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	EMPLOYER NAME
R134906	NRG ENERGY INC

ADDRESS	CITY/TOWN	STATE	ZIP CODE
910 Louisiana Street	HOUSTON	TX	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
[X] **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) [X] **YES** (Multi-Establishment Employer is Federal Contractor)

[X] **YES** (Headquarters is Federal Contractor) [ ] **YES** (Non-Headquarters Establishment is Federal Contractor)

[X] **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	EMPLOYER NAME
R134906	NRG ENERGY INC

ADDRESS	CITY/TOWN	STATE	ZIP CODE
910 Louisiana Street	HOUSTON	TX	77002

CERTIFICATION COMMENTS (optional)

No Certification Comments Provided

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

12/1/2023 9:29 AM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official	Title of Certifying Official
REGINA RAMOS	Director, Human Resources
Email Address of Certifying Official	**Telephone Number of Certifying Official**
regina.ramos@nrg.com	713-537-5244

PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING

Name of Primary POC	Title and Employer of Primary POC
REGINA RAMOS	Director, Human Resources NRG ENERGY INC
Email Address of Primary POC	**Telephone Number of Primary POC**
regina.ramos@nrg.com	713-537-5244