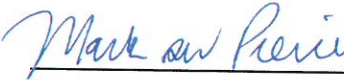


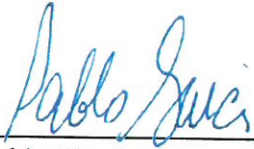
## MEMORANDUM OF UNDERSTANDING (MOU)

### Utility Workers Pilot Outage Schedule

The Company and the Union agree to allow Utility Workers to follow the MAINTENANCE CRAFT WORKER SCHEDULE (NUCLEAR DIVISION) per the Memorandum of Agreement (MOA). The Maintenance Craft Worker Schedule will be in effect on March 9, 2024 at PSL Nuclear plant during SL1-32, until 23:59 on the Sunday following breaker closure. The Utility Workers will be paid at the double time rate for all hours worked on any rest day. If additional personnel are needed on the scheduled days off during the refueling outage, an overtime assignment will be run by the applicable overtime list for the required additional personnel that are eligible.

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

  
for Jack Wilson 2/28/24  
Business Manager Date  
System Council U-4, IBEW

  
Pablo Garcia 2/28/2024  
Sr. Manager, Labor Relations Date  
Florida Power & Light Company