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| U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)<br>2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)                                                                                                                                                                                                                                                                                                                                                                                                                                                              |                    |        |                                          |                           |                      |                                           |                                  |                   |             | EEOC Standard Form 100 (SF 100)<br>Revised 08/2023<br>OMB Control Number: 3046-0049<br>Expiration Date: 08/31/2024 |                   |                                           |                                  |                   |           |
| SECTION A – TYPE OF REPORT<br>CONSOLIDATED REPORT                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                        |                    |        |                                          |                           |                      |                                           |                                  |                   |             |                                                                                                                    |                   |                                           |                                  |                   |           |
| SECTION B – EMPLOYER IDENTIFICATION                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      |                    |        |                                          |                           |                      |                                           |                                  |                   |             |                                                                                                                    |                   |                                           |                                  |                   |           |
| OFS COMPANY ID<br>R134906                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                    |        | EMPLOYER NAME<br>NRG ENERGY INC          |                           |                      |                                           |                                  |                   |             |                                                                                                                    |                   |                                           |                                  |                   |           |
| ADDRESS<br>910 Louisiana Street                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                          |                    |        |                                          |                           | CITY/TOWN<br>HOUSTON |                                           |                                  |                   | STATE<br>TX |                                                                                                                    | ZIP CODE<br>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)<br>411724239                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            |                    |        |                                          |                           |                      |                                           |                                  |                   |             |                                                                                                                    |                   |                                           |                                  |                   |           |
| SECTION E – EMPLOYER FILING ELIGIBILITY<br><input checked="" type="checkbox"/> YES (Employer Is Eligible to File) <input type="checkbox"/> NO (Employer Is Not Eligible to File) <input type="checkbox"/> EMPLOYER NO LONGER IN BUSINESS                                                                                                                                                                                                                                                                                                                                 |                    |        |                                          |                           |                      |                                           |                                  |                   |             |                                                                                                                    |                   |                                           |                                  |                   |           |
| SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)<br>Unique Entity ID (UEI): FA97FK2Z2PJ5<br><input type="checkbox"/> YES (Single-Establishment Employer is Federal Contractor) <input checked="" type="checkbox"/> YES (Multi-Establishment Employer is Federal Contractor)<br><input checked="" type="checkbox"/> YES (Headquarters is Federal Contractor) <input type="checkbox"/> YES (Non-Headquarters Establishment is Federal Contractor)<br><input checked="" type="checkbox"/> YES (One or More Non-Headquarters Establishments is Federal Contractor) |                    |        |                                          |                           |                      |                                           |                                  |                   |             |                                                                                                                    |                   |                                           |                                  |                   |           |
| SECTION G – NAICS INFORMATION<br>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<br>12/14/2022 - 12/27/2022                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         |                    |        |                                          |                           |                      |                                           |                                  |                   |             |                                                                                                                    |                   |                                           |                                  |                   |           |
| SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)<br>Not Applicable                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |                    |        |                                          |                           |                      |                                           |                                  |                   |             |                                                                                                                    |                   |                                           |                                  |                   |           |

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| U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)<br>2022 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)                                                                                                                                                                                                                                                                                               |  |                                                                                  | EEOC Standard Form 100 (SF 100)<br>Revised 08/2023<br>OMB Control Number: 3046-0049<br>Expiration Date: 08/31/2024 |                   |
| SECTION K – OFFICIAL CERTIFICATION OF SUBMISSION                                                                                                                                                                                                                                                                                                                                                          |  |                                                                                  |                                                                                                                    |                   |
| EMPLOYER IDENTIFICATION                                                                                                                                                                                                                                                                                                                                                                                   |  |                                                                                  |                                                                                                                    |                   |
| OFS COMPANY ID<br>R134906                                                                                                                                                                                                                                                                                                                                                                                 |  | EMPLOYER NAME<br>NRG ENERGY INC                                                  |                                                                                                                    |                   |
| ADDRESS<br>910 Louisiana Street                                                                                                                                                                                                                                                                                                                                                                           |  | CITY/TOWN<br>HOUSTON                                                             | STATE<br>TX                                                                                                        | ZIP CODE<br>77002 |
| CERTIFICATION COMMENTS (optional)                                                                                                                                                                                                                                                                                                                                                                         |  |                                                                                  |                                                                                                                    |                   |
| No Certification Comments Provided                                                                                                                                                                                                                                                                                                                                                                        |  |                                                                                  |                                                                                                                    |                   |
| CERTIFICATION STATEMENT<br>“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.”<br>Knowingly and willfully false statements on this report are punishable by law, US Code, Title 18, Section 1001. |  |                                                                                  |                                                                                                                    |                   |
| DATE OF CERTIFICATION<br>12/1/2023 9:29 AM [EST]                                                                                                                                                                                                                                                                                                                                                          |  |                                                                                  |                                                                                                                    |                   |
| EMPLOYER’S CERTIFYING OFFICIAL                                                                                                                                                                                                                                                                                                                                                                            |  |                                                                                  |                                                                                                                    |                   |
| Name of Employer’s Certifying Official<br>REGINA RAMOS                                                                                                                                                                                                                                                                                                                                                    |  | Title of Certifying Official<br>Director, Human Resources                        |                                                                                                                    |                   |
| Email Address of Certifying Official<br>regina.ramos@nrg.com                                                                                                                                                                                                                                                                                                                                              |  | Telephone Number of Certifying Official<br>713-537-5244                          |                                                                                                                    |                   |
| PRIMARY POINT OF CONTACT (POC) FOR EEO-1 COMPONENT 1 REPORTING                                                                                                                                                                                                                                                                                                                                            |  |                                                                                  |                                                                                                                    |                   |
| Name of Primary POC<br>REGINA RAMOS                                                                                                                                                                                                                                                                                                                                                                       |  | Title and Employer of Primary POC<br>Director, Human Resources<br>NRG ENERGY INC |                                                                                                                    |                   |
| Email Address of Primary POC<br>regina.ramos@nrg.com                                                                                                                                                                                                                                                                                                                                                      |  | Telephone Number of Primary POC<br>713-537-5244                                  |                                                                                                                    |                   |