

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>"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 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		