



positivenrg



PositiveNRG
YEAR IN REVIEW | 2019

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The power of positive change

Dear employees and stakeholders,

The power of NRG takes hold in many ways. In 2019, it was exhibited in core values like safety and customer-focus, and in continuing down the path to a more sustainable future. Just as important, was our commitment to the communities we serve and the initiatives we support to enrich them.

This report shares both the scope and the specifics of these efforts. Beyond our actions and contributions as a company, it is also a reflection of our employees and the level of enthusiasm and volunteerism they provided.

We have a lot to be proud of as we look back. At the same time, I look forward to seeing how our ability to make a difference takes shape in the years to come.

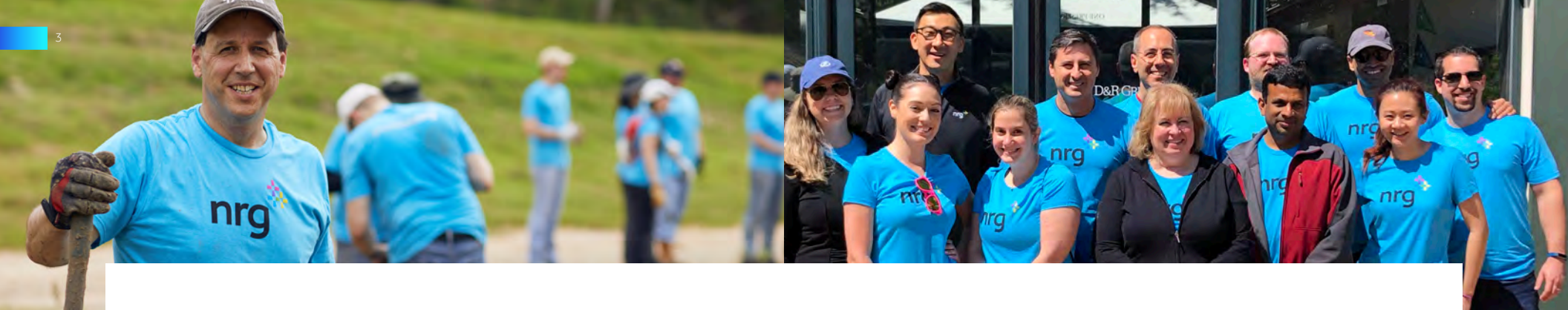
Thank you,



Jennifer Brunelle

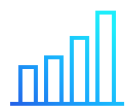
Senior Director, positiveNRG





Notable highlights

Commitment



\$3.2 million

in total
donations



691

donations received
by charities



42

states received
donations



264

charities served by
volunteers

Employee engagement



\$469,070

in employee donations¹,
up 12% from 2018



29%

employee engagement
(either volunteered
or donated)



24%

of employees
volunteered in 2019



1,132

employees
volunteered



11,273

volunteer
hours logged



10

volunteer hours
(average time by people
who volunteered)

Top regional organizations by total volunteer hours:

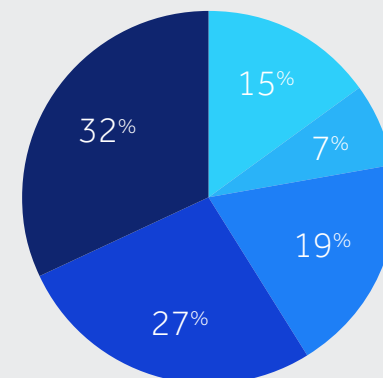
Texas: Houston Food Bank

East: National Multiple Sclerosis Society

West/Other: Frank Nigro Columbian Foundation

Percentage of total donations by key focus area

- 32% Human welfare
- 27% Education
- 19% Environment
- 7% Community
- 15% Other





Real people making a real difference



Human welfare

\$628,551 donated¹

2,183 individual donations

38% of total volunteer hours

Top 3 organizations by total NRG donations:
 Limestone Project Employees Fund
 Emergency Assistance Foundation
 We Are All Human Foundation



Education

\$524,657 donated¹

282 individual donations

13% of total volunteer hours

Top 3 organizations by total NRG donations:
 American Heart Association
 El Segundo Education Foundation
 Limestone Project Employees' Fund



Community and economic development

\$129,995 donated¹

10 individual donations

25% of total volunteer hours

Top 3 organizations by total NRG donations:
 US Chamber of Commerce Foundation
 Princeton Mercer Regional Chamber Of Commerce
 Central Astoria Local Development Coalition, Inc.



Environment

\$371,622 donated¹

100 individual donations

7% of total volunteer hours

Top 3 organizations by total NRG donations:
 EarthShare
 Galveston Bay Foundation
 Sustainable Princeton Inc.
 Texan by Nature (Tied)

Investing in a stronger society

Human welfare

A community's strength and resiliency relies on the health and well-being of the people who live and work there. At NRG, we strive to create a healthier community by volunteering and donating to causes our employees elect to champion.



32%
of total donations



4,307
total volunteer hours



#1 choice
for volunteering
— human welfare organizations

Top nonprofits by total employee donations¹:

National Multiple Sclerosis Society
March of Dimes, Inc.
BAPS Charities, Inc.

Top 3 charities by total volunteer hours:

National Multiple Sclerosis Society
Memorial Hermann Health System
Rebuilding Together Houston

¹ Includes matching.

"What we are doing is taking hunger away from many families in Houston, which is our extended family."

— Nanda Vura, NRG employee volunteering at the Houston Food Bank



Empowering our youth with knowledge

Education

Our future depends on educating young people. Encouraging bright minds to become problem solvers, innovators, and creative thinkers is how we can solve the challenges of the future. We partner with leading educational organizations that empower students to prioritize their education and become lifelong learners.



27%
of total donations



1,494
total volunteer hours



\$187,398
given to scholarships

Top nonprofits by total employee donations¹:

PCS Capital & Endowment Fund Inc.
Trustees of the Smith College
CHI Omega Foundation

Top 3 charities by total volunteer hours:

Junior Achievement of Southeast Texas
Girlstart
New Florence Community Library

¹ Includes matching.

"It means a lot to have a neighbor like NRG supporting our mission."

– Meridien Zoinowski, People Inc.



Transforming the community with teamwork

Community and economic development

Investing in societal development is crucial to economic prosperity. We believe in giving back to the communities in which we operate by helping fund projects that benefit the public and better serve the local economies. Our **Power Your Possible** initiative celebrates employees who seek opportunities to serve as leaders in the community, which fosters a philanthropic culture across the organization.



7%
of total donations



2,780
total volunteer hours



#2 choice
for volunteering
— community and economic
development organizations

Top nonprofits by total employee donations¹:

Capital Roots
Incourage
Called to Serve CDC Inc.

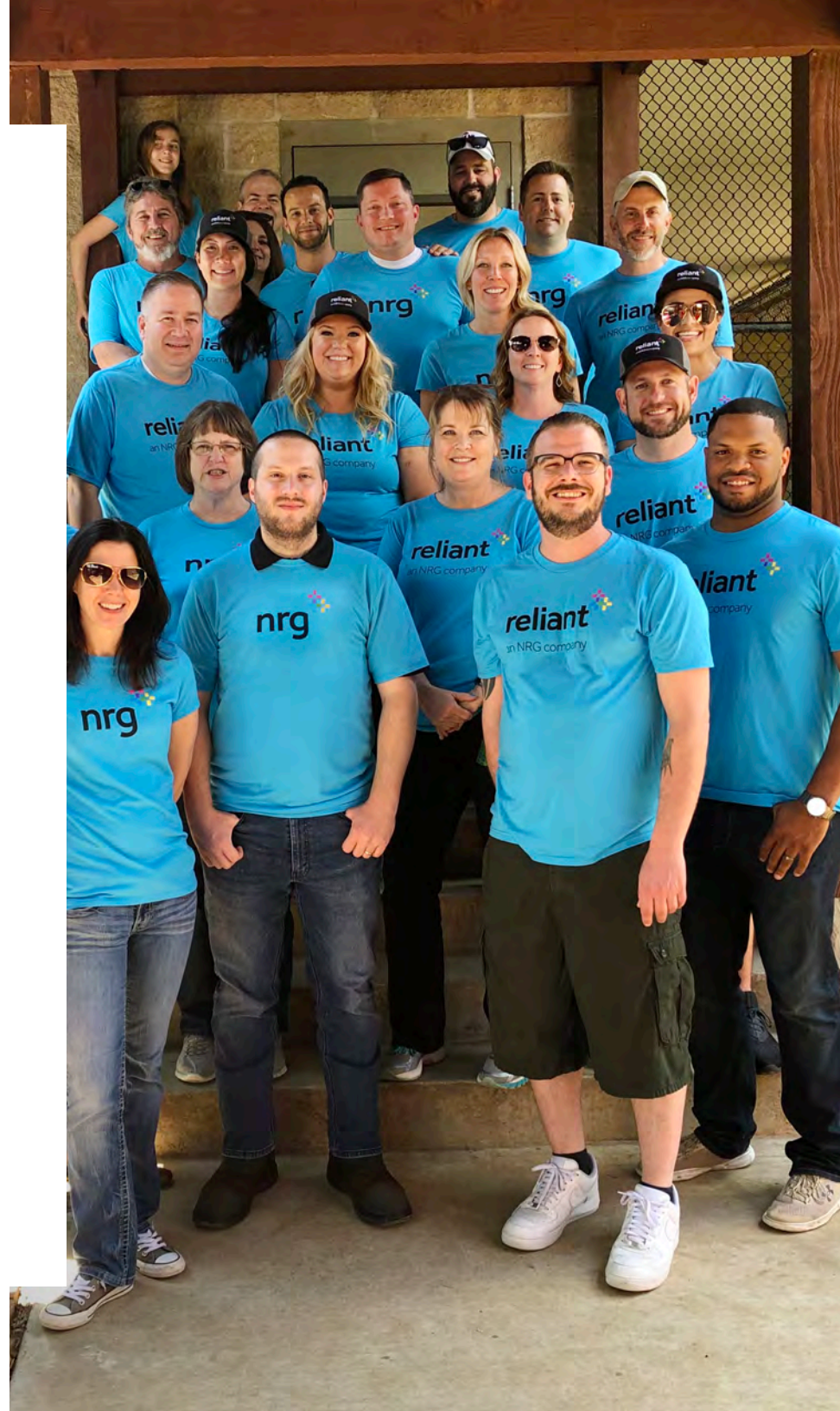
Top 3 charities by total volunteer hours:

Waukegan Main Street
East Haddam Community Lions Charity
Houston ToolBank

¹ Includes matching.

"This kind of volunteerism is so important, we really appreciate it."

— Claire Walton, Anchor House



Creating a sustainable future

Environment

Investing in our environment means more than contributing financially. It means getting involved in a hands-on manner to preserve and restore natural resources. Over the course of the year, our employees spent hundreds of hours cleaning up parks, planting trees, and supporting the work of local groups.



19%

of total donations



757

total volunteer hours

Top nonprofits by total employee donations¹:

Galveston Bay Foundation
Green Mountain Energy Sun Club
Southern Environmental Law Center

Top 3 charities by total volunteer hours:

Friends of Fort Boggy State Park
D&R Greenway Land Trust, Inc.
Houston Wilderness, Inc.

¹ Includes matching.

"This is not about giving checks to large organizations, but rolling up our sleeves, putting on our gloves, and making an impact. I couldn't be prouder of the outpouring of volunteering we are seeing."

– Mauricio Gutierrez, CEO and President NRG Energy, Inc.





Promoting a healthy lifestyle

Health and wellness initiatives

By promoting healthy initiatives across our organization, we concurrently create a healthy community. We walk, run, and cycle to generate awareness and funding for important causes. We don't stop there — by partnering with leading charities, we meet ambitious goals, promote team building, and become a healthier community.

MS 150

Our company and our employees have proudly participated in the BP MS 150 since 2005. This 150-mile, two-day bike ride raises awareness for multiple sclerosis. Over the past 14 years, we have had 1,055 team members fundraise \$1,175,689 for the National MS Society.



49

NRG riders



\$76,364

NRG donations



467.5

volunteer hours

Princeton Half Marathon

Funds raised through this annual running event support HiTOPS, a local organization that provides sexual health education and support for adolescents. As a continued sponsor, we encourage employees from all over the country to make the trip to Princeton in a collaborative effort to educate and inform our younger generation.



26

NRG runners



6

states runners were from

Let's make the world brighter

At NRG, we are deeply connected to our local communities. It is through this connection that our culture of volunteerism and philanthropy has emerged among our employees — not because they have to or simply want to, but because it is true to who they are as individuals and who we are as a company.

Thanks to our compassionate and motivated employees, 2019 was an extraordinary year of giving back with a focus on human welfare, education, the environment, and local communities. These efforts reflect our core values and what it means to lead by example in our industry and in the communities we serve.

Get in touch

If you have any comments or questions about this report or would like more information, please visit nrg.com or email positivenrg@nrg.com.



All data in this reports reflects activity from 01/01/2019 – 12/31/2019

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