NRG Energy, Inc.

CEO Commitment Statement

January 30, 2024

Just as the diversity of our employees enhances our business culture, small and diverse suppliers improve our supply chain, enable us to better manage our business, and help us contribute to the communities where we live and work. We believe that having a successful supplier diversity initiative supports our core values, promotes value creation, and helps us power a bright future.

Our supplier diversity initiative is designed to ensure that small and diverse business enterprises have open access to contracting opportunities available within the company.

NRG is committed to taking appropriate actions to become a leader in supplier diversity among energy and home services companies. We encourage all of our employees to work with our supplier diversity team and become champions of this initiative to ensure value creation is a priority throughout our operations.

We are committed to:

- Maximizing opportunities for small and diverse businesses wherever we operate
- Fostering a culture that promotes the economic and sustainable development of small and diverse business enterprises in the communities where we operate
- Building partnerships with small and diverse suppliers to deliver value and exceptional service to our customers

Supplier diversity provides us a competitive advantage in the marketplace, and it is an integral part of our long-term business strategy. Therefore, it is our practice that every employee with direct or indirect purchasing responsibility for products and services work with our supplier diversity team to seek and encourage qualified small and diverse suppliers to register with our company for consideration when sourcing opportunities arise relating to their commodity or service area.



Larry Coben

Interim President and Chief Executive Officer