

U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) 2023 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): 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	3	0	86	3	10	0	0	3	22	1	1	0	0	0	129
First/Mid-Level Officials and Managers	186	90	1267	87	129	6	10	21	504	64	86	0	4	16	2470
Professionals	174	171	1034	76	221	4	8	29	499	143	155	5	8	21	2548
Technicians	5	0	52	3	3	0	0	0	2	1	0	0	0	0	66
Sales Workers	94	45	537	26	17	11	4	23	206	12	8	6	2	6	997
Administrative Support Workers	126	279	491	74	23	15	9	21	922	233	39	18	25	57	2332
Craft Workers	841	28	2061	552	102	22	25	134	92	33	3	0	6	6	3905
Operatives	5	0	32	7	0	0	0	0	1	0	0	0	0	0	45
Laborers and Helpers	105	2	91	21	22	0	3	4	6	2	2	0	1	0	259
Service Workers	1	0	7	0	0	0	0	0	0	0	0	0	0	0	8
CURRENT 2023 REPORTING YEAR TOTAL	1540	615	5658	849	527	58	59	235	2254	489	294	29	46	106	12759
PRIOR 2022 REPORTING YEAR TOTAL	784	367	2951	332	370	0	15	47	1091	330	227	0	12	33	6559
SECTION I – WORKFORCE SNAPSHOT PERIOD 12/15/2023 - 12/31/2023															
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)				
NRG acquired Vivint and it was noted in the mergers and acquisitions section.				
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 5/23/2024 3:06 PM [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		
Email Address of Primary POC regina.ramos@nrg.com		Telephone Number of Primary POC 713-537-5244		