Instruction 1(b).

FORM 4

Check this box if no longer subject

## **UNITED STATES SECURITIES AND EXCHANGE COMMISSION**

| Washington, | D.C. 20549 |
|-------------|------------|
|-------------|------------|

STATEMENT OF CHANGES IN BENEFICIAL OWNERSHIP

| OMB APPROVAL             |       |  |  |  |  |  |  |  |  |  |  |
|--------------------------|-------|--|--|--|--|--|--|--|--|--|--|
| OMB Number: 3235-02      |       |  |  |  |  |  |  |  |  |  |  |
| Estimated average burden |       |  |  |  |  |  |  |  |  |  |  |
| hours ner response       | . 0.5 |  |  |  |  |  |  |  |  |  |  |

to Section 16. Form 4 or Form 5 obligations may continue. See Filed pursuant to Section 16(a) of the Securities Exchange Act of 1934 or Section 30(h) of the Investment Company Act of 1940

| 1. Name and Address of Reporting Person*  Donohue Elisabeth B       |  |  |  | 2. Issuer Name and Ticker or Trading Symbol NRG ENERGY, INC. [ NRG ] |  |  |     |   |  |                           |   |         |   | all appl<br>Direct  | tor  | ng Pers   | 10% Ov   | vner   |         |
|---|--|--|--|--|--|--|-----|---|--|---------------------------|---|---------|---|---|--|---|--|--|---------|
| (Last)  | (Last) (First) (Middle)  |  |  |  |  | 3. Date of Earliest Transaction (Month/Day/Year) 05/01/2024  |     |   |  |                           |   |         |   |   | Office<br>below  | r (give title   |  | Other (s   | specify |
| 804 CARNEGIE CENTER   |  |  |  |  | 4. If /                                      | 4. If Amendment, Date of Original Filed (Month/Day/Year)   |     |   |  |                           |   |         |   | 6. Individual or Joint/Group Filing (Check Applicable Line) |  |   |  |  |         |
| (Street)  |  |  |  |  |  |  |     |   |  |                           |   |         |   | X Form filed by One Reporting Person                        |  |   |  |  |         |
| PRINCE  | NCETON NJ 08540  |  |  |  |  |  |     |   |  |                           |   |         | Form filed by More than One Reporting Person        |   |  |   |  |  |         |
| (City) (State) (Zip)  |  |  |  |  | Ru   | Rule 10b5-1(c) Transaction Indication  |     |   |  |                           |   |         |   |   |  |   |  |  |         |
|   |  |  |  |  |  | Check this box to indicate that a transaction was made pursuant to a contract, instruction or written plan that is intended to satisfy the affirmative defense conditions of Rule 10b5-1(c). See Instruction 10. |     |   |  |                           |   |         |   |   |  |   |  |  |         |
|   | Table I - Non-Derivative Securities Acquired, Disposed of, or Beneficially Owned   |  |  |  |  |  |     |   |  |                           |   |         |   |   |  |   |  |  |         |
| 1. Title of Security (Instr. 3)  2. Transaction Date (Month/Day/You |  |  |  | Execution (Fear)   |  | emed<br>ion Date,<br>/Day/Year)  |     | 3.<br>Transaction<br>Code (Instr.<br>8) |  | 4. Securities Disposed Of | Acquired (A) or (D) (Instr. 3, 4 ar   |         | nd 5) Secur<br>Bene                                 |   | cially<br>Following  | 6. Ownership<br>Form: Direct<br>(D) or Indirect<br>(I) (Instr. 4) |  | 7. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4)  |         |
|   |  |  |  |  |  |  |     | Code                                    | v  | Amount                    | (A) or<br>(D)   | Price   | Tra   |   | ansaction(s)<br>astr. 3 and 4)   |   |  | (111511. 4)  |         |
| Common Stock, par value \$.01 per share 05/01/202                   |  |  |  | 024  |  |  |     | Α                                       |  | 107                       | A   | \$0.000 | 24,396  |   | 1,396  |   | D  |  |         |
|   | Table II - Derivative Securities Acquired, Disposed of, or Beneficially Owned (e.g., puts, calls, warrants, options, convertible securities) |  |  |  |  |  |     |   |  |                           |   |         |   |   |  |   |  |  |         |
| 1. Title of<br>Derivative<br>Security<br>(Instr. 3)                 | vative   Conversion   Date   Execution Date,   if any  |  |  |  | Transaction of Code (Instr. B) Se Ac (A) Dis |  | f E |   | 6. Date Exercisable and<br>Expiration Date<br>(Month/Day/Year) |                           | 7. Title and<br>Amount of<br>Securities<br>Underlying<br>Derivative<br>Security (Instr.<br>3 and 4) |         | 8. Price of<br>Derivative<br>Security<br>(Instr. 5) |   | 9. Number<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following<br>Reported<br>Transaction<br>(Instr. 4) | y C   | 0.<br>Dwnership<br>Form:<br>Direct (D)<br>or Indirect<br>I) (Instr. 4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |         |
|   |  |  |  |  | Code   | v  | (A) | (D)                                     | Date<br>Exerc  | cisable                   | Expiration<br>Date  | Title   | Amount<br>or<br>Number<br>of<br>Shares              |   |  |   |  |  |         |

## Explanation of Responses:

1. Represents dividend equivalent rights accrued on the Reporting Person's deferred stock units, which become exercisable proportionately with the deferred stock units to which they relate and may only be settled in NRG common stock. Each dividend equivalent right is the economic equivalent of one share of NRG common stock. Includes 1,715 dividend equivalent rights.

Christine Zoino, by Power of **Attorney** 

05/03/2024

\*\* Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

- \* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).
- \*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.