

**Stipulation of Agreement
Medical Premium Contributions
September 12, 2025**

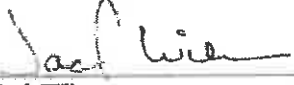
In accordance with Paragraph 57 of the Memorandum of Agreement between Florida Power & Light Company and System Council U-4, IBEW, the above parties met and negotiated the following bi-weekly medical premium contributions for 2026:

Current Rates (2025)

| Health Prime | Employee Premium | Company Contribution |
|-----------------------|------------------|----------------------|
| Employee Only | \$ 33.28 | \$ 133.10 |
| Employee + Spouse | \$ 143.08 | \$ 572.33 |
| Employee + Family | \$ 184.40 | \$ 737.59 |
| Employee + Child(ren) | \$ 126.96 | \$ 507.83 |

New Rates (2026)

| Health Prime | Employee Premium | Company Contribution |
|-----------------------|------------------|----------------------|
| Employee Only | \$ 36.27 | \$ 145.08 |
| Employee + Spouse | \$ 155.96 | \$ 623.84 |
| Employee + Family | \$ 200.99 | \$ 803.98 |
| Employee + Child(ren) | \$ 138.38 | \$ 553.54 |

 9/12/2025

Jack Wilson Date
Business Manager
System Council U-4, IBEW

 9/23/25

David Group
Director, Labor Relations
NextEra Energy Inc