

## NEXTERA ENERGY, INC.

### Stock Ownership Policy

To more closely align the interests of the officers and shareholders of NextEra Energy, Inc. (the “Company”), the Company’s officers are expected to own a significant equity interest in the Company within a reasonable time after initial election to office, in accordance with the following guidelines:

#### Minimum Ownership Guidelines

Officer Level	Multiple of Annual Base Salary
Chief Executive Officer	7x
Senior Executive Officers	3x
Other Officers	1x

#### Maintain Share Ownership After Guideline is Satisfied

Absent special circumstances and unless approved by the Chief Executive Officer of the Company, to satisfy the foregoing minimum ownership guidelines, an officer is expected to maintain ownership of the Company’s common stock or common stock units in accordance with these guidelines for so long as he or she remains an officer.

#### Types of Equity Ownership Counted Towards Guideline

The following types of common stock and common stock units are counted toward meeting the guideline:

- Common stock units held in the NextEra Energy, Inc. Employee Retirement Savings Plan (Company match and elective investment)
- Common stock units held in the investment account under the NextEra Energy, Inc. Deferred Compensation Plan
- Common stock units held in the NextEra Energy, Inc. Supplemental Executive Retirement Plan (SERP)
- Common stock that previously vested and settled, but was deferred
- Common stock beneficially owned outside of Company-sponsored plans, such as common stock that vested or common stock held following a buy-and-hold or sell-to-cover stock option exercise under any Company long-term incentive plan (LTIP) or shares of common stock purchased on the open market held through a bank or broker

Unexercised options and unvested performance-based stock and units are not counted toward meeting the guidelines.

### **Timeframe for Meeting Guideline**

Officers have five years to achieve the minimum guideline.

- **New Officers:** officers will have five years from the date the officer is hired or promoted into an officer position to achieve the required holding
- **Promoted Officers:** Officers already subject to the guidelines who are promoted into a position with a higher guideline, at a minimum, must continue to meet their prior guideline, but will have five years from the effective date of their promotion to meet the higher guideline.

### **Annual Acknowledgement**

All officers subject to the guidelines will be required to acknowledge the stock ownership guidelines annually in connection with grants under the long-term incentive plan.

### **Administration**

The Executive Compensation team will review and confirm stock ownership guideline compliance for officers. This Policy supersedes any previous policy concerning stock ownership guidelines. In the event of any conflict or inconsistency between this Policy and any other materials previously distributed, this Policy shall govern.

**Adopted: October 12, 2023**