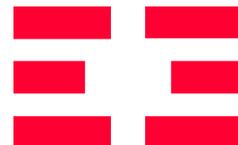




NRG Energy

Subsidiaries: Direct Energy, Vivint
Locations: Texas (HQ)
Industries: Energy

RISK LEVEL:



High Risk

DESCRIPTION:

NRG Energy is High Risk. The company yields to political activism in shaping corporate governance, potentially alienating consumers, dividing employees, and harming shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. NRG Energy embraces corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach fails to safeguard free exercise, free speech, and free enterprise.

Corporate Weaponization

Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries. Medium Risk

NRG Energy received a score of 75 on the 2026 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (1)(2)(3). NRG Energy received a score of 70 on the 2025 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group. The company recruits employees based on sexual identity issues. The company discriminates against vendors that do not promote divisive sex and gender policies, indicating it prioritizes sexual issues over merit (4)(5). However, NRG Energy has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs (6).

Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs. High Risk

NRG Energy's HRC 2026 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (1)(2)(3). NRG Energy's HRC 2025 CEI rating indicates the company will not donate to non-religious charities unless they embrace controversial sexual identity policies (4)(5). NRG Energy's charitable giving guidelines require that organizations abide by its nondiscrimination policy, including on the basis of sexual orientation and gender identity, thereby excluding some religious charities (6). Direct Energy does not appear to discriminate against charitable organizations based on views or beliefs. The company "supports organizations focused on improving the lives of children" (7).

Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature. High Risk

NRG Energy's HRC 2025 CEI rating indicates the company provides a specific benefits guide with a comprehensive explanation of transgender services funded by the company (1)(2). NRG Energy hosts unconscious bias trainings for its employees (3). The company does not provide viewpoint protections for its employees (4).

Corporate Governance and Public Policy

Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression. High Risk

NRG Energy's HRC 2026 CEI rating indicates the company potentially agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (1)(2)(3). NRG Energy's HRC 2025 CEI rating indicates the company agrees to allow a controversial stakeholder group focused on sexual identity issues to dictate marketing or advertising strategy. By doing so, the company risks dividing employees, alienating customers and harming shareholders (4)(5). NRG Energy Inc. started the Sniper AI tool implementation to vet resumes to reduce unconscious bias in hiring processes (6). Its CEO Mauricio Gutierrez is a member of Business Roundtable and signed the Business Roundtable's 2019 Statement on the Purpose of a Corporation, which promotes stakeholder capitalism over traditional obligations to shareholders (7). The company is a Ceres Network Member, committed to carbon neutrality by 2040 (8)(9)(10). NRG Energy supports ESG within its business practices, stating, "NRG is working to accurately measure and ultimately reduce environmental impacts in our supply chain through collaboration and transparency, while pushing its suppliers to be more diverse, equitable, and inclusive" (11). The company's former CEO, Mauricio Gutierrez, signed the CEO Action for Diversity & Inclusion pledge, which includes a commitment to promote DEI through bias education training in the workplace (12)(13). NRG Energy scored a 55 out of 100 on the 2023-2024 Corporate Equality Index (CEI) from the Human Rights Campaign (HRC), a political stakeholder group (14)(15).

Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. High Risk

NRG Energy's HRC 2026 CEI rating indicates the company has potentially pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (1)(2)(3)(4). NRG Energy's HRC 2025 CEI rating indicates the company provides a benefits package for employees which includes some transgender medical benefits for covered employees and dependents, including children. This may include paid short-term leave, puberty blockers, cross-sex hormones, chest surgeries, genital surgeries, medical visits and lab monitoring, travel and lodging. Additionally, the company has pledged philanthropic support of at least one organization or event that promotes sex and gender ideology. By allowing a political stakeholder group to dictate operations, the company increases health care costs and risks dividing employees, alienating customers and harming shareholders (5)(6). NRG Energy funds organizations and initiatives that "combat racial inequities" including the Houston Area Urban League (7). Through the creation of NRG's DEI Council, the company partners with multiple LGBTQ organizations including HiTops, The Center, and Out & Equal (8). Otherwise, there are no publicly known cases of NRG Energy using corporate funds to advance ideological causes, organizations, or policies (9).

Uses corporate political actions and/or financial contributions for ideological, non-business purposes. High Risk

NRG Energy's HRC 2025 CEI rating indicates the company publicly advocated for controversial sex and gender ideology through local, state or federal legislation or initiatives. By allowing a political stakeholder group to dictate operations, the company risks dividing employees, alienating customers and harming shareholders (1)(2). NRG Energy has not used its PAC donations or lobbying for ideological purposes (3)(4)(5).

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