance use challenges. More than 150 members strong, this team helps ensure that employees seeking mental health support need look only as far as a coworker. We also continue to offer Spring Health, an Employee Assistance Program that offers a personalized mental health experience that matches employees with the right therapist, medication manager, or coach. Similarly, Optum Family Support Navigator helps employees who are caregivers of someone with special needs find online resources and care options that fit their unique circumstances. Our emotional health package also includes several resources to address substance abuse and addiction and crisis response.

Physical and emotional wellness are often influenced by an individual's level of financial security. That's why NRG makes financial health the third dimension of our holistic approach. We offer a broad range of resources in this area, starting with a company-matched 401(k) Plan as well as tax-advantaged savings accounts, life insurance, and disability benefits. A banking program, identity theft protection, legal support, and auto, home, and pet insurance are among the other financial health offerings available to NRG employees.

Employee Development

We believe that ongoing learning enhances both individuals' careers and fuels our organization's growth. That's why we offer a suite of programs and resources to power every employee's learning journey. From classroom instruction to self-guided skill-building, NRG provides our people with tools to excel today and prepare for tomorrow. With the size, scope, and multi-faceted nature of our business, career paths at NRG are virtually unlimited.

Responding to employee feedback

NRG conducts regular pulse check surveys and an annual employee engagement survey. These surveys have revealed a desire for more development opportunities and greater consistency across the enterprise.

We made several enhancements to our development programs in response to these findings, including mapping all programs to personal goals, company goals, and a new leadership competency model. Leadership competencies outline the key behaviors and skills expected at every level of leadership, starting with how we lead ourselves.

Whether an employee is just beginning their career or preparing for executive leadership, competencies can help them understand what strong performance looks like, set meaningful development goals, prepare for future roles and responsibilities, and navigate feedback and career conversations with clarity. This framework is a new compass for growth at NRG — guiding how we build capability, develop talent, and shape the future of our business.

Other recent enhancements include formalizing processes for mid-year and end-of-year performance check-ins. In the past, the structure of these conversations was up to the discretion of each manager. Now, mid-year check-ins focus on development, while year-end reviews focus on performance, giving team members a clear sense of what to expect from these meetings and how to prepare. Members of the NRG HR team are also now certified in participating in 360-degree feedback sessions for leaders. This process provides insights from peers, direct reports, and other stakeholders, enabling leaders to identify strengths and areas for growth.

Development opportunities for all employees

Effective development happens through a balance of hands-on experience, learning from others, and formal training. NRG works to make the formal learning we offer as purposeful as possible.

Opportunities for employees at all levels include LinkedIn Learning, introduced across NRG in 2025, which provides access to thousands of courses designed to help people develop targeted skills across a wide range of topics. We also created the career development launch pad, an interactive experience designed to help employees explore available resources to support their growth.

Peak Performer is a new course designed for individual contributors with demonstrated ambition and potential to grow in scope. Participants learn key strategies to drive results, collaborate effectively, strengthen self-awareness, increase adaptability, influence others, and develop their career goals.

TRAINING AND DEVELOPMENT

1,800+
learners participated in development programs in 2025

18,000
hours of learning delivered

$262K+
invested in learning and development

1%
attrition among employees who participate in learning and development programs (vs. 13% attrition rate overall)

EMPLOYEE ENGAGEMENT

85%
of eligible employees participated in the 2025 employee engagement survey, an 8% change from 2024

4.13
out of a possible 5 Belonging Index score in the 2025 employee engagement survey, +0.06 from 2024

As AI becomes increasingly integral to our work, we are working to increase AI literacy across the organization. We now offer training on AI fundamentals, and plan to enhance this training throughout 2026 with additional content specific to various roles and functions.

Employees are also encouraged to create Individual Development Plans (IDPs), a tool for reflecting on one's career journey and creating a personalized roadmap. Employees can use an IDP to identify critical on-the-job experiences, connect with others, and explore formal training opportunities to build new skills. We also offer a skill-based coaching program through Spring Health that offers eight focused sessions tailored to help people develop leadership skills aligned with our organizational values and competencies.

Programs for leaders

NRG elevates leaders who are approachable and invested in growth. They coach, remove barriers, open doors, and listen — empowering employees to pursue their ambitions.

Additional programs geared toward leaders include Peak Leadership, a foundational course for new or existing managers to learn strategies to build trust and drive team success. Plant managers shared that they felt less isolated and embraced a more people-centered leadership approach after participating in the program. We expanded this program from a frontline offering to the entire company in 2025, with the intent of onboarding first-level leaders into their leadership roles in select business units. Another offering in the pipeline is 1NRG — Leading the Way, a program for senior managers and directors to lead with the organization's new values and competencies.

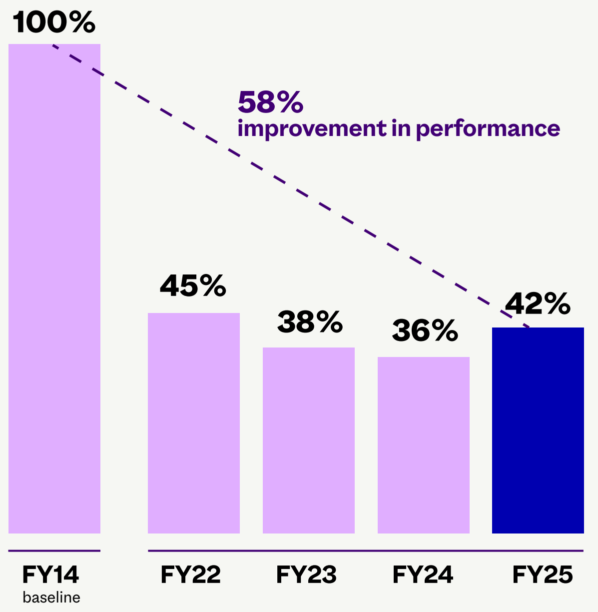
NRG continued its annual Emerging Executive Leaders Program to strengthen the identified pipeline of future executives and create a cohort of high-potential candidates to work on active company challenges or opportunities.

Environmental Compliance

Power generation is subject to various federal, state, and local laws. As such, NRG operates within a dynamic regulatory environment. Across its operations, NRG meets and exceeds prudent industry practices that are designed for the safe, reliable and economic generation of electricity in compliance with all local, state, and federal requirements. We uphold high standards supported by comprehensive training, disciplined use of procedures and checklists, and a commitment to continuous improvement.

NRG supports environmental compliance through our governance practices, operational activities, and supply chain standards. Our Environmental Policy statement, which outlines our commitment to complying with environmental laws and requires employees to report environmental concerns, guides this work. Similarly, the Supplier Code of Conduct requires suppliers to meet or exceed applicable environmental laws.

91%
of our fleet met or exceeded EKPI performance targets in 2025



ENVIRONMENTAL PERFORMANCE METRIC
(% of base year – lower is better)

Base year totals have been recalculated to reflect the composition of the NRG generation fleet. In some cases, that has resulted in differences from percentages previously reported. Does not include impact from 738 MW of assets acquired from Rockland in May 2025.

NOTICES OF VIOLATION (NOVS) AND SPILLS IN 2025

3
NOVs resulting in a total of $900 in fines

3
reportable oil spills

1
unauthorized discharge of process water

0
reportable chemical spills

NRG operates under federal environmental regulations, such as the Clean Air Act and Clean Water Act, as well as state and local environmental obligations. As a function of these requirements, NRG discloses specific compliance outcomes through environmental incident data and regulatory disclosures. We carefully measure and track compliance with environmental requirements and NRG standards using Environmental Key Performance Indicators (EKPIs), which count environmental incidents such as reportable spills, permit deviations, and receipt of Notices of Violation (NOVs). Fewer incidents result in a lower score. The chart above shows the company's annual EKPI score as a percentage of base year 2014, which is indexed to 100%. We report EKPIs to our management monthly, and our Board also receives regular reports. EKPIs also factor into our executive officers' annual performance-based compensation awards.

LEARN MORE
Environmental Policy Statement
Supplier Code of Conduct

Environmental Management Systems

With generation facilities across multiple states, each with varying requirements and operational profiles, NRG strives to operate with consistent environmental management infrastructure. NRG's environmental management framework is grounded in our Environmental Policy Statement, which requires that we meet or exceed applicable environmental laws and instills responsibility for doing so in NRG employees. Our Environmental Manual describes the details that allow NRG and our subsidiaries to operate in a manner consistent with our Environmental Policy Statement, covering how we plan for, implement, measure, and continuously improve all areas of environmental management. This commitment is further reinforced through our employee Code of Conduct expectations, which outline how employees must respond to environmental concerns, and through our Environment-Over-Production policy, which empowers employees to take necessary actions to comply with environmental requirements, even if those actions reduce production. We track usage of our Environment-Over-Production policy as well as "good catches," allowing teams across our fleet to apply lessons learned from other sites.

In the case of an environmental emergency, NRG follows a tiered response system designed to scale based on the severity of the incident. Local teams at plants and offices are responsible for immediate environmental containment and reporting, with support from regional teams for larger incidents.

Each facility maintains their own Environmental Emergency Preparedness and Response Plan, which is reviewed each calendar year. Plans are updated when there are changes to a facility's operations, contact information, and/or the quantity of industrial chemicals stored onsite.

Monitoring and measuring performance

NRG's environmental management program, including the Environmental Management Information System, ongoing monitoring and inspections, routine site-specific environmental audits, and annual environmental risk reviews, help us to identify potential environmental hazards. NRG consistently monitors to ensure compliance with all requirements. We track performance through the EKPI process while striving for continual improvement. If an environmental incident (exceedance, spill, or waste issue) occurs, it is recorded in our Incident Management System within 24 hours. We also conduct operational reviews to address the root causes of all environmental events, regardless of whether they are reportable, so that lessons learned can be applied across the enterprise.

NRG uses Intelex™, an environmental management information system, to track environmental tasks and requirements, assign responsibility, and report on performance. The system captures data on incident management, audit findings, corrective actions, root cause determinations, and generation fleet performance, which are then analyzed on an ongoing basis to identify opportunities for improvement.

NRG provides a centralized "Significant Event Alert" for real-time internal notification of environmental compliance issues, reportable spills, and other operations-related issues.

Stakeholder incident reporting

For both internal and external stakeholders, NRG maintains a confidential reporting channel that can be used to raise concerns related to environmental practices. For contractors performing certain services at NRG facilities, such as waste disposal, NRG requires compliance with applicable environmental laws and permits, maintenance of environmental compliance records, and hazardous waste documentation in accordance with the Resource Conservation and Recovery Act and other applicable regulations. Stakeholders may also use engagement during legislative and regulatory processes to share feedback on project impacts. Together, these mechanisms enable timely response, accountability, and issue escalation while protecting sensitive operational and security information. NRG communicates its environmental management practices to stakeholders through regulated filings, CDP, and its sustainability reporting.

ISO alignment and quality management

While NRG does not maintain International Organization for Standardization (ISO) 14001 certification, our Environmental Manual aligns with the ISO 14001 framework and establishes a framework for enterprise-wide environmental management. Our Environmental Policy Statement requires employees to comply with laws, reduce negative impacts, promote stewardship, and measure performance. Additional controls, corporate policies, and standard operating procedures bolster environmental compliance, risk assessment, emergency preparedness, incident management, performance monitoring, audits, employee training, and continuous improvement.

Other controls govern the management of Renewable Energy Certificates (RECs) and carbon offsets, supporting accurate tracking, reporting, and environmental claims. Together, these elements function as a robust environmental management system across all brands and markets.

Beyond environmental management, NRG maintains standards to ensure overall product quality. Our quality management system is aligned with ISO 9001, with supporting policies and procedures drawn from ISO 34001 (Security and Resilience) and ISO 31000 (Risk Management Guidelines). Continuous improvement, a core requirement of ISO 9001 certification, is reinforced through NRG's Environmental Policy Statement, which requires periodic reviews, performance tracking, and the application of lessons learned. To support quality assurance, all infrastructure and hardware changes undergo a formal risk assessment and quality assurance review to protect the integrity of production environments.

LEARN MORE
Environmental Policy Statement
Code of Conduct

Ethics and Compliance

One of our greatest business assets is the trust of our stakeholders. We earn that trust every day by behaving and acting in an ethical and transparent manner — in other words, always striving to do the right thing. NRG's Code of Conduct (the Code), which applies to all directors, officers and employees, guides our day-to-day choices.

During 2025, we rewrote the Code under the theme of "Light the Way," to align with our new values and to more strongly reflect NRG's commitment to innovation and the customer experience. The new Code emphasizes employee accountability, safety and well-being, ethical decision making, and guidance for interactions with important stakeholders. New content provides guidance on AI use, emerging technology, and brand representation, in addition to previously covered topics such as compliance procedures, confidentiality, conflicts of interest, and reporting of unethical behavior.

NRG's Board of Directors approves the Code of Conduct, and all employees are required to complete training annually and attest to their intent to comply. Other ethics and compliance training required of certain employees covers topics such as antibribery and corruption, political contributions, harassment, record keeping, and environment and safety.

Compliance is another important aspect of building and maintaining stakeholder trust. To increase employee awareness and engagement with ethics and compliance processes, we held our second annual enterprise-wide Compliance Week in 2025. Activities included lunch and learn sessions, display tables, and an innovative digital escape room in which more than 1,300 employees participated.

We conduct an annual Ethics and Compliance Culture Assessment survey to measure awareness of compliance topics across our workforce. Overall, NRG scored above a 4.0 out of a possible 5.0 across nearly all ethical culture dimensions and above the industry benchmark across all dimensions. Leadership modeling, trust, and communication of expectations emerged as NRG's greatest strengths, with psychological safety noted as an opportunity for continued improvement.

LEARN MORE
NRG Code of Conduct
NRG Human Rights and Social Responsibility Standards for Manufacturers
Supplier Code of Conduct

Human Rights

NRG is committed to supporting, respecting, and protecting human rights in our offices and facilities, in our supply chain, and in our interactions with third parties. This commitment is formalized within our Code of Conduct and Supplier Code of Conduct. We support and advocate for human rights by:

- Requiring safe, clean, and healthy working conditions
- Providing a work environment free of unlawful discrimination, intimidation, and harassment
- Offering compensation and benefits in line with industry and legal standards
- Sourcing ethically
- Respecting team members' right of free association and collective bargaining
- Creating economic growth in the communities we affect
- Following the United Nations' Guiding Principles on Business and Human Rights

We work to uphold the rights of our customers by ensuring compliance with consumer protection requirements where our energy and smart home products are sold. For more information on our data privacy practices, see Cybersecurity and Data Privacy.

NRG requires all suppliers, including subcontractors, to comply with applicable laws and regulations regarding human rights where we operate, and to adhere to the principles of the United Nations Global Compact and the Universal Declaration of Human Rights. We expect suppliers and partners to uphold the same standards of safety and integrity we apply to our own operations. Suppliers who employ subcontractors must require and verify that these standards are upheld by those subcontractors. NRG conducts human rights due diligence through audits of manufacturers within our supply chain. For further detail on supply chain due diligence practices, see the Supply Chain Management section.

Team members and stakeholders can raise concerns about practices in our own operations and throughout our supply chain through the NRG Ethics Alertline, which allows for anonymous reporting and is managed by an independent third party.

LEARN MORE
Environmental Policy Statement
Supplier Code of Conduct
Human Rights and Social Responsibility Standards for Manufacturers

Inclusive Culture

NRG employees describe our culture as collaborative, communicative, and supportive, operating with a "we win together" mindset. We are committed to a merit-based workplace where employees are treated fairly and with respect. We take pride in a workforce that reflects our customers and communities, bringing varied experiences, backgrounds, and perspectives. This diversity of thought fosters innovation and collaboration, which are essential to our continued success.

Sparks groups

We're committed to fostering an environment where everyone feels valued and connected — where employees appreciate each other's contributions and help one another grow both personally and professionally. One of the core ways employees connect is through NRG Sparks.

Sparks, formerly known as Business or Employee Resource Groups, are employee-led, voluntary, and available to all full- and part-time employees. These groups bring together individuals with shared interests to foster learning, provide mutual support, and build community. Sparks promote the following strategic pillars of NRG's future-focused business objectives:

- **Culture:** Sparks help us celebrate and learn about each other, spread awareness, and amplify the voices of our employee population.
- **Career:** Sparks provide unique opportunities for personal and professional development by expanding employees' networks.
- **Community:** Sparks illustrate NRG's commitment to the communities we serve through various engagements and volunteer opportunities.

Sparks communities offer something for everyone. Existing Sparks include, but are not limited to:

- BELIEVE (Black Employees Leading in Inclusion, Excellence, Vision and Education)
- Cycling Team
- Career Success
- OUTshine (LGBTQIA+ employees and community)
- VETS+
- Women in Power

In 2025, we had 16 Sparks with more than 1,400 participating employees. These groups organize events and volunteer opportunities throughout the year, including skill workshops, career development panels, heritage month celebrations, Earth Month activations, and charity runs and bike rides. Together, Sparks contributed over $25,000 to Indigenous-, veteran-, disability-centered, and LGBTQ+ organizations, and helped raise more than $98,000 in support of mission-driven causes. For example, the Cycling Team and VETS+ joined forces to raise $12,500 through participation in the Pedaling for Veterans Ride in Wallis, Texas, which NRG sponsored. All proceeds from the fundraiser went to the Tunnel to Towers Foundation — a nonprofit dedicated to helping to provide mortgage-free homes to families of fallen first responders and military members.

Pedaling for Veterans Ride

Pay transparency and equity

NRG's compensation philosophy is to provide pay that is competitive, performance-based, and strategy-aligned. Compensation may include any of the following components, depending on an employee's role:

- Salary
- Annual Incentive Plan
- Equity programs
- Commissions

We benchmark our compensation program against the energy industry and the general market to ensure our salaries are competitive. Compensation components, such as annual incentives, are awarded based on both individual and company performance.

Every three years, NRG engages an independent third party to conduct a pay equity assessment across the company. The assessment takes into account relevant factors such as education, experience, performance, and location to ensure employees are being compensated for their contributions. Our most recent assessment was conducted in 2023 and did not identify pay differences that we believed were inconsistent with those factors. A follow-up assessment is being conducted in 2026.

LEARN MORE
2025 Awards
2024 EEO-1 Report

Just Transition

Given the current energy demand, we do not have plans to downsize or close any of our plants in the immediate future. However, in the event of a large plant downsizing or closure, we remain committed to ensuring a just transition for our employees. We strive to take a proactive and thoughtful approach, notifying employees of upcoming changes and explaining available options. Leaders at our plants and across the larger enterprise work to engage union leadership, share job openings at NRG, prioritize displaced qualified internal employees for open roles at other plants, and relocate impacted employees willing to take those positions. NRG also offers outplacement services, resume writing skills workshops, and tuition assistance for retraining.

Materiality

NRG regularly assesses its sustainability issues to support strategic decision-making, risk management, and stakeholder accountability across the enterprise. Through our materiality assessment process, we identify and prioritize the sustainability topics that are most relevant to our business and stakeholders, enabling our resources and communications to be focused in the areas of greatest impact.

Since 2013, NRG has engaged third parties to help facilitate regular priority topic assessments, engaging internal and external stakeholders, as well as benchmarking against external sustainability frameworks and standards. Our most recent assessment was conducted in 2024 and reflected a double materiality approach, capturing how sustainability topics affect business value, as well as how NRG affects people and the environment. The double materiality assessment (DMA) process began with benchmarking topics against international frameworks including Global Reporting Initiative (GRI), Sustainability Accounting Standards Board (SASB) and International Financial Reporting Standards (IFRS), as well as industry peers. We then conducted a value chain mapping exercise to better understand our impacts. To do this, we engaged 20 groups of internal and external stakeholders and conducted interviews to gather their perspectives across a wide range of topics. Our DMA results were communicated to senior leadership and the Board of Directors.

The topics identified through the DMA serve as the foundation of NRG's sustainability strategy, directing how we set priorities, allocate resources, and engage stakeholders. They also define the scope of this report, as well as the metrics and disclosures that are included. The highest-priority topics identified are:

- Energy Reliability
- GHG Emissions
- Clean Energy Transition
- Regulatory Compliance
- Data, Technology, and Cybersecurity
- Energy Affordability
- Climate Resiliency

Philanthropy

Charitable giving and volunteering are important ways for NRG to elevate our brand and build trust with stakeholders. Our Marketing, Communications, and Philanthropy team works closely with all areas of the business to understand where and how we can best show up in communities and align giving activities with business goals.

The relationships we have built with local organizations, employees, and community partners give us a clearer view of where support is most needed and most effective. That informed how we directed resources across the year, from disaster recovery in central Texas to programs that address ongoing pressures like extreme heat and food insecurity, alongside the employee-led giving traditions that remain central to how we engage local communities. Here are a few of the ways we gave back over 2025:

- **Responding to devastating floods in central Texas.** We donated $500,000 to support local recovery efforts, first responders, and mental health services. NRG and Reliant also triple-matched eligible employee donations and provided support to affected employees through our NRG Employee Relief Fund.
- **Helping vulnerable residents stay cool in extreme heat.** During the 20th year of the Beat the Heat program in 2025, nearly 1,300 cooling devices were distributed across 40 Texas community centers. This program gives neighbors a practical way to stay comfortable while also reducing electricity use during the hottest days of the year.

~$8.5M
donated through NRG charitable giving

~5,035
volunteers engaged

~785
charitable organizations impacted through volunteerism and donations

42
U.S. states and Canadian provinces where employees volunteered

~24,357
volunteer hours contributed

37%
of employees participated in volunteer activities

Impact week

- **Donating produce to local food banks from the NRG Dewey Prairie Garden in Jewett, Texas.** In 2019, we partnered with Texan by Nature to build a 10-acre garden on a former lignite mine site in an area that experiences high levels of food insecurity. Since the garden opened in in 2021, we have donated over 4 tons of fresh produce to the local community.
- **Coming together during our Impact Week.** During our 18th annual celebration, more than 1,800 employees volunteered to help fight hunger and provide hope for families in need. In addition to packing over 2 million meals, NRG donated more than $200,000 to charitable organizations.
- **Delivering holiday cheer to underserved families.** Employees wrapped more than 3,000 gifts through programs like Sub for Santa, Navidad En El Barrio, Toys for Tots, and the Daisie Foundation. Through these events, employees brought the spirit of the season to life for families and children in need.
- **Supporting the Go Baby Go program in Calgary, Alberta.** For the third year in a row, volunteers and community partners adapted ride-on remote cars for children with limited mobility, giving them a sense of independence and inclusion. For the program, Direct Energy committed $15,000 to fund five adaptive cars built by employees.

During 2025, we also worked to strengthen our philanthropic approach by bringing multiple brand-level giving programs under a shared umbrella. These brand-driven programs, which have well-established giving programs and have built name recognition in communities, will continue. While maintaining these programs alongside our enterprise giving program, our new organizing framework achieves multiple goals:

- Updated technologies and processes create greater alignment of our efforts across the business.
- Collaboration with talent teams helps us ensure that community efforts support talent attraction and recruitment.
- A focus on priorities that are relevant to our industry, like affordability — and on ways that NRG can uniquely contribute — reflect our values and create maximum business value.

With these objectives in mind, NRG introduced four new giving pillars in 2025.

Resilient, Sustainable Communities

As an energy and smart technology company, efforts like energy efficiency and home weatherization, sustainable agriculture and food systems, neighborhood revitalization, habitat restoration, and circular economy programs are natural fits for us. Through this pillar, we empower communities through resilience building, sustainable development, and disaster preparedness and recovery programs.

Safe, Smart Homes

As a provider of smart home technology to millions of households worldwide, NRG understands the importance of having not only a roof over your head, but also reliable electricity to power your life. Through our Safe, Smart Homes pillar, we advance housing stability, safety, and connected living through technology and energy support. Giving areas include energy-saving upgrades, weatherization, and smart tech for low-income households; utility bill assistance and energy education programs; and collaboration with nonprofits focused on energy affordability. We also provide smart home technology for vulnerable households through partnerships with shelters and safe housing nonprofits.

Empowered, Skilled Futures

NRG is investing in education, creativity, and career pathways that will help build a future-ready workforce for our business and for society at large. We participate in youth empowerment and science, technology, engineering, arts, as well as mathematics (STEAM) programs, as well as general K–12 classroom readiness, including support with school supplies and food insecurity. Our workforce development and career readiness efforts include skilled trades and vocational training in energy and smart technology. We fund internships, mentorships, and scholarships for underserved students interested in this industry. NRG also contributes to small business grants and incubators focused on energy and smart home solutions.

Happy, Healthy Families

One of the ways NRG employees enjoy showing up the most is in supporting the physical, emotional, and economic well-being of families and individuals in our communities. Through preventive health and chronic disease awareness efforts, mental health and emotional wellness services, and food security and nutrition programs, we connect and engage with a wide range of stakeholders.

Public Policy

NRG engages with regulators and local government officials to comply with federal, state, and local laws and regulations and advance our long-term strategy and the interests of our stockholders, employees, customers, and other stakeholders. In 2025, we engaged with these entities both independently and through industry and trade associations such as the Retail Energy Supply Association, Electric Power Supply Association, and Association of Electric Companies of Texas.

NRG shares its stance on government relations, political contributions, and political participation with suppliers in our Supplier Code of Conduct. In this Code, we make clear that suppliers are not to contact public officials, make donations, or express political views on NRG's behalf without written consent from the company.

Key issues we educate and engage policymakers on include the importance of maintaining the availability of competitive energy markets, our contributions to grid resiliency, and how we are responsibly meeting increasing energy demand, including demand growth driven by data center expansion. In areas where we are supplying power to data centers, we help ensure that there are adequate resources — from water availability to a skilled workforce — and that local communities will not be adversely affected. In Texas, NRG engaged on Senate Bill 6, passed during the 2025 Legislative session, which should help mitigate the cost impact on residential customers from the integration of large energy loads. We also submitted a comment in favor of House Bill 2264 in Pennsylvania, which proposes creating a VPP program in the state.

Climate-related policy priorities

Clear policy signals can help drive private sector actions and investments that accelerate the transition to a low-carbon economy. To that end, NRG supports policies on climate change that:

- Promote competitive, market-based solutions
- Are technology-neutral rather than fuel or decarbonization pathway-specific
- Focus on minimizing carbon dioxide equivalent emissions at the lowest cost
- Address both stationary and mobile sources of GHG emissions on an economy-wide rather than a sectoral basis
- Provide long-term predictability to spur private investment in innovative technologies and business models
- Complement existing voluntary corporate actions and commitments to reduce emissions from their operations and value chains
- Put an economy-wide price on carbon which is based on GHG emissions and is technology-neutral

Political contributions

NRG discloses our political and policy-related activity annually through our Public Policy Engagement and Corporate Political Contributions report. The report lists all membership organizations, trade associations, and social welfare organizations to which NRG paid annual dues in 2025 of $25,000 or more that lobbied at the state or federal levels. It also lists the total amount paid to such organizations in 2025 and all other political contributions the company made throughout the year.

NRG Political Action Committee (PAC)

Along with participation in civic, charitable, and volunteer activities, NRG encourages its employees to be active members of their communities by participating in the political process. Employees may contribute voluntarily to the NRG PAC, which pools contributions to support candidates seeking elected office who understand our industry.

LEARN MORE
2025 Industry Association Climate Review
Climate Change Principles
Public Policy Engagement and Corporate Political Contributions report
Supplier Code of Conduct

Renewable Energy

Interest in decarbonization is growing among businesses, municipalities, and individuals. Offering renewable energy-powered products and solutions is a critical way we can meet customer needs and capture new business opportunities related to the energy transition.

Currently, our generation portfolio includes solar power generated at the Ivanpah Solar Electric Generating System, which NRG partially owns. As of 2025, 385 MW of renewable energy capacity came from this facility.

NRG partners with renewable energy developers to offer sustainable products to customers through several of our brands. These include:

- **Power Purchase Agreements,** in which a business customer agrees to purchase power at a negotiated price from a wind or solar project over a predetermined number of years. As of 2025, NRG customers have purchased a total of 1.9 GW of renewable power capacity through PPAs.
- **Renewable Energy Certificates,** market-based instruments that represent the rights to environmental attributes of renewable electricity generation. RECs are verified by third parties such as Ecologo and Green-e.
- **Renewable Thermal Certificates,** which are the environmental attributes of methane from organic waste that is captured and converted into renewable natural gas. Customers use these instruments to reduce the carbon impact of their natural gas usage.
- **Renewable Select,** which integrates solar or wind power from PPAs in NRG's portfolio into an electricity supply agreement.
- **100% Renewable Plans** offered through Green Mountain Energy (GME) and other brands that give customers the option of supporting wind and solar generation.
- Other brand-specific products including **Make it Solar** and **Solar Sparc** that customers can add on to standard energy plans.

GME, an NRG brand, is the nation's longest serving company dedicated to providing 100% renewable energy to businesses and residents. Primarily leveraging wind and solar sources, GME brings cleaner, greener energy to customers in Texas and other states allowing customers to choose their electricity provider. Since 1997, GME electricity has enabled business and residential customers to prevent over 54 $MMtCO_2$ from entering the atmosphere.

Our retail brands provide customers with information on the renewable content of their plans, often required by state-level Environmental Disclosure Labels or Electricity Facts Labels.

Drone view of a Ivanpah Solar Power Facility near Las Vegas in Mojave Desert

Safe Workplace

NRG's approach to workplace safety is built on clearly defined expectations, role-based training, and consistent accountability across all functions. Employees are equipped to safely manage the unique risks associated with their work environments, from high-voltage operations and hazardous materials in power plants to emergency response readiness in office settings. No matter the role, we consider safety not just a priority, but a core part of the job.

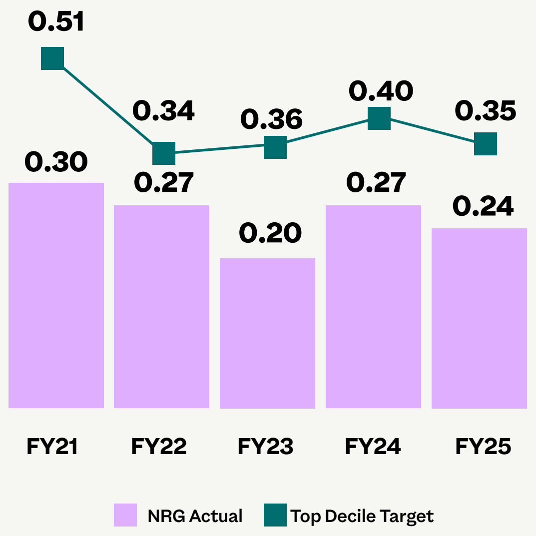
NRG's commitment to prioritizing Safety and Environment over Production is embedded in our operational framework and culture. We expect employees to continuously assess their surroundings for potential risks and take immediate, decisive action when they identify hazards, including stopping work when necessary. This proactive approach is reinforced through clear communication protocols and a standardized Operations Playbook that outlines checklists, procedures, and response plans for a wide range of scenarios. As we integrate new teams and facilities through acquisitions, this consistent, systems-driven approach ensures alignment, reinforces expectations, and maintains a unified focus on protecting people and the environment across all operations.

NRG's safety practices go beyond baseline requirements to meet the unique demands of our industry. For example, because our plants must run 24/7, employees work in shifts. A fatigue policy helps ensure that people are rested and alert so they can do their jobs safely. We also work closely with local emergency services to ensure proper precautions are in place to protect employees, contract partners, and surrounding communities in the event of an incident.

NRG's safety performance is driven by a robust, integrated Safety Management System that standardizes expectations, reinforces accountability, and ensures consistent execution across all operations. Through a structured investigative and corrective action process, near misses and safety incidents are systematically reported, investigated, and resolved to prevent recurrence and strengthen controls. Advanced analytics further enhance this approach by identifying trends, leading indicators, and emerging risks, enabling proactive decision-making and continuous improvement. In parallel, our Nurse Triage process provides immediate access to medical guidance, ensuring employees receive timely care while helping to appropriately manage and classify incidents. Together, these processes create a comprehensive, data-driven safety framework that supports informed actions, rapid response, and a safer workplace across NRG.

As a result of these and other safety initiatives, legacy NRG has achieved 10 consecutive years of top-decile performance relative to the Edison Electric Institute (EEI) industry benchmark. Vivint's safety performance is evaluated against the applicable North American Industry Classification System (NAICS) benchmark established by the Bureau of Labor Statistics for the security systems industry and is tracked and reported separately.

TOTAL RECORDABLE INCIDENT RATE (TRIR) VS. EEI TOP DECILE TARGET



	FY21	FY22	FY23	FY24	FY25
NRG Actual	0.30	0.27	0.20	0.27	0.24
Top Decile Target	0.51	0.34	0.36	0.40	0.35

27
owned or operated plants with zero recordables

6
facilities with OSHA VPP Star status

4,000+
employees completed safety courses

33%
improvement in TRIR compared to 2024

12
contractor-related injuries

0
contractor-related fatalities

Stockholder and Stakeholder Engagement

Our ability to create stockholder value and positively impact our employees, customers, and other stakeholders depends upon understanding their needs and concerns. Actively seeking and responding to feedback also contributes to continuous improvement in our Board governance, compensation, and sustainability practices.

During 2025, one or more members of management spoke with stockholders representing more than two-thirds of our shares outstanding. In the fall of 2025, as part of our annual outreach campaign, members of our Legal, Sustainability, Investor Relations, and/or Executive Compensation teams met with over 20 stockholders to discuss numerous topics, including business strategy, performance, executive compensation, and Board composition. The Chair of our Compensation Committee also participated in meetings with stockholders regarding executive compensation matters. In addition, we conduct off-season engagement sessions throughout the year to address various topics of interest to our stockholders and stakeholders.

STAKEHOLDER ENGAGEMENT SUMMARY

Stakeholder	Key topics	How we engage
Employees	Recruitment and retention Access and opportunity Safety and well-being Just transition	Sparks groups The Hub website Pulse check surveys Annual employee engagement survey Mid-year and year-end performance reviews
Customers	Affordable energy Reliable energy Sustainable energy and products Customer service	Customer call centers Social media Customer-facing websites Brand-specific mobile apps Text outreach Email Direct mail Webinars
Communities	Philanthropy and community engagement Economic development	Employee volunteerism Community events and philanthropic efforts Event sponsorships Nonprofit partnerships Participation in public hearings, community meetings, and regulatory comment periods
Government	Public policy and regulations affecting energy markets	Engagement with local officials and regulators Participation in industry groups and trade associations Political contributions NRG PAC
Investors	Corporate strategy Financial performance Corporate governance Sustainability topics and risks Executive compensation	Annual meeting Quarterly earnings calls Management meetings SEC filings Sustainability disclosures
Nongovernmental organizations	Climate Energy Natural resources Risk management Workforce	Membership in industry and trade associations Community development initiatives Sustainability disclosures
Suppliers	Compliance with NRG policies Supplier sustainability goals	CDP Supply Chain program

Supply Chain Management

The complexity of our business requires a diverse supply chain spanning multiple business lines, from power generation operations to retail energy operations to smart home services. To manage the inherent risks in our supply chain, we use formal codes of conduct, supplier engagement programs, and due diligence processes.

Our overarching supply chain policy framework is comprised of our Supplier Code of Conduct, Conflict Minerals Disclosure, Human Rights and Social Responsibility Standards for Manufacturers, and our employee Code of Conduct. Each serves a different role in guiding our practices:

- **Supplier Code of Conduct:** Establishes expectations for supply chain partners on legal compliance, environmental responsibility, human rights, labor, health and safety, and ethical conduct. We require suppliers to meet or exceed applicable environmental laws and seek suppliers who make sustainable development principles part of their business. The Code gives suppliers with a consistent framework for engaging with NRG, as well as tools to strengthen their own operations and management practices.
- **Conflict Minerals Disclosure:** As part of our larger Supplier Code of Conduct and in annual regulated disclosures, we identify the risk that conflict minerals, particularly tin, tantalum tungsten, and gold (3TG) pose in our supply chain. These minerals are often linked to conflict or human rights abuses, elevating the level of concern around their use and subjecting them to specific disclosure requirements. Our Supplier Code of Conduct requires conflict-free sourcing of 3TGs and requires due diligence and disclosure when the origin of such minerals cannot be confirmed.
- **Human Rights and Social Responsibility Standards for Manufacturers:** Establishes requirements that manufacturers and their subcontractors must meet on labor rights, health and safety, environmental protection, and ethical practices, among other topics. These expectations are tied to NRG's manufacturing agreements, setting contractual obligations and enabling ongoing oversight through audits, documentation, reporting, and corrective action.
- **Employee Code of Conduct:** Sets the ethical standards expected of all NRG employees, covering topics such as integrity, safety, data and asset protection, conflicts of interest, human rights, and environmental responsibility. It supports our larger supply chain management approach by extending expectations to business partners, requiring due diligence on third parties, prohibiting bribery, and reinforcing supplier-facing standards through reporting channels.

Through these policies, NRG sets clear expectations and holds suppliers accountable. For example, our Human Rights and Social Responsibility Standards encourage manufacturers to maintain inventories of air emissions, wastewater, and hazardous waste and to report any suspected violations to NRG. NRG operates two reporting channels available to suppliers and third parties, an Ethics Helpline and an NRG Ethics Alertline, to enable reporting for any concerns. When adverse events involving suppliers occur, they are addressed through NRG's structured crisis and incident management system.

A diverse supplier base strengthens our supply chain and supports economic growth in local communities. We aim to capture subcontracting data from our top 50 suppliers. However, variability in supplier reporting may result in fewer than 50 complete submissions. A designated Small Business Liaison Officer (SBLO) is responsible for making good faith efforts to identify and promote small business participation opportunities across both commercial and government contracts, to the maximum extent practicable, in support of NRG's Supplier Diversity Program.

To support due diligence and ensure that manufacturers comply with NRG standards, all direct manufacturers go through Workplace Conditions Assessment (WCA) audits, which are administered by a third party. Audits include facility tours, management and employee interviews and documentation review, with a required reaudit every two years regardless of score. The WCA audit covers labor, discrimination, health and safety, management systems, environment, and business practices, giving insight into a wide range of business activities. In the case of non-compliance, we require corrective action plans. To support compliance with the Uyghur Forced Labor Prevention Act, all manufacturers participate in a human rights assessment framework, the Slavery and Trafficking Risk Template, to evaluate their risk for forced labor, human trafficking, and child labor in their supply chains.

We strive to work with suppliers committed to sustainability principles and promote environmental disclosure practices within our supply chain. NRG asks top suppliers to participate in the CDP (formerly known as the Carbon Disclosure Project) Supply Chain engagement program. As members of this program, we ask suppliers that comprise the top 90% of our total spend to participate and report their water- and climate-related information in the CDP Climate Change and Water Security Questionnaires. As of 2025, 79% of suppliers reporting to CDP have an active target for reducing their emissions, compared to 76% in 2022 and 68% for the average CDP member.

LEARN MORE
Supplier Code of Conduct
Human Rights and Social Responsibility Standards for Manufacturers
2025 Conflict Minerals Report

Waste

NRG's waste management approach reflects the diverse nature of our business, addressing waste from power generation alongside electronic waste from corporate operations. We manage these streams through formal policy, reuse programs, and facility-level incident tracking.

Guided by our Environmental Policy statement and our Environment over Production approach, we meet or exceed applicable environmental laws where we operate, integrating environmental considerations into business operations and measuring and communicating our environmental performance. NRG follows applicable laws on air emissions, water quality, hazardous waste, and spill prevention, and requires employees to contact Safety, Plant Management, Facilities, or Environmental, and take corrective action should an incident occur. We carefully track compliance with regulatory and enterprise-wide requirements through our EKPIs, which measure NOVs and reportable spills. EKPIs are reported monthly to management and regularly to the Board.

Generation-related waste

NRG's Environmental Policy guides waste practices at the site level. This policy provides the framework for identifying materials that require:

- Specialized handling
- Auditing and approvals for use of waste hauling and disposal vendors
- Waste minimization plans

To proactively minimize soil and groundwater contamination, NRG manages CCR at active and certain inactive facilities through monitoring and site assessments, as required by law. Where possible, CCRs are diverted to construction products, concrete, and cement for beneficial reuse, reducing the need for virgin resource mining and onsite disposal. In 2025, 56% of CCRs generated by NRG facilities were beneficially reused. The remainder was disposed of in accordance with the law.

CCR RECYCLING RATE (%)

2023	2024	2025
68	59	56

Environmental incidents, such as spills, are addressed at the site level through specific protocols described in the NRG Environmental Manual (learn more in Environmental Management Systems). We also work with supply chain partners to hold manufacturers accountable. Our Human Rights and Social Responsibility Standards require manufacturers to maintain inventories of air emissions, wastewater, and hazardous waste and to share this information as necessary with NRG.

Office and facility waste

To minimize the waste produced at our facilities and offices, NRG operates recycling programs for paper, metals, and other materials. We also work with third parties to recycle electronic waste (e-waste) such as old computers and other electronic products, as well as measure and track e-waste generation. In 2025, we recycled 197 tons of e-waste throughout the year.

LEARN MORE

Human Rights and Social Responsibility Standards for Manufacturers

Environmental Policy Statement

Water Stewardship

NRG uses fresh, recycled, and ocean/brackish water throughout its operations to support generation facilities, specifically to cool condensers during power generation and generate steam for electricity-producing turbines. Water use is essential in electricity generation, though our impacts vary based on facilities' local needs and constraints. With a significant presence in water-stressed areas, including in Texas, we recognize water availability as a potential risk area for our business and an area of concern for many stakeholders.

Water use and conservation are also a growing concern related to the rapid growth of AI. Data center technology has progressed to greatly reduce the water consumed during processing. For electricity generation, natural gas plants use approximately 85% less water than coal plants. With the expansion of our natural gas fleet, we anticipate reducing the water intensity of our fleet. In terms of our own AI use, NRG's AI Policy states that we must manage AI computing resources responsibly in support of our energy efficiency and sustainability efforts, which includes responsible use of water.

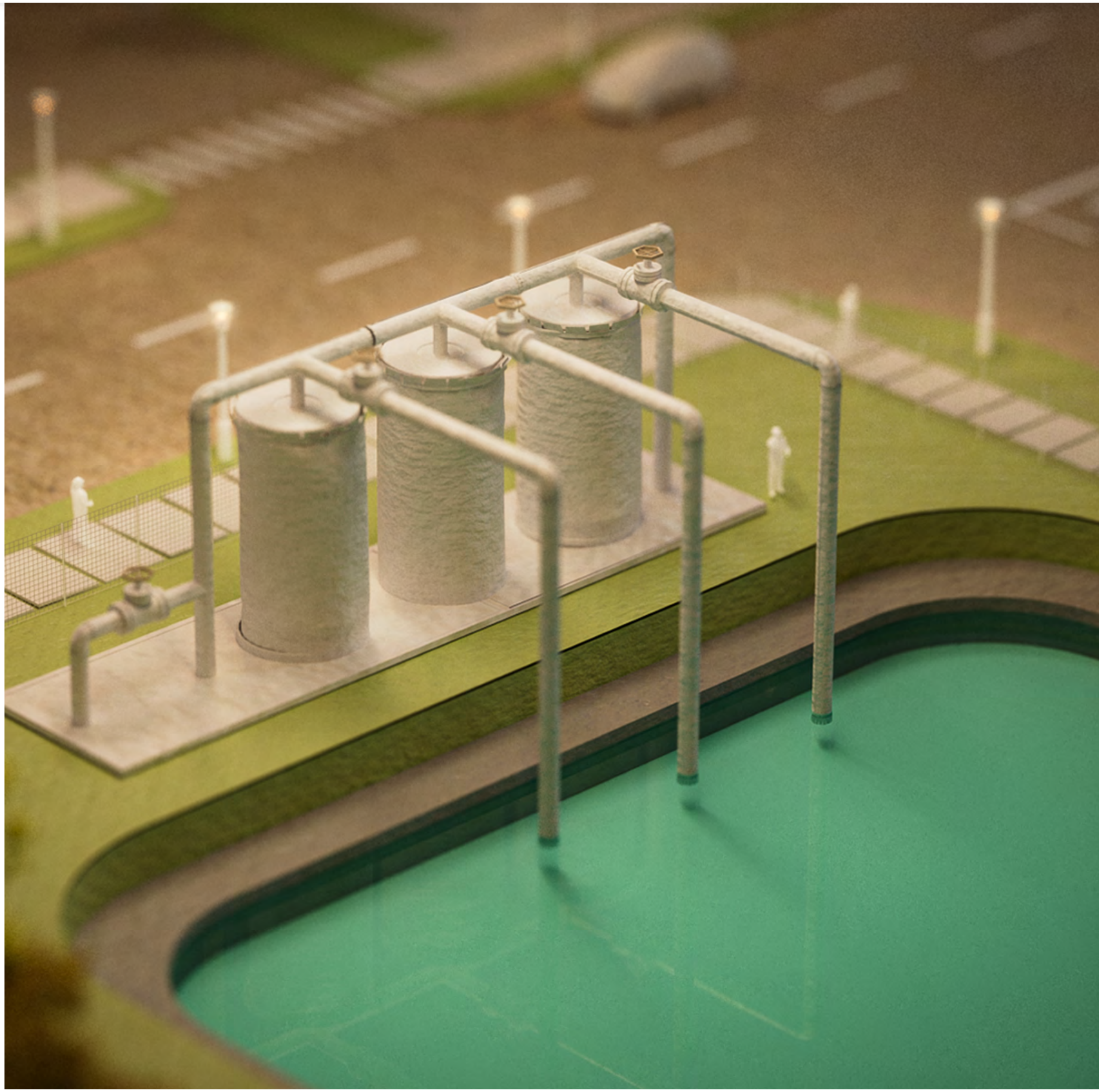
To manage our water-related risks and impacts, we prioritize water reuse by recirculating water within plant cooling and process systems and use alternative water sourcing where we can, including using brackish water, grey water from sewage treatment plants, and leachate collection. This approach has enabled consistent reductions in water withdrawal, with NRG's total water withdrawal dropping 80% compared to 2014. To help further reduce water use, water-saving technologies are now built into our standard combined-cycle gas turbine design, including dry cooling where appropriate.

NRG complies with water quality and discharge-related regulation at all facilities. Incidents affecting water quality or discharge compliance are tracked through enterprise-wide EKPIs, which are reported monthly to management and regularly to the Board. We refer to our formal Environmental Policy and Environmental Manual if we must remediate water-related issues, including active groundwater monitoring and site closures, if needed. Interested stakeholders can track issues and report concerns anonymously through the NRG Ethics Alertline, as well as review detailed updates on remediation in our public filings.

NRG WATER WITHDRAWAL, DISCHARGE, AND RECYCLING (MILLION CUBIC METERS)

	2023	2024	2025
Freshwater withdrawal	482	168	165
Non-freshwater withdrawal	1,067	1,057	921
Total water withdrawal	1,549	1,225	1,086
Freshwater discharge	394	36	30
Non-freshwater discharge	1,067	1,050	916
Total water discharge	1,461	1,086	946
Total water consumption[1]	88	139	140

[1] Total water consumption represents the net difference between total water withdrawal and total water discharge.



Performance

Awards

Ally GRIT Awards

Best Energy Workplace
People's Choice

Charge America

North American Retail Provider of the Year
NRG Business

Energy Marketing Conferences

Competitive Energy Supplier of the Year
NRG Business

Leadership and Integrity Award
NRG Business

Fortune

Most Innovative Companies 2025

Forbes

America's Best Companies
America's Best Employers for Company Culture 2025
America's Best Employers for Women 2025
America's Best Large Employers 2025
Net Zero Leaders

Newsweek

America's Greatest Workplaces
America's Greatest Workplaces for Inclusion
Most Responsible Companies 2025
Excellence Index 1000
NRG Consumer Smart Home

VETS Index

4 Star Employer

United Nations Sustainable Development Goals (UN SDGs)

Launched in 2015, the 17 SDGs are a global set of goals, targets, and indicators developed by the United Nations. These goals guide countries, communities, and organizations in their work to end poverty, fight inequality and injustice, and tackle climate change by 2030. While all 17 development goals are important for global sustainability, we have chosen to focus our time and resources primarily on four SDGs that are most applicable to NRG's business.

Goal	Sub-target alignment	Supporting initiatives
Achieve gender equality and empower all women and girls 5 GENDER EQUALITY	5.1 End all forms of discrimination against all women and girls everywhere 5.5 Ensure women's full and effective participation and equal opportunities for leadership at all levels of decision-making in political, economic, and public life 5.5.2 Proportion of women in managerial positions	+ Following a hiring interview guide that ensures candidates are evaluated in an inclusive and unbiased manner. The guide provides step-by-step tips — from selecting panel participants, to formulating questions, to reducing bias — during the interview and evaluation process + Our Women in Power Spark hosts regular events throughout the year and focuses on connecting female colleagues to foster career growth and prepare for leadership roles at NRG + Conducting equal pay audits, the most recent of which found no evidence of gender- or race-based pay discrimination
Ensure available and sustainable management of water and sanitation for all 6 CLEAN WATER AND SANITATION	6.4 By 2030, substantially increase water-use efficiency across all sectors and ensure sustainable withdrawals and supply of freshwater to address water scarcity and substantially reduce the number of people suffering from water scarcity 6.4.1 Change in water-use efficiency over time	+ Using non-potable options like brackish and grey water from sewage treatment plants and leachate collection + Reusing water, when possible, in plant cooling and process systems + Modeling water risk scenarios and identifying risk mitigation efforts where needed to minimize risk to water resources Learn more in Water Stewardship
Ensure access to affordable, reliable, sustainable, and modern energy for all 7 AFFORDABLE AND CLEAN ENERGY	7.1 By 2030, ensure universal access to affordable, reliable, and modern energy services 7.2 By 2030, increase substantially the share of renewable energy in the global energy mix 7.b By 2030, expand infrastructure and upgrade technology for supplying modern and sustainable energy services for all in developing countries, in particular least developed countries, small island developing States and landlocked developing countries, in accordance with their respective programs of support	+ Partnering with developers to bring new renewables to the grid through medium- and long-term renewable power purchase agreements + Offering 100% renewable electricity plans, including plans tailored for electric vehicle charging and rooftop solar + Providing a wide range of home and energy solutions, including energy efficiency tools and distributed energy offerings such as virtual power plants and smart home technologies + Helping Texans who need assistance with electricity costs through the Community Assistance by Reliant Energy (CARE) program Learn more in Powering What Matters
Ensure sustainable consumption and production patterns 12 RESPONSIBLE CONSUMPTION AND PRODUCTION	12.6.1 Number of companies publishing sustainability reports	+ Publishing an annual sustainability report since 2010

2025 Performance Data

Environmental performance

ENVIRONMENTAL KEY PERFORMANCE INDEX

NRG's environmental performance metric counts environmental incidents such as reportable spills, permit deviations, and receipts of Notices of Violation. Fewer incidents results in a lower, more favorable score. Numbers below are the company's Environmental Key Performance Index (EKPI) score each year as a percentage of the base year of 2014. The base year has been recalculated to reflect the composition of the NRG generation fleet. Assets acquired in 2025 have not been incorporated in this metric. We are working to incorporate these assets into this metric for reporting year 2026.

Metric	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Percentage	100	91	69	73	47	58	34	60	45	38	36	42

CARBON INTENSITY OF ELECTRICITY GENERATION

Sold assets as of Dec. 31, 2025 have been removed from previous years. Acquired assets as of Dec. 31, 2025 have been added to previous years.

Metric	2014	2022	2023	2024	2025
US Generation (MWh)	57,364,797	36,404,020	26,594,656	28,284,550	32,971,051
US CO_2e Emissions (tonnes)	56,699,690	32,706,796	22,694,864	23,593,606	30,244,343
Carbon Intensity (CO_2e in tonnes)/MWh)	0.99	0.90	0.85	0.83	0.92

ELECTRIC SUPPLY

Metric	2017	2018	2019	2020	2021	2022	2023	2024	2025
NRG Electricity Generation Capacity by Fuel Type (MW) Includes the proportionate share of equity-owned investments, including international assets.									
Coal	8,984	7,919	7,919	7,919	7,919	6,727	6,727	6,727	6,345
Natural Gas	14,281	9,987	9,753	9,824	8,150	7,881	5,712	5,685	5,262
Nuclear	1,136	1,126	1,126	1,132	1,132	1,132	0	0	0
Oil	3,832	3,621	3,600	3,600	455	455	455	455	455
Renewable	4,858	459	383	323	221	221	218	214	214
Total	33,091	23,112	22,781	22,798	17,877	16,416	13,112	13,081	12,276
NRG Electricity Generation Capacity by Fuel Type (% of Total)									
Coal	27	34	35	35	44	41	51	51	52
Natural Gas	43	43	43	43	46	48	44	43	43
Nuclear	3	5	5	5	6	7	0	0	0
Oil	12	16	16	16	3	3	3	3	4
Renewable	15	2	2	1	1	1	2	2	2
Total	100	100	100	100	100	100	100	100	100

Source: 2017: 2017 Sustainability Report; 2018-2024: Form 10-K Reports for each year

Pro Forma NRG Electricity Supply by Fuel Type (MW) These values represent generation capacity (MW), not actual net generation or total electricity sold (MWh). The reported values exclude market purchases of electricity for resale. During 2020, 2021, 2022, 2023, 2024, and 2025 NRG's renewable power purchase agreement (PPA) pipeline was 1,800 MW, 2,600 MW, 2,400 MW, 1,900 MW, and 1,900 MW, respectively.									
Coal				7,919	7,919	6,727	6,727	6,727	6,345
Natural Gas				9,824	8,150	7,881	5,712	5,685	5,262
Nuclear				1,132	1,132	1,132	0	0	0
Oil				3,600	455	455	455	455	455
Renewable				323	221	221	218	214	214
Renewable PPAs				1,800	2,600	2,400	1,900	1,900	1,900
Total				24,598	20,477	18,816	15,012	14,981	14,176

ELECTRIC SUPPLY CONTINUED

Metric	2017	2018	2019	2020	2021	2022	2023	2024	2025
Pro Forma NRG Electricity Supply by Fuel Type (% of Total) Percentages are equal to NRG generation capacity plus current and future renewable electricity capacity from PPAs. These values represent generation capacity (MW), not actual net generation or total electricity sold (MWh). The percentages exclude market purchases of electricity for resale. This metric was first reported in NRG's 2020 Annual Sustainability Report.									
Coal				32	39	36	45	45	45
Natural Gas				40	40	42	38	38	37
Nuclear				5	6	6	0	0	0
Oil				15	2	2	3	3	3
Renewable				1	1	1	1	1	2
Renewable PPAs				7	13	13	13	13	13
Total				100	100	100	100	100	100

Sources: 2020 and 2021: Sustainability Reports, derived from Form 10-K Report data
2022: 2022 Year-In-Review Report, derived from Form 10-K Report data
2023: Derived from Form 10-K Report data
2024: Derived from Form 10-K Report data
2025: Derived from Form 10-K Report data. Renewable PPAs capacity was sourced by an internal team.

EMISSIONS

Metric	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
U.S. Greenhouse Gas (GHG) Emissions To ensure consistency and relevance, NRG's base year (2014) GHG emissions are recalculated annually following changes to NRG's generation asset portfolio. Such recalculations are made according to The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard, Revised Edition, 2004.												
Millions of Metric Tons of CO_2 Equivalent	57	48	37	37	36	32	23	31	33	23	24	30
Percentage Change Since 2014												-47
Air Emissions Sold assets as of Dec. 31, 2025 have been removed from percentages in previous years. Assets acquired in 2025 have been incorporated into the historical percentage figures for previous years.												
Annual U.S. SO_2 Emissions (million kg)	110	87	68	50	48	34	27	39	41	32	28	51
Percentage Change Since 2014												-54
Annual U.S. NO_x Emissions (million kg)	29	23	19	18	18	16	11	15	18	17	14	19
Percentage Change Since 2014												-34
Annual U.S. Mercury Emissions (U.S. tons)	0.9	0.5	0.2	0.1	0.1	0.1	0.08	0.08	0.07	0.04	0.04	0.05
Percentage Change Since 2014												-94

Source: Data sourced from dedicated internal teams responsible for its measurement.

WATER

Metric	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Water Withdrawal (million cubic meters)												
Fresh Water Withdrawal	3,576	3,107	1,982	1,175	1,898	1,616	1,387	1,801	1,094	482	168	165
Non-Fresh Water Withdrawal	1,764	1,939	1,459	1,599	1,536	1,690	960	1,065	1,039	1,067	1,057	921
Total Water Withdrawal	5,340	5,046	3,441	2,774	3,434	3,306	2,347	2,866	2,133	1,549	1,225	1,086
Percentage Change in Water Withdrawal from 2014												-80
Water Discharge (million cubic meters)												
Fresh Water Discharge	3,440	3,042	1,851	1,106	1,787	1,533	1,695	1,726	991	394	36	30
Non-Fresh Water Discharge	1,757	1,931	1,454	1,584	1,521	1,656	564	1,059	1,023	1,067	1,050	916
Total Water Discharge	5,197	4,973	3,305	2,690	3,308	3,189	2,259	2,785	2,014	1,461	1,086	946
Water Consumed (million cubic meters)												
Total Water Consumed	143	73	136	84	126	117	88	81	119	88	139	140

Source: Data sourced from dedicated internal teams responsible for its measurement.

WASTE

Metric	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Coal Combustion Residuals (CCR) Sold assets as of Dec. 31, 2025 have been removed from percentages in previous years. Assets acquired in 2025 have been incorporated into the historical percentage figures for previous years.												
Total CCR Recycling Rate (%)	63	58	62	64	63	66	80	72	80	68	59	56
Other Waste Data Sold and acquired assets as of Dec. 31, 2025 have not been added or removed from historical inventories.												
E-Waste Recycled (U.S. Tons)	38	49	118	93	93	22	29	10	22	60	72	197[1]

Source: Data sourced from dedicated internal teams responsible for its measurement.

[1] The 2025 value includes recycled e waste generated by both NRG and Vivint, whereas prior years include NRG data only.

Safety, health, and workforce performance

SAFETY AND HEALTH

Metric	2017	2018	2019	2020	2021	2022	2023	2024	2025
Employee Total Recordable Incident Rate (TRIR)	0.6	0.5	0.5	0.3	0.3	0.3	0.2	0.3	0.2
Near-Miss Frequency Rate	34.9	39.1	39.1	17.1	22.3	9.9	8.2	7.2	5.2
Fatality Rate	0	0	0	0	0	0	0	0	0

Sources: 2017, 2018, 2019, 2020, and 2021: SASB Standards Tables, contained in each year's Sustainability Report.
2022: SASB Standards Table contained in 2022 Year-In-Review Report.
2023: Data sourced from dedicated internal teams responsible for its measurement.
2024: Data sourced from dedicated internal teams responsible for its measurement.
2025: Data sourced from dedicated internal teams responsible for its measurement.

WORKFORCE DIVERSITY

Data contained in this section are from NRG's annual EEO-1 reports.

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
2024															
Exec/Sr. Officials & Mgrs	0	0	46	3	0	6	0	2	17	2	0	1	0	0	77
First/Mid Officials & Mgrs	92	66	679	47	1	103	5	5	334	58	0	83	5	9	1,487
Professionals	141	156	565	66	1	179	2	18	333	137	1	123	6	15	1,743
Technicians	5	0	39	3	0	2	0	0	1	1	0	0	0	0	51
Sales Workers	1,148	103	1,976	669	88	147	28	155	244	63	7	19	1	26	4,674
Administrative Support	42	100	137	28	5	11	2	6	183	125	5	5	4	12	665
Craft Workers	216	9	742	178	6	33	5	28	18	7	0	0	0	1	1,243
Operatives	8	0	42	13	0	0	0	2	4	1	0	0	0	0	70
Laborers & Helpers	3	1	6	0	0	0	1	0	4	0	0	2	0	0	17
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	1,655	435	4,232	1,007	101	481	43	216	1,138	394	13	233	16	63	10,027
Previous Report Total	1,540	615	5,658	849	58	527	59	235	2,254	489	29	294	46	106	12,759
2023															
Exec/Sr. Officials & Mgrs	3	0	86	3	0	10	0	3	22	1	0	1	0	0	129
First/Mid Officials & Mgrs	186	90	1267	87	6	129	10	21	504	64	0	86	4	16	2,470
Professionals	174	171	1,034	76	4	221	8	29	499	143	5	155	8	21	2,548
Technicians	5	0	52	3	0	3	0	0	2	1	0	0	0	0	66
Sales Workers	94	45	537	26	11	17	4	23	206	12	6	8	2	6	997
Administrative Support	126	279	491	74	15	23	9	21	922	233	18	39	25	57	2,332
Craft Workers	841	28	2,061	552	22	102	25	134	92	33	0	3	6	6	3,905
Operatives	5	0	32	7	0	0	0	0	1	0	0	0	0	0	45

WORKFORCE DIVERSITY CONTINUED

Data contained in this section are from NRG's annual EEO-1 reports.

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Laborers & Helpers	105	2	91	21	0	22	3	4	6	2	0	2	1	0	259
Service Workers	1	0	7	0	0	0	0	0	0	0	0	0	0	0	8
Total	1,540	615	5,658	849	58	527	59	235	2,254	489	29	294	46	106	12,759
Previous Report Total	784	367	2,951	332	0	370	15	47	1,091	330	0	227	12	33	6,559
2022															
Exec/Sr. Officials & Mgrs	1	0	41	2	0	4	0	2	17	0	0	0	0	1	68
First/Mid Officials & Mgrs	135	68	853	55	0	96	5	10	371	57	0	77	4	8	1,739
Professionals	126	137	615	67	0	176	2	14	367	131	0	133	5	12	1,785
Technicians	5	0	38	3	0	2	0	0	2	1	0	0	0	0	51
Sales Workers	27	23	148	16	0	5	1	6	72	5	0	4	0	1	308
Administrative Support	50	132	70	28	0	14	1	3	236	133	0	10	3	11	691
Craft Workers	291	2	916	108	0	46	5	6	15	1	0	0	0	0	1,390
Operatives	11	1	155	13	0	3	1	3	2	1	0	0	0	0	190
Laborers & Helpers	138	4	115	40	0	24	0	3	9	1	0	3	0	0	337
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	784	367	2,951	332	0	370	15	47	1,091	330	0	227	12	33	6,559
Previous Report Total	739	347	2,895	330	0	358	21	50	1,134	328	0	219	12	32	6,465
2021															
Exec/Sr. Officials & Mgrs	1	0	38	1	0	4	0	2	15	0	0	0	0	1	62
First/Mid Officials & Mgrs	127	65	818	55	0	97	4	12	375	62	0	68	4	7	1,694
Professionals	115	108	602	72	0	168	5	12	362	129	0	130	4	13	1,720

WORKFORCE DIVERSITY CONTINUED

Data contained in this section are from NRG's annual EEO-1 reports.

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Technicians	9	1	43	1	0	2	0	0	1	1	0	0	0	0	58
Sales Workers	26	35	174	11	0	6	0	7	133	11	0	5	1	2	411
Administrative Support	57	132	76	32	0	11	3	2	224	122	0	13	3	9	684
Craft Workers	254	2	855	116	0	47	4	8	14	1	0	0	0	0	1,301
Operatives	19	2	187	17	0	5	1	3	2	1	0	0	0	0	237
Laborers & Helpers	131	2	102	25	0	18	4	4	8	1	0	3	0	0	298
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	739	347	2,895	330	0	358	21	50	1,134	328	0	219	12	32	6,465
Previous Report Total	323	224	2,108	206	0	232	11	17	581	238	0	149	3	15	4,107
2020															
Exec/Sr. Officials & Mgrs	1	0	35	1	0	5	0	0	11	0	0	0	0	1	54
First/Mid Officials & Mgrs	57	39	598	42	0	57	4	4	215	33	0	42	1	5	1,097
Professionals	88	89	446	51	0	128	1	8	229	100	0	98	0	5	1,243
Technicians	8	1	46	1	0	2	1	0	3	1	0	0	0	0	63
Sales Workers	7	8	48	7	0	3	1	1	30	3	0	1	0	1	110
Administrative Support	37	84	29	21	0	12	0	0	69	98	0	6	2	2	360
Craft Workers	87	0	645	61	0	19	1	1	13	1	0	0	0	0	828
Operatives	24	2	246	20	0	6	2	3	3	1	0	0	0	1	308
Laborers & Helpers	14	1	15	2	0	0	1	0	8	1	0	2	0	0	44
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	323	224	2,108	206	0	232	11	17	581	238	0	149	3	15	4,107
Previous Report Total	344	235	2,402	236	0	237	11	26	650	261	0	144	4	23	4,573

WORKFORCE DIVERSITY CONTINUED

Data contained in this section are from NRG's annual EEO-1 reports.

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
2019															
Exec/Sr. Officials & Mgrs	1	0	33	1	0	3	0	1	11	0	0	0	0	0	50
First/Mid Officials & Mgrs	61	37	643	42	0	60	4	5	216	37	0	42	2	4	1,153
Professionals	86	84	451	47	0	127	1	8	227	98	0	91	0	6	1,226
Technicians	10	1	56	3	0	2	0	0	3	1	0	0	0	0	76
Sales Workers	26	18	139	24	0	6	2	6	85	18	0	3	0	7	334
Administrative Support	36	92	44	18	0	11	0	0	80	103	0	6	2	5	397
Craft Workers	89	0	728	70	0	18	1	2	14	1	0	0	0	0	923
Operatives	22	2	293	29	0	10	2	4	5	1	0	0	0	1	369
Laborers & Helpers	13	1	15	2	0	0	1	0	9	2	0	2	0	0	45
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	344	235	2,402	236	0	237	11	26	650	261	0	144	4	23	4,573
Previous Report Total	334	212	2,646	305	0	237	10	27	694	267	0	146	4	15	4,897
2018															
Exec/Sr. Officials & Mgrs	1	0	42	1	0	3	0	2	13	0	0	0	0	0	62
First/Mid Officials & Mgrs	60	32	697	49	0	61	4	2	229	31	0	41	2	2	1,210
Professionals	76	80	470	56	0	127	0	10	227	94	0	92	0	4	1,236
Technicians	18	0	239	33	0	6	1	0	15	4	0	0	0	0	316
Sales Workers	19	14	127	25	0	8	2	7	79	10	0	6	0	5	302
Administrative Support	44	83	40	24	0	11	0	0	100	123	0	5	2	4	436
Craft Workers	74	0	666	66	0	9	0	2	14	1	0	0	0	0	832
Operatives	34	2	350	49	0	12	2	4	8	2	0	0	0	0	463

WORKFORCE DIVERSITY CONTINUED

Data contained in this section are from NRG's annual EEO-1 reports.

Job Categories	Hispanic or Latino		Not Hispanic or Latino												Overall Totals
			Male						Female						
	Male	Female	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	White	Black or African American	Native Hawaiian or Pacific Islander	Asian	American Indian or Alaskan Native	Two or More Races	
Laborers & Helpers	8	1	15	2	0	0	1	0	9	2	0	2	0	0	40
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	334	212	2,646	305	0	237	10	27	694	267	0	146	4	15	4,897
Previous Report Total	456	211	4,582	389	0	297	13	31	922	280	0	178	5	13	7,377
2017															
Exec/Sr. Officials & Mgrs	1	0	68	1	0	4	0	3	15	0	0	0	0	0	92
First/Mid Officials & Mgrs	79	34	1,152	60	0	80	7	2	274	37	0	48	1	2	1,777
Professionals	96	71	735	60	0	156	0	9	308	88	0	113	1	6	1,643
Technicians	24	1	260	41	0	10	0	1	17	5	0	0	0	0	359
Sales Workers	15	15	119	20	0	8	2	6	92	8	0	5	1	2	293
Administrative Support	40	86	46	24	0	11	0	0	164	130	0	9	2	3	515
Craft Workers	124	0	1,440	94	0	13	1	3	23	4	0	0	0	0	1,702
Operatives	66	3	721	82	0	15	3	7	20	6	0	1	0	0	924
Laborers & Helpers	11	1	41	7	0	0	0	0	9	2	0	1	0	0	72
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Total	456	211	4,582	389	0	297	13	31	922	280	0	178	5	13	7,377
Previous Report Total	473	240	5,155	427	0	347	22	55	1,066	359	0	214	7	17	8,362

Governance performance

Metric	2017	2018	2019	2020	2021	2022	2023	2024	2025
Board of Directors									
Number of Board Directors	13	10	10	11	11	11	13	11	11
Director General									
Number of Men	12	8	7	7	7	7	8	7	7
Number of Women	1	2	3	4	4	4	5	4	4
Director Independence									
Number of Independent Directors	11	9	9	10	10	10	12	10	10
Director Ethnic Diversity									
Number of Ethnically Diverse Directors	2	2	3	3	3	3	2	2	2

Sources: 2017: 2017 Annual Meeting of Stockholders and Proxy Statement; 2018, 2019, 2020 and 2021: Sustainability Report for each year.
2022: 2022 Year-In-Review Report
2023: 2024 Annual Meeting of Stockholders and Proxy Statement
2024: 2025 Annual Meeting of Stockholders and Proxy Statement
2025: 2026 Annual Meeting of Stockholders and Proxy Statement

2025 SASB Index

The mission of SASB, now a part of the International Financial Reporting Standards (IFRS) Foundation, is to develop sustainability metrics for public corporations to disclose material, decision-useful information to investors. NRG supports work that contributes directly to providing comparable and consistent data. The nature of our business directs us to consult the Electric Utilities & Power Generators SASB Standard as defined by the Sustainable Industry Classification System (SICS). Below is a table which contains relevant SASB disclosures against which we are able to report as a publicly traded company. Topics that are not applicable to NRG are denoted as such. Additional activity metrics that may assist in the accurate evaluation and comparability of disclosure may be found in NRG's 2025 Form 10-K.

<table>
<tr><th>Code</th><th>Category</th><th>Unit of Measurement</th><th>Metric</th><th>2025 Response</th></tr>
<tr><td colspan="5">Greenhouse Gas Emissions & Energy Resource Planning</td></tr>
<tr><td>IF-EU-110a.1</td><td>Quantitative</td><td>Million metric tons carbon dioxide equivalent (MMtCO$_2$e), Percentage (%)</td><td>(1) Gross global Scope 1 emissions, percentage covered under (2) emissions-limiting regulations and (3) emissions-reporting regulations</td><td>(1) 32,604 MMtCO$_2$e
(2) 1.1%
(3) 98.9%</td></tr>
<tr><td>IF-EU-110a.2</td><td>Quantitative</td><td>MMtCO$_2$e</td><td>Greenhouse gas (GHG) emissions associated with power deliveries</td><td>The calculation of this metric is under consideration and will not be disclosed this year.</td></tr>
<tr><td>IF-EU-110a.3</td><td>Discussion and Analysis</td><td>n/a</td><td>Discussion of long- and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets, and an analysis of performance against those targets</td><td>Our Scope 1 emissions include direct GHG emissions associated with fuel combustion in boilers, turbines, and engines used to produce electric power. When calculating our emissions, we do not include those associated with combustion of fossil fuels used for other activities or equipment, such as auxiliary boilers, starter engines, and company fleet vehicles, as they are not material sources of emissions for NRG. We also exclude emissions from fugitive sources such as hydrofluorocarbon (HFC) releases from use of refrigeration and/or air conditioning equipment, sulfur hexafluoride (SF$_6$) from electrical equipment, and methane releases from natural gas transport. While our overall Scope 1 emissions will increase given recent acquisitions, we expect emissions intensity to decrease as natural gas begins to comprise a greater share of our portfolio compared to coal. While we are adjusting our short-term strategy, we remain committed to our long-term aspiration of achieving net-zero emissions by 2050. For more on our strategy to reduce our emissions, please see our 2025 Sustainability Report.</td></tr>
<tr><td colspan="5">Air Quality</td></tr>
<tr><td>IF-EU-120a.1</td><td>Quantitative</td><td>Metric tons (t), Percentage (%)</td><td>Air emissions of the following pollutants: (1) nitrogen oxides [NO$_x$ (excluding nitrous oxide N$_2$O)], (2) sulfur oxides (SO$_x$), (3) particulate matter (PM$_{10}$), (4) lead (Pb), and (5) mercury (Hg); percentage of each in or near areas of dense population</td><td>AIR QUALITY METRICS
<table>
<tr><th>Air emissions source</th><th>Air emissions (metric tons)</th><th>Percentage from production facilities within urbanized areas</th></tr>
<tr><td>NO$_x$</td><td>19,121</td><td>56%</td></tr>
<tr><td>SO$_x$</td><td>50,598</td><td>69%</td></tr>
<tr><td>PM$_{10}$</td><td>1,370</td><td>73%</td></tr>
<tr><td>Pb</td><td>.15</td><td>64%</td></tr>
<tr><td>Hg</td><td>.050</td><td>49%</td></tr>
</table></td></tr>
</table>

<table>
<tr><th>Code</th><th>Category</th><th>Unit of Measurement</th><th>Metric</th><th>2025 Response</th></tr>
<tr><td colspan="5">Water Management</td></tr>
<tr><td>IF-EU-140a.1</td><td>Quantitative</td><td>Million cubic meters (m_3), Percentage (%)</td><td>(1) Total water withdrawn, (2) total water consumed; percentage of each in regions with High or Extremely High Baseline Water Stress</td><td>
TOTAL WATER WITHDRAWN
<table>
<tr><th>Water Source</th><th>Total (in millions of cubic meters)</th><th>Percent</th></tr>
<tr><td>Freshwater</td><td>165</td><td>15%</td></tr>
<tr><td>Non-Fresh Water</td><td>380</td><td>35%</td></tr>
<tr><td>Ocean/Brackish Water</td><td>541</td><td>50%</td></tr>
<tr><td>Total</td><td>1,086</td><td>100%</td></tr>
</table>
Percentage of Each in Regions with High or Extremely High Baseline Water Stress
<table>
<tr><th>Baseline Water Stress High (40-80%) or Extremely High (>80%)</th><th>Percent of Total Water</th><th>Percent Non-Fresh</th></tr>
<tr><td>Withdrawal from Areas with High/Extremely High Baseline Water Stress</td><td>0.01%</td><td>0%</td></tr>
<tr><td>Consumption from Areas with High/Extremely High Baseline Water Stress</td><td>0.06%</td><td>0%</td></tr>
</table>
<table>
<tr><th>Type of Generating Facility in Baseline Water Stress Areas</th><th>Number</th></tr>
<tr><td>Fossil Fuel (natural gas, coal, oil)</td><td>3</td></tr>
<tr><td>Renewable (solar and wind)</td><td>0</td></tr>
<tr><td>Nuclear</td><td>0</td></tr>
<tr><td>Thermal (district heating and cooling)</td><td>0</td></tr>
<tr><td>Total</td><td>3</td></tr>
</table>
</td></tr>
<tr><td>IF-EU-140a.2</td><td>Quantitative</td><td>Number</td><td>Number of incidents of non-compliance associated with water quality permits, standards, and regulations</td><td>NRG complies with water quality and discharge-related regulation at all facilities. Incidents affecting water quality or discharge compliance are tracked through enterprise-wide Environmental Key Performance Indicators (EKPIs), which are reported monthly to management and regularly to the Board. We refer to our formal Environmental Policy & Management framework if we must remediate water-related issues, including active groundwater monitoring and site closures, if needed. Also see the Environmental Compliance section of our 2025 Sustainability Report.</td></tr>
</table>

Code	Category	Unit of Measurement	Metric	2025 Response
IF-EU-140a.3	Discussion and Analysis	n/a	Description of water management risks and discussion of strategies and practices to mitigate those risks	NRG's definition of substantive risk from water is the possibility that an event will occur and significantly affect the achievement of NRG's business goals. Risk identification and assessment process applies to both direct operations and supply chain. NRG uses measures, metrics, and indicators for water risk assessment leveraging management and professional judgment from the perspective of: Financial impact: including, corporate earnings, capital expenditure on technologies to reduce water consumption, and risk Environmental impact: including, availability, quality of river basis, and regulations that impact supply and/or management of water Plant operations: including, operation disruption due to shortage, increase in water costs, or supply chain risks We use the WRI Aqueduct tool annually to develop high-level views of basin-level risk that informs strategic decision-making and the setting of goals and targets. This tool is open source and provides ease of use. Because each generating facility is unique, the risk approach identifies and addresses risks related to water availability and quality, relevant regulatory, financial, operational, and environmental concerns, as well as stakeholder and supply chain impacts. Water risk is monitored by risk owners (individual plant operators) and reported to management upon material changes, with a threshold of 20% in water consumption and withdrawal levels. Plant Operations team members review modeling scenarios to identify if a water supply risk could impact projected generation levels at any point within a two-year timeframe. If so, risk mitigation efforts are identified and economically evaluated for implementation. Plant water usage is reviewed annually by the senior leaders of NRG' s Operations, Engineering, and Commercial Operations teams. Risk response decisions are primarily made and executed by managing plant operations to maintain compliance with all relevant regulations. NRG also reports supply chain water risk annually through the CDP Questionnaire. For more information, see the Water Stewardship section of our 2025 Sustainability Report.
Coal Ash Management				
IF-EU-150a.1	Quantitative	Metric tons (t), Percentage (%)	(1) Amount of coal combustion products (CCPs) generated, (2) percentage recycled	(1) 871,013 (2) 56%
IF-EU-150a.3	Discussion and Analysis	n/a	Description of CCPs management policies and procedures for active and inactive operations	We continually research options for the beneficial reuse of coal combustion residuals (CCRs) from NRG operations. Examples include diverting CCRs for use in construction products, concrete, and cement. This practice helps reduce the need for mining virgin resources like native soil, gravel, and gypsum. In 2025, 56% of CCRs generated by NRG facilities were beneficially reused. The remainder was disposed of in accordance with applicable state and federal regulations.
Energy Affordability				
IF-EU-240a.1	Quantitative	Rate	Average retail electric rate for (1) residential, (2) commercial, and (3) industrial customers	This topic pertains to regulated electric utilities, and NRG is not a regulated utility. Therefore, this disclosure is not applicable to NRG.
IF-EU-240a.3	Quantitative	Number, Percentage (%)	(1) Number of residential customer electric disconnections for non-payment, (2) percentage reconnected within 30 days	This topic pertains to regulated electric utilities, and NRG is not a regulated utility. Therefore, this disclosure is not applicable to NRG.
IF-EU-240a.4	Discussion and Analysis	n/a	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	This topic pertains to regulated electric utilities, and NRG is not a regulated utility. Therefore, this disclosure is not applicable to NRG.
Workforce Health & Safety				
IF-EU-320a.1	Quantitative	Rate	(1) Total recordable incident rate (TRIR), (2) fatality rate, and (3) near miss frequency rate (NMFR) for (a) direct employees and (b) contract employees	(1) 0.2 (2) 0 (3) 5.2

Code	Category	Unit of Measurement	Metric	2025 Response
End-Use Efficiency & Demand				
IF-EU-420a.2	Quantitative	Percentage (%) by megawatt hours (MWh)	Percentage of electric load served by smart grid technology	This topic pertains to regulated electric utilities, and NRG is not a regulated utility. Therefore, this disclosure is not applicable to NRG.
IF-EU-420a.3	Quantitative	Megawatt hours (MWh)	Customer electricity savings from efficiency measures, by market	This topic pertains to regulated electric utilities, and NRG is not a regulated utility. Therefore, this disclosure is not applicable to NRG.
Nuclear Safety & Emergency Management				
IF-EU-540a.1	Quantitative	Number	Total number of nuclear power units, broken down by results of most recent independent safety review	NRG does not provide electricity through nuclear sources. Therefore, this disclosure is not applicable to NRG
IF-EU-540a.2	Discussion and Analysis	n/a	Description of efforts to manage nuclear safety and emergency preparedness	NRG does not provide electricity through nuclear sources. Therefore, this disclosure is not applicable to NRG
Grid Resiliency				
IF-EU-550a.1	Quantitative	Number	Number of incidents of non-compliance with physical or cybersecurity standards or regulations	NRG does not have transmission and distribution operations. Therefore, this disclosure is not applicable to NRG.
IF-EU-550a.2	Quantitative	Minutes, Number	(1) Systems Average Interruption Duration Index (SAIDI), (2) System Average Interruption Frequency Index (SAIFI), and (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	NRG does not have transmission and distribution operations. Therefore, this disclosure is not applicable to NRG.
Activity Metrics				
IF-EU-000.B	Quantitative	Megawatt hours (MWh)	Total electricity delivered to: (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers	2025 Form 10-K page 7
IF-EU-000.D	Quantitative	Megawatt hours (MWh), Percentage (%)	Total electricity generated, percentage by major energy source, percentage in regulated markets	2025 Form 10-K page 12 2025 Performance Data

Learn More

Glossary

Bring Your Own Power: Bring Your Own Power (BYOP) is a solution for large-load customers like data centers that aligns new demand with new generation investments to help deliver reliable, scalable power that benefits both local communities and the broader power system.

Carbon intensity: The amount of greenhouse gas (GHG) emissions (measured in metric tons) produced per unit of economic activity or physical output.

Carbon intensity of electricity: The amount of carbon dioxide equivalent, measured in million metric tons ($MMtCO_2e$) emitted per unit of electricity measured in a variant of watt hours [terawatt-hours (TWh), gigawatt-hours (GWh), megawatt-hours (MWh), kilowatt-hours (kWh)]. See also Revenue carbon intensity.

Carbon offset: Mechanism to compensate for the GHG (CO_2e) emissions of a household or larger organization due to its combustion of fossil fuels. An example of a carbon offset is afforestation (planting trees).

Certified natural gas: Natural gas certified by a third-party to have a lower methane (CH_4)/CO_2e intensity. This is achieved by reducing CH_4 leaks in the natural gas value chain.

Combined cycle power plant: An electricity generation facility in which waste heat from a combustion turbine powers a steam turbine, producing 50% or more electricity than a single cycle plant.

Demand Response (DR): A program that provides financial incentives to end-users to reduce their consumption of electricity during periods when the electricity grid is experiencing high electricity demand (for example, when temperatures are very high or very low).

Distributed energy resources (DERs): Modular energy generation and storage technologies that provide electric capacity or energy where and when it is needed. Usually deployed close to load (at the point of customer demand) and behind the customer's meter, giving customers greater control, predictability, and stability when it comes to their energy usage.

Dual-fuel power plant: An electrical generation plant designed to run on two different fuels to provide operational flexibility and uptime in the event of supply disruptions.

Electric Reliability Council of Texas (ERCOT): A membership-based nonprofit corporation that manages the flow of electric power to customers in Texas that represent about 90% of the state's electric load. As the independent system operator for the region, ERCOT schedules power on an electric grid that connects transmission lines and generation units.

Greenhouse gas (GHG): Gases that trap heat in the atmosphere, resulting in global warming and climate change. In the power sector, GHG emissions are released during the combustion of fossil fuels, such as coal, oil, and natural gas, while producing electricity. In the natural gas sector, GHG emissions are released during the production, transportation, and consumption of natural gas. Measured in $MMtCO_2e$.

Peaker plant: A power generation facility that operates only during high electricity demand, such as extreme weather, to ensure grid reliability.

PJM Interconnection: A regional transmission organization that coordinates the movement of wholesale electricity and grid across 13 states and the District of Columbia.

Power purchase agreement (PPA): A medium- or long-term contract between two parties, one which generates electricity (the seller), and one which is looking to purchase electricity (the buyer, either a corporate end-user or a power company reselling the electricity to a corporate end-user). PPAs are often used in renewable energy, especially solar, as a way for buyers to access solar electricity without having to directly install solar generating capacity onsite. Buyers take ownership of the physical energy and receive renewable electricity credits.

Regional transmission organization (RTO): Independent, federally regulated entities that manage, operate, and control the electricity transmission of a multi-state region.

Renewable energy certificate (REC): A market-based instrument that represents the rights to environmental, social, and other non-power attributes of renewable electricity generation. An REC is issued when one megawatt-hour (MWh) of electricity is generated and delivered to the grid from a renewable energy resource.

Renewable natural gas (RNG): CH_4 that would have gone into the atmosphere that is captured, upgraded, and used in place of fossil natural gas. CH_4 can be sourced from farms, food waste, wastewater plants, landfills, and biomass and can be injected into the natural gas distribution system.

Revenue carbon intensity: $MMtCO_2e$ per unit of revenue, typically measured in dollars. See also Carbon intensity of electricity.

Virtual power plant (VPP): A cloud-based network of distributed energy resources, such as residential solar, battery storage, and electric vehicles, aggregated to operate as a single power plant. VPPs provide grid reliability, operate at lower costs than peaker plants, and allow homeowners to earn income by sharing stored energy.

Watt (W): A measure of electricity generation capacity at a particular point in time. Variants include kilowatts (kW, thousand watts), megawatts (MW, million watts), gigawatts (GW, billion watts), and terawatts (TW, trillion watts).

Watt hours (Wh): A measure of the amount of electricity provided over a particular period of time (typically one year or one month). 1 Wh is equal to 1 Watt of average power flow over the course of an hour. Variants include kilowatt hours (kWh, thousand watt hours), megawatt hours (MWh, million watt hours), gigawatt hours (GWh, billion watt hours), and terawatt hours (TWh, trillion watt hours).

Further Reading

Our 2025 Sustainability Report is designed to provide stakeholders with a comprehensive update on NRG's commitment to people, the environment, and the governance principles that inform our work. To go deeper on certain topics, the list below is a catalog of the most recent publications spanning our business. This list is also posted on our website and will be refreshed as additional materials are published. We hope this provides an even more complete view of NRG. As always, if you do not find what you are looking for, please email us at sustainability@nrg.com.

Business

- 2026 Annual Meeting of Stockholders and Proxy Statement
- 2025 Form 10-K
- Other U.S. Securities and Exchange Commission Filings
- NRG Sustainability-Linked Bond Framework
- Second Party Opinion on NRG's Sustainability Linked Financing Framework
- 2023 NRG Investor Day

Insights

- Energy education
- Energy policy
- People and community
- Sustainability
- Innovation

Customers

Residential Solutions

- Energy plans
- Sustainable living
- Electric vehicle driving
- Backup power
- Smart technology
- Home services
- Smart Home
- Home security
- Cameras

Business Customers

- Power
- Natural gas
- Load management
- Sustainability and renewables
- Energy brokers
- Wholesale solutions
- Case studies by goal and industry

People

- Life at NRG
- 2024 Equal Employment Opportunity Report (EEO-1)
- Grant requests
- Employee goodwill programs
- NRG Impact Week 2025
- 2025 Conflict Minerals Disclosure
- Suppliers overview and working with NRG
- NRG Human Rights and Social Responsibility Standards for Manufacturers

Environment

- 2025 Third Party Assurance of NRG Greenhouse Gas Emissions Report
- 2025 SASB Index
- 2025 CDP Climate Questionnaire
- 2025 TCFD Report
- 2025 Industry Association Climate Review
- Energy policy and regulatory filings
- The path to one and a half
- Environmental Policy Statement
- Climate Change Principles
- Coal Combustion Residuals Rule Compliance Data and Information

Governance

- Light the Way: NRG Code of Conduct
- Corporate Governance Guidelines
- NRG Management
- NRG Board of Directors
- NRG Board Committee Composition
- Audit Committee Charter
- Audit Committee Procedures
- Compensation Committee Charter
- Governance and Nominating Committee Charter
- Finance and Risk Management Committee Charter
- NRG Political Contribution Policy
- 2025 Public Policy Engagement and Corporate Political Contributions
- 2025 Political Giving Report

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