

**Memorandum of Agreement
between
NRG Energy, Inc.
and International Brotherhood of Electrical Workers Local 15
November 8, 2023**



The following sets forth an understanding reached between NRG Energy, Inc. (the "Company") and the International Brotherhood of Electrical Workers, Local 15 (the "Union"). Collectively the "Parties".

WEREAS, the Company and Union are parties to a Collective Bargaining Agreement (CBA) effective from April 1, 2015, through March 31, 2024.

WEREAS, the parties desire to extend their CBA, and following discussions have reached a mutual understanding on essential terms:

NOW, THEREFORE, the parties hereto agree as follows:

1. The existing CBA shall be extended for four (4) years from April 1, 2024, to March 31, 2028, at 11:59 p.m., subject to the notice and renewal provisions of Article 17 of the existing Agreement.
2. General base wage increases will be as follows:

Effective April 1, 2024 – 4.0%
Effective April 1, 2025 – 3.5%
Effective April 1, 2026 – 3.0%
Effective April 1, 2027 – 3.0%
3. All terms of the existing CBA remain in effect, except as modified by this Memorandum of Agreement.

Agreement Confirmation Signatures

By their signatures below the undersigned representatives of the Company and the Union acknowledge that the terms herein accurately reflect the resolutions agreed to.

NRG Energy, Inc.

IBEW Local 15

A handwritten signature in blue ink, appearing to read "R. North", written over a horizontal line.

11-08-23

Rich North, Director Labor Relations

Date

A handwritten signature in blue ink, appearing to read "Chris Riser", written over a horizontal line.

11/8/23

Chris Riser, President

Date