2025 Performance Data

2025 Performance Data

Environmental performance

ENVIRONMENTAL KEY PERFORMANCE INDEX

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

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

CARBON INTENSITY OF ELECTRICITY GENERATION

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

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

ELECTRIC SUPPLY

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

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

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

ELECTRIC SUPPLY CONTINUED

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

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

EMISSIONS

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

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

WATER

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

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

WASTE

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

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

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

Safety, health, and workforce performance

SAFETY AND HEALTH

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

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

WORKFORCE DIVERSITY

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

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

WORKFORCE DIVERSITY CONTINUED

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

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

WORKFORCE DIVERSITY CONTINUED

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

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

WORKFORCE DIVERSITY CONTINUED

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

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

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

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

Governance performance

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

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