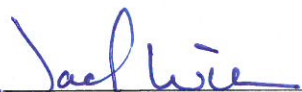


POWER SYSTEMS JOINT COMMUNICATION

The Company and the Union are meeting to address the "Critical Staffing in Power Systems MOU" agreed upon during negotiations. In an effort to help Operation's staffing deficiencies, refocus on core business activities and the increasing rate of attrition, critical positions in the Company need to be addressed. Additionally, the Company has communicated to the Union the need to combine Central Maintenance and Distribution Operations. The Parties are utilizing the Mutual Gains process to work together to minimize disruption to our employees, continue to serve our customers and achieve improved organizational effectiveness.

Joint communications will be ongoing as we work through this process.

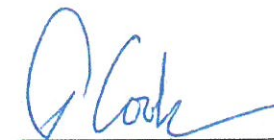
Please stay focused on the task at hand and continue to work safely.

 2-25-22

Jack Wilson
Business Manager
IBEW System Council U-4

 2-24-22

Michael Jarro
VP, Distribution Operations
Florida Power & Light Company

 2-24-22

Jerry Cook
Sr. Director, CMC