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	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): Not Applicable

[ ] **YES** (Single-Establishment Employer is Federal Contractor) [ ] **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	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

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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

6/18/2025 11:51 AM [EST]

EMPLOYER'S CERTIFYING OFFICIAL

Name of Employer's Certifying Official	Title of Certifying Official
Robyn Antoine	Director, Business Operations & Governance
Email Address of Certifying Official	**Telephone Number of Certifying Official**
robyn.antoine@nrg.com	713-537-2717

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

Name of Primary POC	Title and Employer of Primary POC
Robyn Antoine	Director, Business Operations & Governance NRG Energy Inc
Email Address of Primary POC	**Telephone Number of Primary POC**
robyn.antoine@nrg.com	713-537-2717