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A MESSAGE FROM
JIM ROBO

To all employees of NextEra Energy companies:

June 11, 2021

Team:

I have very much enjoyed seeing more team members in the hallways and the cafeteria over the last few weeks. Thanks to everyone who has made return-to-office successful so far, and thanks as always to our operators and field personnel who have never worked from home for even one day. We all have made a lot of sacrifices over the last year or more, but we have also done what our shareholders – our owners – expect us to do. We have stayed focused on our customers. We have continued to reimagine the business. And we have operated as safely as we ever have.

I am happy to see that more employees every day are getting vaccinated. About 58% of the team has self-reported that they have now received at least one shot, which is up significantly over the last month. As I told our new summer interns last week, many of our youngest employees in some parts of the country have not had ready access to the vaccine for very long. Now is the time for everyone who has not yet received the vaccine to go get it.

I have not yet made a decision on whether to mandate the vaccine, but we are increasing our incentives for getting vaccinated and making it easier to self-report. We are increasing the paycheck cash incentive from \$100 to \$1,000 and increasing the additional sick leave from four hours to 16 hours. Those who received the original incentives will receive the difference so that the total incentives are the same for all vaccinated employees. We will work with our bargaining units to make these incentives available to those team members as well. We are also adding a second option to self-report your vaccination. In addition to visiting HR4U, you can now take a photo of the front and back of your vaccination card and send it to NEE-TESTING-PROGRAMS@nexteraenergy.com.

We know that many of you still have questions about the vaccine either for yourself or for your family members. I cannot emphasize strongly enough that we are a data-

driven company and that the data on the benefits of vaccination could not be more clear. Please join Dr. Gazze at our [Ask the Expert event on June 18](#) if you have any questions related to the vaccine.

As we previously announced, more changes are coming on June 15. Our new [testing policy](#) requires unvaccinated employees and on-site contractors to take a self-administered antigen test twice a week. Our [new visitors policy](#) requires our guests to be fully vaccinated or show that they have recently received a negative test. Our only remaining social distancing policy requires unvaccinated individuals to continue to wear face coverings in common areas and wherever they cannot socially distance. All other social distancing requirements at company facilities are going away on June 15 except where required by any other authorities.

I am excited about having more employees return to the office, but I also encourage everyone to schedule time off this summer. Many of us changed or canceled vacation plans during the pandemic but now vaccinated folks who make safe choices can travel with much less risk than before. We all work very hard to help deliver an essential service. We all need time off to decompress and to reconnect with loved ones.

Thanks again for being the best team in our industry, and please stay cyber aware and focused on safety every day.

A handwritten signature in black ink, appearing to read "Jim", positioned above a horizontal green line.

Jim Robo
Chairman & Chief Executive Officer
NextEra Energy, Inc.