Responsibility: VP, Talent
Owner: Talent
Approved by: Legal
V4, Revised Date: 08/01/22

Equal Employment Opportunity Commitment Policy

Purpose:
To provide a work environment free of unlawful discrimination, intimidation, and harassment.

Policy:
NRG provides equal opportunity to all employees and prospective employees without regard to race, color, religion, national origin, gender, age, disability, genetic information, marital status, gender identity or expression, sexual orientation or veteran status in the following employment practices, among others: recruiting, hiring, placement, transfer, promotion, demotion, selection for training, layoff, termination, shift assignment, determination of service, rates of pay, benefit plans, and all forms of compensation and other personnel actions. In the case of gender identity or expression, NRG allows employees to use restrooms, changing rooms, showers, and similar facilities consistent with their gender identification.

NRG will not discriminate against any employee or applicant for employment because of a physical or mental disability in regard to any position for which the employee or applicant for employment is qualified. NRG will take affirmative action to employ and otherwise treat qualified disabled individuals without discrimination based on their physical or mental handicaps in all employment practices, including recruiting, hiring, placement, transfer, promotion, demotion, selection for training, layoff, termination, shift assignment, determination of service, rates of pay, benefit plans, and all forms of compensation and other personnel actions.

NRG will not discriminate against any employee or applicant for employment because he or she is a disabled, recently separated, other protected and Armed Forces Service Medal veteran in regard to any position for which the employee or applicant for employment is qualified. NRG will take affirmative action to employ and otherwise treat a disabled, recently separated, other protected and Armed Forces Service Medal veterans without discrimination based on their disability or veteran status in all employment practices, including recruiting, hiring, placement, transfer, promotion, demotion, selection for training, layoff, termination, shift assignment, determination of service, rates of pay, benefit plans, and all forms of compensation and other personnel actions.

NRG will not retaliate or discriminate against any employee or applicant for employment because he or she has opposed any unlawful employment practice, filed a discrimination charge or complaint, or testified, assisted or otherwise participated in any investigation.

All employees shall observe and adhere to the conditions stated above. Violations of this policy will not be tolerated and may subject the violator to disciplinary action up to and including termination of employment.

Anyone who believes he or she has been the victim of unlawful discrimination in violation of this commitment or who has witnessed any violation of this commitment should contact their Talent Manager.



Mauricio Gutierrez
President and CEO, NRG Energy, Inc.

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NOTE TO ALL CANADIAN-BASED FORMER DIRECT ENERGY EMPLOYEES: Our policies and procedures are intended to comply and work in harmony with Employment/Labour Standards laws, Human Rights/Equal Opportunity laws, and other applicable legislation. If applicable legislation provides any entitlements over and above what NRG normally provides under our policies, then NRG will honor those additional legislative requirements. Further, our policies are based primarily on US requirements. For our Canadian employees, there may be different and/or additional requirements or entitlements that apply based on provincial legislation. Please contact Talent with any questions.

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