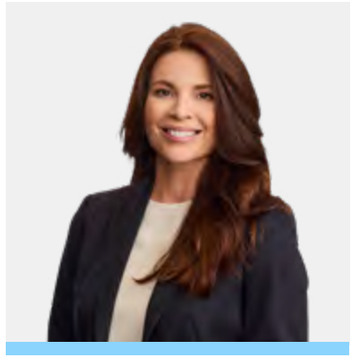
PositiveNRG

SOCIAL IMPACT REPORT

2021



A comeback everyone can celebrate



Though we faced another year of uncertainty and challenges, I am genuinely inspired by the many meaningful ways we came together—as individuals, partners, and neighbors— to be a force for good.

In 2021, our return to in-person activities brought a renewed sense of community and the opportunity to get our hands dirty once again as we resumed "boots on the ground" initiatives. From supporting social equity and mental health through our Business Resource Groups (BRGs) to combatting food insecurity with our local partners, I am proud of our impact. And I am motivated by the transformative power that, together, we can bring when we are working toward the common good.

Our mission to bring people together and influence positive change is reflected every day through the passion our company, our employees, and our partners bring to the communities where we work and live. These pages share many of those stories and put measure and perspective on the impact we achieved together. They reflect the spirit of NRG and those who work here.

Gin Kirkland Kinney

Senior Vice President, Marketing, Communications & Philanthropy, NRG



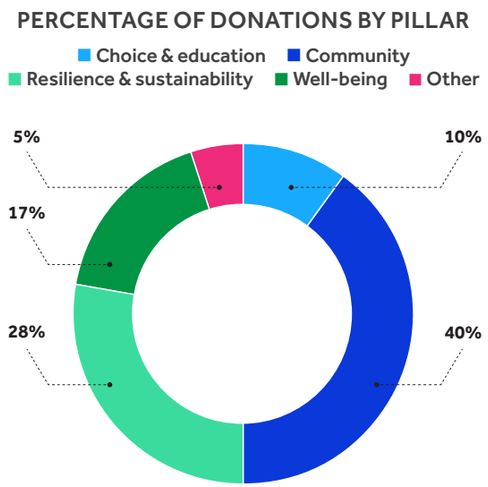
A force for better

The principles that guide positiveNRG

Our work empowers employees and customers to make smart choices. It is the *why* behind what we do and how we operate. Turning ambition into action, we build long-term relationships with community-centric organizations that are dedicated to helping our neighborhoods thrive.

This is power with purpose. This is positiveNRG.

PERCENTAGE OF DONATIONS BY PILLAR



The pillars of positiveNRG

We focus our efforts on what we believe and where we are best aligned to make a meaningful difference.

Choice & education

We believe in the role of choice and education to drive innovative outcomes – from customized energy solutions to empowered decision making.

Resilience & sustainability

We are experts in powering through the everyday and the unexpected. It's what we bring to our customers and our communities when they need it most.

Community

We power more than homes and businesses. It's important for us to be a part of the diverse communities we serve as a trusted partner and an inclusive neighbor.

Well-being

Health and safety drive our company. We are committed to supporting the well-being of every employee, today and into the future.



How we measure coming together

Putting numbers to our story

The impact of positiveNRG takes hold in many ways. Metrics are a good starting point to illustrate what we accomplished in 2021 and outline the scope of our outreach initiatives and their collective impact. Along with data, the real world examples that follow will complete the story.



Commitment

$9.6 MM+
in total donations

780+
nonprofits received donations

$4.2 MM
cash donations to winter storm relief efforts

$53.5 MM
in-kind winter storm relief efforts and customer assistance

$541,000+
in Immediate Response Program grants to employees

Employee engagement

6,300+
volunteer hours

16 states, 1 province
represented where we volunteered

180+
charities served by volunteers

$310,000+
employee-matched donations[1]

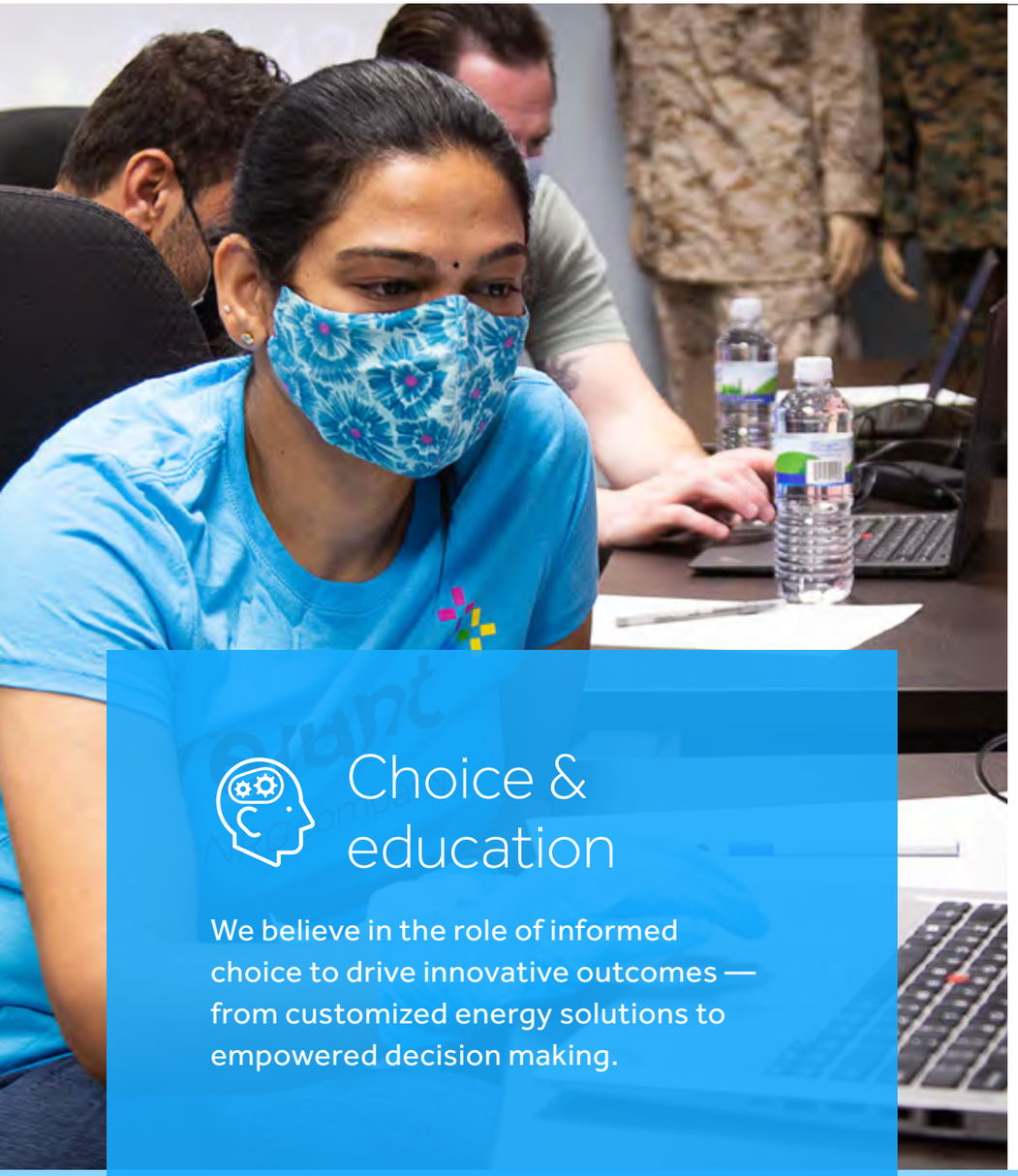
2021 awards

America's Most Responsible Companies
Newsweek, 2021

Champion of Board Diversity
The Forum of Executive Women, 2021

In 2021, positiveNRG lowered the minimum employee donation matching amount **from $25 to $10**. Reflective of our focus on inclusion, the goal was to make it more accessible for all employees to positively impact our communities and the organizations they are most passionate about.

[1] YourCause donations including Cause Cards, offline, and matched.



Choice & education

We believe in the role of informed choice to drive innovative outcomes — from customized energy solutions to empowered decision making.

High-tech knowledge takes root

Combined Arms IT outreach

The information technology (IT) expertise at NRG keeps a Fortune 200 energy company like ours running smoothly. In 2021, IT gave back through a special collaboration with the veteran's charity organization, Combined Arms. Specifically, NRG IT volunteers helped set up and distribute laptops to people from Afghanistan and Iraq on Special Immigration Visas (SIVs) coming to the U.S. after assisting our forces fighting in their home countries. The program offers computer access to promote a successful transition for these individuals and their families.



"Helping this Combined Arms mission has been nothing short of incredible — working with SIVs, providing them with a computer that can help educate them, find jobs, and ultimately understand the world."

Kim Hales
Senior Vice President of IT, NRG

Investing in the future through education support

Reliant's back-to-school kits for Texas children

For the 2021-22 school year, our Reliant employees teamed up with local nonprofits and school districts to help families get a head start and prepare for the classroom. More than 10,000 back-to-school kits, including supplies such as pencils, notebooks, and folders, were donated and distributed to students from pre-K through 12th grade.

"We believe investing in the future of young people pays dividends — in the lives of students, their families, and our communities. We're honored to work with nonprofits that make a difference in our state."

Elizabeth Killinger
Executive Vice President, NRG Home and President, Reliant









Community

We power more than homes and businesses. It's important for us to be a part of the diverse communities we serve as a trusted partner and an inclusive neighbor.

Powering inclusive communities

Juneteenth volunteer events

In 2021, Juneteenth became a federal holiday and NRG was there to celebrate, supporting events in Houston and Dallas. In Houston, we sponsored the 149th Annual Juneteenth Celebration at Emancipation Park. Employee volunteers from our BELIEVE (Black Employees Leading in Inclusion, Excellence, Vision, and Education) Business Resource Group (BRG) packaged and handed out meals, bottled water, and other items for those attending the drive-through event. In Dallas, Reliant employee volunteers handed out Kona Ice during the Juneteenth festival at the Martin Luther King Jr. Community Center. Over 500 families participated in the community event.



"NRG stands with our communities to improve equity where we live and work."

Mauricio Gutierrez
President & CEO, NRG

Helping hospitals enhance their life-saving missions

An ongoing partnership with Children's Hospital of Philadelphia (CHOP)

NRG has long supported the hospital's mission and impact on children and families throughout the region. In early 2021, the hospital honored NRG by adding our company to their Chairman's Circle in recognition of our contributions reaching — and exceeding — $1 million. The NRG Choose to Give Plan serves as the catalyst for our giving efforts by making it easy and seamless for customers to join the cause.





"NRG has made a transformative impact at CHOP... guiding and strengthening the mission of this hospital. Your partnership and passion have paved the way for some astounding breakthroughs in pediatric health care."

Chris Gheysens
Chairman, Board of Trustees, CHOP





Resilience & sustainability

We are experts in powering through the everyday and the unexpected. It's what we bring to our customers and our communities when they need it most.

Stronger together in extreme weather

Winter storm relief in Texas

Winter Storm Uri and its impacts on fellow Texans required an immediate, multi-faced, and compassionate response. Our company and our people stepped up to help food banks and relief centers across the state.

Through positiveNRG, NRG enacted a plan to allocate an initial $10 million to Winter Storm Uri.

Due to the storm's impact on our communities, NRG increased our cash and in-kind support to $57.7 million. Charitable donations aimed to address three key areas: immediate community needs, financial relief for customers, and direct aid to employees.



"As we mobilize resources in the communities we serve, we believe that we are better together through collaborative partnerships like that with Reliant."

Brandon Baca
CEO of Attack Poverty

A sustainability mindset extends to our employees

Earth Month volunteer outreach

As a company, we are committed to reducing emissions 50% by 2025 and to achieving net zero by 2050[1]. Our people are part of that commitment and their volunteer efforts reflect it. For Earth Day, employees supported our sustainability mission and worked with conservation-focused partners including EarthShare of Texas, Friends of Princeton Open Space, and Houston Wilderness.

"Volunteer events are important because we want to support a sustainable lifestyle and embrace NRG's goal of being good stewards of our community."

Bill Evans
Vice President, Business Operations, NRG









[1] Targeting a 50% reduction by 2025 from our current 2014 baseline and net-zero by 2050.



Well-being

Health and safety drive our company. We are committed to supporting the well-being of every employee, today and into the future.

Supporting healthy living and sponsoring activity-focused charitable events

HiTops Princeton Half Marathon

Our company is a longtime sponsor of this running event, hosted in a city where we have a strong corporate and employee presence. Beyond financial support, our involvement in 2021 extended to providing pro-bono design services. NRG graphic designers stepped in with their expertise to design the official race shirt and other supporting materials.



"It's always rewarding to give back to the community. It's even more rewarding when you get the chance to give back using your professional skillset for a worthy cause."

Mark Hayes
Manager, Visual Design, NRG

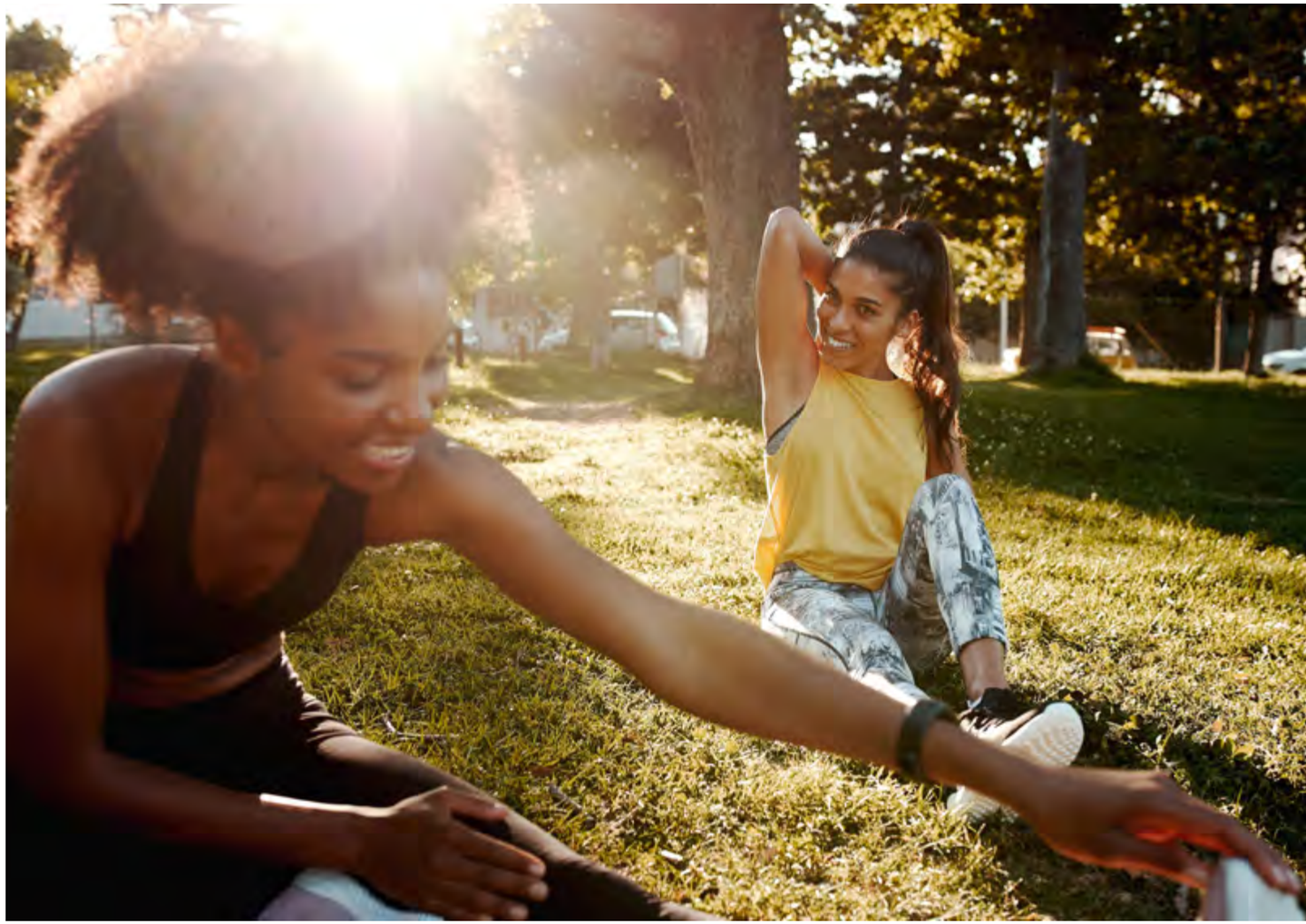
Supporting mental health company-wide

Mental Health Awareness Month

Safety and Well-being are core values at NRG. In May 2021, our company joined millions in advocating for Mental Health Awareness Month. Our month-long "Walk Your Walk" virtual walking challenge encouraged employees to incorporate regular walking into their daily routine, helping to reduce stress and to improve overall health. Employees exceeded the collective goal of 12.5 million steps, triggering a $25,000 donation to the National Alliance for Mental Illness.

12.5 MM+
steps

$25,000
donation



PositiveNRG Week 2021

This event has become a company tradition — one week each year, NRG employees volunteer together and support nonprofits throughout the U.S. and Canada. This collective company outreach brings us even closer to those we serve.

This year's focus was on strengthening food security, helping those struggling to put food on their tables. In-person events ranged from unloading deliveries at local food pantries to helping build a community garden with Texan by Nature in a known food desert.





By the numbers

550+
volunteers participated

29
volunteer events

102,000+
pounds of food donated

$11,000+
donations made through the United Way

1,600+
volunteer hours

22
cities across the U.S. and Canada

74,000+
meals packed

"This year, we had a range of engagement opportunities to meet employees where they are and offer ways to participate that allowed them to feel safe."

Jennifer Brunelle
Vice President, Talent Acquisition, Development & Diversity, NRG

Business Resource Groups

The power of diversity is recognized and celebrated at NRG. Perhaps the best expression of that is the range of Business Resource Groups (BRGs). They are safe and collaborative spaces for individuals from all backgrounds to share experiences, ensuring that all voices are heard. In 2021, we expanded to 15 BRGs with more than 1,000 participating employees.

- **BELIEVE**
- **CYCLING** TEAM
- **EARLY CAREER** SUCCESS
- **ENERGIZED** PROJECT MANAGERS
- **EV** CLUB
- **EXPLORE** MORE
- **HOLA!** CLUB
- **ONE** SPACE
- POWER **OF MANY**
- **POWER** SPEAKERS
- **RUNNING** CLUB
- **VETS+** RESOURCE GROUP
- **visABILITY**
- **VIVIDH**
- **WOMEN** IN POWER

"Diversity of thought is absolutely critical to the success of our organization. Having many points of view will ensure our solutions are complete and comprehensive."

Bruce Chung
Executive Vice President, Strategy & NRG Services



Vividh

Vividh promotes South Asian cultural awareness and inclusion. In 2021, they hosted an employee-led webinar to support India's COVID-19 crisis. Their initiative resulted in triple-matched employee donations totaling nearly $100,000 and supporting 18 different organizations.



Cycling Team

Several Cycling Team members joined more than 1,000 riders to participate in the two-day, 180-mile "Bike Around the Bay" charity ride. Together, they raised $4,400 in support of the Galveston Bay Foundation.



The power of positiveNRG

PositiveNRG values and actions reflect our voice and our commitment to the communities we serve, and the world at large.

It is an ongoing mission to strive for better outcomes.

As we continue in our efforts, we welcome input from all our constituents, both internal and external.

To provide comments or suggestions as we move forward, visit nrg.com/gives or email positivenrg@nrg.com.

All data in this report reflects activity from 01/01/2021 – 12/31/2021

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