

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)										EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 08/31/2024					
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): FA97FK2Z2PJ5 ☐ 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	1	0	41	2	4	0	0	2	17	0	0	0	0	1	68
First/Mid-Level Officials and Managers	135	68	853	55	96	0	5	10	371	57	77	0	4	8	1739
Professionals	126	137	615	67	176	0	2	14	367	131	133	0	5	12	1785
Technicians	5	0	38	3	2	0	0	0	2	1	0	0	0	0	51
Sales Workers	27	23	148	16	5	0	1	6	72	5	4	0	0	1	308
Administrative Support Workers	50	132	70	28	14	0	1	3	236	133	10	0	3	11	691
Craft Workers	291	2	916	108	46	0	5	6	15	1	0	0	0	0	1390
Operatives	11	1	155	13	3	0	1	3	2	1	0	0	0	0	190
Laborers and Helpers	138	4	115	40	24	0	0	3	9	1	3	0	0	0	337
Service Workers	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
CURRENT 2022 REPORTING YEAR TOTAL	784	367	2951	332	370	0	15	47	1091	330	227	0	12	33	6559
PRIOR 2021 REPORTING YEAR TOTAL	739	347	2895	330	358	0	21	50	1134	328	219	0	12	32	6465
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/14/2022 - 12/27/2022															
SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional) Not Applicable															

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)			EEOC Standard Form 100 (SF 100) Revised 08/2023 OMB Control Number: 3046-0049 Expiration Date: 08/31/2024	
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>"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."</i> Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001.				
DATE OF CERTIFICATION				
12/1/2023 9:29 AM [EST]				
EMPLOYER'S CERTIFYING OFFICIAL				
Name of Employer's Certifying Official REGINA RAMOS		Title of Certifying Official Director, Human Resources		
Email Address of Certifying Official regina.ramos@nrg.com		Telephone Number of Certifying Official 713-537-5244		
PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING				
Name of Primary POC REGINA RAMOS		Title and Employer of Primary POC Director, Human Resources NRG ENERGY INC		
Email Address of Primary POC regina.ramos@nrg.com		Telephone Number of Primary POC 713-537-5244		