## MEMORANDUM OF UNDERSTANDING

## Training and Staffing at FPL Cavendish NextGen Hydrogen Hub (CNHH) Pilot Located at Plant Okeechobee (POK)

The Company and Union have agreed to this Memorandum of Understanding (MOU) to provide the opportunity for training and staffing of the FPL Cavendish NextGen Hydrogen Hub pilot located on property within the Okeechobee Clean Energy Center (POK), consistent with the terms set forth in this MOU.

Construction of the Hydrogen Hub (H2) equipment at POK is ongoing and anticipated to be completed and become operational in Q4 of 2023. H2 training for POK Operating/Maintenance crews, FCC Power Generation Specialist (PGS) and Central Maintenance is anticipated to begin Summer of 2023. The initial training will be completed by a vendor with support provided by an in-house training group. Safety training will be included to ensure safe operations. Until all training is successfully completed, employees will not be allowed to operate or maintain the H2 equipment at POK.

Newly installed H2 equipment (excluding solar feed equipment) at POK will require daily maintenance and operational activities. As such, the Operating crews, including the I&C Digital group, will provide operational support & daily maintenance. Daily maintenance is not all-inclusive (e.g., excludes any warranty related maintenance, welding on hydrogen piping, or replacement of electrolyzers).

In addition to maintenance and operations, FCC PGS will provide remote operations of POK and FPL Cavendish NextGen Hydrogen Hub at POK during this pilot. Central Maintenance will be engaged as necessary. The Company shall retain exclusive responsibility for determining how many employees shall be assigned to perform work at the H2 pilot located at POK, together with the right to exercise full control over such work, and employees performing such work shall be considered on temporary assignment without affecting any return to their regular positions.

If any issues arise regarding the implementation or interpretation of this MOU, the parties will meet to discuss, and attempt to resolve those issues.

This agreement may be rescinded by either party at any time by serving thirty (30) days' written notice to the other party. This MOU shall be non-precedent setting and does not confer or imply any rights to future H2 work at POK or any other FPL sites.

To the extent the terms of this MOU conflicts with the MOA, this MOU shall apply.

Jack Wilson

Date

Kelly D Tveter

Date

Business Manager

System Council U-4, IBEW

Senior Director, Labor Relations & Safety

Florida Power & Light Company