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.)
- [X] 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. . . . . ▶ [X]

D Check box if filing under:
- [X] 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 FOR BARGAINED EMPLOYEES

1b Three-digit plan number (PN) ▶ 005

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 08540-6213

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:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	2767
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)**	114
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	98
b	Retired or separated participants receiving benefits	**6b**	2028
c	Other retired or separated participants entitled to future benefits	**6c**	287
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	2413
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	304
f	Total. Add lines **6d** and **6e**.	**6f**	2717
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 FOR BARGAINED EMPLOYEES

B Three-digit plan number (PN) ▶ 005

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**	374518350
b Actuarial value	**2b**	371389372

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	2330	391229257	391229257
b For terminated vested participants	323	32249151	32249151
c For active participants	114	27638307	29410432
d Total	2767	451116715	452888840

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**	5.35 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	2241225
b Expected plan-related expenses	**6b**	3416000
c Target normal cost	**6c**	5657225

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 3.36 %	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)		5812
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 5.08 %		295
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		6107
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	82.00 %
15	Adjusted funding target attainment percentage	15	82.00 %
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	90.77 %
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	2576000	0			
07/15/2025	2576000	0			
10/14/2025	2576000	0			
01/15/2026	2576000	0			
09/09/2026	4151000	0			
			Totals ► 18(b)	14455000	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	13758359

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**	59

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**	5657225
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	81499468	8096753
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**	13753978

	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**	13753978
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	13758359
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	4381
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 FOR BARGAINED EMPLOYEES

B Three-digit plan number (PN) ▶ 005

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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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	889054	Yes ☐ No ☒	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	127873	Yes ☐ No ☒	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?
21 50	NONE	65629	Yes ☐ No ☒	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 FOR BARGAINED EMPLOYEES

B Three-digit plan number (PN) ▶ 005

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	390078428

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 FOR BARGAINED EMPLOYEES

B Three-digit plan number (PN) ▶ 005

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)	766000	6727000
(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)	373753286	390078428
(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	374519286	396805428
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	374519286	396805428

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)	14455000	
(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)		14455000
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)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		48447062
(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		62902062
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	37369975	
(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)		37369975
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)		
(3) Recordkeeping fees	2i(3)	889054	
(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)	65629	
(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)	2275262	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		3245945
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		40615920
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		22286142
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 584634.

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 FOR BARGAINED EMPLOYEES

B Three-digit plan number (PN) ▶ 005

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** 5

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: 0.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 12.3 %
High-Yield Debt: 47.9 % Real Assets: 0.0 % Cash or Cash Equivalents: 2.0 % Other: 0.0 %

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 FOR BARGAINED EMPLOYEES

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 FOR
BARGAINED EMPLOYEES
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DECEMBER 31, 2025 AND 2024

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Warren Averett
CPAs AND ADVISORS

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INDEPENDENT AUDITORS' REPORT

To the Benefits Committee of
NRG Pension Plan for
Bargained Employees

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 for Bargained Employees (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 December 31, 2025 and 2024, and for the years then ended, 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 FOR
BARGAINED EMPLOYEES
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2025 AND 2024

	2025	2024
Investments, at fair value		
Interest in NRG Energy Master Trust	$ 390,078,428	$ 373,753,286
Employer contribution receivable	6,727,000	766,000
NET ASSETS AVAILABLE FOR BENEFITS	$ 396,805,428	$ 374,519,286

See notes to the financial statements.

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

	2025	2024
Employer contributions	$ 14,455,000	$ 10,600,000
Net gain from NRG Energy Master Trust	48,447,062	12,327,927
Benefits paid	(37,369,975)	(36,977,972)
Administrative investment expenses and other	(3,245,945)	(3,464,267)
NET INCREASE (DECREASE) IN NET ASSETS	22,286,142	(17,514,312)
NET ASSETS AVAILABLE FOR BENEFITS AT		
BEGINNING OF YEAR	374,519,286	392,033,598
END OF YEAR	$ 396,805,428	$ 374,519,286

See notes to the financial statements.

1. DESCRIPTION OF PLAN

The following description of the NRG Pension Plan for Bargained Employees (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 eligible employees of certain entities affiliated with NRG Energy, Inc. (the Company).

Effective December 31, 2014, the following plans were merged into the Plan: GenOn Mirant Bargaining Unit Pension Plan, the GenOn REMA Pension Plan, the GenOn First Energy Pension Plan and the GenOn Duquesne Pension Plan. Effective with these plan mergers, participants in the merged plans became participants in the Plan effective January 1, 2015.

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 the 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.

The Plan was amended effective December 31, 2018, to freeze all benefit accruals to the Plan with respect to certain participants and members, defined by the Plan, who are not subject to a collective bargaining agreement and provide for supplemental employer credits to the Plan for the affected participants and members.

In 2022, the Plan was amended to allow for a limited lump-sum window for the period January 17, 2022, to March 1, 2022, for 2022 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.

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 either by 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 48%, 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	$ 11,957,856	$ 28,325,710	$ 13,801,334
CCT funds	463,380,930	230,984,961	436,711,175	212,781,846
Mutual funds	295,139,648	147,120,469	315,013,375	153,486,174
Total investments, at fair value	782,509,336	390,063,286	780,050,260	380,069,355
Receivables	990,508	493,746	2,825,006	1,376,447
Payables	(960,131)	(478,604)	(15,788,038)	(7,692,516)
Total Master Trust Net Assets	$ 782,539,713	$ 390,078,428	$ 767,087,228	$ 373,753,286

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 Standards 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)] In accordance with the adoption of FASB Accounting Standards Update (ASU) 2015-12, if an investment is measured using the NAV per unit (or its equivalent) as the practical expedient in FASB 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

[(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 7.00%.

(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 crediting rate of 5.25% for legacy NRG.

(d) Cash balance interest crediting rate of 4.03% 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	$ 343,297,603
Terminated participants with deferred benefits and other participants	48,899,618
Total actuarial present value of vested benefits	392,197,221
Nonvested benefits	1,532,959
Total Actuarial Present Value of Accumulated Plan Benefits	$ 393,730,180

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	$ 407,588,416
Increase (decrease) during the year attributable to:	
Ongoing benefit accruals	3,392,716
Interest	26,479,437
Benefits paid to participants	(36,977,972)
Assumption changes*	(6,752,417)
Net decrease	(13,858,236)
Actuarial Present Value of Accumulated Plan Benefits at End of Year	$ 393,730,180

*The significant changes in assumption resulted from the following:

(a) Rate of return on investments/discount rate of 6.80% in prior year.
(b) Mortality improvement scale Aon's November 2023 endemic-adjusted version of Scale MP-2021.
(c) Cash balance interest crediting rate was 5.56% for legacy NRG in prior year.
(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 Mirant Non-union Supplemental Account.

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 December 7, 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 for Bargained Employees
EIN: 41-1960764 PN: 005

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 for Bargained Employees
Active Employees

EIN: 41-1960764 PN: 005

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										
30-34										
35-39					3					
40-44				4	6	2				
45-49			1	8	4	2	2			
50-54			1	5	10	4	2			
55-59				3	7	8	1	4	2	2
60-64				2	3	10	2	2	3	2
65-69					1	4		1		1
70+					1					1

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Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

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

As of January 1, 2025

NRG Energy, Inc.
NRG Pension Plan for Bargained Employees
Active Employees

EIN: 41-1960764 PN: 005

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										
30-34										
35-39										
40-44					1	2				
45-49						2	2			
50-54					2	1	2			
55-59						7	1	3	1	1
60-64						1	2		2	
65-69						2		1		1
70+										1

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Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

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%
2nd Segment Rate	5.31%
3rd Segment Rate	5.50%
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%
2nd Segment Rate	5.33%
3rd Segment Rate	5.36%
Salary Increases	
NRG Classic Bargained	
USW 9059	N/A (Inactives only)
All Others	3.00%
Duquesne	N/A (Inactives only)
FirstEnergy	N/A (Inactives only)
REMA	
IBEW 1289 (formerly 327) and 777	N/A (Inactives only)
IBEW 459	3.00%
Mirant	
Union to Non-Union Transfers	N/A (Inactives only)

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

Cash Balance Interest Crediting Rate	
NRG Classic Bargained	5.36% (The third segment rate of the above interest rates for maximum tax purpose)
Supplemental Account (Mirant Non-Union)	4.03% (One-year Treasury securities in effect for September of the previous year)
Cash Balance Annuity Conversion Rate Lump Sum Payment Form Conversion	Same as lump sum basis
Interest Rate	
NRG Classic Bargained and FirstEnergy (Management)	Same as funding interest rates above
Supplemental Account (Mirant Non-Union)	Same as funding interest rates above
Mortality	
NRG Classic Bargained and FirstEnergy (Management)	Current IRC section 417(e) table
Supplemental Account (Mirant Non-Union)	Current IRC section 417(e) table
Social Security Wage Base Increases	Future wage indices are based on a national wage increase of 3.00% per year.
Social Security COLA Increases	2.50%
COLA Increases for Inactive	2.00% COLA is assumed for the Arthur Kill and Astoria group, Mirant New York Bargained group and FirstEnergy group.
Optional Payment Form Election Percentage	
NRG Group With Lump Sum Option	
Single	30% life annuity; 70% lump sum
Married	12% joint and 50% survivor annuity; 18% joint and 100% survivor annuity; 70% lump sum

MWG and MWGx	
Single	100% life annuity
Married	65% joint and 50% survivor annuity 35% joint and 75% survivor annuity
MWGx	100% lump sum
All Others	
Single	100% life annuity
Married	35% joint and 50% survivor annuity; 65% joint and 100% survivor annuity
Optional Payment Form Conversion Interest Rate (Annuity)	
NRG Classic Bargained and Mirant Non-Union	Same as funding interest rates above
FirstEnergy	7.00%
REMA	Tabular factors in plan document
Mirant Union	6.00%
Optional Payment Form Conversion Mortality (Annuity)	
NRG Classic Bargained and Mirant Non-Union	Current IRC section 417 (e) table
FirstEnergy	1983 group annuity (blended) mortality table
REMA	Tabular factors in plan document
Mirant Union	1984 unisex pensioners mortality table
Retirement Age	
Active Participants	See Table 1
Terminated Vested Participants	
Arthur Kill and Astoria, Duquesne, and MWG	Age 61
Mirant	Age 62
All Others	Age 62
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)(1)(iii)
Withdrawal Rates	See Table 2
Disability Rates	See Table 3

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%)
Surviving Spouse Benefit	It is assumed that 70% of males and 60% of females have an eligible spouse, and that males are three years older than their spouses.
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% nor more than 110% 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	5.80%, the applicable third segment rate limited to 5.74%
2024 Plan Year	6.80%, the applicable third segment rate limited to 5.59%
2025 Plan Year	7.00%, the applicable third segment rate limited to 5.50%
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 ($3,416,000 for 2025)
Actuarial Method	Standard unit credit cost method
Valuation Date	January 1, 2025

Actuarial Assumptions and Methods

Table 1

Retirement Rates

Age	Rate
55-59	15.00%
60	20.00%
61-62	25.00%
63	35.00%
64-67	30.00%
68	40.00%
69	50.00%
70+	100.00%

Table 2

Withdrawal Rates

Age	Rate
< 49	10.00%
50-64	7.00%
65	0.00%

Table 3

Disability Rates

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

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.)
- [X] 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. . . . . ▶ [X]

D Check box if filing under:
- [X] 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 FOR BARGAINED EMPLOYEES

1b Three-digit plan number (PN) ▶ 005

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 08540-6213

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**	10/12/2026 Date	Shannon Boehm Enter name of individual signing as plan administrator
SIGN HERE	Shannon Boehm **Signature of employer/plan sponsor**	10/12/2026 Date	Shannon Boehm 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 FOR BARGAINED EMPLOYEES

B Three-digit plan number (PN) ▶ 005

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**	374,518,350
b Actuarial value	**2b**	371,389,372

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	2,330	391,229,257	391,229,257
b For terminated vested participants	323	32,249,151	32,249,151
c For active participants	114	27,638,307	29,410,432
d Total	2,767	451,116,715	452,888,840

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**	5.35%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	2,241,225
b Expected plan-related expenses	**6b**	3,416,000
c Target normal cost	**6c**	5,657,225

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 3.36%	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)		5,812
	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 5.08%		295
	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		6,107
	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	82.00%
15	Adjusted funding target attainment percentage	15	82.00%
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	90.77%
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	2,576,000	0			
07/15/2025	2,576,000	0			
10/14/2025	2,576,000	0			
01/15/2026	2,576,000	0			
09/09/2026	4,151,000	0			
			Totals ► 18(b)	14,455,000	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	13,758,359

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:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	59

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**	5,657,225
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	81,499,468	8,096,753
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**	13,753,978

	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**	13,753,978
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	13,758,359

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

a Total (excess, if any, of line 37 over line 36)	**38a**	4,381
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 for Bargained Employees
EIN: 41-1960764 PN: 005

Schedule SB, line 19 — Discounted Employer Contributions

Year applied for contributions: 2025

Date	Amount	Days to Discount to 1/1/2025 at 5.35%	Interest Adjusted Contribution
April 14, 2025	$ 2,576,000	103	$ 2,538,391
July 15, 2025	2,576,000	195	2,505,264
October 14, 2025	2,576,000	286	2,472,921
January 15, 2026	2,576,000	379	2,440,300
September 9, 2026	4,151,000	616	3,801,483
Total Contribution	$ 14,455,000		$ 13,758,359

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

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.

(a) Age	(b) Rate	(c) Weight	(d) Product (a) × (b) × (c)
55.5	15.00%	1.0000	8.33
56.5	15.00%	0.8500	7.20
57.5	15.00%	0.7225	6.23
58.5	15.00%	0.6141	5.39
59.5	15.00%	0.5220	4.66
60.5	20.00%	0.4437	5.37
61.5	25.00%	0.3550	5.46
62.5	25.00%	0.2662	4.16
63.5	35.00%	0.1997	4.44
64.5	30.00%	0.1298	2.51
65.5	30.00%	0.0908	1.79
66.5	30.00%	0.0636	1.27
67.5	30.00%	0.0445	0.90
68.5	40.00%	0.0312	0.85
69.5	50.00%	0.0187	0.65
70		0.0093	0.00
	Weighted Average		59.21

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

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	560,444	1,854,160	35,249,308	37,663,912
2026	1,013,208	1,249,706	34,140,421	36,403,335
2027	1,405,925	1,393,959	33,086,500	35,886,384
2028	1,598,266	1,531,079	32,159,446	35,288,791
2029	1,732,208	1,625,770	31,416,593	34,774,571
2030	1,850,379	1,767,479	30,846,580	34,464,438
2031	1,950,106	1,822,300	30,103,595	33,876,001
2032	2,041,094	1,948,090	29,413,796	33,402,980
2033	2,108,655	2,027,355	28,711,720	32,847,730
2034	2,143,922	2,049,804	28,025,111	32,218,837
2035	2,124,772	2,116,530	27,262,407	31,503,709
2036	2,119,537	2,199,559	26,477,888	30,796,984
2037	2,105,157	2,245,433	25,602,883	29,953,473
2038	2,028,984	2,287,025	24,672,906	28,988,915
2039	2,096,210	2,326,362	23,671,949	28,094,521
2040	2,098,474	2,361,360	22,600,819	27,060,653
2041	2,151,477	2,394,858	21,460,760	26,007,095
2042	2,167,900	2,379,502	20,258,322	24,805,724
2043	2,131,943	2,388,778	19,011,760	23,532,481
2044	2,110,634	2,353,676	17,724,667	22,188,977
2045	2,116,664	2,389,767	16,408,899	20,915,330
2046	2,057,499	2,356,256	15,077,649	19,491,404
2047	2,012,963	2,315,666	13,745,075	18,073,704
2048	1,957,991	2,265,228	12,425,872	16,649,091
2049	1,893,307	2,185,278	11,134,877	15,213,462
2050	1,835,000	2,120,513	9,886,536	13,842,049
2051	1,764,012	2,030,295	8,694,264	12,488,571
2052	1,697,173	1,967,204	7,569,971	11,234,348
2053	1,627,038	1,863,849	6,523,629	10,014,516
2054	1,548,890	1,758,679	5,562,870	8,870,439
2055	1,472,134	1,652,390	4,692,721	7,817,245
2056	1,393,052	1,546,180	3,915,508	6,854,740
2057	1,312,111	1,441,095	3,230,922	5,984,128
2058	1,230,028	1,338,118	2,636,305	5,204,451
2059	1,147,479	1,238,092	2,127,045	4,512,616

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2060	1,065,129	1,141,718	1,696,973	3,903,820
2061	983,703	1,049,503	1,338,813	3,372,019
2062	903,879	961,781	1,044,641	2,910,301
2063	826,297	878,720	806,307	2,511,324
2064	751,540	800,345	615,803	2,167,688
2065	680,092	726,575	465,552	1,872,219
2066	612,325	657,270	348,587	1,618,182
2067	548,517	592,290	258,675	1,399,482
2068	488,824	531,482	190,395	1,210,701
2069	433,312	474,714	139,148	1,047,174
2070	381,995	421,875	101,114	904,984
2071	334,811	372,859	73,193	780,863
2072	291,652	327,557	52,907	672,116
2073	252,401	285,870	38,311	576,582
2074	216,922	247,703	27,905	492,530

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

Schedule SB, Part V — Summary of Plan Provisions

Plan Provisions for Cash Balance Participants

Effective Date	January 1, 2004
Participants	Collectively bargained employees at the following groups are covered under this plan: • UWUA Local 246 employees hired prior to July 1, 2005 and IBEW Local 465 employees hired prior to March 1, 2008 at NRG Western Affiliate Services; • IBEW Local 767 and USWA Local 9059 employees at Louisiana Generating who were hired before April 3, 2006; • Local 39 employees at the San Francisco Facility of NRG Services who were hired prior to July 1, 2004; and • IUOE Local 95-95A employees at the Pittsburgh Facility of NRG Services who were hired prior to January 1, 2004.
Normal Retirement	
Eligibility	Age 65
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
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
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
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
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; and 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 interest rates applicable for the plan year
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.
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

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Plan Provisions for Mid-Atlantic Employees

Effective Date

January 1, 2004

Participants

Collectively bargained employees of Mid-Atlantic Affiliates (Local 1307). Employees of Local 1307 become participants following one year of service

Employees hired after June 25, 2004 are not eligible to participate in the plan

Normal Retirement

Eligibility

Age 65 and five years of participation.

Benefit

The accrued benefit.

Commencement

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

Early Retirement

Eligibility

Age 55 with 15 years of service.

Benefit

The accrued benefit based on pay and service at retirement reduced as follows:

Age at Commencement	< 20 Years of Service	≥ 20 Years of Service
Age 60 – 64	95%	100%
Age 59	95%	95%
Age 58	90%	90%
Age 57	85%	85%
Age 56	80%	80%
Age 55	76%	76%

Commencement

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

Vested Deferred Retirement

Eligibility

Five years of vesting service

Benefit

The accrued benefit based on pay and service as of termination

Commencement

Age 65. If participant has 15 or more years of service at termination, the benefit can commence as early as age 55, but will be actuarially reduced.

Disability Retirement	
Eligibility	Fifteen years of service
Benefit	The accrued benefit based on pay and service at disability
Commencement	Immediate. The benefit is not reduced for early commencement
Preretirement Death Benefit	
Eligibility	Five years of service
Benefit	50% of the accrued benefit based on pay and service at the participant's death
Commencement	The first of the month following the date of death
Automatic Form of Annuity	For unmarried employees, a life annuity; and for married employees, an unreduced 50% joint and survivor annuity.
Optional Forms of Annuity	Single life annuity; 50% or 75% joint and survivor annuity; or vested participants who are not eligible for early retirement may take the benefit as a lump sum.
Definitions	
Accrued Benefit	1.6% of average annual earnings × years of service. This amount is offset by the accrued benefit payable by the former Delmarva and Xcel Energy plans earned prior to the effective date.
Actuarial Equivalent	A benefit of equivalent value based on Code section 417(e) mortality and interest rates applicable for the second month preceding the annuity starting date.
Average Annual Earnings	One-fifth of an employee's total compensation for the 60 consecutive months of highest compensation.
Compensation	Wages, overtime, shift differential, bonus, meal allowances, and other compensation paid by the employer including qualified deferrals. Certain special payments are excluded.
Plan Year	Calendar year

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Plan Provisions for Northeast Affiliate Employees

Effective Date	January 1, 2004
Participants	IBEW Local 97 employees of NRG Northeast Affiliate Services who were hired prior to October 1, 2003
Normal Retirement	
Eligibility	Age 65
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
Benefit	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
Benefit	The accrued benefit based on pay and service as of retirement. 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
Benefit	Vested or early retirement benefit
Commencement	The first of the month following disability
Preretirement Death Benefit	
Eligibility	All participants
Benefit	Lump sum value of accrued benefit
Commencement	Immediate

Automatic Form of Annuity

For unmarried employees, a life annuity; and 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, or 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 interest rates for the September prior to the plan year

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 the September of the prior plan year, as defined in Section 417(e).

Compensation

Base pay

Special Retiree Payment

In mid-2009 NRG and Local 97 agreed to a special one-time adjustment to benefits earned by participants who retired between 2001 and 2003.

Covered Earnings	35-year average of Social Security wage base through year of termination. For terminations prior to 2012, covered earnings are:

Year	Amount	Year	Amount
2004	$ 24,500	2008	$ 32,500
2005	$ 26,500	2009	$ 34,500
2006	$ 28,500	2010	$ 37,500
2007	$ 30,500	2011	$ 40,500

Plan Year	Calendar year
Transition Formula	(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; and (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, nine Northeast Affiliates participants received a one-time transition credit to their cash balance accounts. Effective December 31, 2013, eight Northeast Affiliates participants received a one-time transition credit to their cash balance accounts.

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Plan Provisions for Arthur Kill and Astoria Employees

Effective Date

January 1, 2004

Participants

Arthur Kill and Astoria employees covered by the following collectively bargained units:

- UWUA Local 1–2; and
- IBEW Local 3

Effective January 1, 2006, IBEW Local 3 closed to new entrants

Effective July 1, 2014, UWUA Local 1-2 closed to new entrants

Normal Retirement

Eligibility

Age 65

Benefit

The accrued benefit

Commencement

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

Early Retirement

Eligibility

75 age-plus-service points

Benefit

The accrued benefit based on pay and service at retirement. Benefits are unreduced for retirement after:

(1) Age 60; or

(2) Age 55 with 30 years of service

Otherwise, the following reductions apply:

Age	Reduction	Age	Reduction
59	1.5%	51	56.4%
58	3.0%	50	58.8%
57	4.5%	49	61.2%
56	6.0%	48	63.6%
55	7.5%	47	66.0%
54	45.6%	46	68.4%
53	49.2%	45	70.8%
52	52.8%		

Commencement

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

Disability Retirement	
Eligibility	Total and permanent disability
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
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; and 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, 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 × bargained service up to 24 years; plus (2) 2.0% of average annual earnings × bargained service between 25 and 30 years (inclusive); plus (3) 0.5% of average annual earnings for each year of bargained service in excess of 30 years

	Employees hired prior to December 31, 1989 are also eligible for the alternate benefit formula below: (1) 2.2% of total pay; plus (2) 1.5% of amount in (1) under alternate benefit formula for each year of bargained service over 30 years
Actuarial Equivalent	A benefit of equivalent value based on Code section 417(e) mortality and interest rates for September of the prior plan year or for the month that is three months prior to commencement, if lower
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 plus 50% of Sunday premium, night shift differential, and midnight shift differential
ConEdison Offset	Benefit earned as of June 25, 1999 under the ConEdison pension plan and payable from that plan
Plan Year	Calendar year
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 Provisions for Connecticut Affiliate Employees

Effective Date

January 1, 2004

Participants

Connecticut Affiliate employees who were hired prior to January 1, 2005 and were covered by the following collectively bargained units:

- IBEW Local 420; and
- IBEW Local 457

Normal Retirement

Eligibility

Age 65

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

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; or

(2) 85 age plus service points

Otherwise, the following reductions apply from age 65:

Age	Factor	Age	Factor
64	2%	59	13%
63	4%	58	16%
62	6%	57	19%
61	8%	56	22%
60	10%	55	25%

Commencement

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

Vested Deferred Retirement

Eligibility

Five years of service

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
Benefit	The accrued benefit with pay and service projected to age 65
Commencement	Age 65
Preretirement Death Benefit	
Eligibility	Five years of service
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; and 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; and level-income option
Definitions	
Accrued Benefit	1.25% average annual earnings + 0.25% average annual earnings in excess of covered compensation × service to 35 years + 0.50% average annual earnings × service in excess of 35 years 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

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Plan Provisions for Elk River and Newport Employees

Effective Date	January 1, 2004
Participants	Elk River and Newport employees covered by the following collectively bargained units: • IBEW Local 160; and • IBEW Local 23 These businesses were sold in 2006 and the only benefits remaining are for former employees and employees who became disabled prior to the sale.
Normal Retirement	
Eligibility	Age 65
Benefit	The accrued benefit
Commencement	Last day of the month following age 65
Early Retirement	
Eligibility	(1) Age 57 with 20 years of service (2) 40 years of credited service (3) Age 55 with 90 age plus service points
Benefit	The accrued benefit based on pay and service at retirement. The benefit is unreduced if the participant retires under (2) or (3) above. Otherwise, the benefit is reduced 4% per year from age 62.
Commencement	Last day of the month following retirement
Vested Deferred Retirement	
Eligibility	Five years of service
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 57 or later; or • Actuarial reduction if started prior to age 57

Disability Retirement	
Eligibility	Total and permanent disability
Benefit	1.667% average annual earnings × projected service to age 65 (capped at 30 years) — 50% of Social Security. The offset is applied when Social Security benefits begin
Commencement	Last day of month following disability determination
Preretirement Death Benefit	
Eligibility	Five years of service
Benefit	100% of actuarial equivalent value of accrued benefit and early retirement supplement (if eligible)
Commencement	Last day of month following participant's death
Early Retirement Supplement	
Eligibility	Early-retirement eligible
Benefit	$50 × service to 20 years, reduced by supplement earned as of December 5, 2003 in Xcel Energy plan
Commencement	Last day of month following retirement and payable to participant until Social Security normal retirement age
Automatic Form of Annuity	For unmarried employees, a life annuity; and for married employees, an unreduced joint and 50% survivor annuity
Optional Forms of Annuity	Life annuity; joint and 50% or 100% survivor annuity; 10-year certain and life; and lump sum
Definitions	
Accrued Benefit	Traditional or pension-equity formula plus the retirement spending account (RSA). Current participants made a one-time election to receive the traditional or pension-equity formula. Effective January 1, 2005, all new participants receive the 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 interest rates for November prior to the plan year.
Average Annual Earnings	Highest 48-consecutive months of compensation.
Compensation	Base pay for traditional formula. Base pay plus bonus for the pension-equity formula.
Pension Equity Formula	10% average annual earnings × service, payable as a lump sum.

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Plan Year	Calendar year
Retirement Spending Account (RSA)	Cash balance account that grows each year with a flat $1,621 service credit and interest credits based on one-year Treasury rate plus 1%. All initial account balances at January 1, 2004 equal $0. The 2004 service credit was $1,400.
Social Security PIA	Participant's age 65 Social Security benefit based on earnings with NRG and Affiliates only
Traditional Formula	1.8% average annual earnings × service up to 30 years, minus 50% of Social Security PIA
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

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Plan Provisions for Midwest Generation Group (IBEW Local 15 Members)

Effective Date	April 1, 2014
Participants	Midwest Generation plant employees covered by the following collectively bargained units: • IBEW Local 15 — Closed to new hires effective April 1, 2015
Normal Retirement	
Eligibility	Age 65
Benefit	Monthly service benefit equal to (1) x (2) – (3): (1) 1.60% highest average monthly pay (2) Credited service (3) Prior plan offset
Commencement	First day of the month following age 65
Early Retirement	
Eligibility	Age 55 with 10 years of credited service
Benefit	The service benefit based on pay and service at retirement. The benefit is unreduced at age 60. Otherwise, the benefit is reduced 2% per year from age 60 to age 58 and 3% per year from age 58 to age 55. If eligible for Federal Benefit Supplemental, benefit will be reduced by the percentage equal to the net Federal Benefit Supplemental multiplied by 2.5% for each age the benefit precedes age 65 to age 59 and 3% per year from 59 to age 55.
Federal Benefit Supplemental	100% of monthly Federal Benefit reduced by supplemental monthly payments payable under the ComEd and the EIX MWG plan
Commencement	First day of the month following retirement

Vested Deferred Retirement	
Eligibility	Five years of service
Benefit	The accrued benefit based on pay and service at termination
Commencement	(1) Age 60 — Unreduced (2) Age 55 with 10 years of credited service — Reduced 4% per year prior to age 60
Disability Retirement	
Eligibility	(1) Age 45 and total and permanent disability (2) Under age 45, 10 years of credited service and total and permanent disability
Benefit	(1) Early retirement benefit. If terminated prior to age 55, eligible participant shall be treated as though he attained age 55 (2) Net of (a) minus (b): (a) Benefit as defined under (1) above (b) Excess of 25% of highest average monthly pay over the (1) above (Federal Supplemental Benefit is unreduced)
Commencement	First day of month following disability determination
Preretirement Death Benefit	
Eligibility	Five years of service and married at the time of death
Benefit	Married participants — 50% of accrued benefit (including Federal Benefit Supplemental if eligible) determined in the same manner as under the Early Retirement Benefit Single participants — 50% of the actuarial equivalent of the accrued benefit payable as a lump sum (including Federal Benefit Supplemental if eligible)
Commencement	First day of month following participant's death, but no earlier than participant would turn age 60 or age 55 if the participant had at least 10 years of credited service
Automatic Form of Annuity	For unmarried employees, a life annuity; and for married employees, an unreduced joint and 50% survivor annuity

Optional Forms of Annuity	Single members; reduced joint and 50% or 75% survivor annuity. The survivor annuity offers a free pop-up if the beneficiary dies prior to 10 years post-commencement. Married members; life annuity and reduced joint 50% or 75% survivor options with a free pop-up if beneficiary dies prior to 10 years post-commencement.
Definitions	
Accrued Benefit	Traditional highest average pay plan as described under the Normal Retirement Benefit section This benefit is reduced by the value of the prior plan offset
Actuarial Equivalent	A benefit of equivalent value based on Code section 417(e) mortality and interest rates for August prior to the plan year
Basic Compensation	Base pay for calendar month is the monthly base pay rate in effect on the first day of such month
Cash Balance Participant	Nonunion transferred employee as determined as of April 1, 2014
Federal Benefit	Participant's age 65 Social Security benefit based on earnings with NRG and Midwest and Affiliates
Highest Average Monthly Pay	Highest 48-consecutive months of basic compensation
Plan Year	Calendar year
Prior Plan Offset	Benefit earned as of April 1, 2014, for service and pay through that date and payable from the EIX MWG Plan and ComEd pension plan

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Plan Provisions for Midwest Generation Group — Nonunion Transferred Members

Effective Date	April 1, 2014
Participants	Midwest Generation plant employees who: (1) Was a participant of the Prior Plan on September 30, 1999; (2) Transferred to nonrepresented employment after February 1, 2000 and before April 1, 2014; (3) Has accrued benefits under the prior plans
Normal Retirement	
Eligibility	Age 65
Benefit	The benefit available from participant's account balance
Commencement	First day of the month following the date of termination
Early Retirement (Local 15 Members)	
Eligibility	Age 55 with 10 years of credited service
Benefit	The benefit available from participant's account balance
Commencement	First day of the month following the date of termination
Vested Deferred Retirement	
Eligibility	Three years of vesting service
Benefit	The benefit available from participant's account balance
Commencement	First day of the month following the date of termination
Preretirement Death Benefit	
Eligibility	Three years of vesting service
Benefit	The benefit available from the participant's account balance
Commencement	First day of 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, life annuity and joint and 50% or 75% survivor annuity

Definitions

Actuarial Equivalent

A benefit of equivalent value based on Code section 417(e) mortality and interest rates for August prior to the plan year

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 April 1, 2014.

Pay Credits

Age/Service Points	Percent of Eligible Earnings
< 35	3.0%
35 – 44	4.0%
45 – 54	5.0%
55+	6.0%

Interest Credits

Interest is credited at the end of each calendar month based on the third-tier interest in effect for August of the previous year, as defined in section 417(e).

Eligible Earnings

Participant's basic compensation

Plan Year

Calendar year

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Plan Provisions for Duquesne

Effective Date	April 28, 2000
Participation	Participation is only available to: • Employees who participated in the prior Duquesne Plan immediately prior to the effective date • Employees who participated in the prior Duquesne Supplemental Plan immediately prior to the effective date As of January 1, 2005, the plan is closed to new entrants.
Normal Retirement	
Eligibility	Age 65
Normal Retirement Benefit Formula	Monthly amount equal to (1) + (2) – (3): (1) Greater of: (a) Past service formula + future service formula (b) $51 x credited service up to 20 years (2) Cash balance annuity (3) Prior plan offset Past service formula (Final Average Pay Plan) = 1.4% x annual rate of past service compensation x credited past service Future service formula (Career Average Pay Plan) = 1.4% of the future compensation As of December 31, 2004 final average pay and credited service were frozen for the non-represented members. In addition, each active non-represented member received an additional $3,600 added to their normal retirement benefit. As of December 31, 2004 final average pay and credited service were frozen for the union members hired after April 28, 2000. As of December 31, 2011 final average pay and credited service were frozen for all union. Cash balance annuity = original account balance established October 1, 1987 with interest to age 65 divided by an age 65 immediate lump sum factor

	Prior plan offset = Accrued benefit under the prior Duquesne plan as of April 27, 2000. Exclusive of the cash balance account under the prior plan
Supplemental Retirement Benefit Formula	For supplemental participants the normal retirement benefit formula will be increased by a supplemental benefit equal to the greater of (1), (2), or (3), then reduced by (4), (5) and (6) but not less than zero. (1) Final average pay excess formula (2) December 31, 1988 minimum formula (3) December 31, 1993 minimum formula (4) Normal retirement benefit formula (5) Prior Duquesne supplemental plan benefit (6) Prior Duquesne retirement plan benefit Final average pay excess formula = 1.0% x final average compensation x credited service; plus 0.8% x excess compensation x credited service up to 27 years
Late Retirement	
Eligibility	Actively employed after normal retirement eligibility
Benefit Amount	For participants employed at the rate of 40 hours per month, the benefit shall be calculated based on pay and service at termination. For participants employed at a rate fewer than 40 hours per month, the benefit shall be the greater of the benefit payable at normal retirement date increased actuarially to termination date, or the benefit based on pay and service at termination.
Early Retirement	
Eligibility	Age 55 and five years of vesting service
Benefit Amount	The normal retirement benefit multiplied by the early retirement Formula 1 factor The Formula 1 reduction is equal to 5/12 of 1% for each month the benefit commencement precedes age 60.

Vested Termination

Eligibility	Five years of vesting service and termination of employment for reasons other than death
Benefit Amount	Benefit accrued at termination, reduced for commencement before normal retirement date The benefit will be reduced based on Formula 1 reduction from age 60.

Disability Retirement

Eligibility	Ten years of vesting service
Benefit Amount	Benefit accrued at date of disability, and payable immediately, reduced prior to age 62 by any payments made to an employer-sponsored disability program. Reduction Formula 1 will not apply For disability prior to age 55, the Duquesne prior plan offsets do not apply until the prior Duquesne benefit commences. Disability benefit has been eliminated as of January 1, 2005 for the represented members, except for employees who were participants prior to January 1, 2005 who became eligible for disability benefits prior to January 1, 2006 but were denied the company LTD benefit due to a pre-existing condition.

Preretirement Surviving Spouse Annuity

Eligibility	Participant was an active or vested terminated employee with a qualified surviving spouse.
Benefit Amount	50% of the normal retirement benefit payable under the 50% joint and survivor annuity option For a vested terminated employee who dies, the normal retirement benefit is reduced by 5/12% for each month by which the date payments commence precedes the first day of the month following the participant's sixtieth birthday. For commencement prior to when the participant would have been age 55, no prior Duquesne offset will apply until that benefit commences.

	Benefits commence the first of the month following the later of: (1) Participant's fifty-fifth birthday (2) Participant's date of death If participant completed more than 25 years of vested service and died while an active employee, benefits commence as of the first of the month following the participant's death.
2009 Voluntary Incentive Program	A Voluntary Incentive Program providing a bridge benefit to certain retiring participants and unreduced pension as follows: • Members age 60 with 25 years of service, bridge benefit of $1,000 per month to age 62 or 18 months if longer • Members age 59 with 25 years of service, bridge benefit of $500 per month to age 62 • Members age 58 with 25 years of service, bridge benefit of $250 per month to age 62

Definitions

Normal Form	
Single	Single life annuity
Married	50% joint and survivor annuity
Optional Forms	
Married Forms	Single life annuity 50, 75, and 100% joint and survivor annuity 50 and 100% joint and survivor annuity with pop-up 10-year certain and life Lump sum (for cash balance account only)
Actuarial Equivalence	
Late Retirement and Joint and Survivor With Pop-Up	Mortality: Current 417(e) table Interest: 7.0%
Lump Sums	Mortality: Current 417(e) table Interest: Based on IRC section 417(e)
All Other Optional Forms	Based on factors described in Plan document

Credited Service	Elapsed service in years and months. A full month will be credited for any partial month in which an employee is employed. Credited service has been frozen for the non-represented members and the represented members hired after April 28, 2000 as of December 31, 2004. Credited service has been frozen for the represented members hired after April 28, 2000 as of December 31, 2011.
Credited Past Service	As defined in Section 1 of the Plan document
Vesting Service	A full year of vesting service is credited for any plan year in which the employee is credited with at least 1,000 hours of service. The equivalency method used credits a month of service for any fractional month in which an employee is employed.
Plan Compensation	Plan compensation is equal to W-2 earnings plus salary reductions made under a Section 125 plan or 401(k) plan.
Annual Rate of Past Service Compensation	As defined in Section 1 of the Plan document
Five-Year Average Compensation	Five-year average compensation is the highest five consecutive calendar years since 1971. The five-year average compensation has been frozen for all non-represented members and represented members hired after April 28, 2000 as of December 31, 2004, and as of December 31, 2011 for all represented members hired before April 28, 2000.

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Plan Provision for FirstEnergy

Effective Date	April 28, 2000
Eligible Employees	Any employee who was an active participant in: **Local 270 Participants** Part C of the Centerior Energy Corporation Retirement Plan immediately prior to April 28, 2000 and was then a member of the collective bargaining unit represented by Utility Workers Union of America Local 270. **Local 140 Participants** The Ohio Edison System (OES) Pension Plan immediately prior to April 28, 2000 or was hired before May 1, 2001 and who was a member of the Utility Workers Union of America Local 140. **Prior Ohio Edison Participant and Current Niles Union** A former member of the prior Ohio Edison Plan prior to January 1, 1999, was a participant of the First Energy (FE) plan prior to April 28, 2000 and was not a bargaining unit employee. **Prior Centerior Participant** A former member of the prior Centerior Plans (CE) prior to January 1, 1999, was a participant in the First Energy plan prior to April 28, 2000 and was not a bargaining unit employee.
Future Participation	As of April 28, 2000 no new participants are allowed to enter the plan.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
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Available Benefit Formulas

Adjusted Highest Average Monthly Base Earnings	Formula A — The sum of (1) plus (2) as follows: (1) The highest average monthly base earnings times the sum of: (a) 1.58% for the first 20 years of credited service (b) 1.18% for the next 10 years of credited service (c) 0.78% for the next five years of credited service (d) 1.10% for each year of credited service in excess of 35 years (2) 0.32% times years of credited service, up to 35, times the greater of zero and the difference of the highest average monthly base earnings and one-twelfth of the lesser of 150% of covered compensation and the Social Security wage base
Career Earnings	Formula B — One-twelfth of the sum of 2.125% of credited career earnings for each plan year
Ohio Edison Highest Average Monthly Base Earnings	Formula C — The highest average monthly base earnings times the sum of: (1) 1.8% for the first 10 years of credited service (2) 1.4% for the next 10 years of credited service (3) 1.0% for each year of credited service in excess of 20
Centerior Final Average Earnings	Formula D — one-twelfth of the sum of following: (1) 2.1% of final average earnings reduced by 0.5% of average offset earnings times years of credited service, up to 20 (2) 1.2% of final average earnings reduced by 0.5% of average offset earnings multiplied by years of credited service in excess of 20 years, but less than 30 years (3) 0.5% of final average earnings reduced by 0.25% of average offset earnings multiplied by years of credited service in excess of 30 years, but less than 40 years

Normal Retirement

Eligibility	Attainment of age 65
Benefit Amounts	All benefits below will be reduced by the benefit payable under the following prior plans: the FE Plan, CE Plan, or OES Plan.
Former Ohio Edison (Including Niles Local 270N)	The greater of Formulas A and B and C. For all members, except the Niles group, pay and credited service have been frozen on December 31, 2004. In addition, all members (excluding Niles) received an additional $3,600 added to their normal retirement benefit. For Niles (Local 270N) pay and credited service have been frozen as of December 31, 2009.
Former First Energy Centerior	The greater of Formulas A and B and D. For all members pay and credited service have been frozen on December 31, 2004. In addition, all members received an additional $3,600 added to their normal retirement benefit.
Local 140	The greater of Formulas A and C
Local 270	Formula B

Available Reduction Formulas

Reduction Formula A

Reduced by one-third of 1% per month for each month benefit commencement proceeds age 62 down to age 57 and five-twelfths of 1% per month for each month benefit commencement proceeds age 57 down to age 55

Age	Factor
65	1.00
64	0.91
63	0.82
62	0.75
61	0.69
60	0.63
59	0.58
58	0.53
57	0.49
56	0.45
55	0.42

Reduction Formula C

Actuarial equivalence using the 1971 TPF&C Forecast Mortality Table and 6.5% interest

Reduction Formula D

0.125% per month for each month benefit commencement proceeds age 60 down to age 55. For ages less than 55, 58% minus 0.3% per month down to age 51 and 0.2% per month down to age 45

Reduction Formula E

Age	Factor
65	1.000
64	0.923
63	0.846
62	0.769
61	0.731
60	0.692
59	0.654
58	0.615
57	0.577
56	0.529
55	0.486
54	0.456
53	0.426
52	0.396
51	0.365
50	0.345
49	0.325
48	0.305
47	0.285
46	0.265
45	0.245

Reduction Formula F

Age	Factor
65	1.00
64	1.00
63	1.00
62	1.00
61	0.94
60	0.87
59	0.81
58	0.74
57	0.68
56	0.62
55	0.56

Reduction Formula G — Five-twelfths of 1% for each month by which the benefit commencement date precedes the first day of the month following the attainment of age 60

Early Retirement — For All Members but Former Non-Represented Prior Ohio Edison (including Current Niles Union) and Prior Centerior Participants Who Terminate After January 1, 2001

Eligibility — Age 55 and 10 years of credited eligibility service

Benefit Amounts

All Benefits Reduced by Prior Plan Offset — If age 55 and 10 years of service at effective date, reduction Formula A is applied to the plan offset for Non Local 270 participants and reduction Formula F is applied for Local 270 participants. If not age 55 and 10 at effective date, reduction Formula B is applied to the plan offset for Non-Local 270 participants and reduction Formula C is applied for Local 270 participants. If the participant is age 55 and 30 years of service at effective date, the plan offset will be unreduced.

Reduction for Early Retirement	
Non-Local 270 Participants	Normal retirement benefit (before plan offset) reduced by reduction Formula A. If the participant is age 55 with 30 years of service, the benefit will be unreduced.
Local 270 Participants	If the participant commences the first month following retirement the normal retirement benefit will be reduced by reduction Formula F. For retirements before May 1, 2017, the reduction factor shall be waived if the participant has attained age 58 and 35 years of credited eligibility service. If the participant commences after the first day of the first month following retirement, the normal retirement benefit shall be reduced by reduction Formula C.
Supplemental Benefit	For retirements before May 1, 2017, a participant who retires after age 58 with at least 35 years of credited eligibility service is entitled to a temporary supplemental benefit of $550 per month. The temporary benefit will end on the later of: a) attainment of age 62, or b) after 12 monthly payments have been made.
Early Retirement — For All Former Non-Represented Prior Ohio Edison (including Current Niles Union) and Prior Centerior Participants Who Terminate After January 1, 2001	
Eligibility	Age 55 and 10 years of credited service or age plus credited service equal or exceed 75
Benefit Amounts	
All Benefits Reduced by Prior Plan Offset	If age 55 and 10 years of service at effective date, reduction Formula A is applied to the plan offset. If not age 55 and 10 at effective date, reduction Formula B is applied to the plan offset. If the participant is age 55 and 30 years of service at effective date, the plan offset will be unreduced. In addition, if a participant is less than age 55, the plan offset will be reduced to age 55 using reduction Formula B and for reduced under age 55 using the adjusted 417(e) rate and 417(e) mortality.

Reductions for Early Retirement	
Age 55 and 10 Years of Service and Sum of Age Plus Service is at Least 75	Normal retirement benefit before plan offset reduced by the better of: (1) Reduction Formula A (2) Reduction Formula D applied to the benefit portion up to the integration level and reduction Formula E to the benefit portion over the integration level. If the participant has 30 years of service, the base portion of the accrued benefit shall be unreduced (3) Reduction Formula G
Not Age 55 and 10 but Sum of Age Plus Service at Least 75	Normal retirement benefit before plan offset reduced by reduction Formula D applied to the benefit portion up to the integration level and reduction Formula E applied to the benefit portion over the integration level
Age 55 and 10 but Age Plus Service Less Than 75	Normal retirement benefit before plan offset reduced by the better of: (1) Reduction Formula A (2) Deferred to age 65 lump sum factor based on the amended lump sum actuarial equivalence divided by an immediate lump sum factor using the adjusted 417(e) rate and 417(e) mortality (3) Reduction Formula G
Vested Termination — For All Members but Former Non-Represented Prior Ohio Edison (including Current Niles Union) and Prior Centerior Participants Who Terminate After January 1, 2001	
Eligibility	Five years of vesting service and termination of employment for reasons other than death or disability prior to early retirement
Benefit Amounts	
All Benefits Reduced by Prior Plan Offset	Since these participants are not age 55 with 10 years of service as of the effective date, the plan's actuarial equivalence will be used. This is reduction Formula B for Non-Local 270 and reduction Formula C for Local 270.
Non-Local 270	Normal retirement benefit reduced by reduction Formula B
Local 270	Normal retirement benefit reduced by reduction Formula C

Vested Termination — For All Former Non-Represented Prior Ohio Edison (including Current Niles Union) and Prior Centerior Participants Who Terminate After January 1, 2001

Eligibility	Five years of vesting service and termination of employment for reasons other than death or disability prior to early retirement
Benefit Amounts	
All Benefits Reduced by Prior Plan Offset	Reduction Formula B down to age 55 and actuarially reduced below age 55 using the adjusted 417(e) rate and 417(e) mortality
10 Years of Service and Sum of Age Plus Service is at Least 75 at Termination and Benefit	Normal retirement benefit before plan offset reduced by the better of:
Commencement at Age 55 or Later	(1) Reduction Formula B (2) Reduction Formula D applied to the benefit portion up to the integration level and reduction Formula E to the benefit portion over the integration level. If the participant has 30 years of service, the normal retirement benefit will be unreduced
10 Years of Service but Age Plus Service is Less Than 75 at Termination and Benefit Commencement at	Normal retirement benefit before plan offset reduced by the better of:
Age 55 or Later	(1) Reduction Formula B (2) Deferred to age 65 lump sum factor based on the amended lump sum actuarial equivalence divided by an immediate lump sum factor using the adjusted 417(e) rate and 417(e) mortality
Not Age 55 and 10 and Sum of Age and Service is Less Than 75	Deferred to age 65 lump sum factor based on the amended lump sum actuarial equivalence divided by an immediate lump sum factor using the adjusted 417(e) rate and 417(e) mortality

Late Retirement

Eligibility	Participants in the plan who separate from service after the month that normal retirement age is attained
Benefits	
Other Than Local 270 Participants	The greater of the normal retirement benefit calculated at termination and the normal retirement benefit calculated on the participant's normal retirement date
Local 270	The normal retirement benefit calculated on the normal retirement date plus the supplemental benefit credits actuarially increased from normal retirement age

Disability Retirement — For All Members but Former Non-Represented Prior Ohio Edison (including Current Niles Union) and Prior Centerior Participants Who Terminate After January 1, 2001

Eligibility	Participants in the plan with 10 years of eligibility service who separate from service due to disability
Benefits	
Other Than Local 270	Participants will be credited with base earnings and hours of service credit to be used to calculate the normal retirement benefit at normal retirement age. In addition, the participant will receive $350 reduced by amount currently paid on account of disability such as workers compensation, Social Security disability payments or company sponsored long term disability plan. The disability payment will cease at normal retirement date.
Local 270	If the participant is early or normal retirement eligible, then the participant is eligible to receive either the early or normal retirement benefit, as applicable. For participants not eligible for early or normal Retirement, the benefit is the lesser of the monthly amount of the accrued benefit at the date of determination or the amount of benefit which would have been payable at the early retirement date, had the participant continued employment. Earnings are assumed to continue at the annual hourly rate as of the date of disability. At the normal retirement date, the benefit will continue at the same level, unless the deferred vested benefit, reduced actuarially for prior disability payments is greater

Disability Retirement — For All Former Non-Represented Prior Ohio Edison (including Current Niles Union) Who Terminate After January 1, 2001

Eligibility	Participants are immediately eligible when they separate from service due to a disability.
Benefit Amount	Participants can elect to defer commencement and continue to receive pay and service credits to normal retirement date or can elect to commence immediately. If the participant is at least age 50 with 20 years of service, he or she can receive an unreduced immediate benefit if the participant is not eligible for Social Security disability benefit. Participants that are not age 50 with 20 years of service can receive an immediate benefit reduced according to the factors in the Early Retirement section above. If a participant becomes disabled after attaining 10 years of eligibility service, the participant may receive an immediate pension without reduction for early commencement. The benefit will be reduced prior to age 62 by any payments made to an employer sponsored disability program (other than workers compensation and Social Security). In addition, for disability prior to age 55, the offset will not apply until the prior plan benefit commences. Appropriate reductions for early payment will apply to prior plan offset.

Surviving Spouse's Benefits

Non Local 270

Eligibility	The date of death must have occurred before the benefit commencement date of the first pension payment to the participant and the participant must be survived by a qualified spouse. For benefit (1), the participant must have completed between five and 10 years of eligibility service. For benefit (2), the participant must have completed at least 10 years of eligibility service.
Benefits	(1) If the participant dies after attaining the earliest commencement date, the monthly benefit is a life annuity equal to 100% of the benefit assuming the participant elected a 100% joint and survivor annuity the day before death. The benefit is reduced for early commencement and form of payment

	If the participant dies before attaining the earliest commencement date, the monthly benefit is a life annuity equal to 100% of the benefit assuming the participant had terminated on the earlier of the date of death or date of termination, deferred payment to age 55, and elected the 100% joint and survivor annuity. The benefit is reduced for early commencement and form of payment
	(2) If the participant dies after attaining the earliest commencement date under the plan, the monthly benefit is a life annuity equal to 100% of the benefit assuming the participant elected a 100% joint and survivor annuity the day before death. The benefit is reduced for early commencement and form of payment, with the reduction not to exceed 30%
Accelerated Death Benefits for Non-Represented Members (including Current Niles Union) Who Terminated After January 1, 2002	
Eligibility	A married participant becomes fully vested if the participant dies while employed by the company. The spouse shall be entitled to a lump sum benefit equal to 50% of the lump sum benefit the participant would have received had the participant terminated on the date of death and elected a lump sum option.
Local 270	
Eligibility	The date of death must occur after the participant was vested and before the benefit commencement date of the first pension payment to the participant. The participant must have been married for one year prior to his death to his surviving spouse.
Benefits	If the participant has attained the earliest commencement date, the monthly benefit is a life annuity equal to 50% of the benefit assuming the participant elected a 50% joint and survivor annuity the day before death. The benefit is reduced for early commencement and form of payment. A $5,000 death benefit shall be payable to beneficiaries of both active participants and retired participants.
Normal Form of Payment	Single life annuity for single participants. A reduced 50% qualified joint and survivor annuity for married participants

Optional Forms of Payment — For All Members Who Terminate After	Actuarially equivalent amounts may be paid in any of the following forms:
January 1, 2001	
For All Participants	Single life annuity Joint and 25%, 50%, 75%, 100% survivor annuity 5-year certain and life 10-year certain and life
	Involuntary lump sum cashout if the total vested accrued benefit is $1,000 or less
For Non-Local 270 Participants	Joint and 25%, 50%, 75%, 100% survivor annuity with a pop up. Should the beneficiary predecease the participant, the annuity will revert back to the amount which would have been payable as a single life annuity.
	15-year certain and life
For Local 270 Participants	Lump sum of immediate benefit
For Married Participants	Unreduced Joint and 50% survivor annuity
	Joint and 100% survivor converted from the joint and 50% survivor using tabular factors from the plan
	Joint and 100% survivor annuity with a pop-up converted from the joint and 50% survivor using tabular factors from the plan
	12-year certain and life with joint and 50% survivor annuity converted from the joint and 50% survivor using tabular factors from the plan
For Single Participants	12-year certain and life converted from single life annuity using tabular factors

For All Participants Whose Age at Termination Plus Benefit Service is Less Than 75	Lump sum using amended lump sum factors
2009 Voluntary Incentive Program	Voluntary Incentive Program for Local 270N (Niles) provides the following benefits for certain eligible participants: ● Bridge benefit of $1,200 per month for 18 months for members over age 60 ● Bridge benefit of $1,000 per month to age 62 for members age 55 or older ● Bridge benefit of $1,000 per month for 72 months for members age 55 with 75 points Voluntary Incentive Program for Local 140 provides the following benefits for certain eligible participants: ● Bridge benefit of $1,000 per month to age 62 or 18 months if longer for members with less than 30 years of service at retirement plus unreduced pension ● Bridge benefit of $1,200 per month to age 62 or 18 months if longer for members with 30 or more years of service

Definitions

Vesting Service	
Non Local 270 Participants	Years of credited service
Local 270 Participants	The number of full and fractional years equal to the period of time that has elapsed from a participant's last hire date. Prior service is reinstated if the participant was vested or if the break in service is less than five years and that prior service is at least one year.
Credited Service	A full year of credited service is credited for any plan year in which the employee has worked at least 1,000 hours of service. If the hours of service in a plan year is less than 1,000, then the participant will be credited with whole months of credited service provided that 12 times the hours worked divided by the number of whole months worked is greater than or equal to 1,000. Credited service has been frozen for all non-represented members (excluding Niles) as of December 31, 2004 and as of December 31, 2009 for all Niles (Local 270N).
Average Offset Earnings	Lesser of covered compensation or three-year average earnings

Base Earnings	Base pay (determined before salary reductions for sections 401(k), 125, and other salary reductions for benefit programs). Compensation is limited by the IRC provisions for maximum considered compensation.
Covered Compensation	Average (without indexing) of the Social Security taxable wage bases in effect for each calendar year during the 35-year period ending with the calendar year in which a participant will attain Social Security retirement age
Earnings	Earnings means base earnings plus overtime pay, annual incentive or cash sales incentive awards paid prior to termination and amounts paid in lieu of vacation entitlement at the time of employee terminates.
Final Average Earnings	One-fifth of the highest 60 consecutive months of straight time earnings out of the last 120
Straight-Time Earnings	Earnings less: (1) Higher classification pay; (2) Overtime pay at the regular hourly rate; (3) Overtime premium pay, shift premium, and premium pay of any other type; (4) Bonuses, fees and contingent or incentive compensation; and (5) Vacation pay for vacation that has not been taken prior to termination of his employment
Three-Year Average Earnings	One-third of FICA earnings for the three completed calendar years prior to termination. FICA earnings are defined as straight-time earnings up to the Social Security taxable wage base
Highest Average Monthly Base Earnings	The average of an employee's base earnings for the 60 highest consecutive months of the last 120 of employment
Actuarial Equivalent for Decreasing Annuities (Lump Sums)	
Mortality	Prevailing Commissioner's standard table prescribed by Commissioner
Interest Rate	Average applicable interest rate as defined in section 417(e)(3)(A)(ii)(11) of the Code for the month of October preceding the first day of the plan year of distribution

Actuarial Equivalent for Optional Forms

Mortality	1983 Group Annuity (blended) Mortality Table
Interest Rate	7.0%
Adjusted 417(e) Rate	The adjusted 417(e) rate is the lesser of the 417(e) interest rate or amount determined as follows: (1) Start by dividing the 417(e) interest rate by 100 (2) Add 1.00 to (1) (3) Divide (2) by lesser of (a) 0.9694 + 0.7194 * 417(e) rate; or (b) 1.03 (4) Subtract 1 from (3) (5) Multiply (4) by 100
Amended Lump Sum Factors	417(e) Rate for the period prior to NRD and Adjusted 417(e) Rate for the period after NRD using the plan's lump sum actuarial equivalence mentioned above

Plan Provisions for REMA

Effective Date	May 12, 2000
Participation	Participation as an active employee in the Sithe Energies Group Pension Plan as of May 11, 2000; or First anniversary of full-time employment, or first anniversary from employment date in which 1,000 hours of service have accrued for part-time employment. Participation is only available to employees covered under the Collective Bargaining Agreements of IBEW Locals 327, 459, and 777. No new entrants to the Plan after December 31, 2001 for Locals 327 and 459 and after June 15, 2002 for Local 777. For participants under age 40 as of December 31, 2002, benefits are frozen as of: ● December 31, 2001 for Local 327 and 459 ● June 15, 2002 for Local 777
Normal Retirement	
Eligibility	Age 65, or if hired after Age 60, earlier of five years of creditable service and fifth anniversary of participation
Benefit Amount for Local IBEW 327	Monthly amount equal to the sum of (1) and (2): (1) 1.5% x basic earnings x creditable service (for the first 20 years of creditable service) (2) 1.0% x basic earnings x creditable service (for creditable service over 20 years) The 1.0% is replaced by 1.1% if the employee had 15 years of creditable service as of December 31, 1996 under the Jersey Central Power & Light Annuities Plan.
Benefit Amount for Local IBEW 777	Monthly amount equal to the sum of (1) and (2): (1) 1.5% x basic earnings x creditable service (for the first 20 years of creditable service) (2) 0.9% x basic earnings x creditable service (for creditable service over 20 years) The 0.9% is replaced by 1.1% if the employee had 15 years of creditable service as of December 31, 1997 under the Metropolitan Edison Company Plan for Retirement Annuities.
Benefit Amount for Local IBEW 459	Monthly amount equal to the sum of (1) and (2):

	(1) 1.5% x basic earnings x creditable service (for the first 20 years of creditable service) (2) 0.9% x basic earnings x creditable service (for creditable service over 20 years) The 0.9% is replaced by 1.1% if the employee had 15 years of creditable service as of December 31, 1998 under the Pennsylvania Electric Company Plan for Retirement Annuities.
Creditable Service	For benefit amounts computed above for all formulas, creditable service is service accrued on or after November 24, 1999 under this and the Sithe plans. However, for determining the applicable percentage multiplier, creditable service includes service under the GPU plans prior to November 24, 1999.
Late Retirement	
Eligibility	Actively employed after normal retirement eligibility
Benefit Amount	Benefit accrued to late retirement date
Early Retirement	
Eligibility	Local IBEW 459: Age 55 and 10 years of vesting service and actively employed Local IBEW 327 and 777: Age 55 and 20 years of creditable service and actively employed
Benefit Amount	Accrued benefit reduced by 1/12 of 4% for each month that payments begin before age 60

Vested Termination

Eligibility

Five years of vesting service and termination of employment for reasons other than disability and death

Benefit Amount

Benefit accrued at termination, reduced as shown below for commencement before normal retirement date, but no earlier than age 55.

Age	Factor
65	100%
64	89%
63	79%
62	70%
61	63%
60	56%
59	51%
58	46%
57	41%
56	37%
55	34%

The benefit is further reduced 1/60th of 1% for each month of preretirement surviving spouse coverage after termination.

Disability Retirement

Eligibility

Disability expected to permanently prevent employee from performing the duties for which he can be employed by a participating company

Not available to Local 327 employees unless elected to be covered under this provision as of October 31, 1994

Not available for Local 459 and Local 777 employees who are under age 40 as of December 31, 2002

Benefit Amount

Greater of (1) or (2):

(1) Accrued benefit at disability date

(2) 2/3 of projected normal retirement benefit using earnings at disability

Preretirement Surviving Spouse Annuity (Active Employment)	
Eligibility	Five years of vesting service, before benefits have commenced, before termination, and if married at least one year prior to date of death
Benefit Amount	Local IBEW 459/777: 50% of the disability retirement benefit available to the employee had the employee commenced disability retirement, payable for the surviving spouse's life Certain qualified dependents receive temporary benefits if the employee was not married for at least one year on the date of death. Local IBEW 327: 50% of the retirement annuity which would have been payable if the employee retired on the last day of the pay period in which death occurred
Preretirement Surviving Spouse Annuity (After Termination of Employment)	
Eligibility	Five years of vesting service, not actively employed, before benefits have commenced, and married on date of death, with this coverage not waived by the employee as of the date of death
Benefit Amount	Benefit payable to surviving spouse had the employee elected to have payments begin the later of date of death or age 55, elected the joint and 50% survivor annuity, and then died. Payments commence on the later of date of death, or age 55 The benefit is further reduced by 1/60th of 1% for each month during which this coverage was in effect. An employee may waive coverage with spousal consent.
Transition ("First-Year") Benefit	Extra 20% of the benefit payable at the same time and form under any of the above retirements, for the first 12 monthly payments

2010 Voluntary Incentive Program

A Voluntary Incentive Program providing a bridge benefit to certain retiring participants represented by Local 777 at the Portland Generating Station as follows:

- Members age 60 and over, a bridge benefit of $1,000 per month for 18 months or until age 62, whichever is earliest
- Members age 59 but less than 60, a bridge benefit of $800 per month until age 62
- Members age 58 but less than 59, a bridge benefit of $500 per month until age 62
- Members age 55 but less than 58, a bridge benefit of $250 per month until age 62

2012 Voluntary Incentive Program

A Voluntary Incentive Program offered to electing participants represented by Local 777 hired before May 1, 1992 during the window of May 30, 2012 to July 5, 2012 which provides an enhanced retirement benefit on December 31, 2015 as follows:

- Members age 55 but less than 60 with at least 20 years of vesting service as of December 31, 2015 receive an immediate unreduced retirement benefit in which the early retirement reduction factors under the plan do not apply
- Members less than 55 with at least 20 years of vesting service as of December 31, 2015 will be deemed to have met the early retirement eligibility requirements under the plan and will receive the active member reduction factors upon commencement (Section 3.3 of the Plan) instead of the vested termination reduction factors under the plan (Section 3.5 of the Plan)

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

Definitions

Normal Form	Single life annuity
Automatic Form	
Single	Single life annuity
Married	Reduced joint and 50% survivor annuity
Optional Forms	Single life annuity Joint and 50% survivor annuity Joint and 75% survivor annuity Joint and 100% survivor annuity Social Security level income Social Security level income with 50% survivor Social Security level income with 100% survivor All forms other than the single life annuity are adjusted from the normal form.
Actuarial Equivalence	Based on tabular factors
Creditable Service	Creditable service under the Sithe Group Pension Plan on or after November 24, 1999 and creditable service in this plan on or after May 12, 2000. Creditable service accruals end as of December 31, 2001 for participants in Locals 327 and 459 who are under age 40 as of December 31, 2002. Creditable service accruals end as of June 15, 2002 for participants in Local 777 who are under age 40 as of December 31, 2002. Creditable service is rounded down to the nearest year, except the creditable service is rounded up if more than six months or 1,000 hours have accrued in the period between the last employment anniversary date and date of termination. Creditable service is coordinated with GPU creditable service on November 23, 1999 to avoid duplication. For purposes of determining benefit eligibility and the accrual percentage in the plan formulas only, creditable service includes creditable service under the GPU plans as of November 23, 1999.
Vesting Service	Elapsed service in years, months, and days, including vesting service under the GPU Plan on November 23, 1999 and vesting service under the Sithe Plan on May 11, 2000.

Earnings	Base salary plus incentive bonuses paid before reduction for 401(k) or 125 deferrals. Earnings are limited by the 401(a)(17) limit.
Basic Earnings	Average of highest five years of calendar year earnings, consecutive or non-consecutive. Earnings under the GPU and Sithe Plans prior to May 12, 2000 are included in this determination. Basic earnings do not include any earnings received by employees after December 31, 2001 for participants in Locals 327 and 459 who are under age 40 as of December 31, 2002. Basic earnings do not include any earnings received by employees after June 15, 2002 for participants in Local 777 who are under age 40 as of December 31, 2002.

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

Plan Provisions for Mirant

History

The plan became effective January 1, 1999.

On December 31, 2001 The Mirant Services Hourly Operations Pension Plan (Mobile) was merged into the plan.

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

Effective May 6, 2002 special termination benefits were added to the plan for certain Mid-Atlantic employees who terminated during 2002 under a reduction-in-force program.

Effective January 1, 2005, acquired employees who transfer from collectively bargained status to nonbargained status may now continue to participate in the plan provided they waive participation in the Mirant Services Profit Sharing Arrangement.

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 any employee previously covered by a bargaining agreement that subsequently changed from union to non-union status (referred to as “Non-Union Transfers”), 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 Mid-Atlantic union employees who subsequently became non-union transfers, 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 Mirant non-union participants were frozen. The named non-union supplemental participants are eligible to receive supplemental credits for years 2018 and 2019.

Schedule of Participating Locations

Name	Acquired From	Date Admitted
Mirant New England (MIRNE)	Commonwealth Energy Systems (CES)	January 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 California (MIRCA)	Pacific Gas and Electric Company (PG&E)	January 1, 2001

Mirant New England History

First admitted January 1, 1999 under a special schedule of benefits.

The following changes were adopted during 2001 for members of UWUA Local 480 located at Mirant Canal.

- Early retirement window: Effective June 1, 2001, Mirant Canal offered an early retirement window which closed on July 31, 2001. Eligible employees who elected to retire during the window period received an additional three years of age and an additional three years of service credit under the special schedule benefit provisions. Employees who elected to retire and were under age 55 also received a special temporary supplement paid to age 55 to bridge their retirement with the CES pension plan.
- Rule of 75 Freeze: Effective August 11, 2001 all unreduced early retirement benefits associated with the Rule of 75 were frozen. Additionally, a new early retirement benefit reduction schedule was added to the plan.
- New retirement program: Effective August 11, 2001 all new hires at Mirant Canal will participate in the base plan benefit structure. Only Canal employees hired on or before August 11, 2001 will participate in the special schedule benefit provisions for MIRNE. Additionally, existing employees were given the one-time option to elect between the base plan and the frozen special schedule.

The following changes were adopted at year-end 2004 for members of UWUA Local 369 located at Mirant Kendall, effective January 1, 2005.

- Employees who attain age 55 and complete at least 20 years of service by December 31, 2009 were grandfathered in the existing plan provisions.
- For nongrandfathered employees acquired from CES on January 1, 1999, early retirement benefits under the existing provisions were frozen on December 31, 2004, and a new early retirement reduction schedule was adopted. The early retirement benefit frozen on December 31, 2004 serves as a minimum benefit for these participants.
- Nongrandfathered participants hired after January 1, 1999 participate in the base plan benefit provisions on a prospective basis, and the benefit accrued under the existing provisions was frozen on December 31, 2004. The frozen benefit amount is paid in addition to benefits earned under the base plan provisions after December 31, 2004.

Mirant New York History

Admitted July 1, 1999 under a special schedule of benefits.

Effective June 1, 2000, the following plan changes were made following negotiations with IBEW Local 503. The plan amendments were adopted December 21, 2000.

- Employees hired after June 1, 2000 will participate in the base plan benefit structure. Only employees hired on or before June 1, 2000 participate in the special schedule benefit provisions for MIRNY.
- The benefit formula for employees who participate in the MIRNY special schedule was changed to reflect a final average pay update as of December 31, 1995, using pay rates in effect on June 1, 1996.
- Eligibility for the early retirement temporary supplement benefit was expanded from age 60 down to age 58.

Effective June 1, 2003, the benefit formula for employees who participate in the MIRNY special schedule was updated to reflect final average pay as of December 31, 1999 and was scheduled to be updated on June 1, 2007 to reflect final average pay as of December 31, 2001.

Effective January 1, 2004, the following changes were applied to employees who participate in the MIRNY special schedule who do not attain age 55 and accumulate at least 85 points by December 31, 2008:

- Early retirement benefits under the old reduction schedule were frozen on December 31, 2003, and a new reduction schedule was adopted. At retirement, these employees will receive the greater of the frozen benefit under the old reduction schedule or the total benefit under the new reduction schedule.
- The option to stop accruing benefits and commence an immediate unreduced retirement benefit for employees who incur a long-term disability was eliminated.

During fiscal 2008, the New York Lovett plant was shut down. The liability impact of the shut-down was reflected in the 2008 year-end financial disclosures, and the FAS 88 curtailment cost was recognized in fiscal 2008 expense.

Effective January 28, 2009, the following plan changes were made to the Schedule B covering employees located at Mirant New York:

- For those who terminate on or after June 1, 2010, the benefit formula was updated from reflecting service as of December 31, 2001 and using pay rates in effect June 1, 2002 to reflecting service as of December 31, 2006 and using pay rates in effect on June 1, 2007.
- The definition of “grandfathered employees” was changed from “the employees who attain age 55 and accumulate at least 85 points by December 31, 2008” to “the employees who attain age 55 and accumulate at least 85 points by December 31, 2013.”

Mirant Mid-Atlantic History

First admitted to the plan on January 1, 2001 under a special schedule of benefits.

Effective May 6, 2002, the plan was amended to allow certain employees to retain eligibility for early retirement benefits. To be eligible, employees must have voluntarily terminated under a reduction-in-force program. Additionally, the employee must have been able to attain early retirement eligibility on or before December 31, 2002, but not have actually attained eligibility for early retirement prior to their termination date.

Effective January 1, 2004, early retirement benefits under the old reduction schedule were frozen as of December 31, 2003 for employees with less than 25 years of service, and a new reduction schedule was adopted. At retirement, these employees will receive the larger of the frozen benefit under the old reduction schedule or the total benefit under the new reduction schedule.

The following changes were adopted at year-end 2004:

- Effective January 1, 2004, the prior Mid-Atlantic early retirement provisions were restored for all Mid Atlantic participants who were acquired from PEPCO before December 20, 2000. Previously, only participants with at least 25 years of service on December 31, 2003 retained these provisions.
- Effective January 1, 2005, Mid-Atlantic participants hired on or after December 20, 2000 participate in the base plan benefit provisions. Previously, these participants were covered under the Mid-Atlantic Special Schedule. The benefit accrued under the Special Schedule was frozen on December 31, 2004 and serves as a minimum benefit for these participants.

Mirant California History

First admitted April 16, 2001 under a special schedule of benefits.

Effective November 1, 2008 the Pension Rate table used to calculate benefit amounts for active participants was updated for annual pay rates above $79,040.

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Base Plan

Participation

Covered Groups

MIRNY	Members of Local 503 of the International Brotherhood of Electrical Workers who are hired after June 1, 2000.
MIRNE-Canal	Members of Local 369C of the Utility Workers' Union of America who are hired after August 11, 2001 and certain members hired before August 11, 2001 who elected coverage under the Base plan. Members who were hired before August 11, 2001 also retain a frozen minimum accrued benefit under the MIRNE Special Schedule. Members hired on or after November 1, 2014 are not eligible.
MIRNE-Kendall	Members of Local 369 of the Utility Workers' Union of America who are hired after January 1, 1999. Members hired before January 1, 2005 also receive a frozen benefit under the MIRNE Special Schedule for service prior to January 1, 2005.
MIRCA	Members of Local 1245 of the International Brotherhood of Electrical Workers who are hired after April 16, 2001 and before December 14, 2018.
MIRMA	Members of Local 1900 of the International Brotherhood of Electrical Workers who are hired on or after December 20, 2000 but before June 2, 2015. Members hired before January 1, 2005 also retain a frozen minimum accrued benefit under the MIRMA Special Schedule.

Ongoing Eligibility

MIRNY	Employees become participants after completing one year of eligibility service.
MIRNE	Employees become participants after completing one year of eligibility service and attainment of age 21.
MIRCA	Employees become participants upon hire.
MIRMA	Employees become participants after attaining age 21.

Normal Retirement From Service

Eligibility	For non-union transfers, retirement from active employment after attaining age 65. For all other employees, retirement from active employment after attaining age 65 and completing five years of plan participation.
Benefit Amount	Total accrued benefit
Unadjusted Form of Payment	Single life annuity

Early Retirement From Service

Eligibility	For non-union transfers, retirement from active employment after attaining age 50 and completing 10 years of accredited service; or after attaining age 55, regardless of service. For all other employees, retirement from active employment after attaining age 50 and completing 10 years of accredited service.
Benefit Amount	Total accrued benefit reduced by 6% per year from age 65 to age 55, and 4% per year from age 55 to age 50
Unadjusted Form of Payment	Single life annuity

Vested Withdrawal From Service

Eligibility	Termination from active employment after completing five years of vesting service
Benefit Amount	Total accrued benefit
Unadjusted Form of Payment	Single life annuity commencing at age 65
Earlier Retirement	For non-union transfers, benefit may commence as early as age 50 if employee has at least 10 years of accredited service; or as early as age 55, regardless of accredited service. For all other employees, benefit may commence as early as age 50 if employee has at least 10 years of accredited service. Benefit is reduced for early payment by 6% per year from age 65 to age 55; and 4% per year from age 55 to age 50.

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 election and surviving spouse elects early payment, benefit amount is reduced by 6% per year prior to participant's sixty-fifth birthday. 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 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 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
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.

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 Pay (AP)	Average of five highest pay figures over the last 10 years
Pay	Highest rate of base pay in effect during each plan year limited as required under IRC section 401(a)(17)
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
Total Accrued Benefit	1.0% × AP × AS

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MIRNE Special Schedule

Participation

Covered Group	Members of Local No. 369C or 369K of the Utility Workers' Union of America who are located at Mirant New England (MIRNE). Members of Local 369C (Canal) must have been hired prior to August 12, 2001. Members of Local 369K (Kendall) must have been hired prior to January 1, 2005.
Initial Eligibility	Employees in the Covered Group 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.
Ongoing Eligibility	Other employees in the Covered Group become participants after attaining age 21 and completing one year of eligibility service.
Frozen Benefits	Canal employees hired prior to August 12, 2001 who elected coverage under the Base plan provisions retain a minimum accrued benefit under this Special Schedule frozen as of December 31, 2001. Kendall employees hired prior to January 1, 2005, but after January 1, 1999 retain an additional accrued benefit under this Special Schedule frozen as of December 31, 2004.

Normal Retirement From Service

Eligibility	For non-union transfers, retirement from active employment after attaining age 65. For all other employees, retirement from active employment after attaining age 65 and completing five years of plan participation (including participation in the CES plan, if applicable).
Benefit Amount	Total accrued benefit less CES offset
Unadjusted Form of Payment	If employee is married and has at least 75 points, then the benefit is paid as a 50% joint and survivor annuity. Otherwise, benefit is paid as a single life annuity.

Early Retirement From Service

Eligibility	For non-union transfers, retirement from active employment after attaining age 55 regardless of service; or after attaining age 50 with 10 years of accredited service. For all other employees, retirement from active employment after attaining age 55 and completing 75 points, but after completing five years of vesting service.
Benefit Paid Prior to Age 62	
Benefit Amount	Total accrued benefit (determined without the covered compensation offset) unreduced to age 55 and reduced on an actuarial basis for each month the benefit commences before age 55, less CES offset.
Unadjusted Form of Payment	Benefit is paid temporarily to participant's sixty-second birthday. If married, benefit is paid as a 50% joint and survivor annuity. Otherwise, benefit is paid as a single life annuity.
Benefit Paid at Age 62 and Later	
Benefit Amount	Total accrued benefit less CES offset
Unadjusted Form of Payment	Benefit is deferred to participant's sixty-second birthday. If married, benefit is paid as a 50% joint and survivor annuity. Otherwise, benefit is paid as a single life annuity.
Early Retirement From Service Special Provisions for Nongrandfathered Participants	For nongrandfathered participants, the above benefits were frozen as of the applicable freeze date. The ongoing early retirement benefit is described below. In each case, the participant receives the larger of the frozen early retirement benefit or the ongoing early retirement benefit.
Eligibility	For non-union transfers, retirement from active employment after attaining age 55 regardless of service; or after attaining age 50 with 10 years of accredited service. For all other employees, retirement from active employment after attaining age 55 and completing 10 years of vesting service.
Benefit Amount	Total accrued benefit reduced by 2% per year from age 65 to age 62, 4% per year from age 62 to age 55, and further reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less CES offset.
Unadjusted Form of Payment	Single life annuity

Vested Withdrawal From Service — Without Rule of 75

Eligibility	Termination from active employment after completing five years of vesting service but with less than 75 points
Benefit Amount	Total accrued benefit less CES offset
Unadjusted Form of Payment	Single life annuity commencing at age 65
Earlier Retirement	For non-union transfers, actuarial equivalent benefit may commence as early as age 55; or as early as age 50 if the employee has at least 10 years of accredited service. For all other employees, actuarial equivalent benefit may commence as early as age 55.
Preretirement Death	Same as in service death — without rule of 75 (benefit amount is based on service at employee's actual termination date).

Vested Withdrawal From Service — With Rule of 75

Eligibility	Termination from active employment after completing five years of vesting service and attaining 75 points (but before reaching early retirement date). For non-union transfers, benefit may commence as early as age 50 if employee has at least 10 years of accredited service; or as early as age 55, regardless of accredited service. For all other employees, benefit may commence as early as age 55.
Benefit Paid Prior to Age 62	
Benefit Amount	Total accrued benefit (determined without the covered compensation offset) unreduced to age 55 and reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less CES offset.
Unadjusted Form of Payment	Benefit is paid temporarily to participant's sixty-second birthday. If married, benefit is paid as a 50% joint and survivor annuity. Otherwise, benefit is paid as a single life annuity.
Benefit Paid at Age 62 and Later	
Benefit Amount	Total accrued benefit less CES offset
Unadjusted Form of Payment	Benefit is deferred to participant's sixty-second birthday. If married, benefit is paid as a 50% joint and survivor annuity. Otherwise, benefit is paid as a single life annuity.
Preretirement Death	Same as in service death — with rule of 75 (benefit amount is based on service at employee's actual termination date).

Vested Withdrawal From Service Special Provisions for Nongrandfathered Participants	For nongrandfathered participants, the above benefits were frozen effective as of the applicable freeze date. The ongoing vested withdrawal benefit is described below. In each case, the participant receives the larger of the frozen benefit or the ongoing benefit.
Eligibility	Termination from active employment after completing five years of vesting service, but prior to attainment of early retirement eligibility
Benefit Amount	Total accrued benefit less CES offset
Unadjusted Form of Payment	Single life annuity commencing at age 65
Earlier Retirement	For non-union transfers, the actuarial equivalent benefit may commence as early as age 50 if employee has at least 10 years of accredited service; or as early as age 55, regardless of accredited service. For all other employees, the actuarial equivalent benefit may commence as early as age 55.
Preretirement Death	Same as in service death (benefit amount is based on service at employee's actual termination date)
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 — Without Rule of 75

Eligibility	Death while an active employee prior to completing 75 points
Benefit Amount	Benefit is only provided for married participants. Survivor benefit is determined as if: ● The participant had terminated employment on date of death; and ● Survived to earliest retirement date; and ● Retired on that date and 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. Payment is deferred to the participant's earliest retirement date.

In Service Death — With Rule of 75

Eligibility	Death while an active employee after completing 75 points
Benefit Amount Before Participant's Sixty-Second Birthday	Total accrued benefit (determined without the covered compensation offset) less CES offset
Benefit Paid After Participant's Sixty-Second Birthday	Total accrued benefit less CES offset
Form of Payment and Adjustments	
Married Participants	Payments begin immediately and are paid as a single life annuity to the surviving spouse. Benefit is adjusted by: ● 50% joint and survivor annuity optional form factor; and ● 50% (i.e., the survivor's portion is paid)
Single Participants	Payments begin immediately and are paid as a five-year certain only annuity. Benefit is adjusted to have equivalent actuarial value to a single life annuity immediately payable to the deceased participant (assuming the participant was still alive).

In Service Death — Special Provisions for Nongrandfathered Participants	For nongrandfathered participants, the above benefits were frozen as of the applicable freeze date. The ongoing in-service death benefit is described below. In each case, the participant's surviving spouse receives the larger of the frozen benefit or the ongoing benefit.
Eligibility	Death while an active employee
Benefit Amount	Benefit is only provided for married participants. Survivor benefit is determined as if: ● The participant had terminated employment on date of death; and ● Survived to earliest retirement date; and ● Retired on that date and 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. Payment is deferred to the participant's earliest retirement date.
Normal Forms of Payment	
Single	Single life annuity
Married	50% joint and survivor annuity Not adjusted if participant had attained 75 points. Otherwise adjusted to be of equivalent actuarial value of the single life annuity
Optional Forms of Payment	Single life annuity; 50% joint and survivor annuity; 66.67% joint and survivor annuity; 75% joint and survivor annuity; 100% joint and survivor annuity; and 10 year certain and life annuity Additionally, any optional form may be coordinated with Social Security to provide a substantially level income before and after age 62 (i.e., level income option adjustment). All optional forms of payment are adjusted to have equivalent actuarial value of the single life annuity optional form of payment. Except the 50% joint and survivor option is not adjusted for married participants who have attained 75 points.

Benefit Limitations	Benefits cannot exceed the limits set by IRC section 415
Definitions	
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 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 date that the CES benefit becomes available is assumed. 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) Percentage based on year of birth: Born before 1938 0.60% Born from 1938 to 1954 0.55% Born after 1954 0.50% (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

Nongrandfathered Participants	All members of Local 369C (Canal) and members of Local 369K (Kendall) who do not attain age 55 and complete 20 years of service by December 31, 2009. The applicable freeze date for nongrandfathered Canal employees is August 11, 2001. The applicable freeze date for nongrandfathered Kendall employees is December 31, 2004.
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	
Accredited Service (AS)	Service for benefit calculation purposes. 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 with Mirant. For acquired employees, all service amounts include service earned under the CES plan prior to January 1, 1999.
Eligibility Service	Service for participation eligibility Same as accredited service
Vesting Service	Service for benefit vesting Same as accredited service
Total Accrued Benefit	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)

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NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

MIRNY Special Schedule

Participation

Covered Group	Members of Local 503 of the International Brotherhood of Electrical Workers located at Mirant New York (MIRNY) who are hired prior to June 1, 2000.
Initial Eligibility	Employees in the Covered Group 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.
Frozen Eligibility	Other employees in the Covered Group became participants after completing 12 months of service with 1,000 hours. No employees hired after June 1, 2000 are eligible for the MIRNY special schedule.

Normal Retirement From Service

Eligibility	For non-union transfers, retirement from active employment after attaining age 65. For all other employees, retirement from active employment after attaining age 65 and completing five years of plan participation (including participation in the O&R plan, if applicable).
Benefit Amount	Total accrued benefit less O&R offset
Unadjusted Form of Payment	Single life annuity with delayed automatic COLA

Early Retirement From Service

Eligibility	For non-union transfers, retirement from active employment after attaining age 55 regardless of service; or after attaining age 50 and completing 10 years of accredited service. For all other employees, retirement from active employment after attaining age 55 and completing 10 years of accredited service.
Benefit Amount	
Grandfathered Employees	
Without 85 Points	Total accrued benefit reduced by 4% per year from age 60 to 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 benefit less O&R offset. Regardless of satisfaction of the rule of 85, the benefit is reduced on an actuarial equivalent basis for each month the benefit commences before age 55.

Nongrandfathered Employees	Greater of: • Total accrued benefit frozen on December 31, 2003 and (1) if you satisfy the rule of 85, unreduced to age 55; or (2) if you do not satisfy the rule of 85, reduced by 4% per year from age 60 to age 55. Regardless of satisfaction of the rule of 85, the benefit is reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less O&R offset; or • Total accrued benefit reduced by 4% per year from age 65 to age 55, and further reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less O&R offset.
Temporary Supplement	Retirement between the ages of 58 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 with delayed automatic COLA
Vested Withdrawal From Service	
Eligibility	Termination from active employment after completing five years of vesting service
Benefit Amount	Total accrued benefit less O&R offset
Unadjusted Form of Payment	Single life annuity commencing at age 65 with delayed automatic COLA
Earlier Retirement	For non-union transfers, benefit may commence as early as age 55 regardless of accredited service; or as early as age 50 if employee had completed at least 10 years of accredited service. For all other employees, benefit may commence as early as age 55 if employee had completed at least 10 years of accredited service. Benefit amount is reduced 6% per year from age 65 to 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 for married participants. However, participant may elect no preretirement death benefit coverage. If coverage is not waived then there is a charge for this benefit in the form of an actuarial equivalent benefit reduction. The benefit amount is payable to the surviving spouse on the participant's sixty-fifth birthday.

	The amount is 50% of the benefit that the participant could have received as a 50% joint and survivor annuity. The surviving spouse may elect to receive the benefit as early as the participant's fifty-fifth birthday, subject to early payment reductions of 6% per year. The benefit is paid as a single life annuity with delayed automatic COLA.
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. Alternatively, grandfathered employees may elect to receive the total accrued benefit earned to date of disability with no further retirement benefit accruals. If this option is elected, the benefit is paid immediately, without reduction, and in the form of a single life annuity with delayed automatic COLA.
In Service Death	
Eligibility	Death while an active employee after completing five years of vesting service
Benefit Amount	Benefit is only provided for married participants. Amount is equal to 50% of the participant's total accrued benefit at date of death reduced by 1% for each full year (in excess of 2) that the participant is older than the surviving spouse. Any benefits payable to the surviving spouse from the O&R plan are offset from the benefit otherwise payable.
Unadjusted Form of Payment	Benefit is paid to the surviving spouse as a single life annuity with delayed automatic COLA. Payment begins immediately following participant's death.
Normal Forms of Payment	
Single	Single life annuity
Married	50% joint and survivor annuity adjusted to be of equivalent actuarial value of the single life annuity

Optional Forms of Payment	Single life annuity; 50% joint and survivor annuity; 75% joint and survivor annuity; 100% joint and survivor annuity; and 50% joint and survivor annuity with pop-up and 100% joint and survivor with pop-up 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	Actuarial equivalent factors for various purposes are set forth in the plan documents.
Delayed Automatic COLA	Automatic cost of living adjustment is an annual increase in benefit amount paid from the plan. Increases do not begin until the “cumulative percentage increase” in the Consumer Price Index (CPI-U) exceeds 20%. The cumulative percentage increase is measured from the date that benefits commence under the plan. Once annual increases begin, they are limited to the lesser of: • 75% of the percentage increase in CPI-U; or • 3% per year
Grandfathered Employees	Employees who attain age 55 and accumulate at least 85 points by December 31, 2008. Effective January 28, 2009, the employees who attain age 55 and accumulate at least 85 points by December 31, 2013.
O&R Offset	All benefits payable from the O&R plan which are offset from the total 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 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	Regular base pay including before tax contributions to savings and flex plans, limited as required by IRC section 401(a)(17)

Points	Sum of employee's age and years of accredited service
Service	
Accredited Service (AS)	Service for benefit calculation purposes. Employee is credited with one year of service for each calendar year in which employee works at least 1,000 hours. Partial years are calculated for year of participation or termination. For acquired employees, all service amounts include service earned under the O&R plan prior to July 1, 1999.
Eligibility Service	Service for participation eligibility Same as accredited service
Vesting Service	Service for benefit vesting Same as accredited service
Total Accrued Benefit	Sum of (1) and (2): (1) Greater of (a), (b), (c), (d), or (e) (a) O&R accrued benefit as of June 30, 1999, less severance benefit of 2 x 2% x pay rate on June 30, 1999, plus 2% x pay received for each year of AS after June 30, 1999 (b) 1.5% x pay rate on June 1, 1996 x AS as of December 31, 1995, plus 2% x pay received for each year of AS after December 31, 1995 (c) 1.5% x pay rate on June 1, 2000 x AS as of December 31, 1999, plus 2% x pay received for each year of AS after December 31, 1999 (d) 1.5% x pay rate on June 1, 2002 x AS as of December 31, 2001, plus 2% x pay received for each year of AS after December 31, 2001 (e) Effective June 1, 2010, 1.5% x pay rate on June 1, 2007 x AS as of December 31, 2006, plus 2% x pay received for each year of AS after December 31, 2006 (2) 2% x pay rate in effect at separation x 2

MIRMA Special Schedule

Participation

Covered Group	Members of Local 1900 of the International Brotherhood of Electrical Workers located at Mirant Mid-Atlantic (MIRMA) who are hired prior to January 1, 2005.
Initial Eligibility	Employees in the Covered Group who were acquired from Potomac Electric Power Company (Pepco) and who were participating in the Pepco pension plan on December 18, 2000 became participants on December 19, 2000.
Ongoing Eligibility	Other employees in the Covered Group become participants after attaining age 21.
Frozen Benefits	Employees in the Covered Group hired on or after December 20, 2000 retain a minimum accrued benefit under this schedule frozen as of December 31, 2004.

Normal Retirement From Service

Eligibility	For non-union transfers, Retirement from active employment after attaining age 65. For all other employees, retirement from active employment after attaining age 65 and completing five years of plan participation (including participation in the Pepco plan).
Benefit Amount	Total accrued benefit less Pepco offset
Unadjusted Form of Payment	Single life annuity

Early Retirement From Service

Eligibility	For non-union transfers, retirement from active employment after attaining age 55 regardless of service, or after attaining age 50 and completing 10 years of accredited service. For all other employees, retirement from active employment after attaining age 55 and completing 10 years of accredited service.
Benefit Amount	
Under 30 Years of Vesting Service	Total accrued benefit reduced by 2% per year from age 65 to 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	Total accrued benefit unreduced to age 55 and reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less Pepco offset.
Unadjusted Form of Payment	Single life annuity

Temporary Supplement	Retirement after age 55 but 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 multiplier is age related according to the following table:

Age at Retirement	Multiplier (Monthly)
55	$ 5
56	$ 6
57	$ 7
58	$ 8
59	$ 9
60	$ 10

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
Benefit Amount	Total accrued benefit less Pepco offset
Unadjusted Form of Payment	Single life annuity commencing at age 65
Earlier Retirement	For non-union transfers, benefit may commence as early as age 55 regardless of accredited service; or as early as age 50 if the employee has at least 10 years of accredited service. For all other employees, benefit may commence as early as age 55. 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.
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 (non-union transfers only); • 66⅔% joint and survivor annuity; • 75% joint and survivor annuity; • 100% joint and survivor annuity; • 100% joint and survivor annuity with pop-up (non-union transfers only); • 10 year certain and life annuity; • Level income option to age 65 (for single life annuity); • Level income option to age 62 (non-union transfers only). 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

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
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 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 (limited to 40 years) Elapsed time in years and completed months of plan participation (including benefit service earned under the Pepco plan)
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 Benefit	1.75% × AP × AS Less 1.25% × SS × AS

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
EIN: 41-1960764 PN: 005

MIRCA Special Schedule

Participation

Eligibility

Members of Local 1245 of the International Brotherhood of Electrical Workers who were acquired from Pacific Gas and Electric Company (PG&E). 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

Benefit Amount

Total accrued CA benefit less PG&E offset

Unadjusted Form of Payment

Single life annuity

Early Retirement From Service

Eligibility

For non-union transfers, retirement from active employment after attaining age 55 regardless of accredited service, or after attaining age 50 if the employee has at least 10 years of accredited service. For all other employees, retirement from active employment after attaining age 55.

Benefit Amount

Reduced to percentage of total accrued CA benefit down to age 55 according to schedule below, and further reduced on an actuarial equivalent basis for each month the benefit commences before age 55; less PG&E offset. The service related percentage mentioned above is as follows:

Age	Attained Years of Service			
	Under 15	15 – 24	25 – 28	30+
55	70%	74%	79%	100%
56	73%	78%	82%	100%
57	76%	82%	85%	100%
58	79%	86%	88%	100%
59	82%	90%	91%	100%
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 accredited service, but prior to attaining early retirement eligibility
Benefit Amount	Total accrued CA benefit less PG&E offset
Unadjusted Form of Payment	Single life annuity commencing at age 65
Earlier Retirement	For non-union transfers, benefit may commence as early as age 55 regardless of accredited service, or as early as age 50 if the employee has 10 years of accredited service. For all other employees, the benefit may commence as early as age 55. The benefit is adjusted for early retirement according to the service related schedule and actuarial equivalence reduction discussed above under early retirement from service.
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. 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 after completing five years of accredited 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

With 70 Points or After Age 55

Eligibility	Benefit is only provided to surviving spouses of married employees who die while active. Employee must have either attained age 55 or accumulated at least 70 points.
Benefit Amount	50% of the total accrued CA benefit less PG&E offset
Unadjusted Form of Payment	Immediate single life annuity payable to the surviving spouse
Charge for Coverage	No charge for coverage

In Service Death

Without 70 Points and Before Age 55

Eligibility	Benefit is only provided to surviving spouses of married employees who die while active after completing at least five years of accredited service, but before attaining age 55 or accumulating 70 points.
Benefit Amount	Survivor benefit is determined as if: • Participant terminated service at time of death; • Survived to the benefit start date; • Retired on that date and elected the 50% joint and survivor optional form of payment; and • Subsequently died
Unadjusted Form of Payment	Single life annuity payable to the surviving spouse and deferred to participant's fifty-fifth birthday
Charge for Coverage	No charge for coverage

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;
75% joint and survivor annuity;
100% joint and survivor annuity;
50% joint and survivor annuity w/ restoration;
100% joint and survivor annuity w/ restoration

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 purpose of calculating the total accrued CA benefit and PG&E offset for MIRCA employees.

Accredited Service (AS)

Elapsed time of employment since date of hire. All service amounts include service earned under the PG&E plan

Basic Pay Rate

Rate of base pay at termination of employment, including shift premium, but excluding overtime. Limited as required by IRC section 401(a)(17).

Pension Rate

Rate of pension accrual derived from basic pay rate. Sample schedule shown below (approximately 1.44% of pay up to $79,040, pension rate increases by $0.60 per $520 increase in pay between $79,040 and $100,359, and remains constant at $1,162.92 for pay above $100,359).

Basic Pay Rate (Annual)	Pension Rate (Annual)
Less than $ 43,680	$ 624.96
$43,680 to $ 44,199	$ 632.40
$44,200 to $ 44,719	$ 639.84
$59,280 to $ 59,799	$ 855.60
$59,800 to $ 60,319	$ 863.04
$78,520 to $ 79,039	$ 1,130.88
$79,040 to $ 79,559	$ 1,138.32
$79,560 to $ 80,079	$ 1,138.92
$80,080 to $ 80,599	$ 1,139.52
$99,840 to $100,359	$ 1,162.32
$100,360 and Over	$ 1,162.92

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 16, 2001).
Points	Age plus accredited service
Total Accrued CA Benefit	Pension Rate × AS

Former Mobile Employees

Participation

Eligibility	Former employees who were participants in the Mirant Services Hourly Operations Pension Plan (Mobile plan) on December 31, 2001. No active employees are eligible to participate under the former Mobile plan provisions.

Deferred Vested Benefits

Eligibility	Former Mobile employees entitled to future benefit payments
Benefit Amount	Total benefit accrued under the Mobile plan
Unadjusted Form of Payment	Single life annuity commencing at age 65
Earlier Retirement	Actuarial equivalent benefit may commence as early as with less than 15 years of benefit service age 55.
Earlier Retirement	Benefit may commence as early as age 55. Amount is with 15 or more years of benefit service reduced by 5% per year that retirement precedes age 62.
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. 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.

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; 50% joint and survivor annuity; 75% joint and survivor annuity; 100% joint and survivor annuity Any optional form may be combined with a level income option to age 62. 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 factor tables set forth in the plan document

Plan Changes Since the Prior Year

The funding valuation reflects 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 for Bargained Employees
EIN: 41-1960764 PN: 005

Schedule SB, line 32 — Schedule of Amortization Bases

Type of Base	Present Value of Installment	Date Established	Years Remaining	Amortization Installment
Shortfall	$ 62,277,486	January 1, 2023	13	$ 6,400,609
Shortfall	$ (21,782,549)	January 1, 2024	14	$ (2,127,137)
Shortfall	$ 41,004,531	January 1, 2025	15	$ 3,823,281

Schedule SB Attachment (Form 5500) —2025 Plan Year
NRG Pension Plan for Bargained Employees
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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.
- 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 6.80 percent to 7.00 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.