Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) _____

B This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ ☐

D Check box if filing under:
- ☒ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
NRG PENSION PLAN

1b Three-digit plan number (PN) ▶ 004

1c Effective date of plan 01/01/2004

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
NRG AFFILIATE SERVICES, INC.

804 CARNEGIE CENTER
PRINCETON, NJ 08540-6213

804 CARNEGIE CENTER
PRINCETON, NJ 08540

2b Employer Identification Number (EIN)
41-1960764

2c Plan Sponsor's telephone number
609-524-4500

2d Business code (see instructions)
221100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/12/2026	SHANNON BOEHM
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	

5	Total number of participants at the beginning of the plan year	**5**	1992
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	392
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	360
b	Retired or separated participants receiving benefits	**6b**	1195
c	Other retired or separated participants entitled to future benefits	**6c**	213
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	1768
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	174
f	Total. Add lines **6d** and **6e**.	**6f**	1942
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 1C 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [ ]	Insurance	**(1)** [ ]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [ ] **A** (Insurance Information) – Number Attached 0
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
NRG PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
NRG AFFILIATE SERVICES, INC.

D Employer Identification Number (EIN)
41-1960764

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	381357193
b Actuarial value	**2b**	380599287

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	1350	322274762	322274762
b For terminated vested participants	250	33923204	33923204
c For active participants	392	94544591	94547062
d Total	1992	450742557	450745028

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.34 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	2018149
b Expected plan-related expenses	**6b**	2523000
c Target normal cost	**6c**	4541149

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

09/28/2026
Date

AGNIESZKA E. WELKIE
Type or print name of actuary

26-07308
Most recent enrollment number

AON CONSULTING, INC.
Firm name

281-882-6116
Telephone number (including area code)

1800 HUGHES LANDING BLVD
SUITE 800
THE WOODLANDS, TX 77380
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 2.56 %	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		5643
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.07 %		286
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
c	Total available at beginning of current plan year to add to prefunding balance		5929
d	Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	84.43 %
15	Adjusted funding target attainment percentage	15	84.43 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	94.00 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/14/2025	1810000	0			
07/15/2025	1810000	0			
10/14/2025	1810000	0			
01/15/2026	1810000	0			
09/09/2026	4792000	0			
			Totals ► 18(b)	12032000	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	11385746

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	61

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	4541149
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	70145741	6838820
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	11379969

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	11379969
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	11385746
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	5777
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
NRG PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
NRG AFFILIATE SERVICES, INC.

D Employer Identification Number (EIN)
41-1960764

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALIGHT

36-2235791

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 15 50	NONE	659256	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

BLACKROCK CORP

30-0587659

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51	NONE	133092	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

NORTHERN TRUST COMPANY

36-1561860

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
51	NONE	52720	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WARREN AVERETT

45-4084437

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	NONE	16000	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
NRG PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
NRG AFFILIATE SERVICES, INC.

D Employer Identification Number (EIN)
41-1960764

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: NRG ENERGY MASTER RETIREMENT TRUST

b Name of sponsor of entity listed in (a): NRG ENERGY, INC.

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
41-1724239-001	M	392461285

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
NRG PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
NRG AFFILIATE SERVICES, INC.

D Employer Identification Number (EIN)
41-1960764

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	1780000	6602000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	379579362	392461285
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	381359362	399063285
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h		
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	381359362	399063285

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	12032000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		12032000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		0
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		0
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		0
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		0

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		46104827
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		58136827
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	38078238	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		38078238
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)	659256	
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	16000	
(5) Investment advisory and investment management fees	2i(5)		
(6) Bank or trust company trustee/custodial fees	2i(6)	52720	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1626690	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		2354666
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		40432904
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		17703923
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: WARREN AVERETT, LLC **(2)** EIN: 45-4084437

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		25000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**		X	
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 584442.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
NRG PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500
NRG AFFILIATE SERVICES, INC.

D Employer Identification Number (EIN)
41-1960764

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1	Total value of distributions paid in property other than in cash or the forms of property specified in the instructions	1	0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 04-6568107

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3	Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	36

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ☐ Yes ☐ No ☒ N/A

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6 a	Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a	
b	Enter the amount contributed by the employer to the plan for this plan year	6b	
c	Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ☐ Yes ☐ No ☐ N/A

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ☐ Yes ☐ No ☒ N/A

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ☐ Increase ☐ Decrease ☒ Both ☐ No

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ☐ Yes ☐ No

11 a Does the ESOP hold any preferred stock? ☐ Yes ☐ No

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ☐ Yes ☐ No

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ☐ Yes ☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 37.8 % Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: 12.3 %
High-Yield Debt: 47.9 % Real Assets: _____% Cash or Cash Equivalents: 2.0 % Other: _____%

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☒ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

NRG PENSION PLAN

FINANCIAL STATEMENTS

DECEMBER 31, 2025 AND 2024

Warren Averett
CPAs AND ADVISORS
www.warrenaverett.com

The report accompanying this deliverable was issued by Warren Averett, LLC.

NRG PENSION PLAN
TABLE OF CONTENTS
DECEMBER 31, 2025 AND 2024

INDEPENDENT AUDITORS' REPORT 1

FINANCIAL STATEMENTS

Statements of Net Assets Available for Benefits 4

Statements of Changes in Net Assets Available for Benefits 5

Notes to the Financial Statements 6

Warren Averett
CPAs AND ADVISORS

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Atlanta, GA 30326
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INDEPENDENT AUDITORS' REPORT

To the Benefits Committee of
NRG Pension Plan

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit
We have performed audits of the accompanying financial statements of NRG Pension Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) [ERISA Section 103(a)(3)(C) audit]. The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of and for the years ended December 31, 2025 and 2024, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate on the financial statements.

Opinion
In our opinion, based on our audits and on the procedures performed as described in the Auditors' Responsibilities for the Audits of the Financial Statements section—

- the amounts and disclosures in the financial statements referred to above, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America (GAAP).
- the information in the financial statements referred to above related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion
We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audits of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements
Management is responsible for the preparation and fair presentation of these financial statements in accordance with GAAP, and for the design, implementation and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date the financial statements are available to be issued.

Management is also responsible for maintaining a current Plan instrument, including all Plan amendments; administering the Plan; and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditors' Responsibilities for the Audits of the Financial Statements
Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audits.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.

- Obtain an understanding of internal control relevant to the audits in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of GAAP.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with GAAP.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audits, significant audit findings and certain internal control related matters that we identified during the audits.

Warren Averett, LLC

Atlanta, Georgia
September 26, 2026

NRG PENSION PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2025 AND 2024

	2025	2024
Investments, at fair value		
Interest in NRG Energy Master Trust	$ 392,461,285	$ 379,579,362
Employer contribution receivable	6,602,000	1,780,000
NET ASSETS AVAILABLE FOR BENEFITS	$ 399,063,285	$ 381,359,362

See notes to the financial statements.

NRG PENSION PLAN
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEARS ENDED DECEMBER 31, 2025 AND 2024

	2025	2024
Employer contributions	$ 12,032,000	$ 7,480,000
Net gain from NRG Energy Master Trust	46,104,827	9,702,209
Benefits paid	(38,078,238)	(36,243,327)
Administrative and investment expenses	(2,354,666)	(2,554,978)
NET INCREASE (DECREASE) IN NET ASSETS	17,703,923	(21,616,096)
NET ASSETS AVAILABLE FOR BENEFITS AT		
BEGINNING OF YEAR	381,359,362	402,975,458
END OF YEAR	$ 399,063,285	$ 381,359,362

See notes to the financial statements.

1. DESCRIPTION OF PLAN

The following description of the NRG Pension Plan (the Plan) is provided for general information purposes only. Participants should refer to the official Plan document for complete information.

General

The Plan is a noncontributory defined benefit plan covering non-bargained employees, as defined, of NRG Energy, Inc. (the Company) with respect only to employees in recognized employment, who were hired on or after December 16, 1999, and did not become employees of the Company and its affiliates as a result of the transactions described in the purchase and sale agreement between the Company and The Connecticut Light and Power Company, dated July 1, 1999, or NRG Astoria Gas Turbine Operations, Inc.; Louisiana Generating LLC; NRG Mid-Atlantic Affiliate Services, Inc.; GenOn Energy Services, LLC; and South Central Affiliates Services, Inc. Effective January 1, 2019, NRG Services Group, LLC was removed as a participating employer under the Plan.

NRG Affiliates Services, Inc., a wholly owned subsidiary of the Company, is currently the Plan administrator.

The Plan's assets are held in the NRG Energy Master Trust (Master Trust) in which Northern Trust Company serves as Trustee (the Trustee).

The Plan is a defined benefit pension plan intended to qualify under Section 401(a) of the Internal Revenue Code (IRC) and is subject to the provisions of the Employee Retirement Income Security Act of 1974 (ERISA), as amended.

In 2023, the Plan was amended to allow for a lump-sum window for the period January 17, 2023, to March 1, 2023, for 2023 window participants, as defined by the Plan.

Pension Benefits

Benefits are based on various factors including years of service and compensation, as outlined in the Plan document. Participant account balances accumulate, as a result of credits for interest on their beginning of the year balance and percent of compensation credit, as described in the Plan document. Normal retirement age is 65; however, the Plan does permit early retirement. Eligible employees become vested in their benefit after three or five years of service depending upon whether their pension benefit is a cash balance account or a traditional final average pay annuity benefit. Depending on the entity at which an individual is employed, participants may elect to receive their benefits in the form of an annuity or lump sum. The Plan also provides for death and disability benefits.

Effective December 31, 2018, the Plan was amended to freeze all benefit accruals and credits to the Plan with respect to certain participants and members, as defined by the Plan, and provide for supplemental Company credits to the Plan for affected participants and members.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting

The financial statements of the Plan are prepared on the accrual basis of accounting in accordance with accounting principles generally accepted in the United States of America (GAAP).

Interest in the Master Trust

The Company makes contributions to the Master Trust, which supports the Plan and other pension plans sponsored by the Company. Benefits are paid from the Master Trust to eligible participants of these plans. The assets held by the Master Trust are commingled for investment purposes and are not separately identifiable by the Plan. All investments held by the Master Trust, which includes mutual funds, a partnership fund, and common collective trust (CCT) funds, are carried at fair value.

Mutual funds are valued at published closing prices on the last business day of the period.

The CCT funds and partnership fund are valued at fair market value by the issuer of the fund, which is based upon the underlying assets held by the fund. There are no restrictions or unfunded commitments noted for CCT funds.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Use of Estimates

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, and changes therein, disclosure of contingent assets and liabilities, and the actuarial present value of accumulated plan benefits, and changes therein, at the date of the financial statements. Actual results could differ from those estimates.

Risks and Uncertainties

The Master Trust utilizes various investment securities including mutual funds, a partnership fund, and CCT funds. Investment securities, in general, are exposed to various risks, such as interest rate risk, credit risk and overall market volatility. Due to the level of risk associated with certain investment securities, it is reasonably possible that changes in the values of investment securities will occur in the near term and that such changes could materially affect the amounts reported in the financial statements.

Plan contributions are made, and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, mortality and employee demographics, all of which are subject to change. Due to the uncertainties inherent in these estimates and assumptions, the impact in the near term could be material to the financial statements.

Payment of Benefits

Benefit payments to participants or beneficiaries are recorded upon distribution.

Administrative Expenses
The Plan's expenses are paid by either the Plan or the Company, as provided by the Plan document. Expenses paid by the Company are excluded from these financial statements. Certain administrative expenses incurred in connection with the general administration of the Plan that are paid by the Plan are recorded as deductions in the accompanying statements of changes in net assets available for benefits.

3. INTEREST IN THE MASTER TRUST

Each participating plan has an undivided interest in the Master Trust. Investment income or loss is allocated based on each plan's allocated share of investments at the beginning of the year, net of each plan's actual contributions, benefit payments and administrative expenses.

As of December 31, 2025 and 2024, the Plan's interest in the Master Trust was approximately 50% and 49%, respectively.

The following table presents the net assets available for plan benefits of the Master Trust as of December 31, 2025 and 2024:

	2025		2024	
	Master Trust	Plan's Interest in Master Trust	Master Trust	Plan's Interest in Master Trust
Investments, at fair value				
Partnership fund	$ 23,988,758	$ 12,030,902	$ 28,325,710	$ 14,016,470
CCT funds	463,380,930	232,395,969	436,711,175	216,098,695
Mutual funds	295,139,648	148,019,179	315,013,375	155,878,721
Total investments, at fair value	$ 782,509,336	392,446,050	780,050,260	385,993,886
Receivables	990,508	496,762	2,825,006	1,397,904
Payables	(960,131)	(481,527)	(15,788,038)	(7,812,428)
Total Master Trust Assets	$ 782,539,713	$ 392,461,285	$ 767,087,228	$ 379,579,362

The following table presents the investment income of the Master Trust for the years ended December 31, 2025 and 2024:

	2025	2024
Net appreciation in fair value of investments	$ 81,352,089	$ 9,929,505
Interest and dividends	14,562,288	12,443,360
Administrative fees	(852,727)	(943,293)
Total net investment income	$ 95,061,650	$ 21,429,572

4. FAIR VALUE MEASUREMENT

The framework for measuring fair value provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1) and the lowest priority to unobservable inputs (Level 3). The three levels of the fair value hierarchy under Financial Accounting Standards Board (FASB) Accounting Standard Codification (ASC) 820, *Fair Value Measurements*, are described as follows:

- Level 1 – Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.
- Level 2 – Inputs to the valuation methodology include: quoted prices for similar assets or liabilities in active markets; quoted prices for identical or similar assets or liabilities in inactive markets; inputs other than quoted prices that are observable for the asset or liability; and inputs that are derived principally from, or corroborated by, observable market data by correlation or other means. If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.
- Level 3 – Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

The following table presents the fair value measurements of the investments held by the Master Trust held at December 31, 2025:

	Level 1	Total
Mutual funds	$ 295,139,648	$ 295,139,648
Total investments in hierarchy		295,139,648
Investments measured at net asset value[(1)(2)(3)]		487,369,688
Investments, at fair value		$ 782,509,336

The following table presents the fair value measurements of the investments held by the Master Trust held at December 31, 2024:

	Level 1	Total
Mutual funds	$ 315,013,375	$ 315,013,375
Total investments in hierarchy		315,013,375
Investments measured at net asset value[1][2][3]		465,036,885
Investments, at fair value		$ 780,050,260

[1] In accordance with FASB ASC Subtopic 820-10, certain investments that were measured at net asset value (NAV) per unit (or its equivalent) have not been classified in the fair value hierarchy. The fair value amounts presented in these tables are intended to permit reconciliation of the fair value hierarchy to the line items presented in the statements of net assets available for benefits.

[2] If an investment is measured using the NAV per unit (or its equivalent) as the practical expedient in ASC 820 and that investment is in a fund that files a U.S. Department of Labor Form 5500, *Annual Return/Report of Employee Benefit Plan*, as a direct filing entity, disclosure of that investment's strategy will no longer be required. All of the following funds in the Master Trust satisfy this requirement noted above:

- Marathon – London International Group Trust Fund
- Northern Trust Collective All Country World EX-US Fund
- Northern Trust Collective US Marketcap Equity Index Fund
- COLTV Short-Term Investment Fund
- Blackrock US Strips 20+ Year Bond Index RSL Fund
- Blackrock US Long Credit Bond Fund
- FIAM Select International Small Cap Fund
- GSTCO Emerging Markets Equity Insight Fund

[3] The AQR Emerging Equities Fund LP's stated investment objective is to outperform the Morgan Stanley Capital International Inc. Emerging Markets Total Return Index with net dividends unhedged in US dollars (the Benchmark) by an average of 200 basis points per year (net of fees) over a full market cycle. The fund also seeks to add value by employing a disciplined approach emphasizing both bottom-up security selection decisions and top-down country/currency allocation. The fund generally will be managed by both underweighting and overweighting securities, countries and currencies relative to the Benchmark. Capital investments and the related income/(loss) thereon may be withdrawn at the capital account balance value as of the last business day of each month by giving a written notice of withdrawal to the fund at least 30 days prior to the proposed withdrawal date. The general partner of the fund, in its sole discretion, may reduce the written notice period for certain limited partners. A partially withdrawing limited partner will generally be paid within five calendar days of month end; provided, however, if the request is for an amount equal to or greater than 95% of the capital account, then 95% of the withdrawal amount will be paid within five calendar days of month end with the balance (if any) paid within 45 business days of the withdrawal date. The fund may reserve its right to delay payment of the remaining balance until the completion of the audit of the fund's financial statements for the year. Notwithstanding the foregoing, a limited partner may not request an additional withdrawal during the same calendar year should their aggregate withdrawal requests reach 95% of their capital account balance.

5. FINANCIAL INFORMATION CERTIFIED BY THE TRUSTEE

Certain information related to investments disclosed in the accompanying financial statements, including investments held as of December 31, 2025 and 2024, and net gain (from NRG Energy Master Trust) for the years then ended, was obtained by management and agreed to or derived from information certified as complete and accurate by the Trustee of the Plan.

6. FUNDING POLICY

The Company has agreed to make contributions to the Plan sufficient to provide the Plan with assets with which to pay pension benefits to Plan participants. Under provisions of ERISA, if the Plan is terminated, the Company may be obligated to make termination payments to the Plan, and participants may be eligible for continuation of benefits under insurance provided by the Pension Benefit Guaranty Corporation (PBGC).

The Company met the ERISA minimum funding requirements for the years ended December 31, 2025 and 2024.

7. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFITS

Accumulated plan benefits are those future periodic payments, including lump-sum distributions, which are attributable under the Plan's provisions to the service the employees have rendered. The actuarial present value of accumulated plan benefits results from applying actuarial assumptions to adjust accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements for death, disability, withdrawal or retirement) between the valuation date and the expected date of payment.

The significant actuarial assumptions used in the valuations as of January 1, 2025, using a beginning-of-year benefit information date, include:

(a) Rate of return on investments/discount rate of 6.90%.

(b) Mortality rates are projected generationally from 2012 using Scale MP-2021 with Aon's November 2024 endemic-adjusted version of Scale MP-2021.

(c) Cash balance interest rate of 5.25% for legacy NRG participants and 5.57% for legacy NRG Texas participants.

(d) Cash balance interest rate of 4.02% for Supplemental Account.

(e) Retirement age of 65.

(f) Standard unit credit cost method.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue. If the Plan was terminated, different actuarial assumptions and other factors might be applicable in determining the actuarial present value of accumulated plan benefits.

Under the above assumptions, the actuarial present value of accumulated plan benefits as of January 1, 2025, is as follows:

Actuarial Present Value of Accumulated Plan Benefits	
Vested benefits	
Participants currently receiving payments	$ 285,132,547
Terminated participants with deferred benefits and other participants	113,395,175
Total actuarial present value of vested benefits	398,527,722
Nonvested benefits	34,576
Total Actuarial Present Value of Accumulated Plan Benefits	$ 398,562,298

Under the above assumptions, the changes in the actuarial present value of accumulated plan benefits for the year ending January 1, 2025, are as follows:

Actuarial Present Value of Accumulated Plan Benefits at Beginning of Year	$ 416,338,519
Increase (decrease) during the year attributable to:	
Ongoing benefit accruals	2,009,789
Interest	26,301,421
Benefits paid to participants	(36,243,327)
Assumption changes*	(9,844,104)
Net decrease	(17,776,221)
Actuarial Present Value of Accumulated Plan Benefits at End of Year	$ 398,562,298

* The significant changes in assumptions result from the following:

(a) Rate of return on investments/discount rate changed from 6.60% in prior year.

(b) Mortality improvement scale Aon's November 2023 endemic-adjusted version of Scale MP-2021.

(c) Cash balance interest rate of 5.56% in prior year for legacy NRG participants and 5.83% in prior year for legacy NRG Texas participants.

(d) Cash balance interest crediting rate from 5.44% for Supplemental Account.

(e) A change in the interest rate assumption for lump sum payments from 5.58% / 5.66% / 5.56% to 4.17%/ 4.76% / 5.25% for legacy NRG and Supplemental Account, and from 5.50%/ 5.76% / 5.83% to 4.66% / 5.25% / 5.57% for Texas.

8. PLAN TERMINATION

Although the Company has not expressed any intent to terminate the Plan, it may do so at any time. In the event the Plan terminates, the net assets of the Plan will be allocated, as prescribed by ERISA and its related regulations, generally to provide the following benefits in the order indicated:

(a) Annuity benefits that former employees or their beneficiaries have been receiving for at least three years, or employees eligible to retire for that three-year period would have been receiving if they had retired with benefits in the normal form of annuity under the Plan. The priority amount is limited to the lowest benefit that was payable (or would have been payable) during those three years. The amount is further limited to the lowest benefit that would be payable under Plan provisions in effect at any time during the five years preceding Plan termination.

(b) Other vested benefits insured by the PBGC up to the applicable limitations discussed below.

(c) All other vested benefits.

(d) All nonvested benefits.

Certain benefits under the Plan are insured by the PBGC if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivor's pensions. However, the PBGC does not guarantee all types of benefits under the Plan, and the amount of benefit protection is subject to certain limitations. There is a statutory ceiling on the amount of an individual's monthly benefit that the PBGC guarantees.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at that time, of the Plan's net assets to provide those benefits and may also depend on the level of benefits guaranteed by the PBGC.

9. TAX STATUS

The Internal Revenue Service (IRS) has determined and informed the Company by a letter, dated February 3, 2016, that the Plan is designed in accordance with the applicable provisions of the IRC. The Plan has been amended since receiving the determination letter. The Plan administrator and the Plan's tax counsel believe that the Plan is designed and is currently being operated in compliance with the applicable provisions of the IRC.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan is subject to routine audits by taxing jurisdictions; however, there are currently no audits for any tax periods in progress.

10. PARTY-IN-INTEREST TRANSACTIONS

Certain Master Trust investments are managed by the Trustee of the Plan. These transactions qualify as party-in-interest transactions. As described in Note 2, the Plan paid certain expenses related to Plan operations to various service providers including actuarial, audit and Trustee fees. These transactions are party-in-interest transactions under ERISA.

11. SUBSEQUENT EVENTS

Management has evaluated subsequent events through September 26, 2026, which is the date the financial statements were available to be issued, and has determined that there are no subsequent events that require disclosure under FASB ASC Topic 855, *Subsequent Events.*

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule SB, line 26a — Schedule of Active Participant Data as of January 1, 2025

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

NRG Energy, Inc.
NRG Pension Plan
Active Employees

EIN: 41-1960764 PN: 004

Number of Participants and Average Compensation

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29			2							
30-34			3	6						
35-39			2	8	11					
40-44			3	4	17					
45-49			1	10	10	4	13			
50-54		1		5	12	6	12	5	1	
55-59			1	2	12	6	7	6	31 $119,600	11
60-64			1	1	5	2	5	6	30 $136,738	70 $113,993
65-69					4	3	2	1	4	41 $118,086
70+						1			1	3

N-392

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule SB, Line 26a — Schedule of Active Participant Data

As of January 1, 2025

NRG Energy, Inc.
NRG Pension Plan
Active Employees

EIN: 41-1960764 PN: 004

Number of Participants and Average Cash Balance Account

Attained Age	Years of Credited Service									
	<1	1-4	5-9	10-14	15-19	20-24	25-29	30-34	35-39	40+
<25										
25-29			2							
30-34			3	6						
35-39			2	8	11					
40-44			3	4	17					
45-49			1	10	10	4	13			
50-54				5	11	6	11	5	1	
55-59				2	12	6	7	6	31 $200,502	11
60-64			1	1	4	2	5	4	29 $233,378	70 $219,421
65-69					4	2	2		3	41 $270,948
70+						1			1	3

N-381

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule SB, Part V — Statement of Actuarial Assumptions/Methods

For ERISA Requirements

Interest Rates for Minimum Funding Purposes	Based on segment rates with a four-month lookback (as of September 2024), each adjusted as needed to fall within the 25-year interest rate stabilization corridor under ARPA
1st Segment Rate	5.07 percent
2nd Segment Rate	5.31 percent
3rd Segment Rate	5.50 percent
Interest Rates for Maximum Tax Purposes	Based on segment rates with a four-month lookback (as of September 2024), without regard to interest rate stabilization
1st Segment Rate	5.07 percent
2nd Segment Rate	5.33 percent
3rd Segment Rate	5.36 percent
Salary Increases	
Local 66 Union	4.00 percent 9/17/2024 – 9/16/2025 3.00 percent 9/15/2025+
Others	N/A
Cash Balance Interest Crediting Rate	
NRG and Texas	5.36 percent (The third segment rate of the above interest rates for maximum tax purpose)
Mirant	N/A
Supplemental Account	4.03 percent (One-year Treasury securities in effect for September of the previous year)
Cash Balance Annuity Conversion Rate	Same as lump sum basis
Lump Sum Payment Form Conversion Interest Rate	
NRG and Texas	Same as funding interest rates above
Mirant	N/A
Supplemental Account	Same as funding interest rates above

Lump Sum Payment Form Conversion Mortality	Current IRC section 417(e) table
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.00 percent per year.
Social Security COLA Increases	2.50 percent
COLA Increases for Inactive	2.00 percent COLA is assumed for the Arthur Kill, Astoria Group and Mirant New York Group.
Optional Payment Form Election Percentage	
NRG With Lump Sum Option	
Single	30 percent life annuity 70 percent lump sum
Married	15 percent joint and 50 percent survivor annuity 15 percent joint and 100 percent survivor annuity 70 percent lump sum
Texas	
Single	40 percent life annuity 60 percent lump sum
Married	10 percent joint and 50 percent survivor annuity 30 percent joint and 100 percent survivor annuity 60 percent lump sum
Mirant	
Single	50 percent life annuity 50 percent lump sum
Married	15 percent joint and 50 percent survivor annuity 35 percent joint and 100 percent survivor annuity 50 percent lump sum
Supplemental Account	30 percent life annuity 70 percent lump sum

Optional Payment Form Conversion Interest Rate (Annuity)	
NRG	Same as funding interest rates above
Mirant	6.00 percent
Texas	9.50 percent
Optional Payment Form Conversion Mortality (Annuity)	
NRG	Current IRC section 417(e) table
Texas and Mirant	1984 unisex pensioners mortality table
Retirement Age	
Active Participants	See Tables 1
Terminated Vested Participants	
Mirant	Age 63
Houston Industries (HI) Prior Plan Participants With at Least 30 Years of Service	Age 60
Classic and Other Cash Balance	Age 65
Mortality Rates	
Healthy and Disabled	2012 base mortality rates for annuitants and non-annuitants per §1.430(h)(3)-1(d), projected generationally for years beyond 2012 using IRS-prescribed mortality improvement rates per §1.430(h)(3)-1(b)(iii).
Withdrawal Rates	See Table 2
Disability Rates	See Table 3 (not assumed for Texas)
Decrement Timing	Middle of year decrements (except that retirement is assumed to occur at the beginning of the year for ages where the assumed retirement rate is 100 percent)
Surviving Spouse Benefit	It is assumed that 70 percent of males and 60 percent of females have an eligible spouse, and that males are three years older than their spouses.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Valuation Compensation	
NRG and Texas	2024 pensionable earnings rolled forward one year with the salary increase assumption
Mirant	Target pay rate in effect on January 1, 2025
Benefit and Compensation Limits	Projected benefits and compensation are limited by the current IRC section 415 maximum benefit of $280,000 and the IRC section 401(a)(17) compensation limit of $350,000.
Valuation of Plan Assets	Smoothed fair market value of assets over the current and prior two years, adjusted for contributions, benefit payments, administrative expenses, and expected earnings. The average value of assets calculated in this manner is further limited to not less than 90 percent nor more than 110 percent of fair market value. A characteristic of this method is that the expected distribution of the value of plan assets is skewed toward understatement relative to the corresponding market values for expected long-term rates of return in excess of the third segment rate under IRC section 430(h)(2)(C)(iii).
Expected Return on Assets	
2023 Plan Year	5.40 percent
2024 Plan Year	6.60 percent, limited to the applicable third segment rate 5.59 percent
2025 Plan Year	6.90 percent, limited to the applicable third segment rate 5.50 percent
Trust Expenses Included in Target Normal Cost	Expenses are assumed to be equal to the average of the prior two years' actual administrative expenses paid from the trust (excluding PBGC premiums), plus the expected PBGC premiums for the current year, rounded to the nearest $1,000 ($2,523,000 for 2025)
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Actuarial Assumptions and Methods

Table 1

Retirement Rates

Age	Cash Balance Only	All Other
55	15%	7%
56	15%	7%
57	15%	7%
58	15%	10%
59	20%	15%
60	20%	15%
61	20%	15%
62	20%	20%
63	20%	20%
64	30%	30%
65	30%	40%
66	50%	40%
67	50%	50%
68	50%	50%
69	50%	50%
70+	100%	100%

Table 2

Withdrawal Rates

Age	Rate
45 and younger	5.50%
45-49	5.00%
50-52	4.00%
53+	3.00%

Table 3

Disability Rates

Age	Male	Female	Age	Male	Female
15	0.03%	0.03%	45	0.16%	0.24%
16	0.03%	0.03%	46	0.18%	0.27%
17	0.03%	0.03%	47	0.21%	0.30%
18	0.03%	0.03%	48	0.25%	0.33%
19	0.03%	0.03%	49	0.28%	0.36%
20	0.03%	0.03%	50	0.33%	0.40%
21	0.03%	0.03%	51	0.39%	0.44%
22	0.03%	0.03%	52	0.46%	0.49%
23	0.03%	0.03%	53	0.53%	0.54%
24	0.03%	0.03%	54	0.61%	0.59%
25	0.03%	0.03%	55	0.69%	0.64%
26	0.03%	0.03%	56	0.77%	0.69%
27	0.03%	0.03%	57	0.86%	0.74%
28	0.03%	0.04%	58	0.95%	0.80%
29	0.03%	0.04%	59	1.05%	0.85%
30	0.03%	0.04%	60	1.15%	0.90%
31	0.03%	0.05%	61	1.26%	0.96%
32	0.03%	0.05%	62	1.38%	1.01%
33	0.03%	0.06%	63	1.51%	1.05%
34	0.03%	0.06%	64	1.64%	1.09%
35	0.04%	0.07%	65+	0.00%	0.00%
36	0.04%	0.08%			
37	0.05%	0.09%			
38	0.06%	0.10%			
39	0.07%	0.12%			
40	0.08%	0.13%			
41	0.09%	0.15%			
42	0.10%	0.17%			
43	0.12%	0.19%			
44	0.14%	0.22%			

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) _____

B This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ ☐

D Check box if filing under:
- ☒ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
NRG PENSION PLAN

1b Three-digit plan number (PN) ▶ 004

1c Effective date of plan 01/01/2004

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)

NRG AFFILIATE SERVICES, INC.

804 CARNEGIE CENTER
PRINCETON NJ 08540-6213

804 CARNEGIE CENTER
PRINCETON NJ 08540

2b Employer Identification Number (EIN)
41-1960764

2c Plan Sponsor's telephone number
609-524-4500

2d Business code (see instructions)
221100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE			Shannon Boehm
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			Shannon Boehm
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
NRG PENSION PLAN

B Three-digit plan number (PN) ▶ 004

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
NRG AFFILIATE SERVICES, INC.

D Employer Identification Number (EIN)
41-1960764

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	381,357,193
b Actuarial value	**2b**	380,599,287

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	1,350	322,274,762	322,274,762
b For terminated vested participants	250	33,923,204	33,923,204
c For active participants	392	94,544,591	94,547,062
d Total	1,992	450,742,557	450,745,028

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.34%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	2,018,149
b Expected plan-related expenses	**6b**	2,523,000
c Target normal cost	**6c**	4,541,149

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE AGNIESZKA E. WELKIE AEW — 09/28/2026

Signature of actuary — Date

AGNIESZKA E. WELKIE — 2607308

Type or print name of actuary — Most recent enrollment number

AON CONSULTING, INC. — 281-882-6116

Firm name — Telephone number (including area code)

1800 HUGHES LANDING BLVD
SUITE 800
THE WOODLANDS TX 77380

Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	0
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	0
9	Amount remaining (line 7 minus line 8)	0	0
10	Interest on line 9 using prior year's actual return of 2.56%	0	0
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		5,643
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.07%		286
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		0
	c Total available at beginning of current plan year to add to prefunding balance		5,929
	d Portion of (c) to be added to prefunding balance		0
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	0

Part III Funding Percentages

14	Funding target attainment percentage	14	84.43%
15	Adjusted funding target attainment percentage	15	84.43%
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	94.00%
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
04/14/2025	1,810,000	0			
07/15/2025	1,810,000	0			
10/14/2025	1,810,000	0			
01/15/2026	1,810,000	0			
09/09/2026	4,792,000	0			
			Totals ► 18(b)	12,032,000	18(c) 0

19 Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:

a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
b Contributions made to avoid restrictions adjusted to valuation date	19b	0
c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	11,385,746

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	☐ N/A, full yield curve used
5.07 %	5.31 %	5.50%	

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	61

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☐ Yes ☒ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	4,541,149
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	70,145,741	6,838,820
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	11,379,969

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	0	0

36 Additional cash requirement (line 34 minus line 35)	**36**	11,379,969
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	11,385,746

38 Present value of excess contributions for current year (see instructions)

a Total (excess, if any, of line 37 over line 36)	**38a**	5,777
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	0
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☐ 2019 ☒ 2020 ☐ 2021

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

Date	Amount		Days to Discount to 1/1/2025 at 5.34%	Interest Adjusted Contribution	
April 14, 2025	$	1,810,000	103	$	1,783,622
July 15, 2025		1,810,000	195		1,760,387
October 14, 2025		1,810,000	286		1,737,702
January 15, 2026		1,810,000	379		1,714,821
September 9, 2026		4,792,000	616		4,389,214
Total Contribution	$	12,032,000		$	11,385,746

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule SB, line 22 — Description of Weighted Average Retirement Age

The average retirement age shown in line 22 has been calculated by assuming the following retirement rates and no decrements other than retirement for this calculation. All retirements are assumed to occur at mid-year, except for the 100% retirement age.

Age	Cash Balance	All other Subsidized
55.5	15.00%	7.00%
56.5	15.00%	7.00%
57.5	15.00%	7.00%
58.5	15.00%	10.00%
59.5	20.00%	15.00%
60.5	20.00%	15.00%
61.5	20.00%	15.00%
62.5	20.00%	20.00%
63.5	20.00%	20.00%
64.5	30.00%	30.00%
65.5	30.00%	40.00%
66.5	50.00%	40.00%
67.5	50.00%	50.00%
68.5	50.00%	50.00%
69.5	50.00%	50.00%
70	100.00%	100.00%
Average Retirement Age	59.9	61.5
Count	169	223
Weighted Retirement Rate		61.0

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule SB, line 26b — Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	3,098,539	1,457,961	27,675,817	32,232,317
2026	4,314,519	1,232,400	27,409,335	32,956,254
2027	5,249,142	1,434,854	27,106,721	33,790,717
2028	5,995,763	1,514,859	26,780,034	34,290,656
2029	6,464,976	1,717,227	26,409,876	34,592,079
2030	6,812,204	1,896,619	25,994,989	34,703,812
2031	7,069,931	2,043,418	25,530,405	34,643,754
2032	7,194,382	2,254,050	25,006,486	34,454,918
2033	7,234,204	2,366,564	24,404,008	34,004,776
2034	7,211,444	2,393,290	23,767,712	33,372,446
2035	7,169,044	2,464,602	23,068,088	32,701,734
2036	7,094,807	2,504,079	22,303,134	31,902,020
2037	7,004,584	2,542,001	21,475,347	31,021,932
2038	6,864,758	2,571,076	20,584,884	30,020,718
2039	6,744,757	2,631,254	19,634,888	29,010,899
2040	6,612,601	2,604,349	18,630,195	27,847,145
2041	6,496,019	2,555,602	17,577,356	26,628,977
2042	6,345,751	2,596,118	16,484,484	25,426,353
2043	6,167,990	2,607,749	15,361,030	24,136,769
2044	5,960,564	2,527,139	14,217,566	22,705,269
2045	5,727,066	2,537,361	13,065,389	21,329,816
2046	5,487,401	2,475,792	11,916,157	19,879,350
2047	5,225,818	2,388,880	10,781,683	18,396,381
2048	4,962,994	2,331,147	9,673,741	16,967,882
2049	4,677,501	2,246,358	8,603,706	15,527,565
2050	4,399,646	2,158,748	7,582,202	14,140,596
2051	4,133,064	2,080,146	6,618,842	12,832,052
2052	3,859,158	1,954,184	5,721,782	11,535,124
2053	3,583,667	1,829,247	4,897,383	10,310,297
2054	3,301,497	1,701,467	4,150,021	9,152,985
2055	3,005,317	1,574,726	3,481,865	8,061,908
2056	2,726,453	1,463,074	2,892,867	7,082,394
2057	2,464,382	1,360,861	2,380,960	6,206,203
2058	2,240,258	1,244,233	1,942,339	5,426,830
2059	2,006,413	1,133,006	1,571,742	4,711,161
2060	1,789,098	1,027,792	1,262,898	4,079,788
2061	1,612,515	928,995	1,008,926	3,550,436
2062	1,440,500	836,812	802,697	3,080,009
2063	1,285,931	751,271	637,245	2,674,447
2064	1,148,359	672,286	505,974	2,326,619
2065	1,028,634	599,644	402,834	2,031,112
2066	923,497	533,044	322,444	1,778,985
2067	829,834	472,151	260,159	1,562,144
2068	747,376	416,625	212,074	1,376,075
2069	673,904	366,124	174,991	1,215,019

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2070	608,067	320,307	146,345	1,074,719
2071	548,714	278,856	124,099	951,669
2072	494,876	241,472	106,680	843,028
2073	445,760	207,860	92,884	746,504
2074	400,706	177,777	81,807	660,290

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule SB, Part V — Summary of Plan Provisions

Plan Provisions for Cash Balance Participants

Effective Date	January 1, 2004.
Participants	Nonbargained employees who were actively employed at December 5, 2003 at the following groups are covered under this plan: ● Employees at NRG Western Affiliate Services; ● Employees at Louisiana Generating; ● Employees at the San Francisco, San Diego, Pittsburgh, Dover, and Harrisburg Facilities of NRG Services; ● Employees at Connecticut Affiliate Services hired after December 16, 1999; ● Employees at Mid-Atlantic Services; and ● Employees at South Central Affiliate Services.
Normal Retirement	
Eligibility	Age 65.
Monthly Benefit	The benefit available from the participant's account balance.
Commencement	The first of the month coincident with or next following the date of termination.
Early Retirement	
Eligibility	Age 55 with 10 years of vesting service.
Monthly Benefit	The benefit available from the participant's account balance.
Commencement	The first of the month coincident with or next following the date of termination.
Vested Deferred Retirement	
Eligibility	Three years of vesting service.
Monthly Benefit	The benefit available from the participant's account balance.
Commencement	The first of the month coincident with or next following the date of termination.

Disability Retirement

Eligibility	Immediate. Vesting service continues to accrue while on disability.
Monthly Benefit	The benefit available from the participant's account balance.
Commencement	The first of the month coincident with or next following the later of date of termination or five years of vesting service.

Preretirement Death Benefit

Eligibility	Immediate.
Monthly Benefit	The benefit available from the participant's account balance.
Commencement	The first of the month following the date of death.

Automatic Form of Annuity	For unmarried employees, a life annuity; for married employees, the actuarial equivalent 50% joint and survivor annuity.
Optional Forms of Annuity	Lump sum, 50%, 75% or 100% joint and survivor annuity, or 10-year certain and life annuity.

Definitions

Actuarial Equivalent	A benefit of equivalent value based on Code section 417(e) mortality and September 417(e) interest rate.
Cash Balance Account	The cash balance account grows each year by pay and interest credits. All participants start with initial balances of $0 as of January 1, 2004.
Pay Credits	Seven percent (7%) of eligible earnings. For certain participants who are former Delmarva employees, credits are based on age:

Age	Percent of Eligible Earnings
Under 30 Years	5%
30 – 34 Years	6%
35 – 39 Years	7%
40 – 44 Years	8%
45 – 49 Years	9%
50 Years and Over	10%

	In addition, former Delmarva employees who had at least 10 years of service as of January 1, 1999 will receive transition pay credits as follows:

Service as of 1/1/1998	Transition Credit
Less Than 10 Years	0%
10 – 11 Years	1%
12 – 15 Years	2%
16 – 19 Years	3%
20 or More Years	4%

Transition credits cease when the participant completes 35 years of service.

Pay credits are credited as of December 31 of each year.

Interest Credits	Interest is credited at the end of the year based on the third-tier interest rate in effect for September of the previous year, as defined in Section 417(e).
Eligible Earnings	Wages, tips, and other compensation paid by the employer including qualified deferrals. Certain special payments are excluded.
Plan Year	Calendar year.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Plan Provisions for Northeast Affiliate Employees

Effective Date	January 1, 2004.
Participants	Nonbargained employees of NRG Northeast Affiliate Services who were employed on December 5, 2003.
Normal Retirement	
Eligibility	Age 65.
Monthly Benefit	The accrued benefit.
Commencement	The first of the month coincident with or next following age 65.
Early Retirement	
Eligibility	Age 55 with 10 years of service.
Monthly Benefit	The accrued benefit is based on pay and service as of retirement. The transition formula is reduced 5% per year from age 60. No reduction is applied if the participant has 86 points.
Commencement	The first of the month coincident with or next following the date of retirement.
Vested Deferred Retirement	
Eligibility	Three years of service.
Monthly Benefit	The accrued benefit based on pay and service as of termination. The transition formula is reduced 6.0% per year from age 65.
Commencement	The first of the month coincident with or next following the date of termination.
Disability Retirement	
Eligibility	Eligible for disability benefits under the long term disability plan.
Monthly Benefit	Vested or early retirement benefit.
Commencement	The first of the month following disability.
Preretirement Death Benefit	
Eligibility	All participants.
Monthly Benefit	Lump sum value of accrued benefit.
Commencement	Immediate.

Automatic Form of Annuity	For unmarried employees, a life annuity; for married employees, a reduced 50% joint and survivor annuity.
Optional Forms of Annuity	25%, 50%, 75% or 100% joint and survivor annuity; single life annuity; pop up annuities, lump sum, special early retirement option.
Definitions	
Accrued Benefit	Greater of the actuarial equivalent of the cash balance account or transition formula, reduced by the Xcel plan offset.
Actuarial Equivalent	A benefit of equivalent value based on Code section 417(e) mortality and September 417(e) interest rate.
Final Average Earnings	Highest consecutive 60 months of compensation.
Cash Balance Account	The account balance grows each year by pay and interest credits.
Pay Credits	Pay credits are based on the following service schedule:

Years of Service	Pay Credit
Less Than 5 Years	4%
5 – 9 Years	5%
10 – 14 Years	6%
15 – 19 Years	7%
20 or More Years	8%

Interest Credits	Interest is credited monthly based on the third-tier interest rate in effect for September of the prior plan year, as defined in Section 417(e).
Compensation	Base pay.
Covered Earnings	35-year average of Social Security wage base through year of termination.
Plan Year	Calendar year.

Transition Formula	Participants who meet one of the following transition requirements: (1) Age 45 with 10 years of service as of July 1, 1998; or (2) Five years of service and 50 age + service points as of December 31, 1998. Are eligible for a transition formula benefit equal to (1) + (2) + (3) below: (1) 1.05% final average earnings + 0.4% final average earnings in excess of covered earnings, × service to 10 years; plus (2) 1.35% final average earnings + 0.4% final average earnings in excess of covered earnings, × service between 10 and 30 years; plus (3) 1.00% final average earnings × service between 30 and 40 years.
Xcel Plan Offset	The benefit earned as of December 5, 2003 for service and pay through that date and payable from the Xcel Energy pension plan.
One-time Transition Credit	Effective December 31, 2012, five Northeast Affiliates participants received a one-time transition credit to their cash balance accounts.

Plan Provisions for Arthur Kill and Astoria Employees

Effective Date

January 1, 2004.

Participants

Arthur Kill and Astoria Nonbargained employees who were employed on December 5, 2003.

Normal Retirement

Eligibility

Age 65.

Monthly Benefit

The accrued benefit.

Commencement

The first of the month coincident with or next following the date of retirement.

Early Retirement

Eligibility

Age 55 and 10 years of service.

Monthly Benefit

The accrued benefit based on pay and service at retirement. Except for the excess portion of the standard formula, benefits are unreduced for retirement after:

(1) Age 60; or

(2) Age 55 with 30 years of service.

Otherwise, the following reductions apply:

Basic Formulas:

Age	Reduction
59	1.5%
58	3.0%
57	4.5%
56	6.0%
55	7.5%

Standard Formula — Excess Portion (over wage base):

Age	Reduction	Age	Reduction
64	7.7%	59	34.6%
63	15.4%	58	38.5%
62	23.1%	57	45.6%
61	26.9%	56	47.1%
60	30.8%	55	51.4%

Commencement

The first of the month coincident with or next following the date of retirement.

Vested Deferred Retirement	
Eligibility	Five years of service.
Monthly Benefit	The accrued benefit based on pay and service at termination.
Commencement	Age 65. Participant may commence payments as early as age 55, but amount will be reduced as for early retirement.
Disability Retirement	
Eligibility	Total and permanent disability.
Monthly Benefit	
Qualifying Disability	If qualifying for Social Security disability, the accrued benefit with pay and service projected to age 65.
Non-Qualifying Disability	The accrued benefit based on pay and service at disability. This benefit is unreduced at age 50 and 20 years of service.
Commencement	Qualifying disability commences at age 65. Non-qualifying disability commences immediately in most cases.
Preretirement Death Benefit	
Eligibility	Immediate.
Monthly Benefit	If participant was retirement eligible, 50% of the early retirement benefits. Otherwise, 50% of the actuarial equivalent value of the age 65 accrued benefit.
Commencement	Immediate.
Automatic Form of Annuity	For unmarried employees, a single life annuity; for married employees, an unreduced 50% joint and survivor annuity.
Optional Forms of Annuity	If single, 12-year certain and life. if married, 50% joint and survivor with 12-year certain, 75% or 100% joint and survivor, 100% joint and survivor with pop up. In addition, a lump sum is available to terminated vesteds.

Definitions

Accrued Benefit	The greater of the standard benefit or the alternate benefit, reduced by the ConEdison and Xcel Plan offsets. The standard benefit formula equals: (1) 1.5% of average annual earnings × management service up to 24 years; plus (2) 2.0% of average annual earnings × management service between 25 and 30 years (inclusive); plus (3) 0.5% of average annual earnings for each year of management service in excess of 30 years; plus (4) 0.35% of average annual earnings over the Social Security wage base × management service to 30 years. Employees hired prior to December 31, 1982 are also eligible for the alternate benefit formula below: (1) 2.2% of total pay; plus (2) 1.5% of amount in (1) for each year of management service over 30 years.
Average Annual Earnings	Highest 60 consecutive months of compensation out of last 120 months.
COLA	Monthly annuities are subject to an automatic COLA each April. The COLA percentage equals 75% of the increase in CPI U for the 12 month period ending in the prior December, but in no case less than 0% or greater than 3%.
Compensation	Base pay.
ConEdison Offset	Benefit earned as of June 25, 1999 under the ConEdison pension plan and payable from that plan.
Total Pay	Sum of all years of base pay up to 30 years. In no case is annual base pay less than the base pay level earned in the fourteenth year prior to termination.
Xcel Plan Offset	Benefit earned as of December 5, 2003 for service and pay through that date and payable from the Xcel Energy pension plan.
Plan Year	Calendar year.

Plan Provisions for Connecticut Affiliate Employees

Effective Date

January 1, 2004.

Participants

Nonbargained Connecticut Affiliate employees who became NRG employees as part of the NUSCO acquisition in 1999.

Normal Retirement

Eligibility

Age 65.

Monthly Benefit

The accrued benefit.

Commencement

The first of the month coincident with or next following the date of retirement.

Early Retirement

Eligibility

Age 55 with 10 years of credited service.

Monthly Benefit

The accrued benefit based on pay and service at retirement. The benefit is unreduced if either:

(1) Age 60 with 30 years of service and hired prior to 1995; or

(2) 85 age plus service points.

Otherwise, the following factors apply from age 65:

Age	Factor by Hire Year	
	Pre-1995	Post-1994
64	98%	93.3%
63	96%	86.7%
62	94%	80.0%
61	92%	73.3%
60	90%	66.7%
59	87%	63.3%
58	84%	60.0%
57	81%	56.7%
56	78%	53.3%
55	75%	50.0%

Commencement

The first of the month coincident with or next following the date of retirement.

Vested Deferred Retirement	
Eligibility	Five years of service.
Monthly Benefit	The accrued benefit based on pay and service at termination.
Commencement	Age 65. The benefit can commence as early as age 55 but will be actuarially reduced.
Disability Retirement	
Eligibility	Total and permanent disability.
Monthly Benefit	The accrued benefit with pay and service projected to age 65.
Commencement	Age 65.
Preretirement Death Benefit	
Eligibility	Five years of service.
Monthly Benefit	The accrued benefit based on pay and service at the participant's death.
Commencement	Various ages, but the benefit is reduced for early commencement in most cases.
Automatic Form of Annuity	For unmarried employees, a life annuity; for married employees, a reduced 50% joint and survivor annuity.
Optional Forms of Annuity	Life annuity; 50%, 66⅔%, 75%, and 100% joint and survivor annuity; 10-year certain and life; level-income option.
Definitions	
Accrued Benefit	(1) 1.25% average annual earnings (1.20% if post-1994 hire); plus (2) 0.25% average annual earnings in excess of covered compensation (0.45% if post-1994 hire); times (3) Service to 35 years; plus (4) 0.50% average annual earnings × service in excess of 35 years, if a pre-1995 hire only. The total benefit is reduced by NUSCO and Xcel Plan offsets.
Average Annual Earnings	Highest 60 consecutive months of compensation out of last 120 months.
Compensation	Total pay (computed on straight time rates).

Covered Compensation	35-year average of Social Security wage bases ending in year participant attains Social Security normal retirement age.
Plan Year	Calendar year.
NUSCO Offset	Benefits earned as of December 16, 1999 and payable under the NUSCO pension plan.
Xcel Plan Offset	Benefit earned as of December 5, 2003 for service and pay through that date and payable from the Xcel Energy pension plan.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Plan Provisions for Corporate Employees

Effective Date	January 1, 2004.
Participants	Nonbargained Corporate NRG employees who were employed on December 5, 2003.
Normal Retirement	
Eligibility	Age 65.
Monthly Benefit	The accrued benefit.
Commencement	Last day of the month following age 65.
Early Retirement	
Eligibility	Age 55 with 10 years of service.
Monthly Benefit	The accrued benefit based on pay and service at retirement. The benefit is unreduced if the participant retires with either 40 years of credited service or 90 age + service points. Otherwise, the benefit is reduced 4% per year from age 65 if under Pension Equity Formula and 62 if under Traditional Formula.
Commencement	First of the month following retirement.
Vested Deferred Retirement	
Eligibility	Three years of service.
Monthly Benefit	The accrued benefit based on pay and service at termination.
Commencement	Age 65. Actuarial equivalent value of age 65 benefit may be taken as a lump sum following termination. Monthly benefits may start prior to age 65 but are reduced 4% per year from 65 if started at age 55 or later.
Disability Retirement	
Eligibility	Total and permanent disability.
Monthly Benefit	If eligible for the traditional formula, 1.4% average annual earnings × projected service to age 65. Otherwise, 1.2% average annual earnings × projected service to age 65.
Commencement	First of month following disability determination.

Preretirement Death Benefit

Eligibility	Five years of service.
Benefit	100% of actuarial equivalent value of accrued benefit.
Commencement	First of month following participant's death.
Automatic Form of Annuity	For unmarried employees, a life annuity; for married employees, an unreduced joint and 50% survivor annuity.
Optional Forms of Annuity	Life annuity; joint and 50%, 75% or 100% survivor annuity; 10-year certain and life; lump sum.

Definitions

Accrued Benefit	Traditional or pension equity formula. Participants made a one-time election to receive the traditional or pension equity formula. This benefit is reduced by the value of the Xcel Plan offset.
Actuarial Equivalent	A benefit of equivalent value based on Code section 417(e) mortality and September 417(e) interest rate.
Average Annual Earnings	Highest 48 consecutive months of compensation.
Compensation	Base pay for traditional formula. Base pay plus bonus for the pension equity formula.
Integration Level	One-third of Social Security wage base.
Pension Equity Formula	10% average annual earnings × service, payable as a lump sum.
Plan Year	Calendar year.
Traditional Formula	(1) 1.1333% of average annual earnings × service to 30 years; plus (2) 0.50% of average annual earnings in excess of the Integration Level × service to 30 years.
Xcel Plan Offset	Traditional or pension equity benefit earned as of December 5, 2003 for service and pay through that date and payable from the Xcel Energy pension plan.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Plan Provision for Mirant

History

The plan became effective April 2, 2001 as a spin-off from and successor to the Southern Company Pension Plan.

On May 31, 2001, the Mirant Services Pension Plan for Mid-Atlantic Employees was merged into the plan.

Effective January 1, 2002 increased benefit limitations provided for under EGTRRA were adopted retroactively.

Effective April 26, 2002 special termination benefits were adopted for certain Mid-Atlantic employees who terminated during 2002 under a reduction-in-force program. This had a negligible impact on plan liabilities.

Effective June 1, 2003, the career average pay formula for New York employees was updated to December 31, 1999.

Effective January 1, 2004, future early retirement subsidies were reduced for:

- Mid-Atlantic employees who had less than 25 years of service on December 31, 2003; and
- New York employees who do not attain age 55 and accumulate 85 points by December 31, 2008.

At year-end 2004, the prior early retirement subsidies were restored for Mid-Atlantic participants who had at least 19 years of service on December 31, 2003.

Effective January 1, 2008, the plan was amended and restated; Operational requirements under the Pension Protection Act of 2006 were added to the plan.

Effective October 31, 2012 for Corporate, Mid-Atlantic, New England, and New York employees, a participant is eligible for early retirement upon attaining at least age 50 with at least 10 years of accredited service; or age 55, regardless of service.

Effective October 31, 2012 for California, Corporate, New England, and New York employees, the QPSA buy-up option is no longer available to participants who have not already opted into the option. Additionally, any participant eligible for and having elected the QPSA buy-up option as of October 31, 2012 may opt out of the option at any time; however, once opted out a participant will not be able to opt back in.

Effective October 31, 2012 for Mid-Atlantic employees, three additional optional forms of payment are available for election: a 50% Joint and Survivor with pop-up, a 100% joint and survivor with pop-up, and an age 65 level-income.

Effective December 14, 2012, GenOn Energy, Inc. merged into NRG Energy, Inc.

Effective December 31, 2018, benefit accruals for non-union participants were frozen. The named non-union supplemental participants are eligible to receive supplemental credits for years 2018 and 2019.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule of Participating Locations

Name	Acquired From	Date Admitted
Mirant Corporate (CORPORATE)	Southern Company and Small Acquisitions prior to 1999	July 1, 1944
Mirant New England (MIRNE)	Commonwealth Energy Systems (CES)	January 1, 1999
Mirant California (MIRCA)	Pacific Gas and Electric (PG&E)	April 1, 1999
Mirant New York (MIRNY)	Orange and Rockland (O&R)	July 1, 1999
Mirant Mid-Atlantic (MIRMA)	Potomac Electric Power Company (PEPCO)	January 1, 2001

Mirant Corporate History

Employees originally participated in various pension plans, some of which were originally effective July 1, 1944. Effective January 1, 1997 all Southern Company sponsored Pension Plans were consolidated to form the Southern Company Pension Plan. Prior to 1999, Mirant acquired several small groups (less than 20 individuals) of nonunion employee who were also admitted to the Southern Company Pension Plan. The Mirant Services Pension Plan spun-off from the Southern Company Pension Plan as a successor plan effective April 2, 2001.

Mirant New England History

Admitted to the Southern Company Pension Plan January 1, 1999 under a special schedule of benefits.

Mirant California History

Admitted to the Southern Company Pension Plan April 1, 1999 under a special schedule of benefits. Additional employees were admitted to the Mirant Services Pension Plan on April 16, 2001 and the special schedule was modified with respect to the benefit formula and early retirement provisions.

Mirant New York History

Admitted to the Southern Company Pension Plan July 1, 1999 under a special schedule of benefits.

Effective June 1, 2003, the career average pay benefit formula was updated as of December 31, 1999 to be no less than 1.5% of the June 1, 2000 pay rate times service on December 31, 1999.

Effective January 1, 2004, early retirement benefits were frozen under the old reduction schedule for employees who do not attain age 55 and accumulate 85 points by December 31, 2008. For these employees early retirement benefits are reduced by 4% per year prior to age 65. At retirement these employees will receive the larger of the frozen early retirement benefit under the old reduction schedule or the total benefit under the new reduction schedule.

Mirant Mid-Atlantic History

Employees originally participated in the Mirant Services Pension Plan for Mid-Atlantic Employees, which was established January 1, 2001. The Mirant Services Pension Plan for Mid-Atlantic Employees merged into the Mirant Services Pension Plan effective May 31, 2001.

Effective April 26, 2002, the Plan was amended to allow certain employees to retain eligibility for early retirement benefits. To be eligible, employees must have terminated during 2002 under a reduction-in-force program. Additionally, the employees must have been able to attain early retirement eligibility before December 31, 2002, but not have actually attained eligibility prior to their termination date.

Effective January 1, 2004, early retirement benefits were frozen under the old reduction schedule for employees with less than 25 years of service on December 31, 2003. For these employees, early retirement benefits are reduced by 3.6% per year prior to age 65. At retirement these employees will receive the larger of the frozen early retirement benefit under the old reduction schedule or the total benefit under the new reduction schedule.

At year-end 2004, the plan was amended effective as of January 1, 2004 to expand the group of participants grandfathered in the prior reduction schedule. Participants with at least 19 years of service on December 31, 2003 retain the old reduction schedule.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Corporate

Participation

Covered Groups

Grandfathered	Eligible employees who were hired before January 1, 1997, who have remained in continuous service since January 1, 1997, and will attain age 40 on or before January 1, 2002.
Transitional	Eligible employees who were hired before January 1, 1997 who have remained in continuous service since January 1, 1997, and will not attain age 40 on or before January 1, 2002 or employees who would have been covered under the grandfathered group, but elected to be covered under the transitional group.
Nongrandfathered	Eligible employees who were hired or rehired on or after January 1, 1997.
Acquired Employee Groups	Certain acquired employee groups also participate as grandfathered, transitional, or nongrandfathered employees based on their service with Mirant and their prior employer. These groups include: • Mobile Mill employees acquired from Scott Paper company on January 1, 1995; • State Line employees acquired from Commonwealth Edison of Indiana on January 1, 1998 (participate as nongrandfathered employees only); • MIRNE: Acquired from CES on January 1, 1999; and • MIRCA: Acquired from PG&E on April 1, 1999 (frozen April 16, 2001).
Ongoing Eligibility	Eligibility for plan participation was frozen on April 2, 2001. Prior to the freeze date, employees became participants after completing one year of eligibility service. Employees hired after April 2, 2000 or rehired after April 2, 2001 do not earn benefits under the plan.

Normal Retirement From Service

Eligibility	Retirement from active employment after attaining age 65.
Benefit Amount	Total accrued benefit less prior plan offset.
Unadjusted Form of Payment	Single life annuity.

Early Retirement From Service	
Eligibility	Retirement from active employment after attaining age 50 and completing 10 years of accredited service; or after attaining age 55, regardless of service.
Benefit Amount	
Grandfathered and Transitional	Total accrued benefit reduced by 3.6% per year prior to age 65 less prior plan offset.
Nongrandfathered	Total accrued benefit reduced by 6% per year from age 65 to age 55 and reduced by 3.6% per year prior to age 55, less prior plan offset.
Unadjusted Form of Payment	Single life annuity.
Vested Withdrawal From Service	
Eligibility	Termination from active employment.
Grandfathered	After five years of vesting service.
Transitional and Nongrandfathered	Immediately eligible.
Benefit Amount	Total accrued benefit less prior plan offset.
Unadjusted Form of Payment	Single life annuity commencing at age 65.
Earlier Retirement	Benefit may commence as early as age 50 if employee has at least 10 years of accredited service.
Grandfathered and Transitional	Total accrued benefit reduced on an actuarial equivalence basis from age 65 to age 55 and reduced by 3.6% per year prior to age 55.
Nongrandfathered	Total accrued benefit reduced by 6% per year from age 65 to age 55 and reduced by 3.6% per year prior to age 55.
Preretirement Death	Benefit is only provided to surviving spouses of married participants. Payment is deferred to participant's sixty-fifth birthday. If participant qualified for earlier payment, surviving spouse may elect early payment; benefit amount is reduced from participant's sixty-fifth birthday, as applicable. Survivor benefit is determined as if: • Participant survived to the benefit start date; • Retired on that date and elected the 50% joint and survivor optional form of payment; and • Subsequently died.

	There is no charge for preretirement death benefits before participant reaches age 50. However, there is a charge for this benefit in the form of an actuarial equivalent benefit reduction after the participant reaches age 50.
In Service Disability	
Eligibility	Disabled while an active employee.
Grandfathered	After five years of vesting service.
Transitional and Nongrandfathered	Immediately eligible.
Benefit	Participant continues to participate in the plan like an active employee while disability continues. Service continues to accrue and compensation is assumed to remain level at the rate in effect at the time of disablement.
In Service Death	
Eligibility	Benefit is only provided to surviving spouses of married employees who die while active.
Grandfathered	After five years of vesting service.
Transitional and Nongrandfathered	Immediately eligible.
Benefit Amount	Survivor benefit is determined as if: • The participant had terminated employment on date of death; • Survived to age 65; • Retired on that date and elected the 50% joint and survivor optional form of payment; and • Subsequently died. At age 50, participant may elect to have the benefit computed assuming the 100% joint and survivor optional form of payment. However, there is a charge for this option. Effective October 31, 2012 this option is not available to participants who have not already opted into the option. Any participant eligible for and having elected this option as of October 31, 2012 may opt out of the option at any time; however, once opted out a participant will not be able to opt back in.
Unadjusted Form of Payment	Benefit is paid to the surviving spouse as a single life annuity. Payment is deferred to the participant's fiftieth birthday. No early payment reductions apply.

Charge for Coverage	There is no charge for the 50% joint and survivor option. If the participant elects the 100% joint and survivor option at age 50, then there is a charge applied in the form of an actuarial equivalent benefit reduction.
Normal Forms of Payment	
Single	Single life annuity.
Married	50% joint and survivor annuity. Adjusted to 90% of the single life annuity amount (intended to have equivalent actuarial value).
Optional Forms of Payment	Single life annuity; 50% joint and survivor annuity; 75% joint and survivor annuity; 100% joint and survivor annuity; 50% joint and survivor annuity with pop-up; 100% joint and survivor with pop-up; and Level income option to age 65. All optional forms of payment are adjusted to have equivalent actuarial value of the single life annuity optional form of payment.
Benefit Limitations	Benefits cannot exceed the limits set by IRC section 415.
Definitions	
Actuarial Equivalent	Benefit of equivalent value based on an interest rate of 5% and the 1951 Group Annuity Mortality Table for males, with ages setback six years for participants and setback one year for beneficiaries.
Average Base Pay (ABP)	
Grandfathered and Transitional	Average of three highest base pay figures over the last 10 years.
Nongrandfathered	Average of five highest base pay figures over the last 10 years.
Average Total Pay (ATP)	Average of three highest total pay figures over the last 10 years.
Pay	
Base Pay	Highest rate of base pay in effect during each plan year limited as required under IRC section 401(a)(17).
Total Pay	Highest rate of base pay in effect during each plan year plus certain short-term incentives actually paid during the

	plan year limited as required under IRC section 401(a)(17).
Prior Plan Offset	Reduction applied to the total accrued benefit that represents the amount of benefit payable from another plan. In general, benefit amounts for acquired employees are calculated based on service with Mirant and the prior employer, with an offset for the pension payable from the prior employer's plan. State Line employees receive the greater of this benefit or the benefit based only on service with Mirant without an offset.
Service	
Accredited Service (AS)	Service for benefit calculation purposes. Employee is credited with one year of service for each plan year in which employee participates in the plan and works at least 1,680 hours. If employee works at least 1,000 hours, but less than 1,680 hours, a partial year is earned. During the first year of plan participation and the year of termination of employment, employee earns a partial year of service even if fewer than 1,000 hours of service are earned during the year.
Eligibility Service	Service for participation eligibility. Employee is credited with one year of service for each anniversary period in which employee works at least 1,000 hours. The anniversary period is measured from an employee's date of hire.
Vesting Service	Service for benefit vesting. Same as eligibility service.

Social Security Offset	50% × AS ÷ projected AS × (estimated annual Social Security benefit in excess of $4,200). Projected AS is the amount of accredited service (AS) that employee is projected to have accumulated at age 65. Estimated annual Social Security benefit is the estimated benefit amount that employee will receive from Social Security, assuming: ● Social Security law is frozen at termination of employment; ● Social Security benefits start at age 65; and ● Social Security eligible wages were earned only during the employee's period of service with Mirant (or a prior employer, if that service is included for benefit calculation purposes).
Total Accrued Benefit	
Grandfathered	Greater of (1), (2), or (3): (1) 1.7% × ABP × AS less Social Security offset (2) $300 (annual) × AS (3) 1.25% × ATP × AS
Transitional	Greater of (1) or (2): (1) Frozen benefit amount determined as a grandfathered employee on December 31, 2001. (2) Ongoing benefit amount determined as nongrandfathered employee.
Nongrandfathered	Greater of (1) or (2): (1) 1.0% × ABP × AS (2) $300 (annual) × AS Effective April 2, 2001, accredited service (AS) was frozen for benefit calculation purposes for nongrandfathered employees and transitional employees (for ongoing benefit amounts). Average base pay (ABP) is determined at termination from employment for all employees.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

MIRNE Special Schedule

Participation

Eligibility	Nonunion employees who were acquired from Commonwealth Energy Systems (CES) and who were participating in the CES pension plan on December 30, 1998 became participants on January 1, 1999.
Normal Retirement From Service	Same as Corporate plan provisions, except special minimum benefit amount applies.
Minimum Benefit Amount	Frozen prior formula benefit less CES offset.
Early Retirement From Service	Same as Corporate plan provisions, except special minimum benefit amounts apply.
Without Rule of 75	This minimum amount applies if employee has less than 75 points at retirement.
Minimum Benefit Amount	Frozen prior formula benefit reduced on an actuarial equivalence basis from age 65 to age 55 and reduced by 4% per year prior to age 55, less CES offset.
With Rule of 75	These minimum amounts apply if employee has accumulated at least 75 points at retirement.
Minimum Benefit Amount Paid Prior to Age 62	Frozen prior formula benefit (determined without thecovered compensation offset) reduced 4% per year prior to age 55 less CES offset.
Minimum Benefit Amount Paid at Age 62 and Later	Frozen prior formula benefit reduced 4% per year prior to age 55 less CES offset.
Vested Withdrawal From Service	Same as Corporate plan provisions, except special minimum benefit amounts apply.
Without Rule of 75	This minimum amount applies if employee has less than 75 points at termination.
Minimum Benefit Amount	Frozen prior formula benefit reduced on an actuarial equivalence basis from age 65 to age 55 and reduced by 4% per year prior to age 55, less CES offset.
With Rule of 75	These minimum amounts apply if employee has accumulated at least 75 points at termination.
Minimum Benefit Amount Paid Prior to Age 62	Frozen prior formula benefit (determined without the covered compensation offset) less CES offset.
Minimum Benefit Amount Paid at Age 62 and Later	Frozen prior formula benefit less CES offset.

In Service Disability	Same as Corporate plan provisions, except special minimum benefit amounts apply as described above.
In Service Death	Same as Corporate plan provisions, except special minimum benefit amounts apply as described above.
Definitions	The following definitions apply for the purpose of calculating the special minimum benefit amounts for MIRNE employees.
Actuarial Equivalent	Benefit of equivalent value based on the 1971 Group Annuity Mortality Table 90% Male Unisex weighting and an interest rate of 8.5%.
Average Pay (AP)	Highest average of any three consecutive pay figures over the last 10 years.
CES Offset	All benefits payable from the CES plan which are offset from the total accrued benefit and the frozen prior formula benefit to determine the net benefit payable from the plan. The amount to offset is determined assuming a common benefit commencement date for the plan and the CES plan. If the CES plan benefit is not available at the time benefits commence under the plan, the earliest available CES benefit is assumed and is further reduced by the applicable early retirement reductions under the plan. The availability and level of benefits paid by the CES plan is based on the participant's status under the CES plan as a terminated employee on the acquisition date (January 1, 1999).
Covered Compensation	Average of the last 35 Social Security taxable wage bases beginning with the wage base in effect for the plan year immediately preceding the current plan year and assuming the participant attained Social Security normal retirement age during the preceding plan year (i.e., no indexing and one year lag).
Covered Compensation Offset	Product of (1) × (2) × (3) (1) 0.30%; (2) Lesser of covered compensation or employees final average total earnings over the last three years of employment; (3) Lesser of accredited service or 35 years.

Frozen Prior Formula Benefit	Frozen benefit amount determined at the earlier of termination of employment or December 31, 2001. Greater of (1), (2), or (3): (1) Sum of (a) and (b): (a) 1.4% × AP × AS (under 30 years) (b) 1.0% × AP × AS (over 30 years, but limited to 35 years, total) (2) Sum (a) and (b), less (c): (a) 1.8333% × AP × AS (under 30 years) (b) 1.0% × AP × AS (over 30 years, but limited to 35 years, total) (c) Covered compensation offset (3) $300 (annual) × AS (limited to 40 years)
Pay	Rate of base pay in effect on January 1 of each plan year limited as required by IRC section 401(a)(17).
Points	Sum of employee's age and years of accredited service.
Service	All service amounts include service earned under the CES plan prior to January 1, 1999.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

MIRCA Special Schedule

Participation

Eligibility

Nonunion employees who were acquired from Pacific Gas and Electric Company (PG&E). Those who were participating in the PG&E pension plan on March 31, 1999 became participants on April 1, 1999 and those who were participating in the PG&E pension plan on April 15, 2001 became participants on April 16, 2001.

Normal Retirement From Service

Eligibility

Retirement from active employment after attaining age 65 (includes PG&E service).

Benefit Amount

Total accrued CA benefit less PG&E offset.

Unadjusted Form of Payment

Single life annuity.

Early Retirement From Service

Eligibility

Retirement from active employment after the earlier of:

- Attaining age 55; or
- Attaining age 50 with 10 years of accredited service (includes PG&E service).

Benefit Amount

Percentage of total accrued CA benefit according to schedule less PG&E offset. The service related percentage is as follows:

Age	Attained Years of Service			
	Under 15	15 – 24	25 – 29	30+
<55	Actuarial equivalent of age 55 benefit			
55	70%	74%	79%	82%
56	73%	78%	82%	85%
57	76%	82%	85%	88%
58	79%	86%	88%	91%
59	82%	90%	91%	94%
60	85%	94%	94%	100%
61	88%	97%	97%	100%
62	91%	100%	100%	100%
63	94%	100%	100%	100%
64	97%	100%	100%	100%
65+	100%	100%	100%	100%

Unadjusted Form of Payment

Single life annuity.

Vested Withdrawal From Service	
Eligibility	Termination from active employment after completing five years of vesting service (includes PG&E service).
Benefit Amount	Total accrued CA benefit less PG&E offset.
Unadjusted Form of Payment	Single life annuity commencing at age 65.
Earlier Retirement	Benefit may commence as early as age 50 if employee had completed at least 10 years of accredited service or as early as age 55 with less than 10 years of accredited service.
Preretirement Death	Same as Corporate
In Service Disability	
Eligibility	Disabled while an active employee after completing five years of vesting service.
Benefit	Same as Corporate
In Service Death	
Eligibility	Benefit is only provided to surviving spouses of married employees who die while active after completing five years of vesting service.
Benefit Amount	Same as Corporate
Unadjusted Form of Payment	Same as Corporate
Charge for Coverage	Same as Corporate
Normal Forms of Payment	Same as Corporate
Optional Forms of Payment	Same as Corporate
Benefit Limitations	Benefits cannot exceed the limits set by IRC section 415.

Definitions	The following definitions apply for the purpose of calculating the total accrued CA benefit and PG&E offset for MIRCA employees.
Average Pay (AP)	Average of three highest base pay figures over the last 10 years.
Base Pay	Highest rate of base pay in effect during each plan year limited as required under IRC section 401(a)(17).
PG&E Offset	All benefits payable from the PG&E plan which are offset from the total accrued CA benefit to determine the net benefit payable from the plan. The amount to offset is determined assuming a common benefit commencement date for the plan and the PG&E plan. If the PG&E plan benefit is not available at the time benefits commence under the plan, the actuarial equivalent of the earliest available PG&E benefit is assumed. The availability and level of benefits paid by the PG&E plan is based on the participant's status under the PG&E plan as a terminated employee on the date acquired (April 1, 1999 or April 16, 2001).
Service	All service amounts include service earned under the PG&E plan.
Accredited Service (AS)	Same as Corporate.
Vesting Service	Same as Corporate.
Total Accrued CA Benefit	Greater of (1) and (2): (1) 1.6% × AP × AS; (2) Corporate formula accrued benefit frozen on April 16, 2001 (this only applies to employees acquired from PG&E on April 1, 1999 and is expected to be less than the benefit determined under (1) above in all cases).

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

MIRNY Special Schedule

Participation

Eligibility	Nonunion employees who were acquired from Orange and Rockland, Inc. (O&R) and who were participating in the O&R pension plan on June 30, 1999 became participants on July 1, 1999.

Normal Retirement From Service

Eligibility	Retirement from active employment after attaining age 65 (including participation in the O&R plan).
Benefit Amount	Total accrued NY benefit less O&R offset.
Unadjusted Form of Payment	Single life annuity.

Early Retirement From Service

Eligibility	Retirement from active employment after attaining age 55 and completing 10 years of accredited service (including service earned under the O&R plan); or after attaining age 55, regardless of service.
Benefit Amount	
Grandfathered Employees	
Without 85 Points	Total accrued NY benefit reduced by 4% per year prior to age 60 but before age 55, and further reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less O&R offset.
With 85 Points	Total accrued NY benefit unreduced to age 55, and reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less O&R offset.
NonGrandfathered Employees	Greater of: • Total accrued NY benefit reduced by 4% per year prior to age 65 but before age 55, and further reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less O&R offset; or • Total accrued NY benefit frozen as of December 31, 2003 reduced according to the provisions described for grandfathered employees, less O&R offset.
Temporary Supplement	Retirement between the ages of 60 and 62 includes a monthly $600 benefit. Payments will end upon the earlier of age 62 or death. Benefit will not be paid by Mirant if it may be received from the O&R plan.

Unadjusted Form of Payment	Single life annuity.
Vested Withdrawal From Service	
Eligibility	Termination from active employment after completing five years of vesting service (including service earned under the O&R plan).
Benefit Amount	Total accrued NY benefit less O&R offset.
Unadjusted Form of Payment	Single life annuity commencing at age 65.
Earlier Retirement	Benefit may commence as early as age 55 regardless of accredited service; or as early as age 50 if employee has completed at least 10 years of accredited service. Benefit amount is reduced 6% per year prior to age 65 but after age 55; and further reduced on an actuarial equivalent basis for each month the benefit commences before age 55.
Preretirement Death	Benefit is only provided to surviving spouses of married participants. Payment is deferred to participant's sixty-fifth birthday. If participant qualified for earlier payment, surviving spouse may elect early payment; benefit amount is reduced from participant's sixty-fifth birthday, as applicable. Survivor benefit is determined as if: • Participant survived to the benefit start date; • Retired on that date and elected the 50% joint and survivor optional form of payment; and • Subsequently died. There is no charge for preretirement death benefits before participant reaches age 55. However, there is a charge for this benefit in the form of an actuarial equivalent benefit reduction after the participant reaches age 55. At age 55, the participant may elect to waive coverage, keep the current coverage, or have the survivor benefit increased to the 100% joint and survivor optional form of payment. There is an additional benefit reduction charge for the 100% joint and survivor option. Effective October 31, 2012 this option is not available to participants who have not already opted into the option. Any participant eligible for and having elected this option as of October 31, 2012 may opt out of the option at any time; however, once opted out a participant will not be able to opt back in.

In Service Disability	
Eligibility	Disabled while an active employee after completing five years of vesting service.
Benefit	Participant continues to participate in the plan like an active employee while disability continues. Service continues to accrue and compensation is assumed to remain level at the rate in effect at the time of disablement.
In Service Death	
Eligibility	Benefit is only provided to surviving spouses of married employees who die while active after completing five years of vesting service.
Benefit Amount	Survivor benefit is determined as if: The participant had terminated employment on date of death; • Survived to age 65; • Retired on that date and elected the 50% joint and survivor optional form of payment; and • Subsequently died. At age 55, participant may elect to have the benefit computed assuming the 100% joint and survivor optional form of payment. However, there is a charge for this option. Effective October 31, 2012 this option is not available to participants who have not already opted into the option. Any participant eligible for and having elected this option as of October 31, 2012 may opt out of the option at any time; however, once opted out a participant will not be able to opt back in.
Unadjusted Form of Payment	Benefit is paid to the surviving spouse as a single life annuity. Payment is deferred to the participant's fifty-fifth birthday. No early payment reductions apply.
Charge for Coverage	There is no charge for the 50% joint and survivor option. If the participant elects the 100% joint and survivor option at age 55, then there is a charge applied in the form of an actuarial equivalent benefit reduction.
Normal Forms of Payment	Same as Corporate.
Optional Forms of Payment	Same as Corporate.
Benefit Limitations	Benefits cannot exceed the limits set by IRC section 415.

Definitions	The following definitions apply for the purpose of calculating the total accrued NY benefit and O&R offset for MIRNY employees.
Grandfathered Employees	Employees who attain age 55 and accumulate at least 85 points by December 31, 2008.
O&R Offset	All benefits payable from the O&R plan which are offset from the total accrued NY benefit to determine the net benefit payable from the plan. The amount to offset is determined assuming a common benefit commencement date for the plan and the O&R plan. If the O&R plan benefit is not available at the time benefits commence under the plan, the earliest date that the O&R benefit becomes available is assumed. The availability and level of benefits paid by the O&R plan is based on the participant's status under the O&R plan as a terminated employee on the acquisition date (July 1, 1999).
Pay	
NY Total Pay (NYTP)	Base pay received plus certain short-term incentive pay received during the year, limited as required under IRC section 401(a)(17).
NY Base Pay Rate (NYBPR)	Rate of base pay in effect on calculation date, limited as required under IRC section 401(a)(17).
Points	Sum of employee's age and years of accredited service.
Service	All service amounts include service earned under the O&R plan prior to July 1, 1999.
Total Accrued NY Benefit	Greater of (1) or (2): (1) Sum of (a), (b), and (c): (a) Accrued benefit under the O&R plan as of June 30, 1999, less severance benefit of 2 × 2% × NYBPR on June 30, 1999; (b) 2% × NYTP for each year of service after June 30, 1999; (c) 2 × 2% × NYBPR in effect at termination. (2) Sum of (1), (2), and (3): (a) 1.5% x NYBPR on June 1, 2000 x service on December 31, 1999; (b) 2% x NYTP for each year of service after December 31, 1999; and (3) 2 x 2% x NYBPR in effect at termination.

MIRMA Special Schedule

Participation

Eligibility	Nonunion employees who were acquired from Potomac Electric Power Company (Pepco) and who were participating in the Pepco pension plan on December 18, 2000 became participants in the Mirant Services Pension plan for Mid-Atlantic Employees on December 19, 2000. The Mirant Services Pension plan for Mid-Atlantic Employees merged into the Mirant Services Pension plan effective May 31, 2001.

Normal Retirement From Service

Eligibility	Retirement from active employment after attaining age 65 (including participation in the Pepco plan).
Benefit Amount	Total accrued MA benefit less Pepco offset.
Unadjusted Form of Payment	Single life annuity.

Early Retirement From Service

Eligibility	Retirement from active employment after attaining age 55 and completing 10 years of accredited service (including service earned under the Pepco plan prior to January 1, 2001); or after attaining age 55, regardless of service.
Benefit Amount	
Grandfathered Employees Under 30 Years of Vesting Service	Total accrued MA benefit reduced by 2% per year prior to age 65 but after age 55, and further reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less Pepco offset.
30 or More Years of Vesting Service	Unreduced total accrued MA benefit to age 55, and reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less Pepco offset.
Nongrandfathered Employees	Greater of: • Total accrued MA benefit reduced by 3.6% per year prior to age 65 but after age 55, and further reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less Pepco offset; or • Total accrued MA benefit frozen as of December 31, 2003 reduced as described for grandfathered employees, less Pepco offset.

Unadjusted Form of Payment	Single life annuity.
Temporary Supplement	Retirement prior to age 62 with at least 30 years of vesting service includes a temporary supplement paid to age 62. Amount of supplement is accredited service × multiplier. The monthly multiplier is related to age at retirement as follows: $5 at age 55 increasing by $1 for each year of age up to a maximum of $10 at age 60. Supplement is offset by any supplement paid from the Pepco plan.

Vested Withdrawal From Service

Eligibility	Termination from active employment after completing five years of vesting service (including service earned under the Pepco plan).
Benefit Amount	Total accrued MA benefit less Pepco offset.
Unadjusted Form of Payment	Single life annuity commencing at age 65.
Earlier Retirement	Benefit may commence as early as age 55 regardless of accredited service, or as early as age 50 provided the employee has at least 10 years of accredited service. Benefit amount is reduced to equivalent actuarial value for early payment.
Preretirement Death	Benefit is only provided to surviving spouses of married participants. Payment is deferred to participant's sixty-fifth birthday. Surviving spouse may elect early payment after participant's fifty-fifth birthday. Benefit amount is reduced to equivalent actuarial value for early payment. Survivor benefit is determined as if: ● Participant survived to the benefit start date; ● Retired on that date and elected the 50% joint and survivor optional form of payment; and ● Subsequently died. There is no charge for preretirement death benefits.

In Service Disability

Eligibility	Disabled while an active employee.
Benefit	Participant continues to participate in the plan like an active employee while disability continues. Service continues to accrue and compensation is assumed to remain level at the rate in effect at the time of disablement.

In Service Death	Benefit is only provided to surviving spouses of married participants who die after completing five years of vesting service (including service earned under the Pepco plan).
Eligibility 1 — Not Retirement Eligible	Same as preretirement death under vested withdrawal from service provisions.
Eligibility 2 — Eligible for Early Retirement	Participant has attained age 55 and has completed 10 years of accredited service.
Benefit Amount	Survivor benefit is determined as if: ● Participant retired on date of death; ● Elected the 50% joint and survivor optional form of payment; and ● Subsequently died.
Unadjusted Form of Payment	Benefit is paid to the surviving spouse as a single life annuity.
Eligibility 3 — Eligible for Normal Retirement	Participant has attained age 65 and has completed five years of plan participation.
Benefit Amount	Survivor benefit is determined as 50% of the benefit the participant would have received if: ● Participant retired on date of death; and ● Elected the single life annuity option. If the survivor is under age 50, the benefit amount is reduced by 0.5% per year that survivor's age is less than 50.
Unadjusted Form of Payment	Benefit is paid to the surviving spouse as a single life annuity.
Charge for Coverage	There is no charge for in service death benefits.

Normal Forms of Payment

Single	Single life annuity.
Married	50% joint and survivor annuity. Adjusted to have equivalent actuarial value of the single life annuity option.
Optional Forms of Payment	Single life annuity; 25% joint and survivor annuity; 50% joint and survivor annuity; 50% joint and survivor annuity with pop-up; 66⅔% joint and survivor annuity; 75% joint and survivor annuity; 100% joint and survivor annuity; 100% joint and survivor annuity with pop-up; 10 year certain and life annuity; Level income option to age 65 (only for single life); Level income option to age 62; (Age 62 level income option may be combined with any of the joint and survivor annuity options). All optional forms of payment are adjusted to have equivalent actuarial value of the single life annuity optional form of payment.
Benefit Limitations	Benefits cannot exceed the limits set by IRC section 415.
Definitions	The following definitions apply for the MIRMA Special Schedule.
Actuarial Equivalent	Benefit of equivalent value based on an interest rate of 6% and the 1984 Unisex Pensioners Mortality Table.
Average Pay (AP)	Average of final 36 months of pay.
Grandfathered Employees	Employees who have at least 19 years of vesting service as of December 31, 2003.
Pay	Monthly rate of base pay limited as required under IRC section 401(a)(17).

Pepco Offset	All benefits payable from the Pepco plan which are offset from the total MA accrued benefit to determine the net benefit payable from the plan. The amount to offset is determined assuming a common benefit commencement date for the plan and the Pepco plan. The availability and level of benefits paid by the Pepco plan are based on the participant's status under the Pepco plan as a terminated employee on the acquisition date (December 18, 2001).
Service	
Accredited Service (AS)	Service for benefit calculation. Elapsed time in years and completed months of plan participation (including benefit service earned under the Pepco plan), limited to 40 years.
Vesting Service	Service for benefit vesting. Same as accredited service, but with a service bridge for any periods of severance lasting less than 12 months.
Social Security Amount (SS)	Estimated Social Security benefit payable at age 65 assuming participant has zero future earnings after termination of employment.
Total Accrued MA Benefit	1.75% × AP × AS less 1.25% × SS × AS.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Plan Provisions for Texas

Summary

Effective September 1, 2004, the Texas Genco Retirement Plan (subsequently renamed the NRG Texas Retirement Plan) was established for all active employees of Texas Genco, LP.

In connection with a spin off from the CenterPoint Energy, Inc. Retirement Plan ("CNP Plan"), effective as of September 1, 2004, the Company desired to provide under this Plan a continuation of benefits for certain eligible employees of the Company who were covered under the CNP Plan as in effect immediately prior to September 1, 2004, and, subject to receipt by the Trust of assets and liabilities transferred from the CNP Plan trust, to provide for the accrued benefits as of September 1, 2004, for such employees under the CNP Plan in lieu of such benefits being provided under the CNP Plan, and to direct the trustee to accept and receive certain assets and liabilities related to such accrued benefits under the Trust from the trust for the CNP Plan.

Effective on December 15, 2004, the Texas Genco Retirement Plan was included as part of the sale of certain assets by CenterPoint to GC Power Acquisition, LLC. At that point, only employees of Texas Genco II, LP were eligible for the plan.

Effective in early 2005, certain plan participants age 50 with 15 years of service as of April 1, 2005, were offered a Voluntary Reduction Incentive (VRI). An enhanced benefit equal to the maximum of (1) the cash balance formula, (2) the present value of the HI annuity, and (3) the HI lump sum value was offered as an annuity with an additional enhancement of 24 months of base pay payable either as a 24 month certain annuity or an equivalent life annuity.

Effective February 2, 2006, Texas Genco II, LP was purchased by NRG Energy.

Plan History

Benefits for active employees as of December 31, 1998 can be categorized into two major classes depending on a participant's employment. These two classes are summarized in the following sections of the plan provisions section:

- Cash Balance Plan; and
- Houston Industries Incorporated Prior Plan

Generally, employees who were active participants in a prior plan on December 31, 1998 continue accruals in those plans until December 31, 2008.

Effective May 26, 2000, early retirement factors in the Houston Industries Incorporated Prior Plan were enhanced for employees who were members of the IBEW Union as of December 31, 1998.

Effective January 1, 2002, EGTRRA pay and benefit limits were adopted.

Effective June 30, 2008, non-union employees hired on or after July 1, 2008 will not be eligible to participate in the Cash Balance Plan. In addition, benefit accruals were frozen for all non-union employees who were hired on or after January 1, 2005.

Effective September 1, 2016, union employees hired on or after January 1, 2017 will not be eligible to participant in the Cash Balance Plan.

Effective December 31, 2018, benefit accruals for non-union participants were frozen. The named non-union supplemental participants are eligible to receive supplemental credits for years 2018 and 2019.

Texas Cash Balance Participants

Effective Date	January 1, 1999 (plan was formed from spin off of CenterPoint Retirement Plan on September 1, 2004).
Participation	Immediate for union employees. The plan is closed to all non-union employees hired on or after July 1, 2008 and union employees hired on or after January 1, 2017.
Future Plan Changes	NRG Energy reserves the right to amend or terminate the plan.
Type of Plan	Cash Balance Plan.
Opening Account	
Participants Hired On or After January 1, 1999	$0
Active Participants Prior to January 1, 1999	Present value of accrued benefit in the prior plan as of December 31, 1998 computed using 7% interest and 1983 Group Annuity Mortality Table (Rev. Rul. 95 6).
Basic Pay Credit	
Amount	4% of compensation.
Timing	End of calendar year for active participants. Effective July 1, 2008, non-union employees hired after January 1, 2005 are no longer entitled to the base pay credits.
Transition Credit	
Eligibility	Age 40 and 10 years of vesting service as of December 31, 1998 and a Houston Industries prior plan participant (excludes members of the IBEW 66 union).
Amount	

Completed Years of Vesting Service (as of 12/31/1998)	Additional Credits (Percentage of Covered Earnings)
10 to 14 Years	1%
15 to 19 Years	2%
20 to 24 Years	3%
25 or More Years	4%

Timing	End of calendar year for active participants, until December 31, 2008.

Interest Credit	
Amount	Interest on account at beginning of year based on the third-tier interest rate in effect for the November of the prior year, as defined in Section 417(e).
Timing	End of calendar year until benefits commence.
Normal Retirement	
Eligibility	Age 65.
Benefit	Cash balance as a lump sum or an actuarial equivalent annuity. For prior plan participants, cash balance is compared to prior plan benefit.
Early Retirement	
Eligibility	Five years of vesting service.
Benefit	Cash balance as a lump sum or an actuarial equivalent annuity. For prior plan participants, cash balance is compared to prior plan benefit.
Postponed Retirement	
Eligibility	Termination of service after normal retirement date.
Benefit	Benefit computed as for normal retirement date considering service through postponed retirement date.
Disability Retirement	
Eligibility	Disabled as determined by committee.
Benefit	Pay and interest credits continue during period of disability. Pay credits are based on pay rate at time of disability.
Vested Termination	
Eligibility	Three years of vesting service.
Benefit	Cash balance, with interest credited until commencement, or deferred prior plan benefit if greater at commencement.
Preretirement Death	
Eligibility	Immediate vesting.
Benefit	Cash balance with interest credits until beneficiary's commencement.

Definitions

Normal Form of Benefit	For unmarried participants: Single life annuity. For married participants: reduced 50% joint and survivor annuity.
Optional Forms of Benefit	Actuarially equivalent amounts may be paid in any of the following forms: ● 10-year certain and life; ● 50%, 66⅔, 75% or 100% joint and survivor annuity; or ● Lump sum.
Compensation (Cash Balance)	Base pay, overtime, shift differentials, deferred compensation, and most annual bonuses.
Vesting Service	Vesting service as defined in prior plan up to December 31, 1998 plus exact elapsed service after December 31, 1998.
Actuarial Equivalence	
Lump Sum and Cash Balance Conversion	Code section 417(e) mortality table and applicable interest rate.
Optional Forms	Mortality: 1984 Unisex Pension Table. Interest: 9.50% per annum.

Texas Houston Industries Prior Plan

Effective Date January 1, 1989.

Participation No new participants after December 31, 1998.

Normal Retirement

Eligibility Age 65 with five years of vesting service.

Benefit The sum of (1) and (2):

(1) 1.5% × average monthly compensation × benefit service.

(2) 0.44% × average monthly compensation in excess of 1/12 covered compensation × benefit service.

Benefit service in (1) and (2) is limited to 35 years.

Early Retirement

Eligibility Age 55 with five years of vesting service.

Benefit Unreduced benefit at age 60 with 30 years of service. For retirement after age 55 with 30 years of service, reduction is actuarial equivalence from age 60, otherwise age 65.

For IBEW employees with 30 or more years of service, the following reductions apply instead:

Age at Commencement	Factors	
	Union	Non-Union
60	1.00	1.00
59	0.97	0.89
58	0.93	0.79
57	0.89	0.70
56	0.84	0.62
55	0.79	0.56

Postponed Retirement

Eligibility Termination of service after normal retirement date.

Benefit Benefit computed as for normal retirement date considering service through postponed retirement date.

Disability Retirement

Eligibility	Disabled as determined by the committee and must be receiving a benefit from the employer's long term disability plan.
Benefit	Benefit computed as for normal retirement using benefit service through normal retirement date. Benefit commences at normal retirement date and is payable on a straight life annuity basis.

Vested Termination

Eligibility	Three years of vesting service.
Benefit	Benefit computed as for normal retirement payable at normal retirement date or as early as age 55 reduced actuarially.

Severance Retirement

Eligibility	Age 50 and 20 years of service, and terminated under a severance arrangement including this provision.
Benefit	Accrued benefit reduced for early commencement in accordance with factors as if participant had terminated employment after age 55.

Preretirement Death — Immediate

Eligibility

Death of a participant who has a vested benefit.

A death benefit is payable to the surviving spouse of a participant who is either:

(1) Active or disabled, and died with at least three years of vesting service; or

(2) Retired or terminated, was age 55 or greater, and died before commencement of pension payments.

Benefit

The monthly benefit, payable for the life of the surviving spouse commencing on the first day of the month following the participant's death, is the product of:

(1) The benefit determined as for normal retirement without reduction for early retirement benefit, with compensation and benefit service as of the first day of the month in which the participant died; multiplied by

(2) 50%, less 1% for each year in excess of five by which the participant's date of birth precedes that of the surviving spouse.

	In no event will the benefit be less than the preretirement death benefit below.
Preretirement Death — Deferred	
Eligibility	A death benefit is payable to the surviving spouse of: (1) An active participant who dies before attaining 55; or (2) A deferred vested participant.
Benefit	The monthly benefit, payable for the life of the surviving spouse, is determined as if the participant had terminated employment on the day before his death, survived to his earliest permissible retirement age, retired with the automatic joint and survivor option, and died the following day.
Additional Provisions for IBEW Members	For IBEW Union employees as of December 31, 1998, benefits shall be no less than the following: **For terminations before December 31, 2008:** Present value of the early retirement benefit payable under the protected FAP formula, based on the accrued benefit as of the date of termination, using an 8.5% interest rate and the UP84 mortality table. **For terminations after December 31, 2008 for members who were older than age 35 on December 31, 1998:** Present value of the retirement benefit payable under the protected FAP formula, based on the frozen accrued benefit as of December 31, 2008, using an 8.5% interest rate and the UP84 mortality table. Present value of 70% of the retirement benefit payable under the protected FAP formula, based on the accrued benefit as of the date of termination, using the larger of: • Immediate benefit based on 8.5% interest rate and the UP84 mortality table; or • Deferred to 65 benefit based on Section 417(e) mortality and the Section 417(e) interest rates for November of the prior year.

Definitions

Actuarial Equivalence	Same as Cash Balance Provisions.
Average Monthly Compensation	The average of the highest consecutive 36 months of compensation out of the last 120 months of service.
Compensation	Regular compensation actually paid to or accrued for the employees by their employers for personal services during the applicable payroll period. Includes: ● Normal salary, wages, commissions, employee pre-tax contributions to the savings plan. Excludes: ● Bonuses, overtime, expense allowances, special compensation.
Benefit Service	Benefit service as defined in prior plan up to December 31, 1998, plus exact elapsed service after December 31, 1998, until earlier of termination or December 31, 2008.
Vesting Service	1/365th of a year of vesting service for each day of service earned after the later of employment date and eighteenth birthday.
Covered Compensation	Average taxable wage base for the 35-year period ending with year of attaining Social Security normal retirement age, divided by 12. The current taxable wage base is used for future years if necessary.

Plan Changes Since the Prior Year

The funding, financial accounting, and plan reporting valuations reflect the following plan changes:

- The legislated increase in the Section 401(a)(17) recognizable pay limit from $345,000 for 2024 to $350,000 for 2025.

The legislated increase in the Section 415 dollar limits for defined benefit plans from $275,000 for 2024 to $280,000 for 2025.

Other Information to Fully and Fairly Disclose the Actuarial Position of the Plan

Due to software limitations with the electronic filing process, information filed electronically cannot be controlled by the Enrolled Actuary. The values on the signed Schedule SB will govern to the extent there are any differences in the entries filed electronically and the actual data contained on the signed Schedule SB.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 35,669,568	January 1, 2023	13	$ 3,665,963
Shortfall	$ (9,453,447)	January 1, 2024	14	$ (923,160)
Shortfall	$ 43,929,620	January 1, 2025	15	$ 4,096,017

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan
EIN: 41-1960764 PN: 004

Schedule SB, line 24 — Change in Actuarial Assumptions

- A change in the cash balance interest crediting rate from 4.52 percent to 5.36 percent for legacy NRG and Texas.
- A change in the cash balance interest crediting rate from 5.44 percent to 4.03 percent for Supplemental Account.
- A change in the unlimited expected rate of return on plan assets from 6.60 percent to 6.90 percent.

For each economic and demographic assumption that has a significant effect on the measurement, the information and analysis used to support the actuary's determination that the assumption is reasonable, and that led to any change in the assumptions as summarized above, are described in more detail in the 2025 Actuarial Assumption Setting dated January 2025.