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# SUSTAINABILITY REPORT

2023

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Cover: 1. Manatees gather in the warm coastal waters near FPL's Riviera Beach Clean Energy Center. 2. Employee Betty Lashley participates in the company's annual Power to Care volunteer day by planting sea oats in Pompano Beach, Fla. 3. Thunder Wolf Energy Center in Pueblo, Colo., came online in 2023.

## A LETTER FROM OUR CHAIRMAN AND CEO



Our vision is that clean energy cannot be priced as a luxury good or a nice-to-have. Clean energy must help save customers money on their electric bill.”

### To all our stakeholders:

Thank you for wanting to learn more about NextEra Energy. Thank you for your interest in our achievements and commitments. And thank you for joining us as we pursue our vision to help decarbonize the entire U.S. economy.

I have spent a lot of time with stakeholders like you, not only as the CEO of this great company since early 2022, but also over the last 20 years as part of the greatest team in our industry. I have sat down with customers and shareholders, with regulators and policymakers. I have listened to my fellow CEOs, who are asking what they can do to help decarbonize their operations and build a clean energy future for their own customers and families, as well as for all their stakeholders.

My message to them is my message to you: We can help. NextEra Energy is made up of two businesses that are each focused on innovation, customer value and clean energy solutions. Florida Power & Light Company (FPL) is the largest electric utility in the U.S. NextEra Energy Resources is the largest generator in the world of renewable energy from the wind and sun. Both businesses have a decades-long track record of operational excellence, financial discipline and smart investments in clean energy. Both businesses have already proven that energy can be both clean and affordable. Our customers do not face a false choice between one or the other.

Our company has served customers for nearly 100 years, but it's the future that inspires our team today. We have set an industry-leading goal to decarbonize our own operations – Real Zero carbon emissions – by no later than 2045. Our vision is that clean energy cannot be priced as a luxury good or a nice-to-have. Clean energy must help save customers money on their electric bill.

Renewables have become the lowest-cost option for many customers under various state and federal policies over the years. Yet we believe the economics of clean energy could be much more predictable under the Inflation Reduction Act (IRA). The IRA has greatly reduced short-termism in the renewable energy industry by giving all of us a clearer idea of what federal tax incentives will look like down the road, including for some of the newest technologies that could further accelerate the clean energy transition.

The economics of renewables are increasingly favorable for customers large and small as well as for communities far and wide. Wind, solar and storage projects are often located in America's rural communities that, in turn, benefit from the additional jobs and tax revenue generated by capital



John Ketchum, NextEra Energy chairman and CEO

investments in renewables. Local landowners also benefit directly from renewables sited on their property, as the extra income they receive from these projects can serve as a natural hedge against the commodity price risk they often see in global agricultural markets. This extra income also can give them confidence that their family farms will continue to enable the American dream for their children and grandchildren.

Wind, solar and storage projects benefit a broad array of stakeholders, but each renewable project can be complex and require specialized skills and experience to maximize the benefits for everyone. Our company has those skills and experience, and we believe they are second to none. We design and build projects better than our competitors. We finance them better. We operate them better. Our team is constantly learning, constantly improving and constantly delivering even more value for all our stakeholders. These are the competitive advantages that have made us the largest generator of wind and solar in the world and that we believe will enable us to lead the decarbonization of the U.S. economy.

One of our greatest competitive advantages is data. We have the data you get when you provide more electricity than any other utility in America, when you provide it with the highest everyday reliability in the nation and when you restore it following some of the most-intensive hurricanes that have ever made landfall in our country. We have the data you get when you have been generating more wind and solar energy than anyone else in the world for years. Our assets generate approximately 70 billion\* data points every day, and we have the analytics and the algorithms to help us and our partners understand the tremendous complexity of the electric grid and commodity markets, and how to find the best clean energy solution at the lowest cost for each of our customers.

Yet our greatest competitive advantage is – and always will be – our team. Our FPL team is dedicated to delivering reliable electricity at an affordable price and to help make Florida an even better place to live. Our NextEra Energy Resources team brings an entrepreneurial mindset to every endeavor, so we can help every customer be even more competitive in their own industries. It is the honor of a lifetime to lead more than 15,000 professionals who come to work every day dedicated to continuous improvement and to making our world a better place.

On behalf of all our team members, thank you for the opportunity to partner with you.

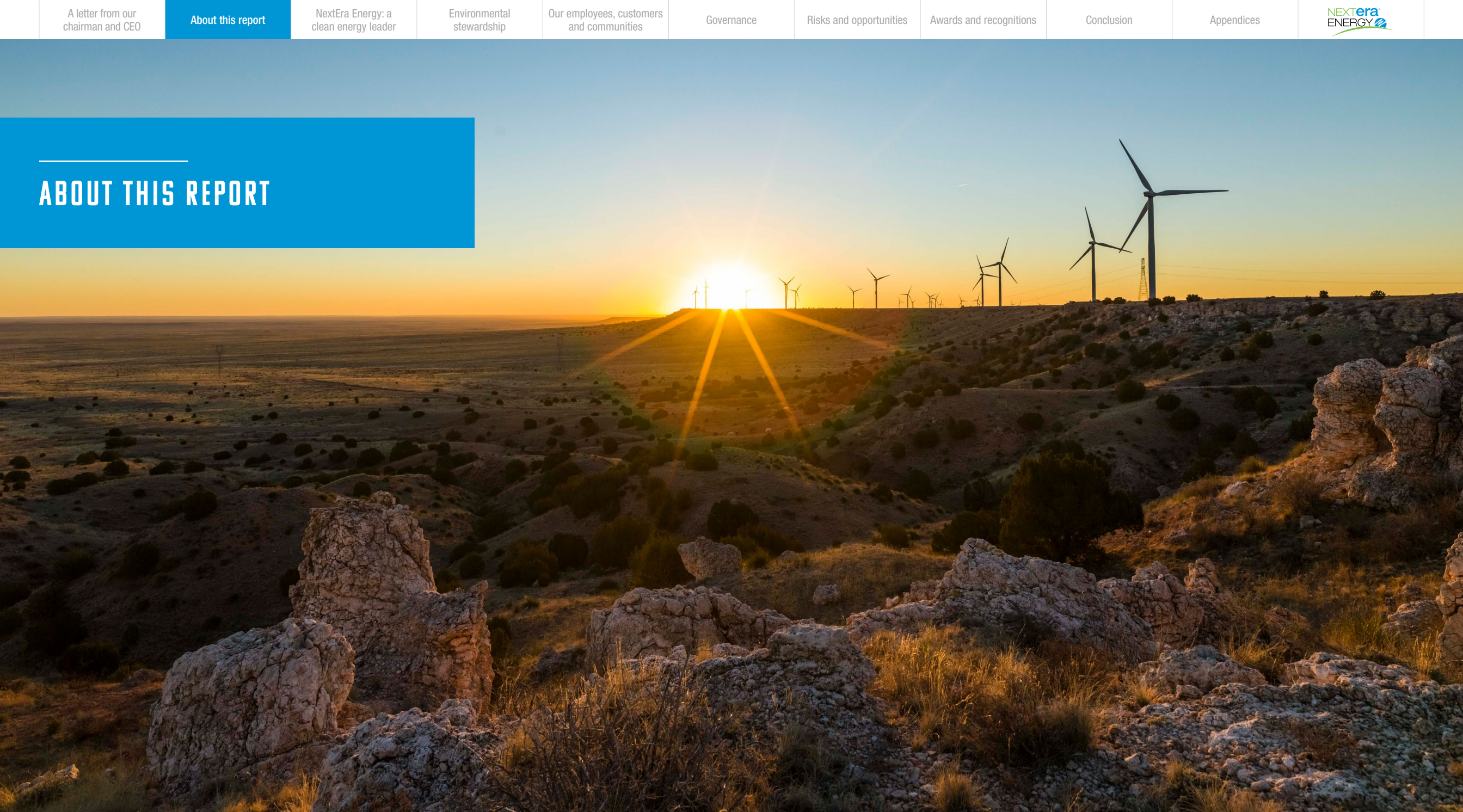
**JOHN W. KETCHUM**  
NEXTERA ENERGY CHAIRMAN AND CEO

\*As of Sept. 30, 2023



Cavendish Solar Energy Center in Okeechobee, Fla.

# ABOUT THIS REPORT



## ABOUT THIS REPORT



NextEra Energy reports sustainability disclosures through multiple resources, including this report, to provide stakeholders with an understanding of our approach to sustainability and our long-term strategy to provide clean, reliable and affordable energy solutions across North America.”

At NextEra Energy, we set ambitious goals, deliver measurable results and hold ourselves to the highest standards. In recent years, investors and other stakeholders have shown increased interest in understanding our goals, results and standards within the framework of sustainability reporting. We are proud of the work we are doing in this area and believe such goals must be economically sustainable. We are confident that our smart capital investments in renewable energy will benefit our customers, the environment and the U.S. economy. This report is designed to highlight our core strategy and disclosures, based on feedback from the investment community and other stakeholders.



Grazing Yak Clean Energy Center in Calhan, Colo.

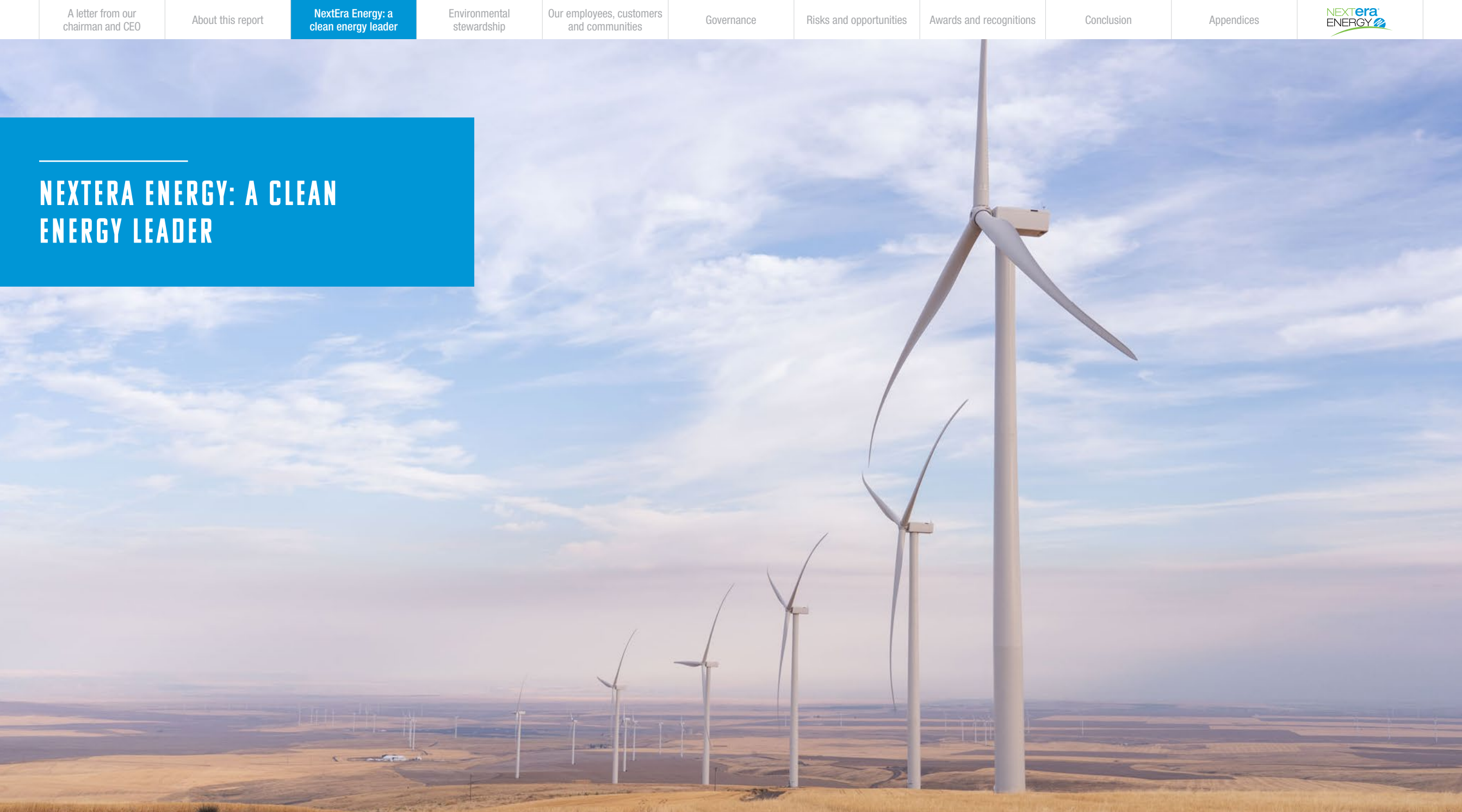
NextEra Energy reports sustainability disclosures through multiple resources, including this report, to provide stakeholders with an understanding of our approach to sustainability and our long-term strategy to provide clean, reliable and affordable energy solutions across North America. This report also documents our track record of delivering results for our customers and shareholders and our vision for a zero-carbon-emissions future.

This report includes Sustainability Accounting Standards Board (SASB) metrics under the Electric Utilities and Power Generators Standard in **Appendix A** and is aligned with the

Task Force on Climate-Related Financial Disclosures (TCFD) in **Appendix B**, which also includes mapping sections of the report to the four TCFD pillars.

We also report sustainability disclosures through the Edison Electric Institute (EEI) ESG/Sustainability template in **Appendix C** and the United Nations Sustainable Development Goals (SDGs) in **Appendix D**. Our report includes a Third-Party Emissions Statement in **Appendix E**. Additional metrics can be found on the Sustainability Resources page on our **Investor Relations** website.

# NEXTERA ENERGY: A CLEAN ENERGY LEADER



Wheatridge Renewable Energy Facility in Heppner, Ore.

# NEXTERA ENERGY: A CLEAN ENERGY LEADER



We are pioneering new technologies, continuing to operate our emissions-free nuclear facilities, decarbonizing our generation fleet in Florida, expanding our renewables leadership position and delivering clean energy solutions for customers.

Headquartered in Juno Beach, Florida, NextEra Energy is a Fortune 200 company shaping the future of energy through innovation and investments in clean energy throughout the U.S. and Canada.

We are the largest utility company in the world by market capitalization. In the U.S., we are the largest clean energy company and the third-largest energy company.

### Our companies

NextEra Energy owns both regulated and unregulated companies. Our two principal subsidiaries are Florida Power & Light Company (FPL) and NextEra Energy Resources.

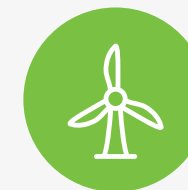
## COMPANY SNAPSHOT\*



**~15,300**  
employees



**49 STATES AND  
4 CANADIAN PROVINCES**  
with a presence, operations  
or development projects



**~59,500 MEGAWATTS (MW)**  
of net generating  
capacity



**~\$159 BILLION**  
in total assets



**~\$115 BILLION**  
of infrastructure capital  
deployed since 2013



**\$21 BILLION**  
in operating revenues



**~53% BELOW**  
the national average carbon  
dioxide (CO<sub>2</sub>)-emissions rate



**480%**  
outperformance on total shareholder  
return vs. S&P 500 utilities index



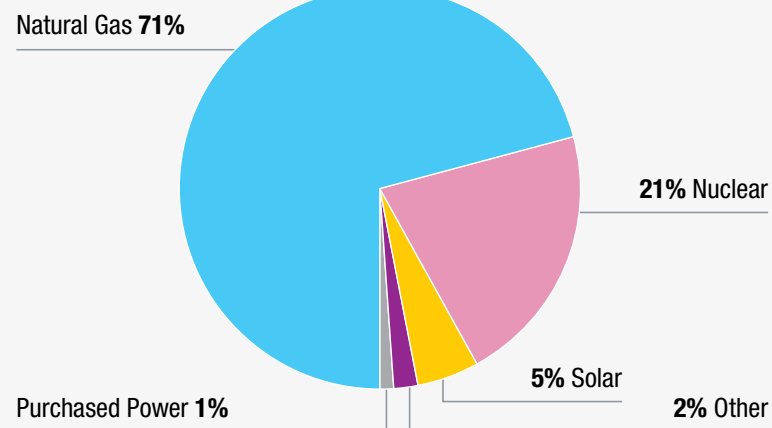
**86%**  
safety performance  
improvement since 2003

\*Data as of year-end 2022 unless otherwise noted.



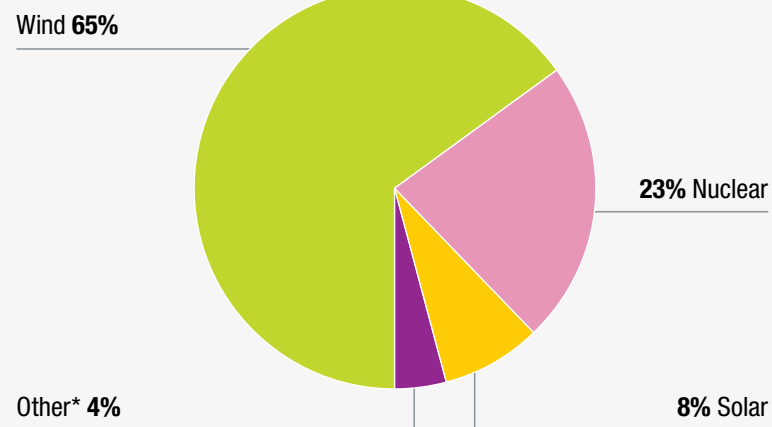
### FPL'S ENERGY MIX (MWh)

2022



### NEXTERA ENERGY RESOURCES' ENERGY MIX (MWh)

2022



\*Primarily natural gas



East-West Tie transmission line in Ontario, Canada.

FPL is the largest electric utility in the U.S. by retail megawatt-hour (MWh) sales and number of customers. In 2023, FPL was once again recognized as one of the most reliable utilities in the nation.

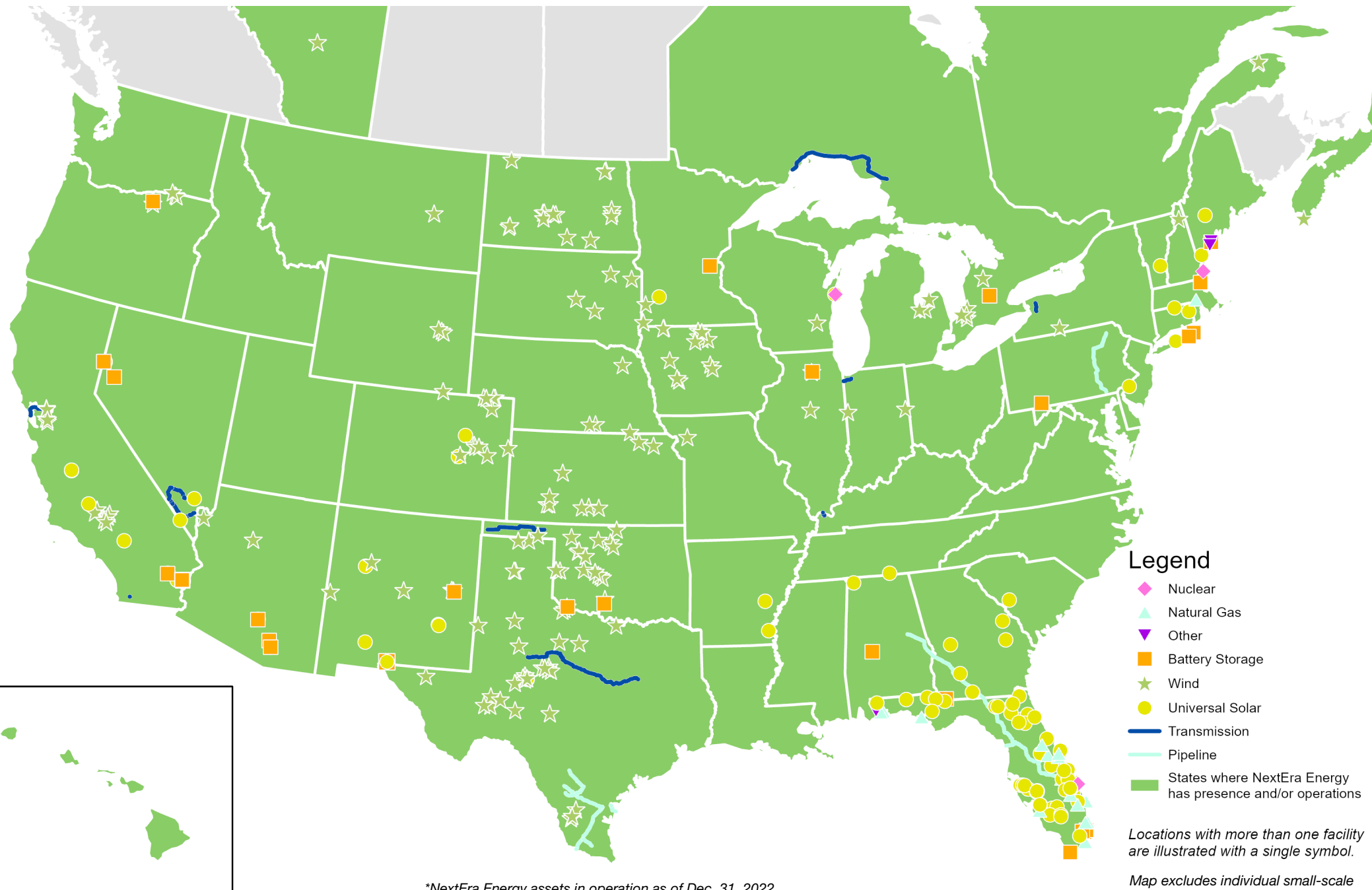
NextEra Energy Resources, which operates in 41 states and Canada as of year-end 2022, is the world leader in electricity

generated from the wind and sun\*\* and a world leader in battery storage. NextEra Energy Resources is helping states and companies across the U.S. meet renewable portfolio standards and CO<sub>2</sub>-emissions reduction goals.

\*\*produced on a net-generation basis.

## OUR PORTFOLIO\*

NextEra Energy's presence extends to 49 states and four Canadian provinces, and includes these assets in operation as of year-end 2022.



\*NextEra Energy assets in operation as of Dec. 31, 2022.



A tower at the Indiantown Cogeneration Plant in Florida is captured mid-collapse during its implosion.

### Our clean energy journey

We began our clean energy journey in the 1980s when we invested in our first solar and wind projects. Twenty years later, we made the strategic decision in Florida to move FPL away from foreign oil and replace it with highly efficient American natural gas and cost-effective solar.

Today, we continue to transform our company and our industry as we lead the nation’s clean energy transition. True to our culture of innovation and continuous improvement, we are pioneering new technologies, continuing to operate our emissions-free nuclear facilities, decarbonizing our generation fleet in Florida, expanding our renewables leadership position and delivering clean and affordable energy solutions for customers across the energy value chain. We plan to invest approximately \$85 billion to \$95 billion in American infrastructure through 2025.\*

\*As of June 2022 investor presentation.

Today, FPL’s generation fleet is one of the cleanest and most efficient in the country, saving Florida customers approximately \$15 billion in avoided fuel costs and eliminating more than 189 million tons of CO<sub>2</sub> emissions since 2001. Following the retirement of its last coal-fired generation plant at the end of 2020, FPL no longer operates coal-fired generation in Florida.

Looking ahead, FPL plans to significantly expand solar capacity in Florida, which currently makes up about 5% of its generation mix, by adding more solar generation, storage capacity and clean fuels. Each solar site that FPL brings online avoids CO<sub>2</sub> emissions equivalent to removing 14,000 gas-powered cars from Florida roads annually. FPL’s solar additions have already saved customers nearly \$700 million\*\* in fuel costs.

\*\*This is a cumulative figure from 2009 through year-end 2022.

## FPL operates no coal-fired generation in Florida.

### FPL’S COAL PHASE-OUT STRATEGY

#### Coal plant retirements by FPL in Florida:

- 2016  
**Cedar Bay**  
**250 MW**
- 2018  
**St. Johns River Power Park**  
**254 MW** (Units 1 and 2 ownership portion)  
**375 MW** (Units 1 and 2 bought purchased power agreement portion)
- 2020  
**Indiantown Cogeneration**  
**330 MW**  
**Plant Crist**  
**924 MW** (Units 4-7)

#### Coal plant retirements outside of Florida:

- 2022  
**Plant Scherer**  
**634 MW**  
(Unit 4 ownership share)
- 2024  
**Plant Daniel**  
**502 MW**  
(Units 1 and 2 ownership share scheduled to retire in January 2024)
- 2028  
**Plant Scherer**  
**215 MW**  
(Unit 3 ownership share scheduled to retire in 2028)

By leveraging its competitive advantages to capitalize on what we believe is the best renewables environment in our history, NextEra Energy Resources is uniquely positioned to lead the decarbonization of the U.S. economy and be the renewables partner of choice to support power, commercial and industrial customers.

As of Sept. 30, 2023, NextEra Energy Resources had approximately 34 gigawatts\*\*\* (GW) of clean energy in operation and expects to build approximately 33 GW to 42 GW of new wind, solar and battery storage projects by 2026.

\*\*\*Includes assets operated by NextEra Energy Resources and owned by NextEra Energy Partners; all other assets are included at ownership share.

## Our commitment to our Real Zero goal

We are accelerating our clean energy journey with the industry-leading goal we announced in 2022 called Real Zero. Real Zero means completely eliminating carbon emissions from our operations at no additional cost to our customers.

Our commitment to reaching our Real Zero goal by no later than 2045\* starts with decarbonizing our own operations. We have been working toward this goal for decades as an extension of our core values. The work we are doing will drive the decarbonization of the rest of the U.S. power sector — investor-owned utilities, municipalities and cooperatives — through continued investments and innovation in wind, solar, storage and emerging technologies, and operation of our nuclear fleet. We also plan to lead the decarbonization of the U.S. economy — by working to become the preferred partner in every industry for customers who share our vision of a sustainable, carbon-free future.

Our goal aims to deliver a carbon-free future, while keeping electric bills affordable, spurring job creation and economic growth, and further securing America's energy independence. We have set clear, interim emissions-reduction milestones to hold ourselves accountable and demonstrate measurable progress.

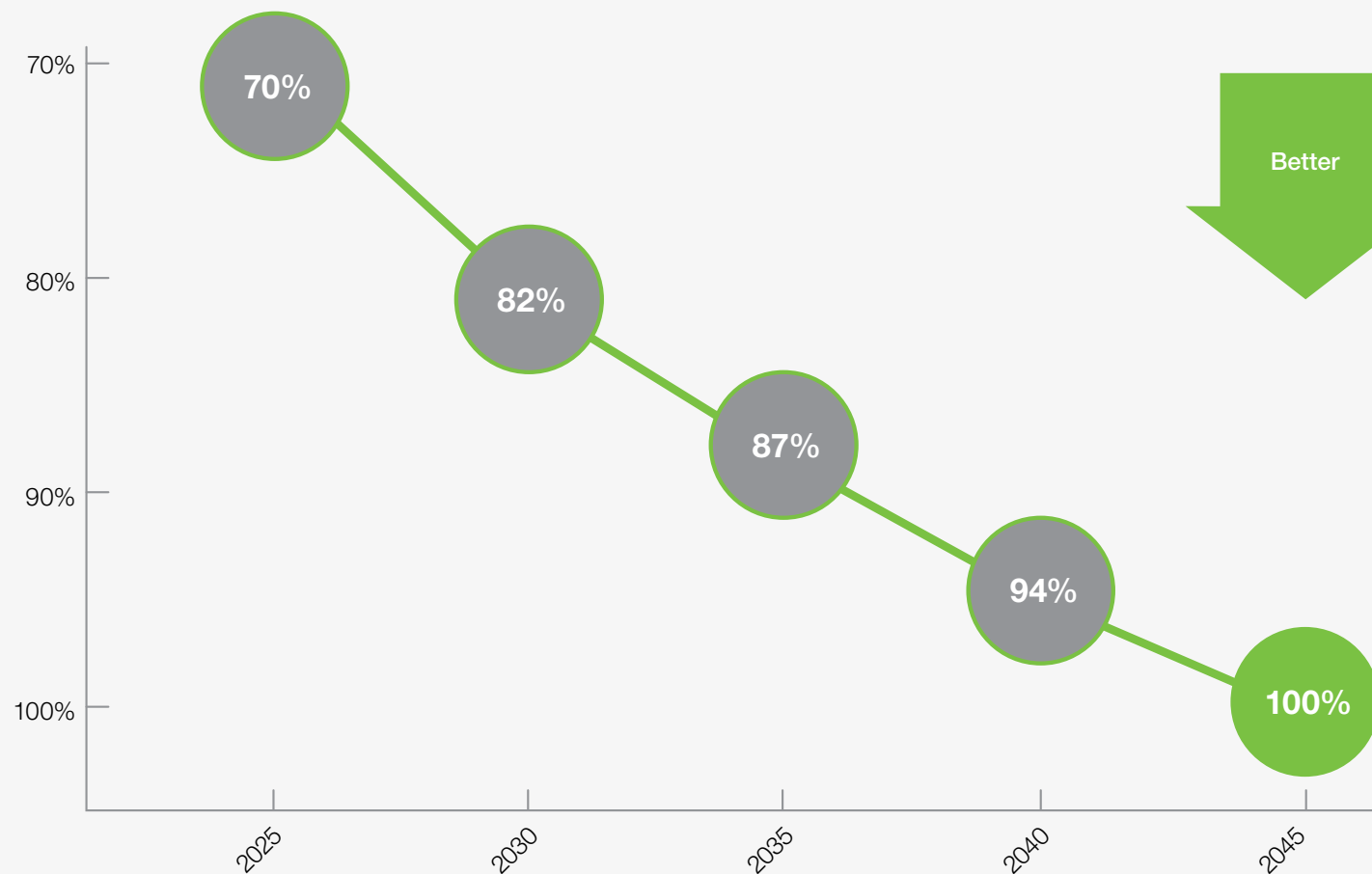
## Our emerging clean technologies

NextEra Energy believes that achieving zero-carbon emissions will require investment and participation in emerging technologies. Emerging technologies for decarbonization are those that can help reduce carbon emissions from various sectors of the economy, such as energy, transportation, industry and agriculture.

\*We are striving to achieve our Real Zero goal by no later than 2045 so long as there is no incremental cost to customers relative to alternatives, our efforts to do so are supported by cost-effective technology advancements and constructive government policies and incentives, and our investments are acceptable to our regulators.

**NextEra Energy aims to continuously reduce its CO<sub>2</sub>-emissions rate until reaching our Real Zero goal. We would hold ourselves accountable to reach short-, medium- and long-term targets and would be held to account with five-year targets, a first in our sector.**

## NEXTERA ENERGY'S REAL ZERO GOAL CO<sub>2</sub>-EMISSIONS RATE\*\*



\*\*The CO<sub>2</sub> emissions-reduction goal is based on owned generation and a 2005 baseline that is adjusted to account for acquisitions and divestitures during the goal period. Certain facilities within the NextEra Energy wind and solar generation portfolio produce renewable energy credits and other environmental attributes that are typically sold along with the energy from plants under long-term contracts or that may be sold separately from wind and solar generation not sold under long-term contracts. The purchasing party is solely entitled to the reporting rights and ownership of the environmental attributes. Visit Reports and Filings on the investor page of [NextEraEnergy.com](https://www.nexteraenergy.com) for more information.

An example of one of these emerging technologies can be seen in the Cavendish NextGen Hydrogen Hub, FPL's clean hydrogen pilot project. In late 2022, FPL broke ground on this project that will use solar energy from the neighboring Cavendish Solar Energy Center to power an electrolyzer, which splits water molecules into hydrogen and oxygen. The hydrogen will be compressed, stored and blended with natural gas. FPL expects the hub to successfully demonstrate hydrogen production and consumption by year-end 2023.

### Our transmission infrastructure investments

As we focus on leading the decarbonization of the U.S. economy, building additional transmission is essential to support long-term renewables deployment. Our subsidiary, NextEra Energy Transmission, the leading competitive electric transmission business in the U.S., is pursuing more than \$40 billion in transmission opportunities.

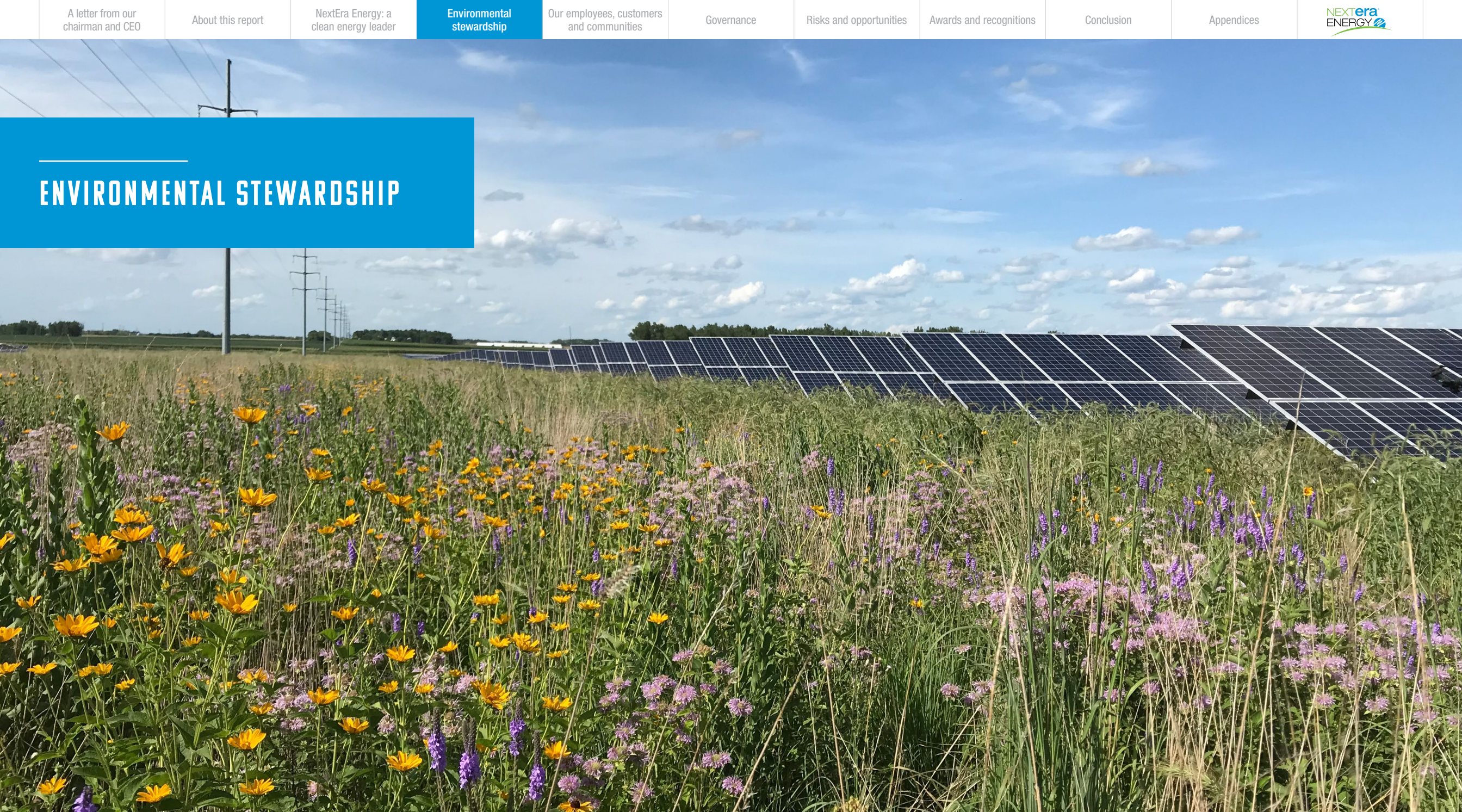
NextEra Energy Transmission commissioned the 20-mile, 345-kilovolt (kV) Empire State Transmission Line in 2022 to advance New York's clean energy goals. Also in 2022, NextEra Energy Transmission completed the East-West Tie, a 280-mile, 230-kV transmission line that runs from Wawa to Thunder Bay, Ontario, Canada.

In Florida, FPL continues to invest in transmission to better serve customers. In 2022, FPL put into service the North Florida Resiliency Connection, a 176-mile, 161-kV transmission line that connects FPL's Northwest Florida and Peninsular Florida systems, bringing improved reliability and maximizing the benefits of FPL's diverse fleet.



North Florida Resiliency Connection transmission line connects FPL's Northwest Florida customers to the larger energy grid that serves FPL customers throughout the rest of Florida.

# ENVIRONMENTAL STEWARDSHIP



Marshall Solar Energy Project in Marshall, Minn.

## ENVIRONMENTAL STEWARDSHIP



We believe our industry can best confront our changing environment by investing in cost-effective, clean power generation that produces zero or low emissions. ”

NextEra Energy has been an industry leader in conserving the environment for many decades, and we continue to demonstrate that commitment across our enterprise. Being good stewards of the environment begins with making the right choices. We invest in low- and zero-carbon-emissions generation and have an environmental policy committed to preventing pollution, minimizing waste and conserving natural resources and habitats where we operate. We also support environmental education, conservation and research through philanthropic giving, and we conserve and enhance biodiversity on land we manage. To ensure we are addressing all critical environmental issues, we proactively engage with communities and environmental and government stakeholders.

### Managing and mitigating environmental risk

To ensure safe and sustainable operations, we have team members dedicated to identifying, mitigating and managing environmental risks. The team includes experts in air, water, remediation, wildlife and habitat, oil and hazardous



Workers check automated water quality sensors as part of routine monitoring around FPL's Turkey Point Clean Energy Center in Homestead, Fla.

substances, archaeology and cultural resources, and environmental policy. Whether it is the modernization of an existing generation facility, a clean energy development project, a transmission or distribution infrastructure project or development of corporate facilities, our environmental services team is part of the entire life cycle of each project to ensure we identify, mitigate and manage any potential impacts to the environment.

We also work closely with a wide range of environmental organizations to ensure we develop and operate our projects responsibly. Our commitment to environmental stewardship

goes beyond compliance. We employ a multifaceted, proactive approach to managing environmental conservation and stewardship and strive to achieve our goal of zero significant environmental events every year. As part of our commitment to the environment, we comply with federal, state and local environmental laws, regulations and permits that govern NextEra Energy's and our industry's operations. Each business unit has developed processes and procedures to manage these requirements and looks for opportunities to exceed these requirements as part of the company's commitment to excellence and continuous improvement.

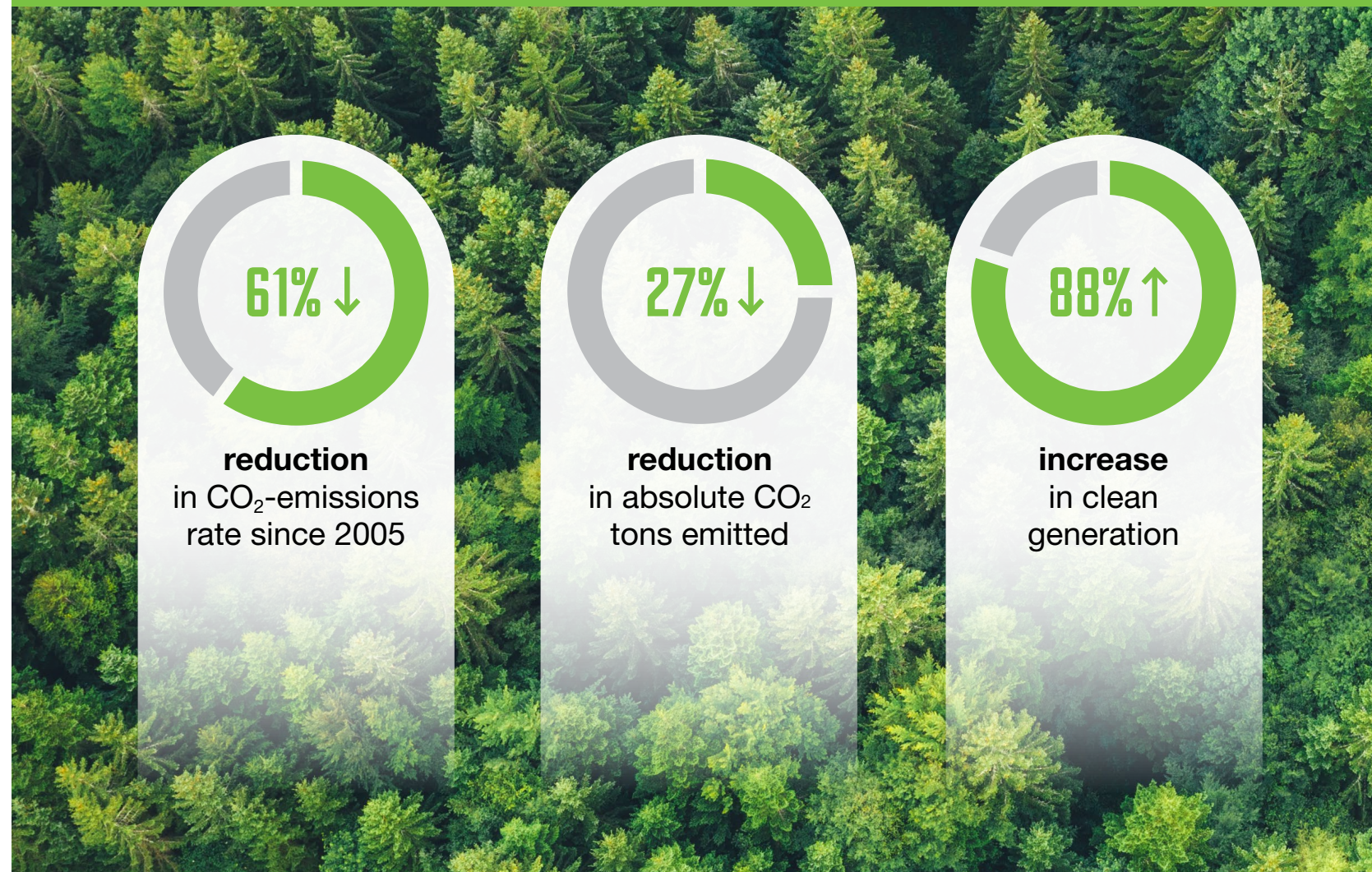
The internal corporate environmental governance program conducts quarterly business unit reviews. Business unit representatives rank and review environmental risks and risk mitigation countermeasures, report on their performance against business-unit specific environmental metrics and discuss upcoming and pending regulation changes and requirements.

Environmental risks are reviewed and communicated through a comprehensive due diligence process during the development, construction and operating life of each facility. During a project's development, multiple internal risk-vetting sessions occur at progressively higher levels of management and review sessions are held with senior executives. These sessions include environmental representation to ensure environmental risks are being identified and managed.

Our highly skilled teams perform environmental inspections and audits of our construction sites and operational facilities to verify compliance with environmental laws, regulations and permits. These programs provide a conduit for identifying and communicating best practices, risks and improvement opportunities among sites. During a project's construction and commissioning, teams perform environmental construction compliance inspections to ensure that all applicable environmental conditions are met.

To ensure environmental compliance during operations, facilities are audited periodically throughout their operating life to verify the facility is complying with applicable environmental requirements and company environmental policy. Additionally, we have a program to review and approve our waste disposal and recycling vendors that are responsible for accepting our waste streams.

## NEXTERA ENERGY'S IMPROVEMENTS IN CO<sub>2</sub> EMISSIONS FROM 2005 TO 2022\*



\*The CO<sub>2</sub> emissions are based on owned generation. The emissions rate is based on a 2005 baseline that is adjusted to account for acquisitions and divestitures during the time period. Certain facilities within the NextEra Energy wind and solar generation portfolio produce renewable energy credits and other environmental attributes that are typically sold along with the energy from plants under long-term contracts or that may be sold separately from wind and solar generation not sold under long-term contracts. The purchasing party is solely entitled to the reporting rights and ownership of the environmental attributes. Visit Reports and Filings on the investor page of [NextEraEnergy.com](https://www.nexteraenergy.com) for more information.



### Reducing our carbon emissions

We believe our industry can best confront our changing environment by investing in cost-effective, clean power generation that produces zero or low emissions. We believe that investing in low-cost clean energy means preserving our clean air today and for generations to come. This approach has been part of the strategy across all our businesses for decades and is a key element of our Real Zero goal.

For more than 20 years, we have transformed our energy production from using coal and oil to high-efficiency natural gas turbines and continue to expand our fleet of renewable generation consisting of wind and solar. We have continued to operate our emissions-free nuclear generation. Our portfolio has one of the lowest-emissions profiles of any utility in North America.

Our 2022 scope 1, scope 2 and partial scope 3 emissions inventory received independent third-party verification. The verification activities were conducted in alignment with the principles of ISO 14064-3:2006(E) Specifications with Guidance for the Validation and Verification of Greenhouse Gas Assertions.

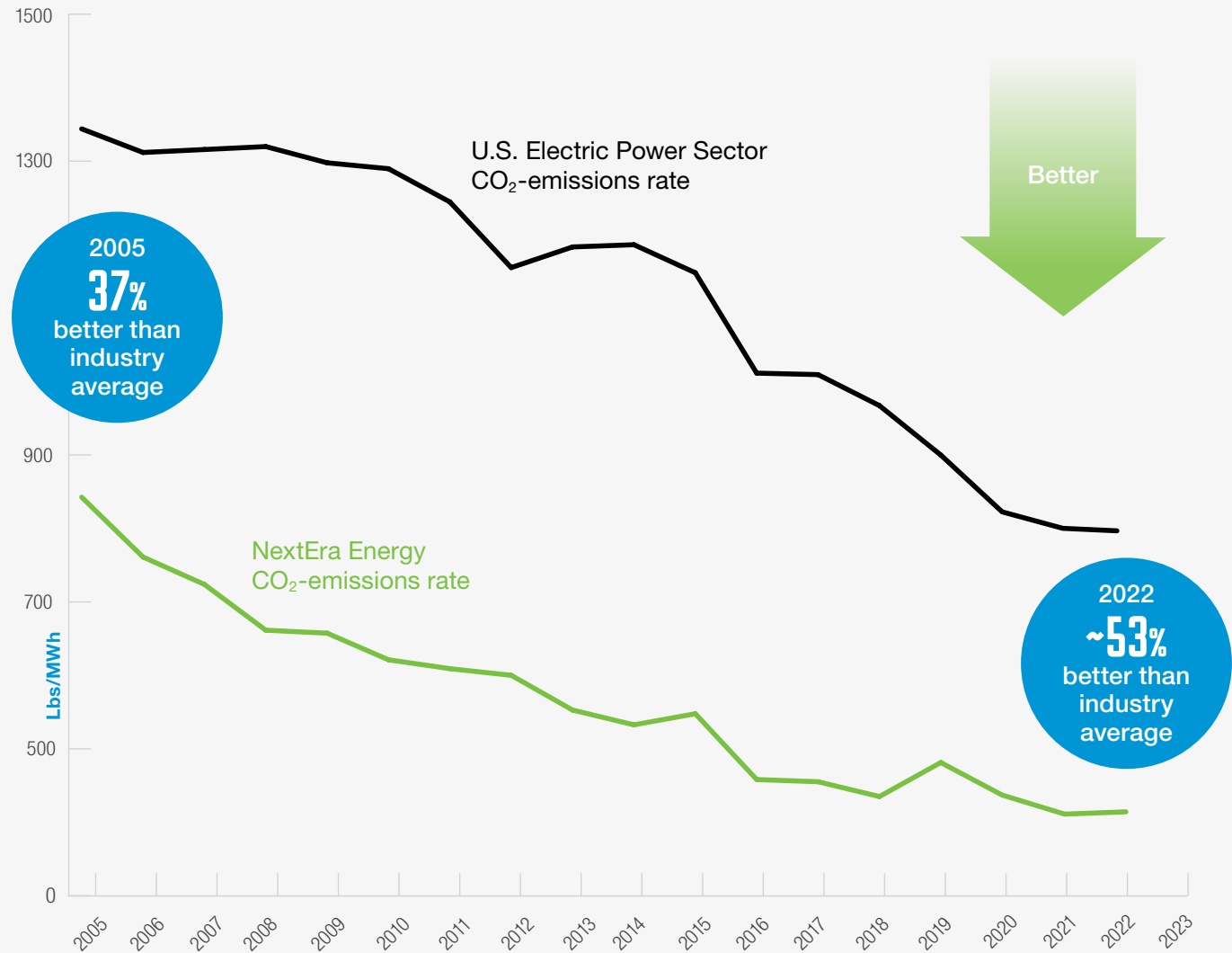
Our verified scope 1, 2 and 3 emissions data and additional information can be found in **Appendix E** (Emissions data and third-party emissions assurance statement) of this report. Also see **About this report** and **NextEra Energy: a clean energy leader** in this report.

### Conserving water

Water is a vital natural resource. We invest in both water-free power generation from wind and photovoltaic (PV) solar, and in more efficient generation at our facilities that use steam turbines. To ensure sustainable access to water, we are active stewards of sourcing, using and managing this critical resource in the communities in which we operate.

## OUR CO<sub>2</sub>-EMISSIONS RATE IS SIGNIFICANTLY BETTER THAN THE INDUSTRY AVERAGE DUE TO OUR CLEAN ENERGY INVESTMENTS AND ACTIONS

Others in our sector are today reaching carbon-emissions-reduction levels we achieved more than 15 years ago.



We embed water conservation management strategies into our business planning and operational practices to lower costs and mitigate risks posed by water availability. We reduce consumption through efficiency, technology and operational improvements. Our investments in water-free wind and PV solar energy, which currently comprise more than a third of our company's generating capacity, avoided the use of more than 21 billion gallons of water in 2022. Only one of 25 of our generation facilities that use water is located in a region of high- or extremely high-water stress in the U.S.

We continue to find innovative ways at our generation facilities to use the lowest-quality water sources, including reclaimed water when feasible and available in quantities needed, which reduce impacts to higher-quality sources like groundwater. At FPL's Sanford Power Plant, we are transitioning from using groundwater to surface water, which assists the St. Johns River Water Management District in protecting the Volusia Blue Spring.

Additionally, at FPL's Okeechobee Clean Energy Center, we are deepening a groundwater well to use lesser quality water from the Avon Park Production Zone, instead of sourcing water from the Upper Floridan Aquifer. We also use reclaimed water from the Emerald Coast Utilities Authority at FPL's Gulf Clean Energy Center and have been doing so for nearly a decade.

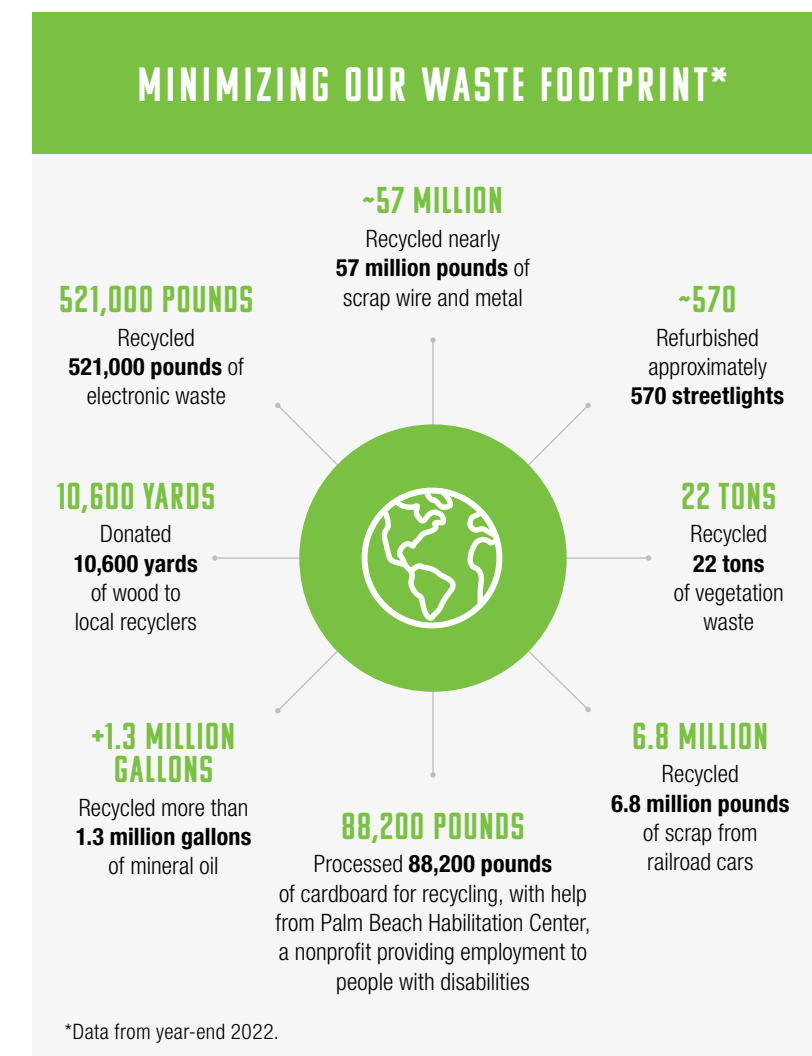
In 2022, FPL broke ground on an advanced reclaimed water project in partnership with Miami-Dade County that will reuse treated wastewater from the county at FPL's Turkey Point Clean Energy Center. The state-of-the-art FPL Miami-Dade Clean Water Recovery Center (CWRC) will further treat and reuse up to 15 million gallons per day of reclaimed water from the South District Wastewater Treatment Plant. As one of the largest reclaimed water projects in Florida, the facility will allow FPL to use 100% of that reclaimed water to cool a natural gas combined-cycle plant at Turkey Point.

The project represents a win-win-win for FPL customers, Miami-Dade County and the state of Florida. The CWRC will increase resiliency at the Turkey Point Clean Energy Center, provide a cost-effective way to reuse and recycle treated wastewater that would otherwise be discarded and conserve Floridan Aquifer groundwater at the Turkey Point site. The CWRC also will help Miami-Dade County meet regulations of the Ocean Outfall Act, which set a state requirement for the county to reuse 60% of its wastewater.

### Reducing waste

We believe one of the best ways to deliver environmental value is to reduce the amount of waste we generate in the first place. At the same time, we look for opportunities to reuse and recycle materials to minimize the waste that we send to local landfills. We have implemented several company practices to reduce waste that go beyond regulatory requirements, including increasing awareness among employees. Our environmental training program at waste generating facilities not only provides required training, but also encourages employees to identify innovative ways to minimize waste and reuse materials.

NextEra Energy also reduces waste and streamlines costs through a combined centralized location for waste management. The Regulated Materials Facility (RMF) serves as a fleet accumulation site of hazardous and universal waste. This simplifies the management of these waste streams, which provides consistency in how hazardous waste is managed and compliance is achieved. The RMF also reduces costs and liability to the company. Across the company, our renewable fleet continues to make significant strides in recycling. At our Cotton Creek Solar Energy Center in Northwest Florida, we recycled wooden pallets into garden mulch. We also have expanded our recycling vendor partnerships to increase our recycling capabilities at all of our solar facilities.



In addition, we collaborate with wind vendors for recycling as we decommission, upgrade or repower wind sites. This was recently demonstrated when GE Renewable Energy, a vendor we use for repowering projects, announced that it entered long-term contracts to recycle blades removed from its U.S.-based turbines during upgrades or repowering. The recycled blades are used as a raw material for cement.

## Used nuclear fuel

We comply with all federal and state regulations to ensure our used nuclear fuel is stored safely. Used nuclear fuel, also referred to as spent fuel rods, is a byproduct of power generation at every nuclear power plant in the world, including NextEra Energy's four nuclear power plants. Spent uranium fuel rods comprise the majority of high-level waste, while the remainder is low-level waste, generally considered to be any material that enters the containment area, including contaminated protective shoe covers and clothing, wiping rags, mops, filters, reactor water treatment residues, equipment and tools.

Currently, spent fuel is safely contained in spent fuel pools at nuclear power plant sites and then transferred to on-site dry storage systems – safe, secure and well-proven technology that has been used for more than 20 years in the U.S. Dry storage facilities are heavily secured through a variety of proven measures, including high-tech security and surveillance systems, radiation monitoring, regular security patrols, as well as multiple levels of physical barriers. Dry storage has proven to be both secure and environmentally sound. The facilities are specifically designed and tested to provide protection from extreme natural events, such as high winds and flooding associated with hurricanes, storm surges, heavy rain events, tornadoes, fires and earthquakes.

Low-level radioactive waste can be safely removed and disposed of off-site at approved facilities within the U.S.

## Preserving and supporting habitats and wildlife

Environmental stewardship includes habitat and wildlife preservation. Before we build any operating facility, we study the local ecosystem to better understand what it takes to be a partner in its preservation and to be a good neighbor to all the species that live there. We carefully consider the presence of any threatened or endangered species, as well as established



Employee Mike Lloret releases American crocodile hatchlings in habitat surrounding FPL's Turkey Point Clean Energy Center in Homestead, Fla.

critical habitat, wetlands or other ecologically important areas. We seek to avoid, minimize and mitigate the impact of our development before we begin a project and, once a project is operating, we continue to monitor potential impacts to biodiversity. The land-based wind energy guidelines, avian protection plan guidelines and manatee protection plans are a few of the many policies and programs aimed at protecting threatened and endangered species that we follow across our

operations. In addition to following all federal and state regulations, we make important contributions to scientific research to support numerous vulnerable species and habitats and to better understand how to reduce impacts. From sea turtles to crocodiles to gopher tortoises and burrowing owls, we have created or participate in programs across the country that support many different species. Several examples of our wildlife and habitat restoration projects follow.



Blue Cypress Solar Energy Center in Vero Beach, Fla.

### Solar stewardship

At our Florida solar energy centers, we work with Audubon Florida, plus additional local organizations, regulatory agencies, municipalities, academic institutions and community groups to address local or regional environmental objectives. Stewardship objectives focus on four guiding pillars: conservation, wildlife, land management, and research and education.

We use a variety of methodologies, including but not limited to preserving and restoring wetlands and sensitive habitats; increasing biodiversity through the use of appropriate native plant species; incorporating pollinator species into existing ground cover; integrating approaches to minimize the prevalence of invasive species; using wildlife-friendly fencing

to facilitate safe travel to and from other habitats; and installing artificial perches, nest boxes and platforms.

For example, to promote wildlife access and utilization, sites within panther habitat include wildlife-friendly fencing. This special fencing is designed so that both panther prey species and panthers themselves can pass through or over the fence. At our FPL Hammock Solar Energy Center, which has been operating since 2018, we conducted a study with 20 cameras placed along the 4-foot and 6-foot farm field perimeter fences and throughout the site to ensure that wildlife could access and use the site successfully. FPL initiated another camera study at the Sawgrass Solar Energy Center in March 2022 to continue studying wildlife use at solar sites.

At the conclusion of this year-long study, FPL captured more than 5,000 photos of various wildlife at the solar site, including 15 panthers. Documentation of panthers and other wildlife on this solar site shows that a diverse array of species can and do utilize solar energy center land. In 2021, FPL standardized the use of wildlife-friendly fencing at all future solar sites in Florida to further allow for wildlife use. Outside of Florida, we follow a similar process.

NextEra Energy Resources evaluates opportunities to implement additional voluntary stewardship actions on a project-by-project basis. Voluntary stewardship supplements the development process and takes further steps to preserve and enhance existing natural resources. These additional actions can work to address local stakeholder concerns, build upon required regulatory actions and address stewardship goals, such as promoting species conservation. NextEra Energy Resources also developed a cost-effective, pollinator-friendly seed mix to use at solar energy projects. This carefully and deliberately developed seed mix is beneficial for pollinators and compatible with the operation and maintenance needs of solar projects. This seed mix was built upon established concepts, published research and professional recommendations to support pollinator species, while also supporting clean and reliable renewable energy.

### Monarch butterfly and pollinators

To further demonstrate our commitment to pollinators and their habitats, FPL is one of the first electric utilities to have enrolled in the voluntary Monarch Candidate Conservation Agreement with Assurances. By enrolling, FPL has committed to implement measures to create conservation benefits for the monarch butterfly. These measures can also benefit other pollinators. In addition to direct habitat conservation measures, it is also important to contribute to our scientific understanding of pollinator preservation.

NextEra Energy has partnered with the University of Illinois Chicago's Energy Resources Center in a research study to answer key questions at the intersection of insect pollinator conservation and solar power.

The study, entitled "Evaluation of Economic, Ecological, and Performance Impacts of Co-Located Pollinator Plantings at Large-Scale Solar Installations," will examine the economic, ecological and performance impacts of pollinator habitats co-located at five large-scale solar PV facilities in the Midwest and Mid-Atlantic regions, one of which is a subsidiary of NextEra Energy.

### Wildlife and habitat research

NextEra Energy has a long history of environmental stewardship, supporting wildlife and habitat research in Florida and across the country. From turtles to owls and panthers, donations through our foundation support conservation and research for numerous species nationwide.

For example, in 2022, the NextEra Energy Foundation began a multi-year gift to support the Bats for the Future Fund (BFF) managed by the National Fish and Wildlife Foundation. Since 2017, BFF has awarded grants to projects that develop and deploy field treatments, management tools and conservation strategies for bat populations that are currently impacted or are likely to be impacted by white-nose syndrome. NextEra Energy Resources also participates in the Renewable Energy Wildlife Research Fund (REWRF) that works to solve renewable energy, wildlife and related natural resource challenges through sound science and collaboration. The REWRF is currently funding innovative research projects related to bats, eagles and grouse, and has expanded into solar research topics to better understand the potential impacts on species and habitat. REWRF is exploring potential benefits to ecosystem services that solar energy can provide,



Manatees feed on romaine lettuce at FPL's Cape Canaveral Clean Energy Center in Cocoa, Fla., where an unusual mortality event response station was set up in partnership with state and federal agencies.

such as pollination, soil preservation and water quality. All research is conducted by independent third parties and is peer reviewed and publicly released.

### Manatees

For decades, FPL has worked closely with state and federal agencies to ensure manatees are protected. FPL opened Manatee Lagoon – An Eco-Discovery Center to help educate the public and inspire communities to protect Florida's environment and wildlife for future generations. In 2022, the U.S. Fish and Wildlife Service (USFWS) and the Florida Fish

and Wildlife Conservation Commission (FWC) created a temporary field response station for the second year at FPL's Cape Canaveral Clean Energy Center to respond to the Unusual Mortality Event (UME) in Florida and help prevent further deaths through rescue and rehabilitation. The energy center, located in the northern Indian River Lagoon, is a critical location, where manatees congregate as they migrate south during the winter. We worked with FWC to assist in the effort and pledged to contribute more than \$700,000 over three years to help with manatee rescue and rehabilitation, education and habitat restoration.



Employees Bret Abrams, left, and Daniel Sinclair assist with an osprey nest in Naples, Fla., following Hurricane Ian. Photo courtesy of Rose Huey.

Starvation from a lack of seagrass, a primary food source, in the Indian River Lagoon caused the manatee UME, researchers determined. Supporting research to restore and recover seagrass can positively benefit the health of Florida manatees. With this knowledge, the NextEra Energy Foundation provided additional grants to the Fish and Wildlife Foundation of Florida to support seagrass research.

In collaboration with the USFWS and FWC, FPL hosted the Warm Water Habitat Action Plan workshop in spring 2023. This workshop brought stakeholders together to discuss the long-term strategy for manatee use of warm water habitats at power plants. FPL is committed to working with wildlife agencies and stakeholders to ensure the health and longevity of manatees across Florida. Our commitment to supporting manatees was recognized this year when we received the USFWS Southeast Regional Director's Honor Award.

### American crocodiles

In the late 1970s, the American crocodile was on the brink of extinction in the U.S. due to habitat loss. Now, the species has made a dramatic comeback in the habitat surrounding FPL's Turkey Point Clean Energy Center. In the 1980s, FPL initiated a crocodile management program at the nuclear plant, which has a 5,900-acre, man-made cooling canal system and surrounding land that offer ideal nesting conditions for the American crocodile.

Our crocodile management program includes preserving these nesting areas, completing population surveys, conducting capture and spatial distribution surveys, and regulating plant activity at night and during nesting season. In 2022, FPL biologists documented the highest number of successful nests in the history of the crocodile program at Turkey Point with 33 nests. The biologists captured, tagged and released 512 hatchlings, which is the third most hatchlings in program history behind 565 in 2021 and 548 in 2009.

### Avian protection programs

We have implemented innovative programs to support bird species. When siting projects, we are dedicated to avoiding and minimizing impacts to both terrestrial and avian species and their habitat. In addition to our siting practices, Golden Hills Wind in Livermore, California, has been conducting a

pilot project using IdentiFlight®, a developing automated technology, to detect, identify and protect eagles at wind farms by using high-performance optical systems paired with machine vision software, to minimize effects to golden eagles at the site. The pilot project, at the three-year mark, is demonstrating very promising results.

In addition to our project-specific work, we have funded several research projects related to eagle population assessments and eagle conservation. NextEra Energy Resources continues to minimize our interactions with bald and golden eagles through our siting practices, adaptive management, research and conservation.

Meanwhile, over the past 15 years, FPL has invested more than \$150 million to construct and retrofit more than 170,000 electric distribution poles to make them more bird-friendly, reducing avian risk and improving service reliability to our customers.

To identify and proactively address high-risk distribution structures, FPL created the energy industry's first avian risk-assessment model. In 2022, FPL updated the model to integrate our Northwest Florida territory into the avian protection program and to enhance avian assessment and protection processes for eagles and wood storks.

FPL also maintains a scrub management plan to provide guidance on vegetation management in scrub jay habitat. We manage this habitat through specialized mowing in 10 selected transmission line easements that traverse portions of Volusia, Brevard, Indian River, St. Lucie and Palm Beach counties. In addition to the Florida scrub jay, scrub habitat can be home to many protected species, including gopher tortoises and eastern indigo snakes.

# OUR EMPLOYEES, CUSTOMERS AND COMMUNITIES



Employee Charles Mathis has been working for FPL for 51 years, responding to power outages and hurricanes in Volusia County and all around Florida.

## OUR EMPLOYEES, CUSTOMERS AND COMMUNITIES



Attracting and retaining a diverse, highly skilled and multi-generational workforce helps us deliver on our commitments to excellence, innovation and continuous improvement.

At NextEra Energy, we believe we have the best team in the industry. We value our people and want them to thrive. That is why we have created a diverse and inclusive work environment where employees can be proud of where they work and what they do. We have three corporate values that have helped us build our people-centric culture and they are embedded in everything we do:

- » **We are committed to excellence.**
- » **We do the right thing.**
- » **We treat people with respect.**

These values are upheld in our Code of Business Conduct and Ethics, our Code of Ethics for Senior Executive and Financial Officers, and our Supplier Code of Conduct and Ethics. All non-bargaining employees are required to review our Code of Business Conduct and Ethics and certify compliance via a required annual code of conduct training session.



Employee Gavin Hunt walks among the solar panels at the Cavendish Solar Energy Center in Okeechobee, Fla.

We encourage employees to speak up if they believe our Code of Business Conduct and Ethics or any laws have been violated. We expect all employees, contractors and suppliers to uphold the utmost levels of personal and professional ethics and integrity, along with adhering to relevant laws, regulations and enterprise policies.

### Prioritizing safety

There is nothing more important than the safety of our employees and customers. Safety is a hallmark of our culture and a reflection of our focus on execution. We believe that every injury or near-miss event at work, at home or at play is

preventable. We believe zero injuries is the only acceptable goal and we have made safety a part of every employee's annual goals. NextEra Energy has recorded an 86% improvement in safety performance between 2003 and year-end 2022. Our safety performance ranks in the top decile for our industry, highlighting our steadfast commitment to safety.

To ensure we maintain a safe working environment, we leverage safety committees, as well as an Executive Safety Council that reviews and addresses our work-related injury risks. Numerous NextEra Energy locations participate in the Voluntary Protection Program (VPP) of the Occupational Safety



and Health Administration (OSHA). Currently, 28 of our work locations have received an inspection from OSHA and recognition as a VPP Star Site. We also are committed to using suppliers with a demonstrated commitment to safety.

In general, suppliers who have 30 or more cumulative person-days on company premises within 12 months must comply with the requirements of NextEra Energy's Supplier Safe and Secure Workplace Policy.

The safety of FPL customers is equally important. We provide resources and continue to leverage our Safety 6 program to educate the public on how to prevent safety incidents near power lines. We encourage anyone working outdoors to follow these rules:

1. Work at a safe distance.
2. Stay calm, stay away.
3. Don't mix ladders and lines.
4. Call 811 before you dig.
5. Look up and live.
6. Respect that downed lines can be deadly.

#### Attracting and retaining diverse talent

As a leading clean energy company, we attract people from all over the world with a diverse set of skills and experiences. We have a diversity and inclusion strategy that focuses on a diverse and inclusive team that drives a culture valuing respect, inclusion and engagement by attracting, hiring, developing and retaining top talent. Attracting and retaining a diverse, highly skilled and multi-generational workforce helps us deliver on our commitments to excellence, innovation and continuous improvement. We seek out skilled talent across many specializations, from engineering, finance, legal and technology professionals to cyber security experts, biologists, chemists, operating personnel and countless others. We rely on our employees to bring forth innovative ideas, challenge the status quo and help transform our industry.

We are an organization whose strategic priorities begin with innovation. Every day, we encourage employees to think differently to find innovative ideas, thoughts and solutions to problems. In 2023, we hosted our seventh annual innovation summit, where 22 employees were recognized for their contributions in securing eight patents. One employee innovation showed using drones to assess lines for equipment failure could increase efficiency by 42%.



NextEra Energy employees were honored in 2023 for their role in securing patents.

Today, FPLAir, FPL's first fixed-wing drone, is changing the way FPL does business by using drones to improve reliability, productivity and safety.

Our talent acquisition team plays an important role in attracting innovative candidates to join NextEra Energy. In 2022, we partnered with more than 125 colleges, universities, military bases and other organizations to identify talent for the future success of the company. We worked with key organizations, such as Women in Technology International, the National Black MBA Association, the American Indian Science and Engineering Society, Society of Hispanic Professional Engineers, MBA Vets and several other professional recruiting organizations, as well as historically Black colleges and universities and Hispanic-serving institutions, to identify candidates for our summer intern program and early-career rotational programs.

In 2023, our NEXT summer intern program welcomed its largest class ever, with more than 280 college interns from more than 60 colleges and universities. We also welcomed 34 MBA interns from 11 of the top business schools across the nation. During their 12-week program, these aspiring energy professionals played a role in developing innovative ideas and projects to help shape the company's future. The 2022 NEXT summer intern program included more than 150 interns. For more than a decade, we have been very successful in transitioning our interns into full-time employees to help accelerate our hiring pipeline.

We have a robust talent management process that includes an annual performance review with two check-ins throughout the year and an employee development and goal-setting plan that focuses equally on employee and leader feedback to develop skills, identify opportunities and enable further advancement within the organization.



The 2023 NEXT summer intern program welcomed its largest class ever, with more than 280 college interns from more than 60 colleges and universities.

At NextEra Energy, we are committed to cultivating strong leaders with a focus on continuous development. As part of that commitment, we currently offer 10 leadership programs and are developing two additional ones. We also work with Leading Women Executives, a program that has become a key tool in helping NextEra Energy build a foundation of female leaders throughout the company. In addition, we host talent meetings across business units to identify, assess and position employees to further develop skills needed to become future leaders.

Having engaged employees helps drive our success. We conduct employee engagement surveys every two years to identify ways to improve our business and increase employee engagement.

In 2022, 90% of NextEra Energy employees, excluding FPL bargaining employees, completed the survey, matching both the 2018 and 2020 participation rate. Our overall engagement score for 2022 was 62%, down from 72% in 2020. Employees ranked their immediate supervisor, safety, performance, as well as diversity and inclusion among their most positive work experiences. We believe, based on



Employees Meredith Rollo, left, Shanelle Wilson, center, and Amy Kemp are members of the Women in Energy employee resource group (ERG).

employee feedback, that the drop was a result of COVID-19 pandemic work conditions and that engagement levels have increased since the last survey. We listened to employee concerns and made improvements to our benefit offerings.

We have set a corporate engagement goal for leaders to proactively improve the employee work experience by making engagement a business priority. Our next employee engagement survey is in 2024.

At NextEra Energy, our employees share their distinctive abilities and attributes with our team, and we reciprocate by providing a holistic, total rewards package that provides benefit programs and resources to support their total well-being – physically, emotionally and financially – and that of their loved ones. On-site fitness centers and medical services, paid parental leave, family benefits, mental health services, financial well-being programs, career development programs, paid time off, and tuition assistance and student loan repayment for higher education are all examples of our comprehensive and inclusive benefits program.

We also offer more than 1,500 courses through NextEra University, an internal continuous education platform available to all employees, which includes training related to leadership, technical and commercial skills, continuous improvement and project management. In 2022, our employees completed nearly 1 million hours of continuing education.

### Promoting diversity and inclusion

When talented employees from varied backgrounds are engaged and contributing to our business success, we all benefit. The diversity of thought and experience offered by an employee base that reflects the communities we serve gives us a competitive advantage – internationally, nationally and directly within the communities in which we live, work and raise our families.



From left, Michelle Landery, senior director engagement, diversity and inclusion; Manny Miranda, executive vice president, FPL power delivery; Mark Hickson, NextEra Energy executive vice president, corporate development and strategy; and Pam Rauch, vice president, external affairs and economic development, share their perspectives during the company's annual Diversity and Inclusion Summit in Juno Beach, Fla.

## 2022 NEXTERA ENERGY WORKFORCE AND MANAGEMENT DEMOGRAPHICS

Women and minorities in the workforce		Women and minorities in management	
Women	25%	Women	27%
Minorities	41%	Minorities	29%
Interns, women	43%		
Interns, minorities	55%		

Ethnic diversity in the workforce		Ethnic diversity in management	
White	59%	White	71%
Hispanic/Latino	23%	Hispanic/Latino	14%
Black or African American	11%	Asian	8%
Asian	5%	Black or African American	5%
All other minorities*	2%	All other minorities*	2%

Categories	Hire Total	Hire Rate %	Promotion Totals	Promotion Rate %
Women	795/2,741	29.0	1,103/4,119	26.8
Minorities	1,281/2,741	46.7	1,731/4,119	42.0
Whites	1,460/2,741	53.3	2,388/4,119	57.9
Blacks	327/2,741	11.9	443/4,119	10.8
Asians	183/2,741	6.7	197/4,119	4.8
Hispanics	675/2,741	24.6	989/4,119	24.0
All other minorities*	96/2,741	3.5	102/4,119	2.5

\*All other minorities include: Native Hawaiian or Other Pacific Islander, two or more races, and Native American or Alaskan Native.



Employee Vijay Kelwadkar, a member of Asian Professionals in Energy Exchange, played traditional Indian music on sitar during a cultural showcase in Juno Beach, Fla.

NextEra Energy is committed to maintaining an inclusive work environment that is free from discrimination and harassment on the basis of race, color, age, sex, gender, pregnancy (including lactation, childbirth or related medical conditions), national origin or ancestry, religion, marital status, sexual orientation, gender identity, gender expression, genetic information, citizenship status, physical or mental disability, protected veteran status or any other characteristic protected by applicable federal, state or local law.

Our Executive Diversity & Inclusion (D&I) Council advises and drives our corporate D&I strategy and partners with business units. We also have a Corporate D&I Council. Its members are business unit champions, who help drive their respective unit's D&I strategies. The Corporate D&I Council shares best practices, sponsors our annual D&I Summit and advises and mentors our ERGs.

For the last 11 years, the annual D&I summit has been hosted as a key component of our D&I strategy and continues to serve as an annual opportunity to focus on topics that promote the diversity of our workforce and foster a culture of inclusion.

As a company of innovators with diverse backgrounds, ideas, capabilities and experiences, our teammates reflect the diverse communities we serve and help us better serve our customers in Florida and across the country. Our diversity and inclusion strategy is to continue to build a diverse and inclusive team and drive a culture that values respect, inclusion and engagement by attracting, hiring, developing and retaining top talent.

Our board of directors reviews our D&I and talent management strategy annually. The board focuses on our talent pipeline, including our internship program. Our board members also speak to ERGs and other employee forums.

## Employee resource groups

Our 14 ERGs are at the heart of our D&I and engagement efforts. These voluntary, employee-led groups are made up of employees and allies who partner together to develop personal and professional skills, drive cultural competency and demonstrate advocacy. ERGs are organized around gender, generations, ethnicity, veteran status, disability status, sexual orientation, professional interests and faith. Our ERGs include:

- » African American Professional Employee Group
- » Alliance for People with Disabilities
- » Asian Professionals in Energy Exchange
- » Hispanic Organization of Latinx Americans
- » NextEra Energy High Voltage Voices Toastmasters Club
- » NextEra Engineering Network
- » NextEra Heritage
- » NextEra Interfaith Alliance
- » NextEra of Pride & Allies
- » North American Young Generation in Nuclear
- » Veterans at NextEra Energy
- » Women in Energy
- » Women in Nuclear
- » Young Aspiring Professionals

The ERGs play a key role in helping to evolve and grow our inclusive culture. They host a variety of events throughout the year.

## Veterans and military members

We are proud that nearly 2,100 NextEra Energy employees – about 13% of our workforce – are veterans, representing all branches of our nation’s armed forces. From engineering and communications to nuclear science and more, NextEra Energy offers veterans opportunities to transfer their leadership and other skills to help the future of clean and renewable energy as part of our company.

In 2023, the U.S. Department of Labor recognized NextEra Energy with the HIRE Vets Platinum Medallion award for our excellence in recruiting, hiring and retaining veterans.

Our past four years of filed Equal Employment Opportunity (EEO-1) reports are posted on the investor relations section of our website under [Sustainability Resources](#).



Navy officer veteran Mitchell Heaton, left, Air Force veteran Tal Berman, center, and Army officer veteran Daniel Brankin walk the Hibiscus Solar Energy Center in Westlake, Fla., one of the many solar energy centers they’ve developed in the state.

## Community relationships

With operations across North America, we recognize the importance of building relationships with and supporting the communities where we live and work. Since the founding of our company in 1925, we have fostered strong ties with our communities.

## Tribal and Indigenous relations

Some of our communities that we build and maintain relationships with include Native American tribes and Canadian Indigenous communities who may have an interest in our projects. Their interest may be due to tribal lands in proximity to the project location or because the tribe historically resided in the region. Our tribal and Indigenous relations team supports all NextEra Energy Resources and FPL projects, including wind, solar, battery storage, electric transmission and natural gas infrastructure. We work proactively with tribes and Indigenous peoples to avoid and resolve issues, support economic and community needs, educate internal personnel and consultants, and support energy development interests.

In 2022, NextEra Energy completed our first project on tribal land in partnership with the Mille Lacs Band of Ojibwe. The 3-MW Grand Casino Hinckley Solar facility powers the Mille Lacs Band's Grand Casino in Hinckley, Minnesota, and other customers served by the local utility. This project was successfully built by working in close partnership every step of the way with the tribal government.

Issue avoidance and resolution is achieved by early, direct tribal outreach on all projects under development, both for projects on private land where outreach is voluntary and on projects with a regulatory requirement for tribal outreach. Multiple opportunities for project participation are available to tribes throughout a project's development, including site visits, cultural surveys, construction monitoring and special studies.



Leaders of the Mille Lacs Band of Ojibwe, members of Mille Lacs Corporate Ventures and representatives from East Central Energy joined NextEra Energy Resources to celebrate the completion of the Hinckley Solar Energy Center in Hinckley, Minn.

Staff coordination is conducted with respect and sensitivity to cultural concerns or needs.

Tribal community support is provided by working with tribes to identify national, regional and local community needs. In 2021, NextEra Energy created a scholarship program for Native American youth, administered by the American Indian Graduate Center (now known as Native Forward). Fifteen scholarships are awarded annually to qualified students in energy, environmental and cultural resource disciplines. From 2021-2023, 45 scholarships totaling \$225,000 were awarded.

## Donating through NextEra Energy Foundation

The NextEra Energy Foundation, a nonprofit private organization that is funded with company profits without any cost to customers, is an integral part of our corporate philanthropy and social responsibility strategy. Our giving strategy ensures that the grants we award benefit the communities we serve, foster a collaborative business climate and demonstrate our commitment to being a good community partner. The areas we focus on are:

- » **Innovation** – support for organizations and programs that invent, inspire or invest in innovative tools and thinking.



Employee Heather Madison uses a saw while volunteering at Pensacola Habitat for Humanity, one of many organizations supported by the NextEra Energy Foundation.

- » **Sustainability** – support for organizations and programs that foster our commitment to clean energy, help demonstrate our business value and build credibility through strong, multi-faceted partnerships.
- » **Opportunity** – support for organizations and programs that help break down barriers and create opportunities for under-resourced groups, especially organizations that focus on education and science, technology, engineering and math (STEM) education initiatives.

- » **Safety** – support for organizations and programs that reinforce our commitment to the safety of customers, employees and the public.

Founded in 1987, the NextEra Energy Foundation has steadily increased levels of giving while also empowering our communities. In 2022, the foundation donated more than \$12 million to more than 400 organizations to support diverse and meaningful programs, including more than

\$2 million to the Florida Prepaid College Foundation in support of the Path to Prosperity scholarship program. FPL's donation will be matched dollar-for-dollar by the Florida Prepaid College Foundation and will fund two-year college scholarships for 1,000 students over the next four years in underserved communities across FPL's service territory. This scholarship program aims to reduce childhood poverty and enhance economic mobility by providing a pathway to college and attainment of a college degree.

In 2022, the NextEra Energy Foundation invested more than \$4 million in social impact programs in STEM education, workforce development, community engagement and economic development for diverse communities nationwide. We also have formed strategic partnerships with organizations to help advance these programs. These strategic partnerships include organizations, such as the American Heart Association, American Red Cross, Florida College Access Network, United Negro College Fund, among others.

Outcomes in 2022 included:

- » Donated \$250,000 to support Pensacola Habitat for Humanity's Weatherization and Repair Assistance Program for income-eligible households.
- » Awarded \$200,000 to the Florida Council on Aging for the distribution of senior hurricane meal kits.
- » Executed 22 STEM education and workforce development programs.
- » Committed \$1 million to Florida Atlantic University for the new FPL Center for Intelligent Technologies.
- » Awarded NextEra Energy- and FPL-named scholarships to more than 100 students, totaling \$500,000 and increased the number of awards by 500%, versus 2021.



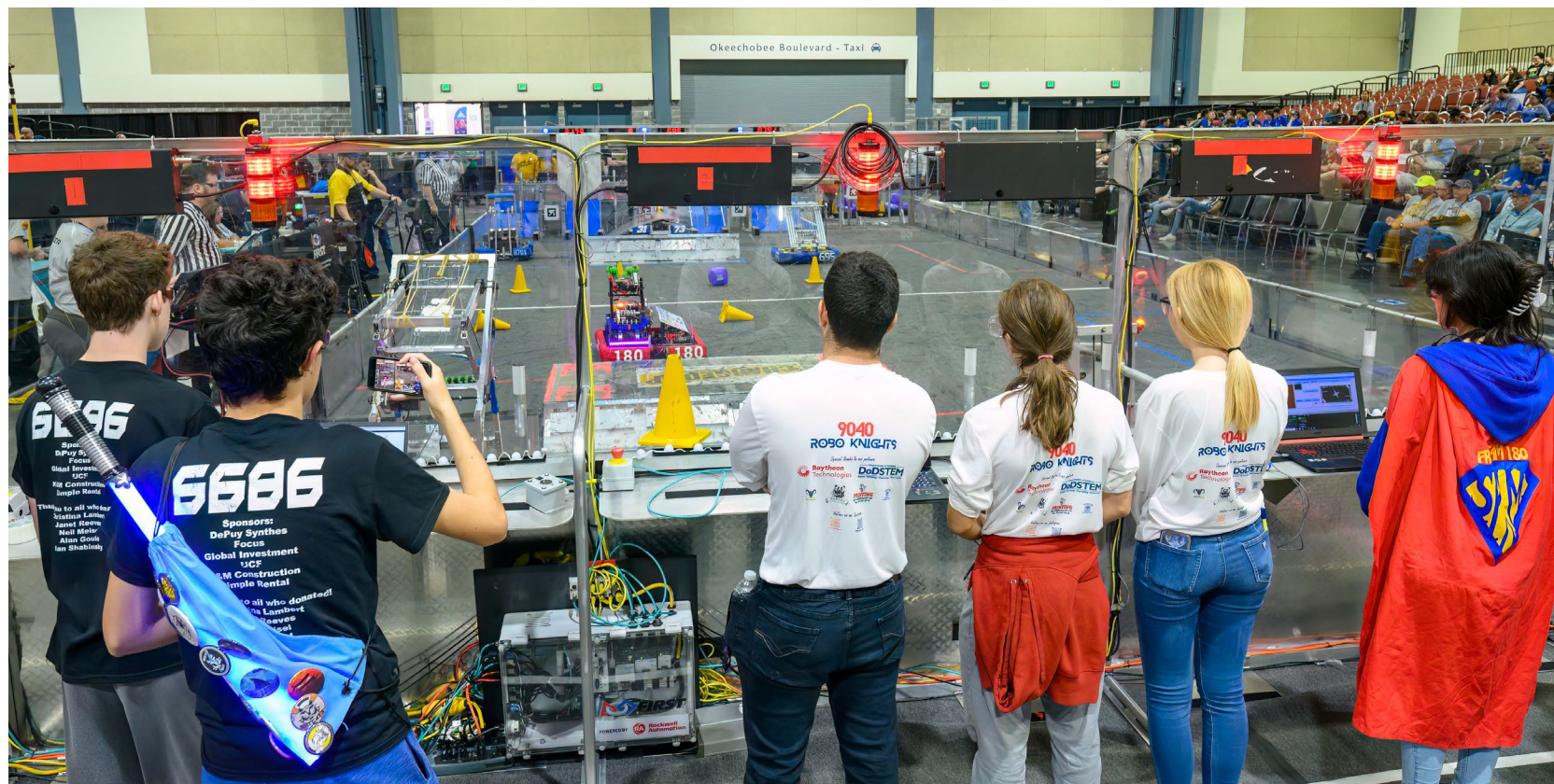
## Education investments

NextEra Energy recognizes that supporting diverse perspectives helps us serve our customers better and grow our business. We have devoted a significant level of resources to ensure that our efforts within the education arena support students from all demographics and income strata because the energy needs of today's world call for a broader skill base and creativity.

We focus on efforts that serve diverse and underserved communities, with a particular focus on STEM. These programs help to develop students for future success while building a highly skilled workforce for NextEra Energy and other companies. Students are introduced to a world of possibilities and placed on an educational track to acquire the capabilities to pursue careers in science and engineering. And we believe that, in many cases, these programs break down barriers and provide more opportunities.

Our support of hundreds of education programs spans national, state and local organizations and nonprofits, including 43 counties and 35 school districts in our home state of Florida. One of our Classroom Makeover Grants in Florida, for example, funded a STEM lab equipped with new computers, a rover and state-of-the-art 3D goggles. The annual Youth in Energy Academy, conducted with the American Association of Blacks in Energy and Path to College, exposes students to careers in the energy industry and teaches them how to build a small generator.

In 2023, teachers gathered at Manatee Lagoon – An FPL Eco-Discovery Center to learn new engaging ways to incorporate STEM into their lesson plans. This includes how to build underwater robotics using PVC pipes, propellers and circuit boards in a free kit (valued at \$450) provided by FPL.



Florida students put their STEM skills to the test in an FPL-sponsored 2023 First Robotic competition.

In Oklahoma, our STEM teacher resources include custom wind kits. Over the past three years, we have donated more than \$44,000 in wind kits to teachers to enhance their STEM classroom instruction.

## Giving back through our workforce

Our employees support many nonprofits and local community programs as part of our commitment to contribute to our communities. Through our Power to Care volunteer program, our employees and their families volunteer thousands of hours each year to make a difference. In 2022, NextEra

Energy employees contributed more than 46,000 hours to their local communities through company-sponsored projects and personal volunteer time. Additionally, more than 700 employees across six states volunteered in more than 30 different service projects last year to give back to the communities we serve.

An example is the annual FPL Holiday Heroes surprise program primarily for local active duty or retired military members. Employee volunteers decorate the hero's home exterior with thousands of LED lights and energy-efficient or



Employee Robert Wildt decorates a veteran's home in Melbourne, Fla., as part of a holiday hero volunteer project.

solar-powered decorations as a thank you for service to our communities and nation. The program is among many ways NextEra Energy supports veterans and our armed forces in areas we serve, including Northwest Florida, a key area for the U.S. Navy and Air Force.

NextEra Energy and our employees also contributed more than \$25 million in 2022 to support wide-ranging initiatives and causes that benefit the well-being of our communities. Our 2022 giving included NextEra Energy employees raising nearly \$4 million for United Way and other nonprofit organizations. Through the company's Dollars for Doers program, which

awards grants in recognition of employee volunteer time, nearly \$118,000 in grants was distributed to nonprofits in 2022.

### Supporting customers

FPL continues to deliver on its best-in-class customer value proposition of low bills, high reliability, outstanding customer service and clean energy solutions for approximately 5.8 million Florida customers. In 2022, FPL's relentless focus on productivity and making smart capital investments for the benefit of customers helped keep residential customer bills significantly below the national average and among the lowest

in Florida. Still, we know there are customers in need and we work closely with our customers experiencing hardship. We offer several programs designed to support customers.

As an example, FPL's Care to Share program has provided financial support to customers in times of crisis, raising more than \$27 million since 1994 to help Florida families pay their electric bills. For decades, FPL has worked with hundreds of agencies to facilitate payment assistance for qualified customers.

We also support our customers during major disruptive events, such as severe weather. In 2022, FPL voluntarily suspended electrical disconnections for several months in Southwest Florida following Hurricane Ian, one of the most destructive and powerful hurricanes to ever hit Florida. In addition, donations to our Care to Share program after Hurricane Ian amounted to more than \$50,000. We used these funds to make electrical repairs to customers' storm-damaged homes. This change to the program has now become a permanent part of Care to Share, which is administered by The Salvation Army and our community nonprofit partners.

FPL also offers programs and tools designed to educate our customers about energy efficiency and help them monitor and reduce electricity use. Programs such as our FPL Energy Analyzer on our mobile app and the FPL Energy Manager, now available in Northwest Florida, empower customers and enable them to analyze, track and better understand their energy usage, in addition to providing customers with a personalized plan of energy-saving tips and recommendations. This includes programs and rebates that may be available for added savings.

FPL's demand-side management efforts through 2022 resulted in a cumulative summer peak reduction of 5,500 MW and an estimated cumulative energy savings of approximately 98,000 gigawatt-hours (GWh). This has eliminated the need to construct the equivalent of approximately 66 new 100-MW generating units.

### Diversifying our supplier network

NextEra Energy recognizes the significant value small and diverse businesses offer our company and customers. Our supplier diversity program is designed to drive participation and offer opportunities for diverse suppliers at NextEra Energy. We define diverse suppliers as companies that are certified as owned, operated and controlled by minorities or women and those designated by U.S. government agencies as small and disadvantaged businesses. These suppliers include small, disadvantaged, women-owned, HUBZone, veteran-owned and service-disabled veteran-owned and minority-owned business enterprises.

Our small and diverse suppliers provide innovation and quality to our company while contributing to the economic strength of local and underrepresented communities where we work, live and serve. In 2022, we spent\* approximately:

- » \$620 million with small businesses.
- » \$848 million with minority-owned businesses.
- » \$364 million with women-owned businesses.
- » \$88 million with veteran-owned businesses.
- » \$15 million with service-disabled veteran-owned businesses.

\* These dollars are not cumulative since one supplier may fit into more than one category.



Employee Cathy Jean-Louis provides information on NextEra Energy's supplier diversity program during an event in Juno Beach, Fla.

Active engagement in local and national conferences, internal support and supplier development play an important role in advancing our supplier diversity efforts. We are engaged in a range of activities, including outreach, community event support, supplier engagement, workshops and communications.

We participate in and support local, state and national organizations, such as the Women Business Enterprise National Council, the National Minority Supplier Development Council, the National Veteran Business Development Council,

Black Chamber of Commerce of Palm Beach County and the Florida State Minority Supplier Development Council. As a founding member of the Florida council, we proudly support its mission to link corporations and government with minority business enterprises to foster business development and expansion.

Through our supplier diversity program, we support economic growth and contribute to a more sustainable future for our customers, our communities and our company.



FPL representatives participate in ST Engineering's groundbreaking to expand its footprint at the Pensacola International Airport in Florida.

## Human rights

We are committed to maintaining a culture that supports human rights and is consistent with our company's core values. Our commitment to human rights extends to our suppliers through both the NextEra Energy Supplier Code of Conduct and our contract language. We work with our suppliers to ensure that our equipment, including components, is produced without forced labor.

First, our new contracts require that our solar panel and battery supplies, including components, be manufactured without the use of forced labor. Second, our new contracts include a commitment from our solar panel and battery suppliers to maintain a strict non-forced labor compliance program and document the supply chain from raw materials to finished products. Finally, we hired an independent third party to review our solar panel and battery suppliers' manufacturing and supply chain traceability documents to help confirm that our products were being manufactured without forced labor. Company operations do not interfere with employees' freedom of association and collective bargaining. We are committed to continued compliance with those laws and the rights of

Indigenous peoples. We support compliance with federal and state laws by continuous monitoring and auditing of our internal processes, such as hiring and promotion practices.

## Spurring economic development

Our investments create significant economic benefits in the states where we operate. In 2022, NextEra Energy paid approximately \$2.1 billion in various state and local taxes and business fees that support local governments, police, fire, schools and other local organizations within the communities where we operate.

We were one of Florida's top taxpayers in 2022, paying \$1.8 billion in various taxes and fees, including property taxes, sales and use taxes, gross receipts taxes and franchise fees. In property taxes alone, FPL paid more than \$681 million to Florida governments in 2022, up from \$628 million in 2021. Elsewhere in 2022, we paid \$78.2 million in property taxes in Texas and \$33.8 million in California. These taxes are an example of the local economic impact that our investments have led to across the U.S. and Canada.

## Job creation

FPL's PoweringFlorida™ team has worked for more than a decade with community and Florida economic development leaders to help nearly 275 companies find a new or expanded location in our state. Those companies created or added more than 45,000 total jobs and invested more than \$4.5 billion in our communities. Additionally, those job creation projects represent a potential 450 MW in new energy load for the company.

In 2022, PoweringFlorida helped establish 26 economic development projects in FPL's service territory, resulting in 3,430 projected new jobs, more than \$604 million in capital investments and more than 73,700 total kilowatt demand. FPL was recognized by both Site Selection and Business Facilities as a top utility in economic development.

While FPL's Office of Economic Development was created to recruit new companies, jobs and capital investment to the state, it has evolved into a more impactful and far-reaching program. ST Engineering, a global leader in the aerospace maintenance, repair and overhaul industry, is an example of our program's success. FPL's Office of Economic Development supported the company's recent expansion at the Pensacola International Airport, a \$210 million development project expected to bring 1,300 jobs to Northwest Florida.

Over the last decade, the office has provided free data and demographic resources for statewide partners, donated laptops to colleges to bolster the state's workforce and created virtual site tours of available industrial properties. Last year, the office provided funding to the Florida Small Business Development Center to assist small businesses recovering from Hurricane Ian, launched a first-of-its-kind talent attraction campaign and created a Black-owned business support program.

This new business program – BE Powerful – supports businesses across the state by providing an online resource center to help Black-owned businesses find information on funding, certifications, events, programs and more. FPL also sponsors and attends dozens of events annually to build connections and strengthen the state’s minority-owned small business ecosystem.

FPL launched a statewide talent attraction campaign in the fall of 2022. The WonderFL campaign capitalizes on Florida’s growth and increase of remote workers by promoting the state as a top location to live and work. The WonderFL website showcases every region of the state, highlighting what makes each community unique and ideal for those looking for a new career and home. The campaign highlights the diversity of industries, employers and career opportunities available throughout Florida. The site was built with input from economic development leaders across the state.

### 35 Mules innovation hub

Our 35 Mules in-house innovation hub helps entrepreneurs develop their game-changing ideas into Florida-based businesses. FPL launched the hub in February 2020, the first backed by an energy company, and received applications from around the world.

35 Mules provides early-stage startups with cross-industry subject matter expertise, advance technology solutions, business services, world-class facilities and access to Fortune 200 corporate and technology leaders. The second cohort of 14 entrepreneurs, representing seven startup companies, completed the 15-month program in June 2023.



Second cohort graduates James Farese, founder of Bond Energy, left, and Reamonn Soto, founder of Sensatek, collaborate in the 35 Mules space in Juno Beach, Fla.

# GOVERNANCE



FPL crews work to restore power in Port Orange, Fla., following Hurricane Ian.

## GOVERNANCE



NextEra Energy, as a renewable energy leader, has made sustainability-related issues core to our overall business strategy.”

Our proven track record of delivering strong financial and operational performance begins with our foundation of sound corporate governance and oversight. Our board of directors is led both by our executive chairman and a lead independent director. The board has a broad range of skills and industry knowledge, as well as diversity with respect to age, gender, race, ethnicity and specialized experience.

Together, the board has brought diverse perspectives to lead NextEra Energy to successful results and create long-term value for our shareholders and stakeholders. For more details, please refer to the [NextEra Energy 2023 Proxy Statement](#) on the investor relations section of NextEra Energy’s website. The proxy includes a summary of director qualifications and experience.

### Leveraging sustainability governance

Our approach to sustainability engages all levels of the company from the board of directors to our employees. Sustainable business practices are embedded throughout the company as we execute our long-term strategy.



Lacy Creek Wind Energy Center in Glasscock and Sterling counties, Texas.

**Board of directors** – NextEra Energy, as a renewable energy leader, has made sustainability-related issues core to our overall business strategy. The entire NextEra Energy board of directors, led by our chairman, is focused on oversight of sustainability-related risks and opportunities, including their impacts on our strategy.

At every scheduled board of directors meeting, the board performs a review of our performance against business objectives and key risks and opportunities for the company.

The board also holds an annual session devoted to discussing, debating and validating management’s overall strategy. Oversight of sustainability-related issues includes discussion of physical environmental risks, such as hurricanes, climate- and emissions-related government policies, incentives and regulations, emissions-reduction initiatives, renewable energy, trends and business plans, and emerging clean energy technologies, among others.

**Board committees** – Each board committee oversees different areas of opportunities and risks related to sustainability and communicates key findings to the full board.

**Chief executive officer** – Our chairman and chief executive officer (CEO) has ultimate responsibility for the company’s sustainability performance and long-term success.

**Executive leadership** – As our leaders execute our long-term growth plan and key initiatives, they implement our sustainability vision. Leaders are responsible for achieving specific goals tied to sustainability as we deliver long-term value.

Our executive management team is responsible for day-to-day management of sustainability-related risks and opportunities, as well as their potential effects on the management and operations of individual business units.

**Sustainability executive steering committee and sustainability council** – Composed of key business unit representatives across the organization, the council focuses on proactively addressing sustainability issues and policies and driving strategic initiatives across the company. The council reports to, and receives feedback from, the executive steering committee quarterly. Twice a year, the executive steering committee chair reports to the sustainability lead team, made up of the executive vice president of finance and chief financial officer (CFO), executive vice president, chief legal, environmental and federal regulatory affairs officer, and the executive vice president of human resources and corporate services.

**Decarbonization team** – In 2022, we formed a team to assist us in strategizing and monitoring the progress toward achieving our Real Zero goal. The team performs four primary



Rebecca Kujawa, president and CEO of NextEra Energy Resources; John Ketchum, chairman and CEO of NextEra Energy; and Armando Pimentel, president and CEO of FPL, address employees in Juno Beach, Fla.

functions: (1) acting as the FPL leadership hub for executing and analyzing Real Zero plans, (2) coordinating feedback and ensuring alignment of the Real Zero plan across all business units, (3) representing FPL’s Real Zero development plan both internally and externally, and (4) identifying and implementing new solutions and opportunities for Real Zero success. The decarbonization team plays a critical role in monitoring and attaining our Real Zero goal.

**Employees** – By delivering on their goals and objectives, our employees are key to driving our company’s sustainability efforts and delivering value to all stakeholders.

At NextEra Energy Resources, completing the development and construction of our wind, solar and battery storage projects on schedule and on budget, as well as adding significant new wind, solar and battery storage opportunities



## 2023 GOVERNANCE HIGHLIGHTS



- » Twelve of 13 directors are independent.
- » Balance of new and experienced directors, with tenure of director nominees averaging 7 years.
- » Five of 13 directors are women.
- » Two of 13 directors are ethnically diverse.
- » We have a specified retirement age for directors.
- » The average age of directors is 63.

to our backlog are vitally important to achieving our Real Zero goal. The annual incentive plan promotes the attainment of progress toward that goal.

Annual incentives and the company's performance shares awarded to senior executives also have goals tied to adjusted return on equity (ROE) and adjusted earnings per share (EPS) growth. NextEra Energy will only achieve our adjusted ROE and EPS growth goals by executing on our business strategy to deploy renewables at NextEra Energy Resources and executing our cost-effective solar generation expansion at FPL, which directly incentivizes reaching our Real Zero goal.

In addition to those goals in our annual incentive plan and our performance shares that incentivize reaching our Real Zero goal, our executive compensation program also includes goals tied to sustainability performance, a variety of which have been included as compensation metrics since 2001. For example, a portion of executive compensation is tied to customer value, employee safety and compliance with environmental regulations.

## COMPENSATION ALIGNMENT

Senior executive compensation is tied directly to performance that drives long-term shareholder value. Current senior executive compensation metrics include:



- » **Renewable energy**  
To maintain our position as the world's leading renewables developer, compensation is tied to completing the development and construction of our wind, solar and storage projects on schedule and on budget, as well as adding significant new wind, solar and storage opportunities to our backlog to support future growth. Implementing our renewables development strategy has led to significant emissions reductions for our company and our customers.



- » **Environmental events**  
To support our commitment to the environment, metrics include achieving zero significant environmental violations across all of our businesses.



- » **Customer value proposition**  
To emphasize the delivery of a sustainable outstanding customer value proposition, compensation metrics include operations and maintenance (O&M) costs, capital expenditures, service reliability and customer satisfaction scores. These metrics are intended to drive the delivery of low bills, high reliability, clean energy solutions and outstanding customer service.



- » **Safety**  
Safety is a company priority. We include the rate of OSHA recordable incidents in our compensation metrics to emphasize our focus on a zero-accident workplace.



- » **Operational performance**  
Intended to support efficient and reliable delivery of clean energy to our customers, these metrics include availability metrics across the generation fleets and reliability metrics for the transmission and distribution grid.



- » **Nuclear safety and reliability**  
To prioritize the highest levels of nuclear safety and reliability, compensation metrics include the nuclear fleet's performance against industrywide operating performance measures, as measured by a third party.

## Providing sustainability oversight

### Audit Committee

- » Oversees compliance with legal and regulatory requirements and Code of Business Conduct and Ethics.
- » Oversees external and internal auditors.
- » Oversees preparation of financial statements in accordance with generally accepted accounting principles (GAAP) standards.
- » Reviews and discusses with management NextEra Energy's major financial risk exposures.
- » Ensures that major risks identified are reviewed by the board or a board committee.

### Governance and Nominating Committee

- » Oversees board composition, refreshment and diversity.
- » Provides political engagement oversight.
- » Makes recommendations to the board on the business of the Annual Meeting of Shareholders.
- » Oversees evaluation of the board.

### Finance and Investment Committee

- » Oversees capital spending and financing plans.
- » Reviews financing strategies, financial policies and the use of financial instruments, including derivatives.
- » Reviews energy trading and marketing operations.
- » Recommends annual dividend policy.

### Nuclear Committee

- » Oversees safety, reliability and quality of nuclear operations.
- » Reviews long-term strategies and plans related to nuclear operations.

### Compensation Committee

- » Approves compensation program, including incentive compensation goals tied to sustainability and other goals.
- » Approves selection of corporate peer group for compensation benchmarking.
- » Assesses risks related to employee compensation programs.



**NextEra Energy board of directors, as of September 2023.**

**Row 1**, from left: Nicole S. Arnaboldi, Sherry S. Barrat, lead director, James L. Camaren, Kenneth B. Dunn and Naren K. Gursahaney.

**Row 2**, from left: Kirk S. Hachigian, Maria G. Henry, John W. Ketchum and Amy B. Lane.

**Row 3**, from left: David L. Porges, Deborah L. "Dev" Stahlkopf, John A. Stall and Darryl L. Wilson.



The Buena Vista Energy Center in Chaparral, N.M.

### Aligning with public policies

Since every aspect of our business is impacted by policy decisions at every level of government, it is vital for us to be involved in the political process. Our political engagement strategy helps support constructive political and regulatory environments throughout the U.S., which, in turn, should create long-term shareholder value. In Florida, a constructive

regulatory environment is a key foundation to our regulated utility strategy of further improving our best-in-class customer value proposition through smart capital investments.

At NextEra Energy Resources, local, state and federal regulations govern every aspect of our renewable energy development business. Constructive political engagement has

supported NextEra Energy's efforts to drive overall renewable development within the U.S., advance our corporate strategies and create long-term shareholder value.

The company believes our lobbying efforts are consistent with our corporate values and objective of being the world's leading clean energy company, which necessarily involves an evolving balance of considerations, including achieving our emissions-reduction targets. To the extent consistent with our objective, we aim for our lobbying and participation in trade associations to align with pursuing strategies that are consistent with our goals.

We have established a management political expenditure committee (PEC), whose membership consists of senior employees of the company to monitor and track political contributions by the company. The PEC must provide prior written approval of any contributions to any 501(c)(4) organizations and of specified political consulting firm engagements. Political engagement activities and policies also are reviewed periodically by legal counsel both inside and outside of the company.

Our board's governance and nominating committee, composed entirely of independent directors, oversees our Political Engagement Policy. Among other requirements, the policy establishes clear accountability for all political engagement and for governance and nominating committee review of all political contributions made by the company, including significant trade association dues and all contributions to any entities organized under 501(c)(4) or Section 527 of the U.S. Internal Revenue Code. We post all federal and state lobbying expenditures, significant trade association dues and contributions made by the NextEra Energy political action committee, among other pertinent information on our website. The policy also requires our executive vice president, chief legal, environmental and

federal regulatory affairs officer to receive and report to the governance and nominating committee the status of annual compliance certifications from our leaders having political engagement accountabilities. It also requires the vice president, government affairs – federal, annually to review significant trade association memberships to ensure that participation aligns with our values and strategy. Any policy positions taken by a trade association that may be in conflict with our core strategy and objectives will be reviewed with the chairman and CEO. The company will not necessarily agree with every position taken by every trade association to which it belongs. Executives of the company often participate in positions of leadership in trade associations to help shape trade association efforts that benefit and are consistent with company goals. For more information, please access our Corporate Political Engagement Policy on the investor relations section of our website.

### Engaging shareholders

We engage with shareholders on a regular basis and provide information through multiple channels. Our shareholder engagement efforts allow us to better understand our shareholders' priorities and perspectives and enable us to effectively address the issues that matter the most to our shareholders.

In 2022, we reached out to our 50 largest shareholders and offered to engage on sustainability-related topics as well as any other topics of interest. We also reached out to shareholders outside of our 50 largest who expressed an interest in engagement with us. We received positive feedback from and held engagements with shareholders representing over 27% of our shares outstanding. Our Real Zero goal, sustainability, diversity and inclusion strategy, emissions-reduction initiatives and renewable energy strategy were the main topics of these engagements.



Employee Ally Sexton talks with community members at the Indiana State Fair about NextEra Energy Resources' renewables.

### Engaging stakeholders

A stakeholder can be defined as an individual, group or institution that has a vested interest in how our company operates and manages economic, environmental and/or social issues and risks.

At NextEra Energy, our stakeholders include employees, customers, government/agency officials, investors, shareholders, suppliers, consultants, environmental groups, members of the media, our business partners and nonprofit organizations that help the communities we serve.

We engage our stakeholders through various methods, including:

- » Analyst meetings.
- » Customer account satisfaction tracking.
- » Customer care center.
- » Direct mail.
- » Employee and customer surveys.

- » Executive contact program.
- » Government relations.
- » Open houses.
- » Outreach meetings.
- » Shareholder meetings.
- » Social media.
- » Speaking engagements.
- » Sustainability reporting analysis.
- » Web, FPL mobile app and email.

### Cultivating preparedness

Our approach to risk management starts with a strategic focus on preparedness and a disciplined capital allocation process. Preparedness, crisis planning and risk management are part of our culture. Our chairman and CEO, who also serves as our chief risk officer, and executive management are responsible for executing our long-term strategy while also monitoring opportunities and risks.

# RISKS AND OPPORTUNITIES



Crews work to restore power in Arcadia, Fla., following Hurricane Ian.

## RISKS AND OPPORTUNITIES

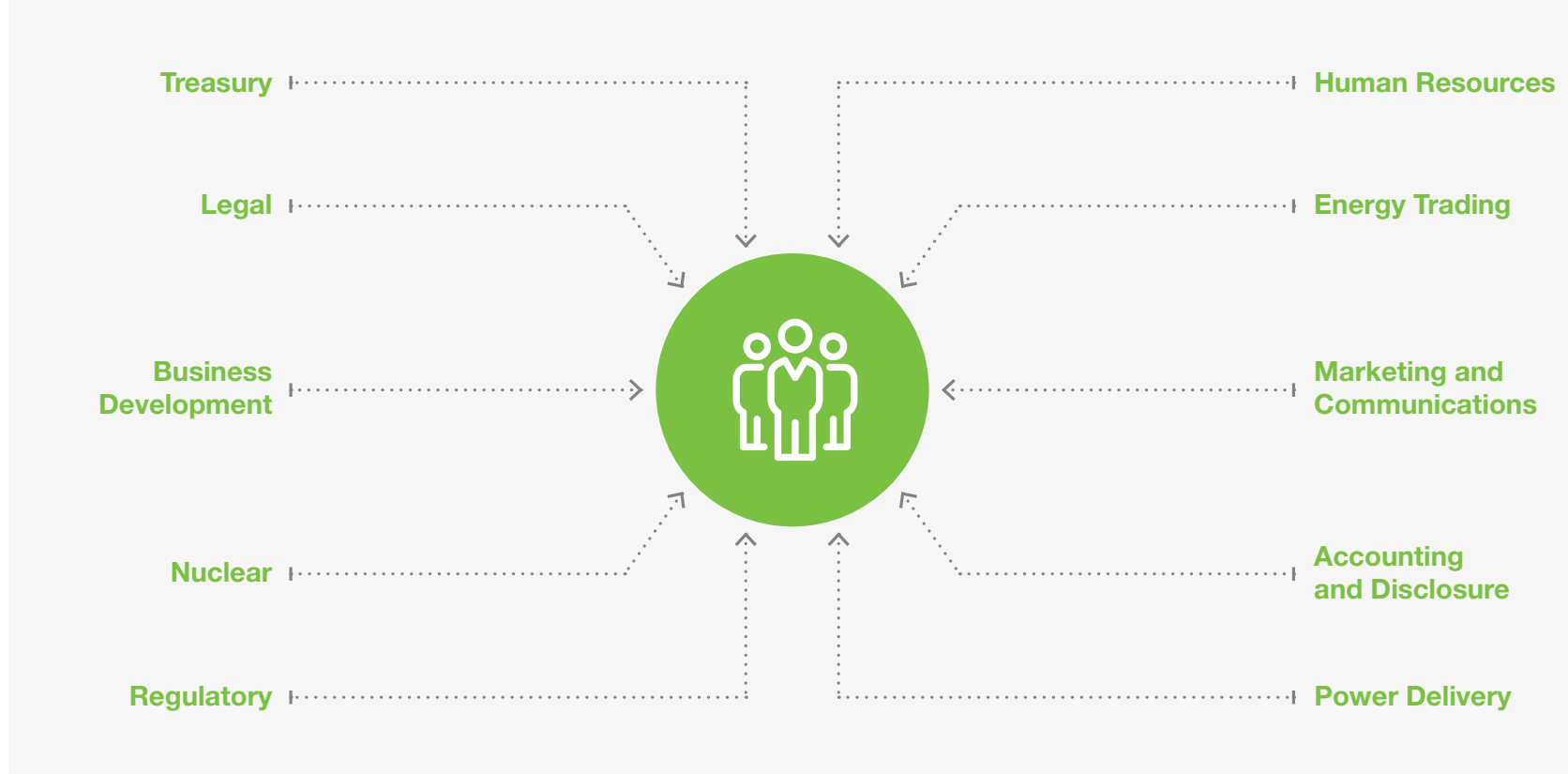


Across all our businesses there is a robust due diligence and project approval process intended to ensure that all significant risks have been identified and mitigated to the greatest extent possible.

Our corporate risk management committee provides oversight and support for our risk management activities. The committee consists of officers and key personnel from across the company. The committee meets four times per year and discusses risks and related mitigation activities, and performs detailed reviews of risks, as appropriate. Risks are assessed based on impact, probability and speed of onset. Representatives of the committee then meet twice a year with the risk lead team, which is comprised of the chairman and CEO, CFO, and executive vice president, chief legal, environmental and federal regulatory affairs officer, to review and provide feedback on the results of the committee's work. The risk assessment activities and results are reported to the audit committee of the board of directors annually.

The corporate risk management committee has established relationships within the risk community and continuously

### CORPORATE RISK MANAGEMENT COMMITTEE



works to ensure our risk program stays current and relevant. We engage in enterprise risk management roundtables with companies within and outside the utility industry. We also have an exposure management committee, which has policy oversight of the risk profiles of our energy marketing and trading and power marketing businesses. This committee meets monthly and is chaired by the CFO. The exposure management committee reviews all market, credit and operational issues associated with energy trading and reports to the finance and investment committee of the board of directors at least annually. It also reports to the

audit committee on all matters of internal control and financial reporting associated with this business.

We employ a robust risk management process for all our investment decisions. Our investment decisions are rooted in realistic assumptions, with appropriate sensitivity analyses, as needed, to ensure a data-driven decision-making process. Across all our businesses there is a robust due diligence and project approval process intended to ensure that all significant risks have been identified and mitigated to the greatest extent possible.

All significant investment decisions are reviewed and approved by NextEra Energy's operating committee, which is comprised of all senior executives and other executives from the various functional departments within each of our businesses. Investments of greater dollar value require additional authorizations, up to and including approval by the board's finance and investment committee and the full NextEra Energy board of directors, depending on the nature and amount of the investment.

Investments in our regulated utilities are guided through a well-established integrated resource planning process to determine the amount and timing of future generation needed to meet projected growth in energy load and demand. Many factors are incorporated into this planning process. Different options are evaluated, considering system economics, forecasted electric power demand, demand-side management, fuel prices, potential future environmental policies and the integration of cost-effective, clean and reliable generation, including solar and battery storage solutions. Our capital allocation process at FPL is centered on enhancing the overall customer value proposition to deliver long-term customer benefits and the support of regulators for our investment decisions.

Review of NextEra Energy Resources' investment decisions begins with thorough due diligence by subject matter experts from nearly 20 key functional areas. These subject matter experts, who bring deep experience and expertise, help identify and assess the commercial, financial and operational feasibility of new project investment opportunities. We also have processes in place to ensure we are continuously learning from unforeseen challenges to improve future capital allocation decisions.

FPL and NextEra Energy Resources hold annual strategy sessions with business unit leadership across each

organization to identify and review long-term goals, risks and opportunities. The results of these annual strategy sessions are reviewed with the board of directors to ensure key risks are identified and managed, and opportunities to enhance customer and shareholder value creation are pursued.

For the purposes of our risk management process, we do not view our changing environment as a discrete risk, but rather a potential stress multiplier to existing risks and opportunities already under consideration. For example, system disruption from a weather event is a long-standing risk that we have integrated into our risk-assessment process, and potential projections for more frequent storms would be a multiplier for this risk category but not necessarily broken out as an incremental, separate impact. We also recognize that weather changes may affect different parts of our business in different ways. We provide more details on our approach to managing environmental risks and our strategy under **Environmental stewardship** in this report.

#### Preparing for storms, flooding and sea levels

Physical risks are reviewed as part of our corporate risk management process, including the risks of more frequent and severe storms and flooding and sea levels. Our experience and history of managing hurricanes and natural disasters in Florida provides us with the skills and capabilities to remain focused on safety, execution and the importance of providing an essential service to our customers during these events.

FPL is building a stronger, smarter and more resilient energy grid that improves reliability in good weather and bad and enables faster power restoration following extreme weather events. We were one of the early adopters of smart grid devices. Today, we have approximately 6 million smart meters and intelligent devices on our grid.

## A STRONGER AND SMARTER ENERGY GRID HELPS PREVENT OUTAGES AND RESTORE POWER QUICKER\*



deployed  
**~6 MILLION SMART METERS**



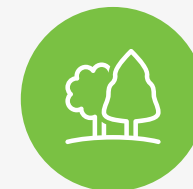
more than  
**210,000 INTELLIGENT DEVICES**



collect daily  
**~1 BILLION DATA POINTS**



hardened  
**95%**  
of transmission structures that are now concrete or steel



perform annually  
**26,000 MILES**  
of vegetation management



more than  
**11 MILLION**  
outages avoided over the last decade

\*Data as of year-end 2022 unless otherwise shown.



FPL has replaced nearly all of its wooden transmission poles across its service area with concrete or steel poles.

We collect about 1 billion data points daily from these devices and use predictive analytics and algorithms that we developed and patented to identify potential problems so we can fix them before our customers are interrupted and crews are dispatched. Not having to dispatch a vehicle helps reduce our carbon footprint and operating costs. These intelligent devices can automatically redirect power, self-heal and lower service disruptions for customers. Providing better reliability contributes to our overall customer satisfaction. In 2022, FPL was among the top electric providers in the Southern U.S., according to J.D. Power's 2022 Electric Utility Residential Customer Satisfaction Study<sup>SM</sup> and the 2022 Electric Utility Business Customer Satisfaction Study<sup>SM</sup>.

In 2022, FPL marked a significant step in our hardening journey when we removed the last wooden transmission pole in our South Florida service area. Since 2006, FPL has removed 26,147 wooden transmission poles in peninsular Florida and replaced them with concrete or steel or moved the lines underground. About 95% of transmission poles in our service area across the state are now concrete or steel.

Transmission improvements are just one modernization made possible by FPL's significant investments in strengthening the energy grid against severe weather. The deployment of innovative technology to help prevent outages and shorten restoration times when outages occur has enabled FPL to lower operating costs and improve reliability and resiliency.

Investments in the FPL system include:

- » Hardening or undergrounding power lines to better withstand higher winds to enhance service reliability and resiliency.
- » Upgrading transmission line structures, replacing wood structures with concrete or steel, maintaining vegetation along more than 26,000 miles of power lines each year and inspecting all 1.4 million power poles within an eight-year cycle.

- » Installing more than 210,000 intelligent devices that prevent power outages and shorten restoration times by automatically redirecting power, self-healing and minimizing customers affected, resulting in more than 11 million outages avoided over the last decade.
- » Using drones equipped with artificial intelligence, machine learning and geospatial data so flights are fully autonomous, as well as developing in-house image recognition software to spot faulty equipment and prevent outages.



Launched in 2022, FPLAir One is FPL's first fixed-wing drone.

Based on FPL's analysis of sea levels and flooding conducted in collaboration with many different government organizations, we have determined that near-term risk to our operations and facilities is low. Our Florida nuclear facilities are elevated 20 feet above sea level to protect against flooding and extreme storm surge. We expect to continue to make additional resiliency and reliability investments over the coming decades to mitigate any potential impacts to our system.





Marianna Preston and other employees participate in the annual storm drill in Florida to prepare for hurricanes and other emergencies.

Mitigation actions taken to date include:

- » Installing pumps, flood control structures, monitoring sensors and raised equipment in high-risk flood zones.
- » Designing our substation yards to meet the Federal Emergency Management Agency 100-year flood elevations.
- » Deploying mobile substations and transformers, along with other equipment, that can be used to respond to flood or storm events.
- » Hardening underground structures and using above-ground equipment in high-risk flood zones.
- » Deploying innovative technology at locations more susceptible to storm surge, such as a temporary AquaDam we installed at one of FPL's coastal substations in North Florida.

Our experience and history of preparing and responding to hurricanes and other natural disasters in Florida provide us with the skills and capabilities to remain focused on safety, execution and the importance of providing an essential service to our customers during extreme weather events.

Our storm-hardening investments continue to create value for our customers. In 2022, FPL responded to two major storms in Florida with hurricanes Ian and Nicole. Hurricane Ian was one of the most powerful and destructive storms ever to make landfall in Florida. The high-end Category 4 storm pummeled Florida's Gulf Coast with sustained winds of 150 mph before cutting across toward the east coast. The storm left a path of destruction across the Sunshine State, producing catastrophic flooding and deadly storm surge.

As a result of significant preparation and valuable storm-hardening investments, FPL restored service to about two-thirds of the more than 2.1 million affected customers after the first full day of restoration, the fastest restoration rate in FPL's history for a major hurricane.

Within eight days, FPL had restored service to essentially all FPL customers who were able to safely accept power. Further evidence of the positive impacts of our storm-hardening journey include:

- » Improved system resiliency with zero transmission structures lost during Hurricane Ian, compared to five during Hurricane Irma (2017) and 100 during Hurricane Wilma (2005).
- » Shortened restoration times with smart grid technology helping to avoid more than 400,000 outages during Hurricane Ian.
- » Sustained less equipment damage with 38 solar energy centers in Ian's path and less than 0.3% solar panels damaged.

These investments also help avoid significant economic loss throughout FPL's service area and across the state.

### Planning for emergencies

Preparedness and crisis management are part of what we do as a company. For nearly 70 years, we have conducted annual drills to prepare for all types of emergencies. It is this type of preparation to handle the unexpected that we believe will enable us to continue to deliver for our customers over the long term, no matter what may come our way.

We continuously monitor and prepare for the unexpected and have teams in place that regularly test our systems, operations and people to ensure they are prepared to manage any emergency – whether it's a storm, cyber event, oil spill, capacity shortfall or even a global pandemic.

FPL conducts an annual week-long storm drill, which tests the response of employees to a hypothetical hurricane. These drills, which traditionally include local first responders, as well as state and federal officials, provide opportunities to demonstrate how we continuously improve and are ready to respond together with local and state partners to return life to normal for millions of Floridians in their greatest time of need. Every year, our drills are a commitment to push ourselves and improve upon our procedures when responding to a natural disaster. During the simulated exercises, FPL employees are evaluated on response and restoration efforts related to operations, logistics, communications and customer service, among other areas.

The FPL Distribution Control Center is a state-of-the-art, Category 5-rated building that enhances FPL's ability to respond to natural disasters, as well as efficiently monitor thousands of smart devices and other equipment around the clock to prevent outages before they occur and to quickly respond and restore power when they do occur.

FPL has improved storm preparation and response capabilities by:

- » Hardening, or strengthening, nearly all main power lines serving critical community facilities and services, such as police and fire stations, hospitals and 911 centers. In addition to being more storm-resilient, main power lines that have been hardened perform 50% better in day-to-day operations than those that are not hardened, which means fewer outages.
- » Improving communication systems and capitalizing on smart grid technology to ensure efficient and accurate restoration information delivered to customers.
- » Providing customers the ability to directly report a downed power line using smartphone technology, which speeds efforts to restore power.

We also participate in mutual assistance programs with other electric companies from across the nation, which allows us to bring in additional resources to quickly support our crews responding to major outage events.

### Securing our nuclear plants

Our nuclear fleet is a critical part of our generation mix and one of the most cost-effective fleets in the industry, driven by a focus on innovation, lowering costs and commitment to excellence. Nuclear safety is paramount to our business operations, and we have robust safety measures across our nuclear fleet. The U.S. Nuclear Regulatory Commission maintains and tracks a set of performance indicators as objective measures of nuclear safety performance for commercial U.S. nuclear plants.

These indicators monitor the performance of initiating events, safety systems, fission product barrier integrity, emergency preparedness, occupational and public radiation safety and physical protection security. Our plants are designed to withstand physical attacks, as well as earthquakes, hurricanes and other natural events stronger than ever recorded in their respective regions.

In collaboration with the nuclear industry, we created regional response centers that house vital equipment, located away from nuclear sites, that can be brought into any of our nuclear plants in response to a natural disaster at a site. We have made significant upgrades to our nuclear facilities, including:

- » Installed high-capacity pumps to provide additional backup cooling water for safety systems.
- » Pre-staged additional backup equipment, such as diesel generators, in reinforced concrete buildings on-site and located several additional feet above sea level.
- » Confirmed the ability of our plants to withstand extreme natural events, such as earthquakes, flooding and hurricanes.



Employee Derek Hung is one of our nuclear engineers at the Point Beach Nuclear Power Plant in Two Rivers, Wis.



Employees Ray Naranjo, left, and Malcolm Richardson participate in the company's 2023 cyber security drill.

- » Empowered our plant operators to shut down the plant, in a controlled and deliberate process, if necessary.
- » Require one full week of training every six weeks for plant operators to prove their ability to safely operate the plant in a variety of worst-case scenarios that include earthquakes, severe storms, flooding, loss of power and loss of reactor core cooling.

### Strengthening cybersecurity

We take security seriously at NextEra Energy – both at our facilities and online. We have a comprehensive cybersecurity

monitoring program for all our computer and data networks and are actively involved in cybersecurity-related matters, including establishing a cybersecurity culture at NextEra Energy and educating our employees about the importance of being cyber aware. In 2022, all employees were required to complete a cybersecurity and data privacy training course focused on building techniques for maintaining cyber awareness at work, at home and while traveling.

We have made it a priority to protect our power networks and customer data from all forms of intrusion, including cyber

incidents, that could threaten to disrupt operations or cause harm to customers. The safe, secure delivery of energy is paramount. Our comprehensive, defense-in-depth approach imposes security at every layer and our standards for cybersecurity exceed those set by the industry.

NextEra Energy's audit committee receives regular reports on the key cyber risks facing the company from a representative of the corporate risk committee and receives frequent reports from the company's internal auditor about the results of reviews of cybersecurity and information security governance. The board of directors of the company annually receives a cybersecurity report from the company's chief information officer and the vice president, IT infrastructure and cybersecurity.

Various leading third parties periodically assess the company's alignment with the U.S. Department of Energy's Cyber Capability Maturity Model standard, which is the predominate cybersecurity framework for the U.S. electric utility industry. NextEra Energy has a comprehensive cybersecurity training program in which all employees receive education and training on prevention of cybersecurity incidents and on privacy and data protection.

NextEra Energy performs annual internal cybersecurity drills with the participation of federal agencies (the U.S. Department of Homeland Security, U.S. Secret Service and the Federal Bureau of Investigation) to ensure readiness of the organization. FPL also participates with other electric utilities across the country in the North American Electric Reliability Corporation's (NERC) biennial GridEx exercise and in industry forums, such as Electricity Subsector Coordinating Council and NERC activities, to ensure lessons learned are applied.

## AWARDS AND RECOGNITIONS



Employee Chanda Durnford examines solar panels at the Dunns Bridge Solar Energy Center, which was commissioned in Dunns Bridge, Ind., in 2022.

## AWARDS AND RECOGNITIONS

### 2023:

- » NextEra Energy was ranked No. 1 in the electric and gas utilities industry on Fortune's list of "Most Admired Companies" for the 16th time in 17 years. NextEra Energy also received the highest overall company scores across all industries in Florida.
- » NextEra Energy was named to Newsweek's list of America's Most Responsible Companies for the third year in a row. NextEra Energy is the only Florida-based energy company on the list.
- » NextEra Energy was named to Forbes' list of the Best Employers for Diversity 2023, marking the fourth time the company has received this recognition.
- » NextEra Energy received for the second year in a row the Business Group on Health's Best Employers Award for Excellence in Health & Well-Being for advancing employee well-being through comprehensive, innovative benefits and initiatives.
- » NextEra Energy received the Employer of the Year award from the Validation Institute at its Healthcare Innovation Congress, for achieving significant cost-savings or improvements in health outcomes through health, benefits and/or wellness programs for employees.
- » NextEra Energy received the U.S. Department of Labor's HIRE Vets Platinum Medallion award for our excellence in hiring and retaining veterans. The company has been honored for its work with veterans every year since 2018.
- » FPL was recognized by the Southeastern Electric Exchange's Industry Excellence Awards Program with four awards, including the prestigious Chairman's Award for the FPL Environmental North Florida Resiliency Connection. The Chairman's Award honors the one project deemed most outstanding of all category winners. FPL was recognized in environmental, customer service and billing, substation and training categories.

FPL won PA Consulting Group's ReliabilityOne™ Outstanding Reliability award in the Southeast Region for the 11th year in a row.

- » FPL received the USFWS Southeast Regional Director's Honor Award for its work to support manatees in collaboration with the USFWS and FWC.

### 2022:

- » EEI honored FPL with its Emergency Response Award for the company's power restoration efforts following Hurricane Ian.
- » NextEra Energy was recognized by Forbes magazine as one of America's Best Employers for the sixth year.
- » FPL is among the top electric providers in the Southern U.S., according to J.D. Power's 2022 Electric Utility Residential Customer Satisfaction Study<sup>SM</sup> and 2022 Electric Utility Business Customer Satisfaction Study<sup>SM</sup>.
- » NextEra Energy was assessed as having best-in-class preparedness, according to S&P Global Ratings' ESG evaluation. Our final evaluation score, 86, reflects our best-in-class preparedness, which stems from our leadership in the clean energy transition and innovation-oriented culture.

### 2021:

- » NextEra Energy was recognized for the second time on Fortune's list of companies that "Change the World" and was the only U.S. gas and electric utility to be recognized. The annual list recognizes companies that have had a positive social impact through activities that are part of their core business strategy.



# CONCLUSION



The Pinal Central Solar Energy Center in Case Grande, Ariz.

## CONCLUSION



We are committed to doing our part to deliver a clean energy future that provides value for our customers, supports our communities and empowers our teams.”

We are making long-term strategic investments to build a business that is resilient and able to deliver for customers and shareholders alike. NextEra Energy’s Real Zero plan lays out a clear path on our journey to deliver low-cost, reliable energy for our customers and reach zero-carbon emissions.

We believe NextEra Energy has the best team in our industry to accomplish our goal. Our FPL team is dedicated to delivering reliable electricity at an affordable price and to help make Florida an even better place to live. Our NextEra Energy Resources team brings an entrepreneurial mindset to every endeavor, so we can help every customer be even more competitive in their own industries.

The long-term viability of low-cost renewable energy has never been more clear. Clean energy is cheaper and more reliable now and is necessary for energy independence. We are committed to doing our part to deliver a clean energy future that provides value for our customers, supports our communities and empowers our teams.



The Empire State Transmission Line in New York.

# APPENDIX A

## Sustainability Accounting Standards Board (SASB) Metrics

SASB topic	SASB accounting metric	2021	2022	Comments
<b>Greenhouse Gas Emissions and Energy Resource Planning</b>	1. Gross global scope 1 emissions 2. Percentage covered under emissions-limiting regulations 3. Percentage covered under emissions-reporting regulations	1. 42,353,376 metric tons carbon dioxide equivalent (CO <sub>2</sub> e) 2. 0.15% 3. 100%	1. 41,354,723 metric tons CO <sub>2</sub> e 2. 0.73% 3. 100%	NextEra Energy conducts business under regulatory regimes that require CO <sub>2</sub> rather than CO <sub>2</sub> e reporting. Number differs from other reported areas due to reporting in CO <sub>2</sub> e vs. CO <sub>2</sub> . CO <sub>2</sub> e figure includes emissions data for NextEra Energy-owned power plant sites, as well as joint ownership sites. Data for the joint ownership sites were adjusted to account for the company's ownership share only.
	Greenhouse gas (GHG) emissions associated with power deliveries	1,736,579 metric tons CO <sub>2</sub> e	2,441,289 metric tons CO <sub>2</sub> e	Values represent additional CO <sub>2</sub> e from contracted power purchase agreement and power purchased to serve FPL customers.
	Discussion of long-term and short-term strategy or plan to manage scope 1 emissions, emissions reduction target, and analysis of performance against those targets	Discussion within report	Discussion within report	See discussion in the following sections of this report: <b><u><a href="#">A letter from our chairman and CEO</a></u></b> <b><u><a href="#">NextEra Energy: a clean energy leader</a></u></b> <b><u><a href="#">Environmental stewardship - Reducing our carbon emissions</a></u></b> <b><u><a href="#">Appendix B: Task Force on Climate-Related Financial Disclosures (TCFD)</a></u></b>
	1. Number of customers served in markets with renewable portfolio standards (RPS) 2. Percentage fulfillment of RPS target by market	See comments	See comments	FPL serves approximately 5.8 million customer accounts in Florida. Florida does not have a state RPS.  NextEra Energy Resources is a wholesale power generator for customers across the U.S. that includes utilities, retail electricity providers, power cooperatives, municipal electric providers and large industrial companies.  NextEra Energy Resources operates in 15 states with mandatory RPS, four states with clean energy standards, three states with clean energy goals and an additional six states with renewable portfolio. <sup>1</sup>
<b>Renewable Portfolio Goals and Air Quality</b>	Air emissions of the following pollutants: 1. Nitrogen oxides (NOx), excluding nitrous oxide (N <sub>2</sub> O) 2. Sulfur oxides (SOx) 3. Particulate matter (PM 10) 4. Lead (Pb) 5. Mercury (Hg)	1. 10,525 metric tons 2. 840 metric tons 3. 964 metric tons 4. 0.61 metric tons 5. 0.05 metric tons	1. 8,285 metric tons 2. 1,017 metric tons 3. 671 metric tons 4. 0.26 metric tons 5. 0.03 metric tons	Data includes emissions for NextEra Energy-owned power plant sites, as well as joint ownership sites. Data for the joint ownership sites were adjusted to account for the company's ownership share only. Data does not include emissions from cooling towers and auxiliary equipment, as this represents emissions that are considered de minimis.  SOx is reported as sulfur dioxide (SO <sub>2</sub> ). NOx and SO <sub>2</sub> numbers differ from other reported areas due to reporting in metric tons versus short tons.
	Percentage of each in or near areas of dense population	See comments	See comments	All power plants are near areas of dense population based on the definitions of "near" and "dense."

1) Source: <https://www.dsireusa.org>



# APPENDIX A

## Sustainability Accounting Standards Board (SASB) Metrics

SASB topic	SASB accounting metric	2021	2022	Comments
Water Management	1. Total water withdrawn 2. Total water consumed, percentage of each in regions of high or extremely high baseline water stress	1. 7,339,262 thousand cubic meters; 0.001% 2. 117,079 thousand cubic meters; 0.08%	1. 7,941,878 thousand cubic meters; 0.0012% 2. 126,319 thousand cubic meters; 0.08%	In 2022, NextEra Energy operated or had ownership share of 25 power generating sites across the U.S. that use water, but only one site is located in regions of high or extremely high-water stress.  Nearly 75% of the water we withdrew in 2022 came from saltwater sources. Water metrics reported reflect use for plant operations and use associated with decommissioning or closure of generating facilities. Water numbers differ from other reported areas due to the use of thousand cubic meters vs. billions gallons.
	Number of incidents of non-compliance associated with water quality and/or quantity permits, standards, and regulations	1	0	In 2021, the Cape Canaveral Energy Center exceeded its permitted allowable Once Through Cooling Water Chlorine Dioxide Injection limit, resulting in an Environmental Reportable Event. Procedures were put into place after the event to ensure future compliance.
	Description of water management risks and discussion of strategy and practices to mitigate those risks	Description within report and on the sustainability website	Description within report and on the sustainability website	See discussion in the following sections of this report: <b><u>Environmental stewardship - Conserving water</u></b>
Coal Ash Management	Amount of coal combustion residuals (CCR) generated, percentage recycled	144,706; 91%	140,524; 130%	In 2021 and 2022, NextEra Energy did not operate any facilities that generated CCR but has a co-owner share of two that do. In addition, NextEra Energy has been beneficially reusing/recycling CCR material at a facility that no longer generates CCR material, resulting in a greater than 100% recycling number.
	Total number of CCR impoundments, broken down by hazard potential classification and structural integrity assessment	4	4	NextEra Energy has interest in four CCR impoundments, with two of these impoundments undergoing closure. While there are three surface impoundments that are regulated under the federal CCR regulation found at 40 CFR 257.50-107, there are four impoundments that meet the broader definition in 40 CFR 257.2 referenced within the SASB standards.  Each has been ranked using the Environmental Protection Agency (EPA) hazard potential classification. There are one Low Hazard, two Significant Hazard and one High Hazard. All four had the highest structural integrity assessment rating of satisfactory in 2021 and 2022.

# APPENDIX A

## Sustainability Accounting Standards Board (SASB) Metrics

SASB topic	SASB accounting metric	2021	2022	Comments
Energy Affordability	Average retail electric rate for 1. residential 2. commercial 3. industrial customers	FPL Retail electric rates: 1. \$0.1122/kilowatt hour (kWh) 2. \$0.0880/kWh 3. \$0.0636/kWh  Gulf Power <sup>1</sup> Retail electric rates: 1. \$0.1395/kWh 2. \$0.1085/kWh 3. \$0.0831/kWh	FPL Retail electric rates: 1. \$0.1345/kWh 2. \$0.1075 kWh 3. \$0.0857/kWh	
	Typical monthly electric bill for residential customers for 1. 500 kWh 2. 1,000 kWh of electricity delivered per month	FPL: 1. \$55.79 2. \$101.70  Gulf Power <sup>1</sup> : 1. \$79.81 2. \$139.89	FPL: 1. \$64.97 2. \$120.67	
	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory	Discussion within report	Discussion within report	See discussion in the following sections of this report: <a href="#"><b><u>NextEra Energy: a clean energy leader</u></b></a> <a href="#"><b><u>Our employees, customers and communities - Supporting customers</u></b></a> <a href="#"><b><u>Our employees, customers and communities - Spurring economic development</u></b></a>

1) Prior to merger into FPL, Gulf Power Company formerly was a principal operating company and data provided is for 2021 only.

# APPENDIX A

## Sustainability Accounting Standards Board (SASB) Metrics

SASB topic	SASB accounting metric	2021	2022	Comments
<b>Workforce Health and Safety</b>	1. Total recordable incident rate (TRIR) 2. fatality rate 3. near miss frequency rate (NMFR)	1. 0.33 2. 0.00 3. NA	1. 0.31 2. 0.00 3. NA	NextEra Energy does not track NMFR in a comparable manner as SASB guidelines.  OSHA recordable rate (TRIR) is the metric used in senior leadership compensation goals; goal for senior leadership is top-decile performance.
<b>End-Use Efficiency and Demand</b>	Percentage of electric utility revenues from rate structures that	NA	NA	
	1. are decoupled 2. contain a lost revenue adjustment mechanism (LRAM)			
	Percentage of electric load served by smart grid technology	99%	99%	
	Customer electricity savings from efficiency measures, by market	Discussion within report	Discussion within report	See discussion in the following sections of this report: <a href="#">NextEra Energy: a clean energy leader</a> <a href="#">Our employees, customers and communities - Supporting customers</a>
<b>Nuclear Safety and Emergency Management</b>	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action	All eight nuclear power units are 'licensee response' classification under U.S. NRC Action	All eight nuclear power units are 'licensee response' classification under U.S. NRC Action	<a href="#">U.S. Nuclear Regulatory Commission Action Matrix</a>
	Description of efforts to manage nuclear safety and emergency preparedness	Description within report	Discussion within report	See discussion in the following section of this report: <a href="#">Risks and opportunities - Securing our nuclear plants</a>
	Number of incidents of non-compliance with physical and/or cybersecurity standards or regulations	Description within report	Description within report	See discussion in the following section of this report: <a href="#">Risks and opportunities - Strengthening our cybersecurity</a>

# APPENDIX A

## Sustainability Accounting Standards Board (SASB) Metrics

SASB topic	SASB accounting metric	2021	2022 <sup>1</sup>	Comments
Grid Resiliency	1. System Average Interruption Duration Index (SAIDI)	FPL: 1. 45.6	FPL: 1. 47.1	Metric is exclusive of major event days and is based on how reported to Florida Public Service Commission for all of power delivery (transmission and distribution).
	2. System Average Interruption Frequency Index (SAIFI)	2. 0.82 3. 55.29	2. 0.85 3. 55.48	
	3. Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	Gulf Power: 1. 42.8 2. 0.63 3. 94.34		

<sup>1</sup> Prior to merger into FPL, Gulf Power Company formerly was a principal operating company and data provided is for 2021 only.

## APPENDIX B

### Task Force on Climate-related Financial Disclosures

Section	Recommended Disclosure	NextEra Energy Response	Additional Information
Governance	Describe the board's oversight of climate-related risks and opportunities.	<p>The entire NextEra Energy board of directors, led by our executive chairman has oversight of climate-related risks and opportunities, including their impacts on our strategy. The board understands the impacts of climate change on our future growth, as well as how we prepare our business to adapt to the effects of climate change.</p> <ul style="list-style-type: none"> <li>» At every scheduled board of directors meeting, the board performs a review of our performance against business objectives and key risks and opportunities for the company.</li> <li>» The board also holds an annual strategy session devoted to discussing, debating and validating management's overall strategy.</li> <li>» Oversight of climate-related issues includes discussion of physical risks from climate change, such as hurricanes, climate- and emissions-related government policies, incentives and regulations, emissions-reduction initiatives, renewable energy, trends and business plans, and emerging clean energy technologies, among others.</li> </ul>	<a href="#"><u>Governance - Leveraging sustainability governance Risks and opportunities</u></a>
	Describe management's role in assessing and managing climate-related risks and opportunities.	Our executive management team is responsible for day-to-day management of climate-related risks and opportunities, as well as their potential effects on the management and operations of individual business units. Our approach to sustainability engages all levels of the company from the board of directors to our employees. Sustainable business practices are embedded throughout the company as we execute our long-term strategy.	<a href="#"><u>Governance - Leveraging sustainability governance Risks and opportunities</u></a>
Strategy	Describe the climate-related risks and opportunities identified over the short, medium and long term.	Climate-related risks and opportunities influence our strategy across all of our businesses over the short term (less than five years), medium term (five to 10 years) and long term (greater than 10 years).	<a href="#"><u>NextEra Energy: a clean energy leader Risks and opportunities</u></a>
	Describe the impact of climate-related risks and opportunities on the businesses, strategy and financial planning.	<p>As we respond to our customers' demands for emissions-free and renewable energy, climate-related risks and opportunities have influenced our financial plan for capital expenditures, acquisitions and revenues.</p> <p>Climate-related risks and opportunities have influenced our financial plan for capital expenditures, acquisitions and revenues in order to respond to our customers' demands for clean and renewable energy. This has influenced our capital plan (executing our significant renewable energy deployment and grid-hardening initiatives), our acquisitions (acquiring Gulf Power, now known as FPL Northwest FL), and employing our strategy of advancing affordable, reliable and clean energy and making smart infrastructure investments. All of these, in turn, affect our revenues (generating revenues on those capital expenditures).</p>	<a href="#"><u>2022 CDP Report</u></a>
	Describe the resilience of the organization's strategy, taking into consideration different climate-related scenarios, including a 2 degree Celsius or lower scenario.	<p>Our 2045 Real Zero analysis took into account assumptions around economics, policy, regulatory and technology.</p> <p>According to the Intergovernmental Panel on Climate Change (IPCC), 1.5-degree scenario pathways require a completely decarbonized electricity sector by 2050. By achieving our Real Zero goal by 2045, we will contribute to the decarbonization of the entire electricity sector by 2050.</p>	<a href="#"><u>2023 FPL Ten-Year Site Plan</u></a> <a href="#"><u>Zero Carbon Blueprint</u></a> <a href="#"><u>2022 CDP Report</u></a>

## APPENDIX B

### Task Force on Climate-related Financial Disclosures

Section	Recommended Disclosure	NextEra Energy Response	Additional Information
Risk Management	Describe the processes for identifying and assessing climate-related risks.	Our approach to risk management starts with a strategic focus on preparedness and a disciplined capital allocation process. Preparedness, crisis planning and risk management are part of our culture. Climate-related risks that may impact our business include current/emerging regulations, technology, legal, market and acute/chronic physical risks.	<a href="#">Risks and opportunities</a> <a href="#">Climate-related risks that may impact our business</a> <a href="#">2022 CDP Report</a>
	Describe the processes for managing climate-related risks.	Our chairman, president and CEO, who also serves as our chief risk officer, and executive management are responsible for executing our long-term strategy, while also monitoring climate-related opportunities and risks related to our strategy.  Our corporate risk management committee provides oversight and support for our risk management activities.	<a href="#">Risks and opportunities</a>
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the overall risk management process.	For the purposes of our risk management process, we do not view climate-related risks as a discrete impact, but rather a potential stress multiplier to existing risks and opportunities that we monitor very closely and have worked to mitigate for a long time.	<a href="#">Risks and opportunities</a>
Metrics & Targets	Disclose the metrics used to assess climate-related risks and opportunities in line with strategy and risk management processes.	<p>The business metrics we use to assess climate-related risks and opportunities include our progress against each business unit's goals.</p> <ul style="list-style-type: none"> <li>» At FPL, these include our service reliability metrics, our power plant availability metrics and our progress toward our Real Zero goal by installing 90 GW of solar, 50 GW of new battery storage capacity and 16 GW of clean hydrogen capacity.</li> <li>» At NextEra Energy Resources, this includes our progress on completing the development of our wind, solar and storage projects on schedule and on budget, as well as adding significant new wind and solar opportunities to our backlog to support future growth.</li> <li>» Real Zero has set clear, interim emissions reduction milestones to hold ourselves accountable and to demonstrate measurable progress to our stakeholders. Value, affordability, reliability and resiliency for our customers remain our No. 1 goal.</li> </ul>	<a href="#">Environmental stewardship</a> <a href="#">Zero Carbon Blueprint</a> <a href="#">Investor conference</a> <a href="#">Our commitment to our Real Zero goal</a> <a href="#">Risks and opportunities</a>
	Disclose scope 1, 2 and, if appropriate, 3 GHG emissions and related risks.	Our scope 1, 2 and 3 emissions are verified by an independent third party and available in Appendix E (Emissions Data and Third-Party Emissions Assurance Statement) of this report. We also participate in the CDP (formerly known as the Carbon Disclosure Project) survey.	<a href="#">Appendix A: Sustainability Accounting Standards Board (SASB) Metrics</a> <a href="#">Appendix E: Third-Party Verification Statement</a>
	Describe the targets used to manage climate-related risks and opportunities and performance against targets.	As we implement Real Zero, our goal is to eliminate scope 1 and scope 2 carbon emissions from our operations by no later than 2045, beginning with a 70% reduction in our CO <sub>2</sub> rate by 2025.	<a href="#">Environmental stewardship</a> <a href="#">Zero Carbon Blueprint</a>

## APPENDIX B

### Climate-related Risks That May Impact Our Business

Climate change risk type	Application to our businesses
<b>Current/emerging regulation</b>	Our operations are subject to complex and comprehensive federal, state and other regulations. Current and emerging regulations are addressed in risk management and business planning. As an example, under a Florida law enacted in 2019, FPL must file a long-term Storm Protection Plan that details how it plans to continue to build a stronger, smarter and more storm-resilient grid in the years ahead. The Storm Protection Plan and subsequent Florida Public Service Commission (FPSC) rules regarding cost recovery mechanism are examples of current regulation that address risks related to climate change and severe weather events and impact how FPL receives cost recovery for its storm-hardening activities.
<b>Technology</b>	Technology developments are reviewed as part of our corporate risk assessment and strategic planning processes. We are always focused on innovation and exploring new technologies. Being innovative and having a strong commitment to continuous improvement is at the heart of who we are as a company. From state-of-the-art renewable energy solutions and leading-edge battery storage systems to smart grid technology and drones equipped with artificial intelligence, we're making significant investments in innovative, advanced technologies to do what's right on behalf of our customers, shareholders and other stakeholders. Transition risks related to changes in the price and availability of technology are some of the risks related to climate change that we consider in our analyses. Based on our ongoing analysis of the long-term potential of low-cost renewables, we remain confident that wind, solar and battery storage will help reduce costs for customers and help achieve future CO <sub>2</sub> -emission reductions on our path to Real Zero by no later than 2045.
<b>Legal</b>	While FPL's generation portfolio emits GHGs at a lower rate than most of the U.S. electric power sector, its results of operations could be impacted to the extent that new federal or state laws or regulations impose any new GHG emissions limits or a price on CO <sub>2</sub> emissions. To address this potential risk, FPL's integrated resource planning and annual Ten-Year Site Plan filing with the FPSC have included CO <sub>2</sub> cost projections since 2007. On the other hand, we believe that any such new laws or regulations likely would increase the demand for NextEra Energy Resources' clean energy products and services.
<b>Market</b>	Investments by FPL are guided by a well-established integrated resource planning process to determine the amount and timing of future generation needed to meet projected growth in energy load and demand. Market climate-related risks are incorporated into this planning process and different options are evaluated taking into account system economics, forecasted electric power demand, demand-side management, fuel prices, potential future climate policies and the integration of low-cost, clean and reliable generation, including solar and energy storage solutions. We also look at the impact of federal and state energy efficiency codes and standards. To the extent market forces drive demand for renewable energy, we believe that should only increase the opportunities available for NextEra Energy Resources.
<b>Acute/chronic physical</b>	<p>Our risk management process includes a review of physical risks tied to climate events. Changes in global climate could produce unusual variations in temperature and weather patterns, resulting in more intense, frequent and extreme weather events, abnormal levels of precipitation and, particularly relevant to FPL, changes in sea level. FPL operates in the east and lower west coasts of Florida and in Northwest Florida, areas that historically have been prone to severe weather events, such as hurricanes. Throughout our history of managing the impacts of hurricanes and natural disasters in Florida, we have remained focused on safety, execution and the importance of providing an essential service to our customers during these events.</p> <p>Our continued investments and preparation at FPL have resulted in building a stronger, smarter and more resilient energy grid that has improved reliability in all weather conditions, while enabling faster power restoration following extreme weather events. Since 2006, FPL has made significant investments in strengthening the energy grid to make it more resilient to severe weather. The deployment of innovative technology to help prevent outages and shorten restoration times when outages occur has enabled FPL to lower operating costs and improve reliability and resiliency.</p>

# APPENDIX C

## EEI ESG/Sustainability Quantitative Metrics

Parent Company: NextEra Energy, Inc. (NextEra Energy)

Principal Operating Companies: FPL and NextEra Energy Resources. (Prior to merger into FPL, Gulf Power Company formerly was a principal operating company and data provided is for 2020-2021 only.)

Portfolio	2005	2020	2021	2022
<b>Owned Net Generation Capacity (MW)<sup>(1)</sup></b>				
Coal	915	1,351	717	717
Natural gas <sup>(2)</sup>	22,515	24,533	26,030	25,683
Nuclear	4,015	5,794	5,795	5,795
Oil	1,316	1,473	964	855
Total Renewable Energy Resources	4,069	21,581	23,068	26,429
Hydroelectric	361	0	0	0
Landfill gas	0	3	3	3
Solar	148	5,505	6,548	7,535
Wind	3,192	16,073	16,517	18,891
Other	368	0	0	0
<b>Owned Net Generation (MWh)</b>				
Coal	6,065,258	4,417,826	4,439,180	1,748,013
Natural gas	59,752,003	103,070,751	99,680,103	104,913,929
Nuclear	29,745,644	49,869,793	46,943,053	50,458,336
Oil	23,828,305	160,427	293,419	698,467
Total Renewable Energy Resources	9,385,224	58,688,356	69,932,925	75,053,662
Hydroelectric	1,811,409	0	0	0
Landfill gas	0	21,615	21,259	22,376
Solar <sup>(3)</sup>	275,393	9,417,857	15,232,598	15,199,596
Wind	7,298,422	49,248,884	54,679,068	59,813,690
<b>Capital Expenditures and Energy Efficiency (EE)<sup>(4)</sup></b>				
Annual Capital Expenditures (billions)	\$2.5	\$14.6	\$15.9	\$19.0
Incremental Annual Electricity Savings from EE Measures (MWh)	Form EIA-861	Form EIA-861	Form EIA-861	Form EIA-861
Incremental Annual Investment in Electric EE Programs (thousands)	Form EIA-861	Form EIA-861	Form EIA-861	Form EIA-861
<b>Retail Electric Customers</b>				
Commercial	473,207	628,861	636,044	641,613
Industrial	20,392	12,244	12,769	14,094
Residential	3,859,377	4,960,827	5,036,950	5,113,455

1) Solar capacity numbers for 2020, 2021 and 2022 include 75 MW of non-incremental thermal solar

2) Some natural gas plants have the ability to use oil for additional fuel flexibility. In 2020, approximately 66% of NextEra Energy's natural gas capacity was dual-fuel capable. In 2021, approximately 67% had dual-fuel capability. In 2022, approximately 69% had dual-fuel capability.

3) During a review of 2021 generation data, a discrepancy was found in total solar MWh reported for FPL. This has been adjusted and accompanying metrics updated.

4) Per NextEra Energy 10-K filings.



# APPENDIX C

## EEl ESG/Sustainability Quantitative Metrics

Parent Company: NextEra Energy, Inc. (NextEra Energy)

Principal Operating Companies: FPL and NextEra Energy Resources. (Prior to merger into FPL, Gulf Power Company formerly was a principal operating company and data provided is for 2020-2021 only.)

Emissions <sup>(5)</sup>	2005	2020	2021	2022
<b>Carbon Dioxide (CO<sub>2</sub>)<sup>(6)</sup></b>				
Owned Generation CO <sub>2</sub> Emissions (tons)	54,270,781	47,328,818	46,614,994	45,459,525
Owned Generation CO <sub>2</sub> Emissions Intensity (lbs/Net MWh)	843	438	427	390
Total Owned Generation CO <sub>2</sub> Emissions (MT)	49,233,638	42,935,994	42,288,462	41,251,837
Total Owned Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWh)	0.260	0.199	0.194	0.18
<b>Non-Generation CO<sub>2</sub>e Emissions of Sulfur Hexafluoride (SF<sub>6</sub>)<sup>(7)</sup></b>				
Total CO <sub>2</sub> e emissions of SF <sub>6</sub> (MT)	--	43,731	19,579	16,479
Leak rate of CO <sub>2</sub> e emissions of SF <sub>6</sub> (MT/Net MWh)	--	0.000202	0.000088	0.00007
<b>Nitrogen Oxides (NO<sub>x</sub>)</b>				
NO <sub>x</sub> Emissions (tons)	55,275	9,288	11,601	9,130
NO <sub>x</sub> Emissions Intensity (lbs/Net MWh)	0.86	0.09	0.11	0.08
Total NO <sub>x</sub> Emissions (MT)	50,145	8,426	10,525	8,285
Total NO <sub>x</sub> Emissions Intensity (MT/Net MWh)	0.0002651	0.0000390	0.0000476	0.00004
<b>Sulfur Dioxide (SO<sub>2</sub>)</b>				
SO <sub>2</sub> Emissions (tons)	121,480	1,142	926	1,120
SO <sub>2</sub> Emissions Intensity (lbs/Net MWh)	1.89	0.011	.008	0.01
Total SO <sub>2</sub> Emissions (MT)	110,205	1,036	840	1,017
Total SO <sub>2</sub> Emissions Intensity (MT/Net MWh)	0.000583	0.000005	0.000004	0.000004
<b>Mercury (Hg)</b>				
Hg Emissions (kg)	281	31	45	28.5
Hg Emissions Intensity (kg/Net MWh)	0.0000022	0.0000001	0.0000002	0.00000012

5) NextEra Energy conducts business under regulatory regimes that require CO<sub>2</sub> rather than CO<sub>2</sub>e reporting. As a result, metrics may differ throughout the report in areas that report CO<sub>2</sub> from power generation only. This data includes emissions data for NextEra Energy power plant sites, as well as joint ownership sites. Data for the joint ownership sites were adjusted to account for the company's ownership share only.

6) Purchased power is considered minimal, as this would make up less than 1% of emissions profile and is excluded from the EEl template.

7) As reported to the EPA in accordance with EPA's GHG Reporting Program (40 CFR Part 98, Subpart DD).

# APPENDIX C

## EEI ESG/Sustainability Quantitative Metrics

Parent Company: NextEra Energy, Inc. (NextEra Energy)

Principal Operating Companies: FPL and NextEra Energy Resources. (Prior to merger into FPL, Gulf Power Company formerly was a principal operating company and data provided is for 2020-2021 only.)

Resources	2005	2020	2021	2022
<b>Human Resources</b>				
Total Number of Employees	12,400	14,900	15,017	15,300
Percentage of Women in Total Workforce	Not reported	24%	24%	25%
Percentage of Minorities in Total Workforce	Not reported	37%	39%	41%
Total Number on Board of Directors	11	13	13 <sup>(8)</sup>	12
Percentage of Women on Board of Directors	9%	23%	15%	23%
Percentage of Minorities on Board of Directors	18%	15%	15%	17%
Employee Safety - Recordable Incident Rate	2.40	0.39	0.33	0.31
Employee Safety - Work-related Fatalities	0	0	0	0
<b>Fresh Water Resources used in Thermal Power Generation Activities<sup>(9)</sup></b>				
Water Withdrawals - Consumptive (Millions of Gallons)	21,061	22,178	21,112	24,054
Water Withdrawals - Consumptive (Millions of Gallons)	341,107	475,507	481,040	479,608
Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	0.0001385	0.0001024	0.0000942	0.0001033
Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	0.0022429	0.0021446	0.0021371	0.0020597
<b>Waste Products</b>				
Amount of Hazardous Waste Manifested for Disposal (tons)	Not tracked	0.8	1.3	6.18
Percent of Coal Combustion Products Beneficially Used	Not tracked	93%	91%	130% <sup>(10)</sup>

8) Number of board of directors members reduced to 12, as of August 2022, following leadership transition.

9) Water metrics reported reflect use for plant operations and use associated with decommissioning or closure of generating facilities, except the rate metric. The rate metric only reflects water use for power generation per MWh. Water data may be periodically updated to incorporate improvements to our water data management system.



With the development of our improved water data management system, the baseline for water data was adjusted to 2007.

10) NextEra Energy is beneficially reusing/ recycling CCR material at a site that is no longer generating CCR material, resulting in a recycling number greater than 100%.

# APPENDIX D

## United Nations Sustainable Development Goals Metrics



Our business is aligned with global sustainability initiatives, particularly the United Nations Sustainable Development Goals (SDGs). The 17 goals and 169 targets provide a framework for governments, businesses and organizations to advance sustainable development. In 2021, we mapped our alignment with the SDGs to determine where our business most aligns with and contributes to supporting the goals. While nearly all of the SDGs are indirectly aligned with various aspects of our corporate strategies, we identified that our business strategy directly aligns with three priority SDGs (7, 9 and 13) and two additional SDGs (14 and 15) where our operations may make a significant contribution.

SDG	Our Approach	Additional Response
 <p><b>7</b> AFFORDABLE AND CLEAN ENERGY</p>	<p>We began our clean energy journey in the 1980s when we invested in our first solar and wind projects. Twenty years later, we made the strategic decision to move away from costly foreign oil. We replaced foreign oil with highly efficient American natural gas and cost-effective solar. Today, our generation fleet is continuing to evolve and is now one of the cleanest and most efficient in the country, saving customers in Florida approximately \$15 billion in fuel costs and avoiding more than 189 million tons of carbon-dioxide (CO<sub>2</sub>) emissions since 2001.</p> <p>We are accelerating our clean energy journey for all our businesses with an industry-leading goal we announced in 2022 called Real Zero. Our Real Zero goal is a commitment to further modernize our power generation, which will drive fuel costs out of customer bills – moving toward even lower fuel costs and zero-carbon emissions. Our goal aims to keep electric bills affordable, create jobs and economic growth and further secure America’s energy independence. We believe Real Zero will also bring our customers long-term cost certainty and save billions of dollars in fuel to generate electricity, while safeguarding our clean air.</p> <ul style="list-style-type: none"> <li>» FPL plans to install 19,966 MW of solar in Florida from 2023-2032.</li> <li>» From 2023-2026, NextEra Energy Resources expects to bring online an additional 33–42 GW of clean, carbon-emissions-free renewable energy.</li> <li>» Our capital investments also will help us meet our near-term goal of reducing our CO<sub>2</sub> emissions rate 82% by 2030 from a 2005 baseline.</li> <li>» In 2022, NextEra Energy announced a commitment to achieve Real Zero carbon emissions by no later than 2045.</li> </ul>	<p><a href="#">Zero Carbon Blueprint</a></p> <p><a href="#">NextEra Energy: a clean energy leader</a></p> <p><a href="#">2023 FPL Ten-Year Site Plan</a></p> <p><a href="#">Our employees, customers and communities - Supporting customers</a></p>
 <p><b>9</b> INDUSTRY, INNOVATION AND INFRASTRUCTURE</p>	<p>As one of the largest electric power and energy infrastructure companies in North America and a leader in the renewable energy industry, NextEra Energy is committed to building a sustainable energy future that is affordable, reliable and clean.</p> <ul style="list-style-type: none"> <li>» Over the past decade, we have invested ~\$115 billion in infrastructure capital deployment, making us the largest U.S. infrastructure investor in the energy industry and one of the largest capital investors across any industry in the U.S.</li> </ul>	<p><a href="#">NextEra Energy: a clean energy leader</a></p> <p><a href="#">Environmental stewardship - Reducing our carbon emissions</a></p> <p><a href="#">Our employees, customers and communities - Giving back through our workforce</a></p>

# APPENDIX D

## United Nations Sustainable Development Goals Metrics

Our business is aligned with global sustainability initiatives, particularly the United Nations Sustainable Development Goals (SDGs). The 17 goals and 169 targets provide a framework for governments, businesses and organizations to advance sustainable development. In 2021, we mapped our alignment with the SDGs to determine where our business most aligns with and contributes to supporting the goals. While nearly all of the SDGs are indirectly aligned with various aspects of our corporate strategies, we identified that our business strategy directly aligns with three priority SDGs (7, 9 and 13) and two additional SDGs (14 and 15) where our operations may make a significant contribution.

SDG	Our Approach	Additional Response
	<p>We believe that no company in any industry has done more to reduce carbon emissions than NextEra Energy.</p> <p>Climate-related risks and opportunities have influenced our financial plan for capital expenditures, acquisitions and revenues, to respond to our customers' demands for clean and renewable energy. This has influenced our capital plan in executing our significant renewable energy deployment and grid-hardening initiatives.</p> <ul style="list-style-type: none"> <li>» <b>NextEra Energy's Real Zero goal calls for a significant investment that strives to eliminate all scope 1 and scope 2 carbon emissions across its operations by no later than 2045.</b></li> <li>» <b>NextEra Energy's plan would generate only carbon emissions-free energy from a diverse mixture of wind, solar, battery storage, nuclear and emerging technologies.</b></li> </ul>	<p><a href="#">Zero Carbon Blueprint</a></p> <p><a href="#">NextEra Energy: a clean energy leader</a></p> <p><a href="#">Environmental stewardship - Reducing our carbon emissions</a></p> <p><a href="#">Risks and opportunities</a></p> <p><a href="#">Risks and opportunities - Preparing for storms, flooding and sea levels</a></p> <p><a href="#">Risks and opportunities - Planning for emergencies</a></p>
	<p>Before we build any operating facility, we study the local ecosystem so that we can better understand what it takes to be a partner in its preservation and to be a good neighbor to all the species that live there. We carefully consider the presence of any threatened or endangered species, as well as significant wildlife corridors, wetlands or other ecologically important areas. We seek to minimize and mitigate the impact of our development before we begin a project, and once a project is operating, we continue to monitor potential impacts to biodiversity. From sea turtles to crocodiles to gopher tortoises and burrowing owls, we have or participate in programs across the country that support many different species. Examples of our wildlife and habitat restoration projects follow.</p> <ul style="list-style-type: none"> <li>» <b>In the 1980s, FPL initiated an American crocodile management program at the Turkey Point Clean Energy Center. Our crocodile management program includes preserving these nesting areas, completing population surveys, conducting capture and spatial distribution surveys and regulating plant activity at night and during nesting season. In 2022, FPL biologists documented the highest number of successful nests in the history of the crocodile program at Turkey Point with 33 nests. The biologists captured, tagged and released 512 hatchlings, which is the third-most hatchlings in program history, behind 565 in 2021 and 548 in 2009.</b></li> <li>» <b>At our Florida solar energy centers, we work with Audubon Florida and other local organizations to craft site-specific enhancement and preservation plans focused on providing habitat opportunities for birds, pollinators and other wildlife.</b></li> <li>» <b>For decades, FPL has worked closely with state and federal agencies to ensure manatees are protected. FPL opened Manatee Lagoon – An Eco-Discovery Center, to help educate the public and inspire communities to preserve Florida's environment and wildlife for future generations. In 2022, the U.S. Fish and Wildlife Service (USFWS) and the Florida Fish and Wildlife Conservation Commission (FWC) once again created a temporary field response station at FPL's Cape Canaveral Clean Energy Center to respond to the abnormal number of manatee deaths in Florida and help prevent further deaths through rescue and rehabilitation. The energy center, located in the northern Indian River Lagoon, is a critical stop-off point, where manatees congregate as they migrate south during the winter. We worked with FWC to assist in the effort and pledged to contribute more than \$700,000 over three years to help with manatee rescue and rehabilitation, education and habitat restoration.</b></li> </ul>	<p><a href="#">Environmental stewardship - Preserving and supporting habitat and wildlife</a></p>

# APPENDIX E

## Emissions Data and Third-party Emissions Assurance Statements

2022 scope 1, scope 2 and scope 3 emissions inventory received independent third-party verification. The verification activities were conducted in alignment with the principles of ISO-14064-3:2006(E) specifications with Guidance for the Validation and Verification of Greenhouse Gas Assertions. Our GHG emissions rate (pounds of CO<sub>2</sub> per MWh) was also verified as part of this process.

Scope 1 emissions were reported for stationary, mobile and fugitive sources. Scope 2 (location-based) emissions were reported for office facilities (owned or leased), not served by Florida Power & Light Company. Emissions were estimated using actual kWh purchases (when available), square footage and a national average CO<sub>2</sub> emissions factor derived from electric sector emissions and generation data. Scope 2 (market-based) emissions were reported for office facilities (owned or leased) not served by FPL. Emissions were estimated using actual kWh purchases (when available), square footage and Green-e Energy Residual Mix Emissions Rates (2018). Scope 3 emissions were reported as per GHG Protocol Scope 3 Standards for Category 3 (Fuel- and energy-related activities not included in scope 1 or scope 2), Category 6 (Business Travel) and Category 11 (Use of Sold Products).

2022	
Scope 1 emissions	41,985,979 metric tons CO <sub>2</sub> e
Scope 2 emissions (location-based)	14,409 metric tons CO <sub>2</sub> e
Scope 2 emissions (market-based)	14,006 metric tons CO <sub>2</sub> e
Scope 3 emissions (fuel- and energy-related activities [not included in scope 1 or scope 2], business travel and use of sold products)	3,106,396 metric tons CO <sub>2</sub> e
Emissions rate	390 pounds CO <sub>2</sub> per MWh

### Verification Opinion NextEra Energy, Inc CY2022 GHG Inventory

**Background**  
Cameron-Cole, LLC (Cameron-Cole) was retained by NextEra Energy, Inc (NextEra) to perform an independent verification of its Greenhouse Gas (GHG) Emissions Inventory (GHG Statements) for Calendar Year (CY) 2022 and NextEra GHG emissions rate (lbs of CO<sub>2</sub> per MWh). The Scope 1 and 2 GHG Inventory was developed according to the World Resources Institute (WRI)/World Business Council for Sustainable Development (WBCSD) Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (2004 revised edition) along with its associated amendments. The Scope 3 GHG Inventory was prepared using the WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard dated September 2011 and associated amendments. Our opinion on the results of the inventory, with respect to the verification objectives and criteria, is provided in this statement.

**Responsibility of NextEra & Independence of Verification Provider**  
NextEra has sole responsibility for the content of its GHG Statement. Cameron-Cole accepts no responsibility for any changes that may have occurred to the GHG emissions results since they were submitted to us for review. Based on internationally accepted norms for impartiality, we believe our review represents an independent assessment of NextEra's CY2022 GHG Emissions Inventory. Finally, the opinion expressed in this verification statement should not be relied upon as the basis for any financial or investment decisions.

**Level of Assurance**  
The level of assurance is used to determine the depth of detail that a Verification Body designs into the Verification Plan to determine if there are material errors, omissions, or misstatements in a company's GHG assertions. Two levels of assurance are generally recognized—reasonable and limited. Reasonable Assurance generates the highest level of confidence that an emissions report is materially correct (with the exception of Absolute Assurance which is generally impractical for companies to achieve). Limited Assurance provides less confidence and involves a less-detailed examination of GHG data and supporting documentation. Limited Assurance statements assert that there is no evidence that an emissions report is not materially correct. Cameron-Cole's verification of NextEra's GHG Emissions Inventory for CY2022 was constructed to provide a Limited Level of Assurance.

NextEra - CY2022 GHG Inventory - Verification Opinion 1

**Objectives**  
The primary objectives of this verification assignment were as follows:

- Verify whether NextEra's CY2022 GHG Inventory meets the generally accepted GHG accounting principles of accuracy, completeness, transparency, relevance, and consistency.
- Determine if NextEra has reported all emissions in conformance with the WRI/WBCSD GHG protocol and WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard.
- Determine whether NextEra's CY2022 GHG Inventory meets/exceeds 95% threshold for accuracy.
- Determine whether NextEra's CY2022 NextEra Energy's GHG emissions rate (lbs of CO<sub>2</sub> per MWh) meets/exceeds the 95% threshold for accuracy.

**Verification Criteria**  
Cameron-Cole conducted verification activities in alignment with the principles of ISO-14064-3:2019(E) Specification with guidance for the verification and validation of greenhouse gas statements. The NextEra's GHG statement was prepared to and verified against, the WRI/WBCSD GHG Protocol and WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

**Verification Scope & GHG Statement**  
The boundaries of the NextEra's GHG Statement included in the scope of the verification are as follows:

- Geographical:** United States
- Chemical:** carbon dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O)
- Organizational Boundary:** NextEra has defined its organizational reporting boundary based on financial control.
- Operational Boundary:** The following sources/emissions were identified in NextEra's organizational boundary:
  - Scope 1**
    - Direct emissions from mobile combustion sources: fleet fuel

NextEra - CY2022 GHG Inventory - Verification Opinion 2

- Direct emissions from stationary combustion sources: fossil fuel combustion emissions reported using continuous emission monitoring systems and gas infrastructure businesses (Trinity Operating, NET Midstream, and Florida City Gas)
- Direct emissions from fugitive emissions: gas infrastructure businesses (Trinity Operating, NET Midstream, and Florida City Gas)

**Scope 2**

- Indirect emissions from purchased electricity at more than 30 locations (based primarily on square footage and electricity intensity factors)

**Scope 3**

- Category 3: Fuel and energy-related activities (not included in Scope 1 or Scope 2)
- Category 6: Business travel
- Category 11: Use of sold products

In addition to the scope listed above, Cameron-Cole verified NextEra's GHG emissions rate (lbs of CO<sub>2</sub> per MWh) and percentage of change compared to NextEra's CY2021 GHG Emissions Inventory.

Known exclusions from NextEra's reporting boundaries include the following:

**Scope 1**

- Direct Fugitive Emissions: HFC emissions from stationary and mobile equipment and vehicles; CO<sub>2</sub> fire-suppression systems and SF<sub>6</sub>.
- Direct Emissions from Stationary Combustion Sources: emergency and non-emergency generators that are not at fossil power plants used for power delivery (substations, service centers), office buildings, storm restoration (staging sites), and renewable energy plants

**Scope 2**

- Indirect Emissions from Purchased Electricity: electricity purchased for operations within the protected area during periodic nuclear refueling outages and from electric pumps in the gas infrastructure businesses
- Indirect Emissions from purchased heating

NextEra - CY2022 GHG Inventory - Verification Opinion 3

NextEra's GHG assertions are as follows: For CY2022, NextEra reported 41,985,979 metric tons (MT) of carbon dioxide equivalents (CO<sub>2</sub>e) from direct emission sources (Scope 1), 14,409 MT CO<sub>2</sub>e from Scope 2 location-based emission sources, 14,006 MT CO<sub>2</sub>e Scope 2 market-based emission sources, and 3,106,396 MT CO<sub>2</sub>e from Scope 3 emissions sources including Category 3 Fuel and Energy-related Activities, Category 6 Business Travel, and Category 11 Use of Sold Products. Of CY2022 Scope 1 and 2 emissions, NextEra Energy's Scope 1 emissions represented 99.9% of the emission profile. NextEra's reported emissions rate for CY2022 was 390 lbs of CO<sub>2</sub> per MWh.

**Verification Opinion**  
Based on the method employed and the results of our verification activities, Cameron-Cole has found no evidence of material errors, omissions, or misstatements in NextEra's CY2022 GHG Inventory or emissions rate within the boundaries described above. Cameron-Cole also found that NextEra's GHG accounting and calculation methodologies, processes, and systems for this inventory conform to the WRI/WBCSD GHG Protocol and WRI/WBCSD Corporate Value Chain (Scope 3) Accounting and Reporting Standard.

**Cameron-Cole, LLC**  
May 25, 2023

*Michelle Framming*  
Michelle Framming  
Independent Reviewer  
Strategy II, Sustainability Services

Malory Andrews  
Lead Verifier  
Head of Verification Services

NextEra - CY2022 GHG Inventory - Verification Opinion 4

## FORWARD-LOOKING STATEMENTS

This report contains “forward-looking statements” within the meaning of the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Forward-looking statements are not statements of historical facts, but instead represent the current expectations of NextEra Energy, Inc. (together with its subsidiaries, NextEra Energy) regarding future operating results and other future events, many of which, by their nature, are inherently uncertain and outside of NextEra Energy’s control. Forward-looking statements in this report include, among others, statements concerning adjusted earnings per share expectations and future operating performance, statements concerning results of acquisitions, and statements concerning the Real Zero carbon emissions reduction goals and associated expectations. In some cases, you can identify the forward-looking statements by words or phrases such as “will,” “may result,” “expect,” “anticipate,” “believe,” “intend,” “plan,” “seek,” “potential,” “projection,” “forecast,” “predict,” “goals,” “target,” “outlook,” “should,” “would” or similar words or expressions. You should not place undue reliance on these forward-looking statements, which are not a guarantee of future performance. The future results of NextEra Energy and its business and financial condition are subject to risks and uncertainties that could cause actual results to differ materially from those expressed or implied in the forward-looking statements, or may require it to limit or eliminate certain operations. These risks and uncertainties include, but are not limited to, those discussed in this report and the following: effects of extensive regulation of NextEra Energy’s business operations; inability of NextEra Energy to recover in a timely manner any significant amount of costs, a return on certain assets or a reasonable return on invested capital through base rates, cost recovery clauses, other regulatory mechanisms or otherwise; impact of political, regulatory, operational and economic factors on regulatory decisions important to NextEra Energy; disallowance of cost recovery based on a finding of imprudent use of derivative instruments; effect of any reductions or modifications to, or elimination of, governmental incentives or policies that support utility scale renewable energy projects or the imposition of additional tax laws, tariffs, duties, policies or assessments on renewable energy or equipment necessary to generate it or deliver it; impact of new or revised laws, regulations, interpretations or constitutional ballot and regulatory initiatives on NextEra Energy; capital expenditures, increased operating costs and various liabilities attributable to environmental laws, regulations and other standards applicable to NextEra Energy; effects on NextEra Energy of federal or state laws or regulations mandating new or additional limits on the production of greenhouse gas emissions; exposure of NextEra Energy to significant and increasing compliance costs and substantial monetary penalties and other sanctions as a result of extensive federal regulation of its operations and businesses; effect on NextEra Energy of changes in tax laws, guidance or policies as well as in judgments and estimates used to determine tax-related asset and liability

amounts; impact on NextEra Energy of adverse results of litigation; impacts of NextEra Energy of allegations of violations of law; effect on NextEra Energy of failure to proceed with projects under development or inability to complete the construction of (or capital improvements to) electric generation, transmission and distribution facilities, gas infrastructure facilities or other facilities on schedule or within budget; impact on development and operating activities of NextEra Energy resulting from risks related to project siting, planning, financing, construction, permitting, governmental approvals and the negotiation of project development agreements, as well as supply chain disruptions; risks involved in the operation and maintenance of electric generation, transmission and distribution facilities, gas infrastructure facilities, retail gas distribution system in Florida and other facilities; effect on NextEra Energy of a lack of growth or slower growth in the number of customers or in customer usage; impact on NextEra Energy of severe weather and other weather conditions; threats of terrorism and catastrophic events that could result from geopolitical factors, terrorism, cyberattacks or other attempts to disrupt NextEra Energy’s business or the businesses of third parties; inability to obtain adequate insurance coverage for protection of NextEra Energy against significant losses and risk that insurance coverage does not provide protection against all significant losses; a prolonged period of low gas and oil prices could impact NextEra Energy’s gas infrastructure business and cause NextEra Energy to delay or cancel certain gas infrastructure projects and could result in certain projects becoming impaired; risk of increased operating costs resulting from unfavorable supply costs necessary to provide full energy and capacity requirement services; inability or failure to manage properly or hedge effectively the commodity risk within its portfolio; effect of reductions in the liquidity of energy markets on NextEra Energy’s ability to manage operational risks; effectiveness of NextEra Energy’s risk management tools associated with its hedging and trading procedures to protect against significant losses, including the effect of unforeseen price variances from historical behavior; impact of unavailability or disruption of power transmission or commodity transportation facilities on sale and delivery of power or natural gas; exposure of NextEra Energy to credit and performance risk from customers, hedging counterparties and vendors; failure of counterparties to perform under derivative contracts or of requirement for NextEra Energy to post margin cash collateral under derivative contracts; failure or breach of NextEra Energy’s information technology systems; risks to NextEra Energy’s retail businesses from compromise of sensitive customer data; losses from volatility in the market values of derivative instruments and limited liquidity in over-the-counter markets; impact of negative publicity; inability to maintain, negotiate or renegotiate acceptable franchise agreements; occurrence of work strikes or stoppages and increasing personnel costs; NextEra Energy’s ability to successfully identify, complete and integrate acquisitions, including the effect of increased competition for acquisitions;

environmental, health and financial risks associated with ownership and operation of nuclear generation facilities; liability of NextEra Energy for significant retrospective assessments and/or retrospective insurance premiums in the event of an incident at certain nuclear generation facilities; increased operating and capital expenditures and/or reduced revenues at nuclear generation facilities resulting from orders or new regulations of the Nuclear Regulatory Commission; inability to operate any of NextEra Energy’s owned nuclear generation units through the end of their respective operating licenses; effect of disruptions, uncertainty or volatility in the credit and capital markets or actions by third parties in connection with project-specific or other financing arrangements on NextEra Energy’s ability to fund its liquidity and capital needs and meet its growth objectives; inability to maintain current credit ratings; impairment of liquidity from inability of credit providers to fund their credit commitments or to maintain their current credit ratings; poor market performance and other economic factors that could affect NextEra Energy’s defined benefit pension plan’s funded status; poor market performance and other risks to the asset values of nuclear decommissioning funds; changes in market value and other risks to certain of NextEra Energy’s investments; effect of inability of NextEra Energy subsidiaries to pay upstream dividends or repay funds to NextEra Energy or of NextEra Energy’s performance under guarantees of subsidiary obligations on NextEra Energy’s ability to meet its financial obligations and to pay dividends on its common stock; the fact that the amount and timing of dividends payable on NextEra Energy’s common stock, as well as the dividend policy approved by NextEra Energy’s board of directors from time to time, and changes to that policy, are within the sole discretion of NextEra Energy’s board of directors and, if declared and paid, dividends may be in amounts that are less than might be expected by shareholders; NextEra Energy Partners, LP’s inability to access sources of capital on commercially reasonable terms could have an effect on its ability to consummate future acquisitions and on the value of NextEra Energy’s limited partner interest in NextEra Energy Operating Partners, LP; effects of disruptions, uncertainty or volatility in the credit and capital markets on the market price of NextEra Energy’s common stock; and the ultimate severity and duration of public health crises, epidemics and pandemics, and its effects on NextEra Energy’s business. NextEra Energy discusses these and other risks and uncertainties in its annual report on Form 10-K for the year ended December 31, 2022 and other Securities and Exchange Commission (SEC) filings, and this report should be read in conjunction with such SEC filings. The forward-looking statements made in this report are made only as of the date of this report and NextEra Energy undertakes no obligation to update any forward-looking statements.



NextEra Energy, Inc.  
700 Universe Boulevard, Juno Beach, FL 33408  
For more information:  
[NextEraEnergy.com](http://NextEraEnergy.com)  
[FPL.com](http://FPL.com)  
[NextEraEnergyResources.com](http://NextEraEnergyResources.com)