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	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
☒ **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

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 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)

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	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
Email Address of Primary POC	**Telephone Number of Primary POC**
regina.ramos@nrg.com	713-537-5244