

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)
2024 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)
Revised 08/2023
OMB Control Number: 3046-0049
Expiration Date: 11/30/2026

SECTION A – TYPE OF REPORT
CONSOLIDATED REPORT

SECTION B – EMPLOYER IDENTIFICATION

OFS COMPANY ID R134906	EMPLOYER NAME NRG ENERGY INC			
ADDRESS 910 Louisiana Street	CITY/TOWN HOUSTON	STATE TX	ZIP CODE 77002	

SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)

HQ/ESTABLISHMENT-LEVEL UNIT ID	HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME			
HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS	CITY/TOWN	STATE	ZIP CODE	

SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)
411724239

SECTION E – EMPLOYER FILING ELIGIBILITY

YES (Employer Is Eligible to File) NO (Employer Is Not Eligible to File) EMPLOYER NO LONGER IN BUSINESS

SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)

Unique Entity ID (UEI): Not Applicable

YES (Single-Establishment Employer is Federal Contractor) YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor) YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

SECTION G – NAICS INFORMATION

551114 - Corporate, Subsidiary, and Regional Managing Offices

SECTION H – WORKFORCE DEMOGRAPHIC DATA

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	0	0	46	3	6	0	0	2	17	2	1	0	0	0	77
First/Mid-Level Officials and Managers	92	66	679	47	103	1	5	5	334	58	83	0	5	9	1487
Professionals	141	156	565	66	179	1	2	18	333	137	123	1	6	15	1743
Technicians	5	0	39	3	2	0	0	0	1	1	0	0	0	0	51
Sales Workers	1148	103	1976	669	147	88	28	155	244	63	19	7	1	26	4674
Administrative Support Workers	42	100	137	28	11	5	2	6	183	125	5	5	4	12	665
Craft Workers	216	9	742	178	33	6	5	28	18	7	0	0	0	1	1243
Operatives	8	0	42	13	0	0	0	2	4	1	0	0	0	0	70
Laborers and Helpers	3	1	6	0	0	0	1	0	4	0	2	0	0	0	17
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2024 REPORTING YEAR TOTAL	1655	435	4232	1007	481	101	43	216	1138	394	233	13	16	63	10027
PRIOR 2023 REPORTING YEAR TOTAL	1540	615	5658	849	527	58	59	235	2254	489	294	29	46	106	12759

SECTION I – WORKFORCE SNAPSHOT PERIOD
12/9/2024 - 12/22/2024

SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)

Not Applicable

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SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION

EMPLOYER IDENTIFICATION

OFS COMPANY ID
R134906

EMPLOYER NAME
NRG ENERGY INC

ADDRESS

910 Louisiana Street

CITY/TOWN

HOUSTON

STATE

TX

ZIP CODE

77002

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

CERTIFICATION STATEMENT

"I certify that the information, including any workforce demographic data, provided in this report is correct and true to the best of my knowledge and was prepared in conformity with the directions set forth in the form and accompanying instructions."

Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.

DATE OF CERTIFICATION

6/18/2025 11:51 AM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official

Robyn Antoine

Title of Certifying Official

Director, Business Operations & Governance

Email Address of Certifying Official

robyn.antoine@nrg.com

Telephone Number of Certifying Official

713-537-2717

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC

Robyn Antoine

Title and Employer of Primary POC

Director, Business Operations & Governance
NRG Energy Inc

Email Address of Primary POC

robyn.antoine@nrg.com

Telephone Number of Primary POC

713-537-2717