

**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC)  
2023 EMPLOYER INFORMATION REPORT (EEO-1 COMPONENT 1)**

EEOC Standard Form 100 (SF 100)  
Revised 08/2023  
OMB Control Number: 3046-0049  
Expiration Date: 11/30/2026

**SECTION A – TYPE OF REPORT**  
CONSOLIDATED REPORT

**SECTION B – EMPLOYER IDENTIFICATION**

OFS COMPANY ID  
L099516

EMPLOYER NAME  
NEXTERA ENERGY INC.

ADDRESS  
700 UNIVERSE BLVD

CITY/TOWN  
JUNO BEACH

STATE  
FL

ZIP CODE  
33408

**SECTION C – HEADQUARTERS OR ESTABLISHMENT-LEVEL IDENTIFICATION (if applicable)**

HQ/ESTABLISHMENT-LEVEL UNIT ID

HEADQUARTERS OR ESTABLISHMENT-LEVEL NAME

HEADQUARTERS OR ESTABLISHMENT-LEVEL ADDRESS

CITY/TOWN

STATE

ZIP CODE

**SECTION D – EMPLOYER IDENTIFICATION NUMBER (EIN)**  
590247775

**SECTION E – EMPLOYER FILING ELIGIBILITY**

YES (Employer Is Eligible to File)  NO (Employer Is Not Eligible to File)  EMPLOYER NO LONGER IN BUSINESS

**SECTION F – FEDERAL CONTRACTOR DESIGNATION (if applicable)**

Unique Entity ID (UEI): UNAVAILABLE

YES (Single-Establishment Employer is Federal Contractor)  YES (Multi-Establishment Employer is Federal Contractor)

YES (Headquarters is Federal Contractor)  YES (Non-Headquarters Establishment is Federal Contractor)

YES (One or More Non-Headquarters Establishments is Federal Contractor)

**SECTION G – NAICS INFORMATION**

221122 - Electric Power Distribution

**SECTION H – WORKFORCE DEMOGRAPHIC DATA**

JOB CATEGORIES	Race/Ethnicity														Row Total
	Hispanic or Latino		Not Hispanic or Latino												
			Male						Female						
	Male	Female	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	White	Black or African American	Asian	Native Hawaiian or Other Pacific Islander	American Indian or Alaska Native	Two or More Races	
Executive/Senior Level Officials and Managers	6	1	41	1	1	0	0	1	7	1	0	0	0	0	59
First/Mid-Level Officials and Managers	425	167	1811	139	182	5	15	34	525	66	49	0	1	15	3434
Professionals	1062	548	2439	410	368	7	11	86	1159	311	197	0	3	52	6653
Technicians	10	1	21	2	0	0	0	0	11	0	0	0	0	0	45
Sales Workers	39	11	83	13	8	0	0	1	38	12	2	0	0	3	210
Administrative Support Workers	212	235	173	106	5	0	0	7	314	265	13	4	4	7	1345
Craft Workers	1100	48	3133	382	55	14	41	63	93	20	2	1	0	10	4962
Operatives	4	0	23	5	1	0	1	0	4	0	0	0	0	0	38
Laborers and Helpers	17	0	45	14	1	0	0	0	1	1	0	0	0	0	79
Service Workers	1	0	9	1	0	0	0	0	0	0	0	0	0	0	11
<b>CURRENT 2023 REPORTING YEAR TOTAL</b>	<b>2876</b>	<b>1011</b>	<b>7778</b>	<b>1073</b>	<b>621</b>	<b>26</b>	<b>68</b>	<b>192</b>	<b>2152</b>	<b>676</b>	<b>263</b>	<b>5</b>	<b>8</b>	<b>87</b>	<b>16836</b>
<b>PRIOR 2022 REPORTING YEAR TOTAL</b>	<b>2578</b>	<b>924</b>	<b>7148</b>	<b>1014</b>	<b>522</b>	<b>22</b>	<b>67</b>	<b>149</b>	<b>1897</b>	<b>614</b>	<b>216</b>	<b>5</b>	<b>8</b>	<b>72</b>	<b>15236</b>

**SECTION I – WORKFORCE SNAPSHOT PERIOD**  
11/16/2023 - 11/30/2023

**SECTION J – HEADQUARTERS OR ESTABLISHMENT-LEVEL COMMENTS (optional)**

Not Applicable