

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A	This return/report is for: ☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.) ☒ a single-employer plan ☐ a DFE (specify) _____ ☐ the first return/report ☐ the final return/report ☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C	If the plan is a collectively-bargained plan, check here. ▶ ☒
D	Check box if filing under: ☒ Form 5558 ☐ automatic extension ☐ the DFVC program ☐ special extension (enter description)
E	If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. ▶ ☐

Part II	Basic Plan Information—enter all requested information
1a	Name of plan NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
1b	Three-digit plan number (PN) ▶ 002
1c	Effective date of plan 11/01/1973
2a	Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) NEXTERA ENERGY, INC. 700 UNIVERSE BOULEVARD HRB/JB JUNO BEACH, FL 33408-0420
2b	Employer Identification Number (EIN) 59-2449419
2c	Plan Sponsor's telephone number 561-691-2649
2d	Business code (see instructions) 221100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.			
Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.			
SIGN HERE	Filed with authorized/valid electronic signature.	10/11/2024	BRITTANY MCINTOSH
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE			
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor EMPLOYEE BENEFIT PLANS ADMIN COMMITTEE - BRITTANY MCINTOSH 700 UNIVERSE BOULEVARD HRB/JB JUNO BEACH, FL 33408-0420	3b Administrator's EIN 59-1705818 3c Administrator's telephone number 561-691-2649
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 20961
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item) g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item) h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested	6a(1) 15212 6a(2) 16678 6b 242 6c 5322 6d 22242 6e 62 6f 22304 6g(1) 20336 6g(2) 21879 6h 645
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions:

2E 2F 2H 2I 2J 2K 2O 2S 2T 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached 0
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2023 Form M-1 annual report. If the plan was not required to file the 2023 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code _____

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection.

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶ 002
C Plan sponsor's name as shown on line 2a of Form 5500 NEXTERA ENERGY, INC.	D Employer Identification Number (EIN) 59-2449419

Part I

Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1

Information on Persons Receiving Only Eligible Indirect Compensation

- a

Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).....

X

YesNo
- b

If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

VANGUARD GROUPP.O. BOX 1101
VALLEY FORGE, PA 19482-1101

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

BLACKROCK INSTITUTIONAL TRUST CO.400 HOWARD STREET
SAN FRANCISCO, CA 94105

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CAPITAL RESEARCH AND MANAGEMENT CO.333 SOUTH HOPE STREET
LOS ANGELES, CA 90071-1406

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

COHEN & STEERS CAPITAL MANAGEMENT280 PARK AVE 10TH FL
NEW YORK, NY 10017

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

EATON VANCE INVESTMENT MANAGERS

TWO INTERNATIONAL PLACE
BOSTON, MA 02110

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

FIDELITY MANAGEMENT TRUST COMPANY

245 SUMMER STREET
BOSTON, MA 02210

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

SSGA

ONE LINCOLN STREET, 34TH FLOOR
BOSTON, MA 02111

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

JP MORGAN ASSET MANAGEMENT

270 PARK AVENUE
NEW YORK, NY 10167

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

LOOMIS SAYLES & COMPANY, LP

ONE FINANCIAL CENTER, 27TH FLOOR
BOSTON, MA 02111

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

PIMCO

650 NEWPORT CENTER DRIVE
NEWPORT BEACH, CA 92660

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

EARNEST PARTNERS

1180 PEACHTREE STREET NE SUITE 2300
ATLANTA, GA 30309

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

VANGUARD FIDUCIARY TRUST COMPANY

100 VANGUARD BOULEVARD
MALVERN, PA 19355

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

T ROWE PRICE

100 EAST PRATT ST
BALTIMORE, MD 21202

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	NONE	1227162	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

FIDELITY INVESTMENTS INSTITUTIONAL

04-2647786

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
13 15 21 25 37 64 65	TRUSTEE	952231	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

JACKSON SQUARE

ONE LETTERMAN DRIVE
BUILDING A, SUITE A3-200
SAN FRANCISCO, CA 94129

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	NONE	615067	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ROCATON INVESTMENT ADVISORS LLC

04-3638035

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 27	NONE	281802	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

BLACKROCK INSTITUTIONAL TRUST CO.

400 HOWARD STREET
SAN FRANCISCO, CA 94105

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28	NONE	242904	Yes ☒ No ☐	Yes ☒ No ☐	0	Yes ☒ No ☐

(a) Enter name and EIN or address (see instructions)

NEXTERA ENERGY, INC.

59-2449419

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 14 15 29	PLAN SPONSOR	235550	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

CROWE LLP

35-0921680

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10	NONE	85059	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

NEPC, LLC

26-1429809

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 27	NONE	31250	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

SMARTPATH, INC.

37-1851490

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
16 26	NONE	11750	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	
(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation
(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.	

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE D (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration	DFE/Participating Plan Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ► File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023

A Name of plan <u>NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN</u>	B Three-digit plan number (PN) ►	<u>002</u>
C Plan or DFE sponsor's name as shown on line 2a of Form 5500 <u>NEXTERA ENERGY, INC.</u>	D Employer Identification Number (EIN) <u>59-2449419</u>	

Part I	Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs) (Complete as many entries as needed to report all interests in DFEs)
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT INCOME TRST+

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN <u>90-0735883-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>77681876</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BTC RUSSELL 2000 ALPHA TILTS FUND F

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>47-2641596-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>57803783</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BLACKROCK RUSSELL 2000 INDEX FUND M

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>45-4352603-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>34162959</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BTC ACWI EX US IMI M

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>45-4552994-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>41219954</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BTC EQUITY INDEX J

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>35-2439538-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>305071549</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BTC RUSSELL 3000 M

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>46-1416744-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>138392308</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: BTC US DEBT INDEX M

b Name of sponsor of entity listed in (a): BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A.

c EIN-PN <u>45-4395752-001</u>	d Entity code <u>C</u>	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) <u>44492891</u>
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a Name of MTIA, CCT, PSA, or 103-12 IE: COHEN & STEERS US REALTY SHARES B		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 47-1211722-003	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 48459088
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2065 TRST +		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 82-6204383-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 18536293
a Name of MTIA, CCT, PSA, or 103-12 IE: LS CORE PL FXINC D		
b Name of sponsor of entity listed in (a): LOOMIS SAYLES TRUST COMPANY LLC		
c EIN-PN 84-6391546-010	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 48214776
a Name of MTIA, CCT, PSA, or 103-12 IE: PIMCO DIVERSIFIED REAL ASSET TRUST		
b Name of sponsor of entity listed in (a): SEI TRUST COMPANY		
c EIN-PN 27-0834313-004	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 14606879
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2070 TRST +		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 88-6095930-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 1501266
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2020 TRST +		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735899-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 32467160
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2025 TRST +		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735963-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 281889687
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2030 TRST +		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735964-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 133229283
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2035 TRST +		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735965-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 383425079
a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2040 TRST +		
b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY		
c EIN-PN 90-0735971-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 85605183

a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2045 TRST +

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-0735972-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 293572595
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2050 TRST +

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-0735976-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 67328609
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2055 TRST +

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 90-0735978-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 115580188
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a Name of MTIA, CCT, PSA, or 103-12 IE: VANGUARD TARGET RTRMNT 2060 TRST +

b Name of sponsor of entity listed in (a): VANGUARD FIDUCIARY TRUST COMPANY

c EIN-PN 45-3799736-001	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 28252416
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a Name of MTIA, CCT, PSA, or 103-12 IE: EARNST SMID CP CORE

b Name of sponsor of entity listed in (a): SEI TRUST COMPANY

c EIN-PN 26-4377500-041	d Entity code C	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions) 288908
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	d Entity code	e Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
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Part II Information on Participating Plans (to be completed by DFEs, other than DCGs)

(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
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plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN**a** Plan name**b** Name of
plan sponsor**c** EIN-PN

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2023
		This Form is Open to Public Inspection

For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ►	002
C Plan sponsor's name as shown on line 2a of Form 5500 NEXTERA ENERGY, INC.	D Employer Identification Number (EIN) 59-2449419	

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a	211426	0
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	2823954	3183714
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	6945663	3039422
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)	10551061	4715577
(2) U.S. Government securities	1c(2)	159805452	93476807
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)	25138383	23302195
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)	978894	653585
(B) Common	1c(4)(B)	413192778	460419197
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	68303528	70903605
(9) Value of interest in common/collective trusts	1c(9)	1837832439	2251782730
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	360056473	372944721
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)	65498916	58134000

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)	2493980523	1690005215
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	5445319490	5032560768
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	7675186	2567460
k Total liabilities (add all amounts in lines 1g through 1j)	1k	7675186	2567460
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	5437644304	5029993308

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	77922196	
(B) Participants	2a(1)(B)	199873206	
(C) Others (including rollovers)	2a(1)(C)	26437641	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		304233043
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)	7833995	
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	3361619	
(F) Other	2b(1)(F)	3833354	
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		15028968
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)	56080286	
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	7945219	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		64025505
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)	479263442	
(B) Aggregate carrying amount (see instructions)	2b(4)(B)	497904599	
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		-18641157
(5) Unrealized appreciation (depreciation) of assets: (A) Real estate	2b(5)(A)		
(B) Other	2b(5)(B)	-483896563	
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B)	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts.....	2b(6)		326022029
(7) Net investment gain (loss) from pooled separate accounts.....	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts.....	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities.....	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		10174076
c Other income	2c		
d Total income. Add all income amounts in column (b) and enter total	2d		216945901

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	622546621	
(2) To insurance carriers for the provision of benefits.....	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3)	2e(4)		622546621
f Corrective distributions (see instructions)	2f		20572
g Certain deemed distributions of participant loans (see instructions)	2g		183033
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)	226270	
(2) Contract administrator fees.....	2i(2)	1400	
(3) Recordkeeping fees.....	2i(3)	80354	
(4) IQPA audit fees.....	2i(4)	85059	
(5) Investment advisory and investment management fees	2i(5)	3884318	
(6) Bank or trust company trustee/custodial fees	2i(6)	7902	
(7) Actuarial fees	2i(7)		
(8) Legal fees	2i(8)	5785	
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	15243	
(12) Total administrative expenses. Add lines 2i(1) through (11)	2i(12)		4306331
j Total expenses. Add all expense amounts in column (b) and enter total	2j		627056557

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d	2k		-410110656
l Transfers of assets:			
(1) To this plan	2l(1)		2459660
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unmodified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) ☐ DOL Regulation 2520.103-8 (2) ☐ DOL Regulation 2520.103-12(d) (3) ☒ neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: **CROWE LLP**

(2) EIN: **35-0921680**

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) ☐ This form is filed for a CCT, PSA, DCG or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)		☒	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)		☒	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		☒	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)		☒	
e Was this plan covered by a fidelity bond?	☒		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		☒	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		☒	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	☒		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)		☒	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?		☒	
l Has the plan failed to provide any benefit when due under the plan?		☒	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)		☒	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? ☐ Yes ☒ No
If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ☐ Yes ☐ No ☐ Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year _____.

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110 2023 This Form is Open to Public Inspection.
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For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023		
A Name of plan NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶	002
C Plan sponsor's name as shown on line 2a of Form 5500 NEXTERA ENERGY, INC.	D Employer Identification Number (EIN) 59-2449419	

Part I	Distributions
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All references to distributions relate only to payments of benefits during the plan year.

1	Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	0
2	Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): 04-6568107		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.			
3	Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)
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4	Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.				
5	If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6	a Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	6a		
	b Enter the amount contributed by the employer to the plan for this plan year	6b		
	c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	6c		
If you completed line 6c, skip lines 8 and 9.				
7	Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8	If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?	☐ Yes	☐ No	☐ N/A

Part III	Amendments
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9	If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box.	☐ Increase	☐ Decrease	☐ Both	☐ No
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Part IV	ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
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10	Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?	☐ Yes	☒ No
11	a Does the ESOP hold any preferred stock?	☒ Yes	☐ No
	b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☒ No
12	Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☒ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for: a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment) b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment) c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	14a 14b 14c	
15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:		
a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	
16 Information with respect to any employers who withdrew from the plan during the preceding plan year:		
a Enter the number of employers who withdrew during the preceding plan year	16a	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	
17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐		

Part VI	Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans
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18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment..... ☐	
19 If the total number of participants is 1,000 or more, complete lines (a) and (b): a Enter the percentage of plan assets held as: Public Equity: _____% Private Equity: _____% Investment-Grade Debt and Interest Rate Hedging Assets: _____% High-Yield Debt: _____% Real Assets: _____% Cash or Cash Equivalents: _____% Other: _____% b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets: ☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☐ 15 years or more	
20 PBGC missed contribution reporting requirements. If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20. a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box: ☐ Yes. ☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date. ☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date. ☐ No. Other. Provide explanation. _____	

Part VII	IRS Compliance Questions
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21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☐ Yes ☒ No 21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2). ☐ Design-based safe harbor method ☐ "Prior year" ADP test ☒ "Current year" ADP test ☐ N/A	
22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ____/____/____ (MM/DD/YYYY) and the Opinion Letter serial number _____.	



**NEXTERA ENERGY, INC EMPLOYEE RETIREMENT SAVINGS PLAN
JUNO BEACH, FLORIDA**

**FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022**

**NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022**

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INDEPENDENT AUDITOR'S REPORT

Participants and the Employee Benefit Plans
Administrative Committee
NextEra Energy, Inc. Employee Retirement Savings Plan
Juno Beach, Florida

Opinion

We have audited the financial statements of NextEra Energy, Inc. Employee Retirement Savings Plan (the Plan), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), which comprise the statements of net assets available for benefits as of December 31, 2023 and 2022, and the related statement of changes in net assets available for benefits for the year ended December 31, 2023, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2023 and 2022, and the changes in its net assets available for benefits for the year ended December 31, 2023, in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year from the date the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the plan, and determining that the plan's transactions that are presented and disclosed in the financial statements are in conformity with the plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if, there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Supplemental Schedule Required by ERISA

The supplemental schedule of Schedule H, Line 4i - Schedule of Assets (Held at End of Year) as of December 31, 2023 is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audits of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion, the information in the accompanying schedule is fairly stated, in all material respects, in relation to the financial statements as a whole, and the form and content are presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.


Crowe LLP

Oak Brook, Illinois
June 18, 2024

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2023 AND 2022

	December 31, 2023		
	Participant-Directed	Nonparticipant-Directed	Total
ASSETS			
Investments, at fair value (see Note 6)			
Registered investment companies	\$ 363,163,353	\$ 9,781,368	\$ 372,944,721
Collective trust funds	2,255,847,026	—	2,255,847,026
Preferred stock	653,585	—	653,585
Common stock other than NextEra Energy, Inc. common stock	460,419,197	—	460,419,197
NextEra Energy, Inc. common stock	395,831,605	1,294,173,610	1,690,005,215
Total investments, at fair value	3,475,914,766	1,303,954,978	4,779,869,744
Investments, at contract value (see Note 7)	175,564,283	—	175,564,283
Total investments	3,651,479,049	1,303,954,978	4,955,434,027
Receivables			
Participant loans	70,903,605	—	70,903,605
Pending trades due from brokers	235,498	2,144,567	2,380,065
Employer contributions	—	3,183,714	3,183,714
Other receivables	617,000	42,357	659,357
Total receivables	71,756,103	5,370,638	77,126,741
Total assets	3,723,235,152	1,309,325,616	5,032,560,768
LIABILITIES			
Other payables	1,788,779	778,681	2,567,460
Total liabilities	1,788,779	778,681	2,567,460
NET ASSETS AVAILABLE FOR BENEFITS	\$ 3,721,446,373	\$ 1,308,546,935	\$ 5,029,993,308

The accompanying Notes to Financial Statements are an integral part of these statements.

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
AS OF DECEMBER 31, 2023 AND 2022

	December 31, 2022		
	Participant-Directed	Nonparticipant-Directed	Total
ASSETS			
Investments, at fair value (see Note 6)			
Registered investment companies	\$ 344,826,711	\$ 15,229,762	\$ 360,056,473
Collective trust funds	1,846,623,398	—	1,846,623,398
Preferred stock	978,894	—	978,894
Common stock other than NextEra Energy, Inc. common stock	413,192,778	—	413,192,778
NextEra Energy, Inc. common stock	604,716,530	1,889,263,993	2,493,980,523
Total investments, at fair value	3,210,338,311	1,904,493,755	5,114,832,066
Investments, at contract value (see Note 7)	252,202,853	—	252,202,853
Total investments	3,462,541,164	1,904,493,755	5,367,034,919
Receivables			
Participant loans	68,303,528	—	68,303,528
Pending trades due from brokers	5,829,161	13,878	5,843,039
Employer contributions	—	2,823,954	2,823,954
Other receivables	856,940	245,684	1,102,624
Total receivables	74,989,629	3,083,516	78,073,145
Non-interest bearing cash	211,426	—	211,426
Total assets	3,537,742,219	1,907,577,271	5,445,319,490
LIABILITIES			
Pending trades due to brokers	6,259,148	—	6,259,148
Other payables	1,366,825	49,213	1,416,038
Total liabilities	7,625,973	49,213	7,675,186
NET ASSETS AVAILABLE FOR BENEFITS	\$ 3,530,116,246	\$ 1,907,528,058	\$ 5,437,644,304

The accompanying Notes to Financial Statements are an integral part of these statements.

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2023

	Participant- Directed	Nonparticipant- Directed	Total
ADDITIONS/(DEDUCTIONS) TO/(FROM) NET ASSETS ATTRIBUTED TO:			
Net appreciation/(depreciation) in fair value of investments	\$ 338,058,204	\$ (504,399,819)	\$ (166,341,615)
Interest income	15,028,968	—	15,028,968
Dividend income	22,800,921	41,224,584	64,025,505
Net investment income/(loss)	375,888,093	(463,175,235)	(87,287,142)
Contributions			
Participant	199,873,206	—	199,873,206
Employer - NextEra Energy, Inc. common stock	—	77,922,196	77,922,196
Rollovers	26,437,641	—	26,437,641
Total contributions	226,310,847	77,922,196	304,233,043
Transfer from/to nonparticipant-directed investments	45,820,320	2,926,031	48,746,351
Total net additions/(deductions)	648,019,260	(382,327,008)	265,692,252
DEDUCTIONS FROM NET ASSETS ATTRIBUTED TO:			
Benefit payments to participants and beneficiaries	452,310,451	170,439,775	622,750,226
Management and administrative expenses	3,912,311	394,020	4,306,331
Transfer from/to participant-directed investments	2,926,031	45,820,320	48,746,351
Total deductions	459,148,793	216,654,115	675,802,908
NET INCREASE/(DECREASE)	188,870,467	(598,981,123)	(410,110,656)
INTERPLAN TRANSFER (see Note 1)	2,459,660	—	2,459,660
NET ASSETS AVAILABLE FOR BENEFITS AT DECEMBER 31, 2022	<u>\$ 3,530,116,246</u>	<u>\$ 1,907,528,058</u>	<u>\$ 5,437,644,304</u>
NET ASSETS AVAILABLE FOR BENEFITS AT DECEMBER 31, 2023	<u>\$ 3,721,446,373</u>	<u>\$ 1,308,546,935</u>	<u>\$ 5,029,993,308</u>

The accompanying Notes to Financial Statements are an integral part of these statements.

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

1. Description of the Plan

The following description of the NextEra Energy, Inc. Employee Retirement Savings Plan (the Plan) provides only general information. Participating employees (Participants) should refer to the Summary Plan Description (SPD) (as updated periodically through Summaries of Material Modifications) for a more complete description of the Plan and up-to-date information regarding participating subsidiaries, vesting, employer contribution and employee contribution schedules.

General

The Plan is a defined contribution plan subject to the provisions of the Employee Retirement Income Security Act of 1974, as amended (ERISA). The Plan includes a cash or deferred arrangement (Pretax Option) permitted by Section 401(k) of the Internal Revenue Code of 1986, as amended (the Code). The Pretax Option permits Participants to defer federal income taxes on their contributions (Pretax Contributions) until such contributions are distributed from the Plan.

Most employees of NextEra Energy, Inc. (the Company/Employer) and its subsidiaries are eligible to participate in the Plan on the first day of the month coincident with the completion of one full month of service with the Company or its subsidiaries or at any later date.

The Plan contains employee stock ownership plan (ESOP) provisions. The ESOP component is a stock bonus plan within the meaning of U.S. Treasury Regulation Section 1.401-1(b)(1)(iii), which is qualified under Section 401(a) of the Code and is designed to invest primarily in the common stock, par value \$.01 per share, of the Company (Company Stock).

The Plan has a dividend payout program which enables Participants to choose how their dividends on certain shares of Company Stock held in the Plan are to be paid. The options available to Participants include reinvestment of dividends in Company Stock or distribution of dividends in cash.

Trustee

Fidelity Management Trust Company (Trustee) administers the NextEra Energy, Inc. Employee Retirement Savings Plan Trust (Trust) established to hold the assets and liabilities of the Plan.

Administration of the Plan

The Plan is intended to qualify as a participant-directed account plan under Section 404(c) of ERISA. The Employee Benefits Advisory Committee (EBAC) acts on behalf of the Company as the Plan Sponsor, as defined by ERISA. The Employee Benefit Plans Administrative Committee (as appointed by EBAC) is the named fiduciary responsible for the general operation and administration of the Plan (but not management or control of Plan assets), and the Employee Benefit Plans Investment Committee (as appointed by EBAC) is the named investment fiduciary, but is not directly responsible for the management and control of the Plan assets. Fidelity Workplace Services LLC (Fidelity) provides recordkeeping services with respect to the Plan.

Employee Contributions

The Plan allows for combined pretax and/or Roth after-tax contributions by eligible employees up to the limit under Code Section 402(g), in whole percentages of up to 50% of their eligible earnings, as defined by the Plan (50% Limit). In addition, eligible employees age 50 or older who contributed the maximum annual amount allowable under the pretax and/or Roth after-tax options in the Plan have the option of contributing an additional pretax catch-up contribution or Roth catch-up contribution in accordance with Code Section 414(v). The Plan also allows for traditional after-tax contributions up to the 50% Limit. Participants may also make rollover contributions which represent distributions from other qualified plans or individual retirement accounts.

Eligible employees are automatically enrolled in Pretax Contributions unless such employees revoke or modify their Pretax Contribution election within 60 days of their date of hire or rehire. The Plan also has an automatic increase feature whereby eligible employees' deemed Pretax Contributions are increased by 1% each year up to a maximum of 10% unless the eligible employee revokes or otherwise modifies their Pretax Contribution election.

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

Participants can change their investment elections daily and invest in any combination of different investment options offered under the Plan subject to the Plan's limitations on investments in Company Stock and Fidelity's excessive trading policy.

Employer Contributions

The Company provides matching contributions through the ESOP in the form of Company Stock. Participants should refer to the SPD for the employer contribution schedules.

Forfeitures

Forfeitures of nonvested employer matching contributions due to termination of employment are used to restore amounts previously forfeited. Any remaining forfeitures are applied to Plan administrative expenses or to reduce the amount of future employer matching contributions to the Plan. Forfeitures applied to administrative fees in 2023 totaled \$735,066 and forfeitures used to reduce employer matching contributions in 2023 totaled \$2,926,031. The balance of the forfeiture account was \$298,746 and \$178,330, respectively at December 31, 2023 and 2022.

Vesting

Participants are immediately 100% vested in employee contributions. Participants should refer to the SPD for the vesting schedules for Employer matching contributions. Upon death, total and permanent disability, or certain other circumstances an employee may become 100% vested. In addition, in certain circumstances, such as acquisitions or divestitures, the Plan may recognize previous service for vesting purposes.

Participant Loans

Participants may borrow from their account a minimum of \$1,000 up to a maximum of \$50,000 or 50% of the vested value of the account (reduced by any outstanding loans), whichever is less. The vested portion of a Participant's account will be pledged as security for the loan. In general, participants may not have more than two loans outstanding from the Plan at any time. Participant loans have a fixed annual interest rate based on the prime rate. Loans outstanding at December 31, 2023 carry an interest rate of 3.25% to 8.50% and the majority mature between 2024 and 2028. Participants should refer to the SPD for a description of eligible participant loans.

Benefit Payments and Withdrawals

Withdrawals by Participants from their accounts during their employment are permitted with certain penalties and restrictions. The penalties may limit a Participant's contributions to the Plan following a withdrawal. Upon termination from employment, Participants are eligible to receive a distribution of the full value of their vested account balance. Terminated Participants can elect to receive a full payment, partial payments, or installments over a period of up to ten years.

Administrative Expenses

The Company pays a portion of the administrative expenses of the Plan. Additionally, Plan participants pay a fee of \$55 per year to cover some of the administrative expenses of the Plan. All other expenses are paid directly by the Plan through forfeitures, if any. Any fees paid directly by the Company are not included in the financial statements of the Plan.

Plan Termination

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, Participants will become 100% vested in their accounts.

Plan Merger

On March 21, 2023, the Company acquired EPP Service Company, LLC and certain affiliated renewable energy projects (EPP). EPP was previously a participating employer in a multiple employer defined contribution plan, and as such all of the EPP acquired employees accounts and outstanding loan balances were merged with and into the Plan resulting in an interplan transfer of \$2,459,660 in 2023.

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

2. Summary of Significant Accounting Policies

Basis of Accounting

The financial statements of the Plan are prepared under the accrual basis of accounting in conformity with accounting principles generally accepted in the United States of America.

Use of Estimates

The preparation of financial statements requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Investment Valuation

The Plan's investments are reported at fair value, except for the fully benefit-responsive investment contracts, which are reported at contract value. Fair value measurement guidance emphasizes that fair value is a market-based measurement, not an entity-specific measurement, and sets out a fair value hierarchy intended to disclose information about the relative reliability of fair value measurements, with the highest priority being unadjusted quoted prices in active markets for identical assets or liabilities.

In some cases, a valuation approach used to measure fair value may include inputs from multiple levels of the fair value hierarchy. The lowest level of significant input determines the placement of the entire fair value measurement in the hierarchy.

The Plan recognizes transfers into and out of fair value hierarchy levels at the beginning of the period.

The following are descriptions of the valuation methods and assumptions used by the Plan to estimate the fair values of investments held by the Plan.

Registered investment companies (mutual funds), Company Stock, preferred stock and common stock: Investments in shares of registered investment companies are valued at quoted market prices in active markets (Level 1 inputs), which represent the net asset value of such shares at year-end. Investments in shares of actively traded money market mutual funds are stated at the net asset value of such shares held at year-end (Level 1 inputs). Company Stock and other publicly traded common stock are valued at their quoted market price in active markets (Level 1 inputs). Certain common stock and preferred stock are valued using significant unobservable inputs (Level 3 inputs).

Collective trust funds: The fair values of participation units held in collective trust funds are based on the net asset value per unit share reported by the fund manager as of the financial statement dates and on recent transaction prices (Level 2 inputs). Each collective trust fund provides for daily redemptions reported at net asset value per unit share, with no advance notice requirement.

The following is a description of the valuation methods and assumptions used by the Plan to report the contract value of the fully benefit-responsive synthetic guaranteed investment contracts held by the Plan.

Investment contracts (wrapper contracts): The Managed Income Fund holds fully benefit-responsive investment contracts (wrapper contracts) (see Note 7) with various insurance companies and financial institutions in order to provide Participants with a stable, fixed-rate of return on investments and protection of principal from changes in market interest rates. The crediting interest rate resets monthly and is based on an agreed upon formula with the issuers but cannot be less than zero. The key factors that influence future rates could include the following: the level of market interest rates, the difference between the fully benefit-responsive investment contracts' book and market values, the amount and timing of Participant contributions, transfers and withdrawals into/out of the fully benefit-responsive investment contracts, and the duration of the underlying investments backing the fully benefit-responsive investment contracts.

The Managed Income Fund is comprised of synthetic guaranteed investment contracts, each of which is valued at contract value. Each synthetic guaranteed investment contract consists of a wrapper contract and the underlying investments of the wrapper contract are primarily debt securities. The underlying investments in the Managed Income Fund include U.S. Treasury notes, asset-backed and mortgage-backed securities, corporate bonds and government agency notes. The contracts are unallocated in nature and are fully benefit-responsive. Therefore, net assets available

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

for benefits reflects the contract value of the Managed Income Fund. There are no reserves against contract values (which represent contributions made under the contract, plus earnings, less withdrawals and administrative expenses) for credit risk of the contract issuer or otherwise. Wrapper contracts provide the Managed Income Fund with the ability to use contract value accounting to maintain a constant \$1.00 unit price. Wrapper contracts also provide for the payment of participant-directed withdrawals and exchanges at contract value (principal and interest accrued to date) during the term of the wrapper contracts. However, withdrawals prompted by certain events (e.g., layoffs, retirement during specified early retirement window periods, spin-offs, sale of a division, facility closings, plan terminations, partial plan terminations, changes in law or regulation, material breach of contract responsibilities, loss of the Plan's qualified status, etc.) may be paid at fair value which may be less than contract value. Currently, management believes that the occurrence of an event that would cause the Plan to be paid at less than contract value is not probable. A contract issuer may terminate a wrapper contract at any time; however, if the fair value of the contract is less than the contract value, the contract issuer can either hold the contract until the fair value and contract value are equal or make up the difference between the two. If the funds in the wrapper contracts are needed for benefit payments prior to contract maturity, they may be withdrawn without penalty.

Investment Income Recognition

Purchases and sales of investment securities are recorded on the trade date. Gains or losses on sales of investment securities are determined using the average cost method of the securities. The carrying amounts of securities held in Participants' accounts are adjusted daily. Unrealized appreciation or depreciation is recorded to recognize changes in fair value. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

Payment of Benefits

Benefits distributed to Participants are recorded when paid.

Participant Loans

Participant loans are reported at their unpaid principal balance plus any accrued but unpaid interest, with no allowance for credit losses, and the loans are collateralized by the Participants' account balances in the Plan. In general, repayments of principal and interest are received through payroll deductions or direct payment to the Trustee.

3. Risks and Uncertainties

Investments

The Plan, in general, is exposed to various risks, many of which are beyond the control of the Plan Sponsor. Some such risks include risks around investment securities such as interest rate, credit, liquidity, global events and overall market volatility, which could result in changes in the value of such securities. Due to the level of risk associated with certain types of investment securities, it is at least reasonably possible that changes in the values of the investment securities may occur in the near term and that such changes could materially affect Participants' account balances and the amounts reported in the statements of net assets available for benefits and the statement of changes in net assets available for benefits.

4. Nonparticipant-Directed Investments

The "Nonparticipant-Directed" net assets of the Plan and changes therein represent Employer contributions into the ESOP component of the Plan. Participants have the option to reinvest nonparticipant-directed investments daily among any of the other investment options available under the Plan.

5. Parties-In-Interest Transactions

Parties-in-interest are defined under Department of Labor (DOL) regulations as any fiduciary of the Plan, any party rendering service to the Plan, the Employer, and certain others. Dividend income earned by the Plan includes dividends on Company Stock. In accordance with the Plan and the Company's Dividend Reinvestment and Direct Stock Purchase Plan in which the Trustee participates, participants may elect to reinvest dividends in Company Stock or receive dividends in cash. During 2023, dividends on shares of Company Stock held in Participants' accounts totaled \$54,008,747.

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

During 2023, employer contributions of Company Stock credited to Participant's accounts totaled \$77,922,196 which equated to 1,132,622 shares. Realized losses on shares of Company Stock sold by Participants during 2023 totaled \$161,831,755. At December 31, 2023 and 2022, the number of shares of Company Stock held in Participants' accounts totaled 27,823,596 and 29,832,303, respectively, with a fair value of \$1,690,005,215 and \$2,493,980,523, respectively.

Certain fees were paid by the Plan to the managers of the investments held in the Plan and certain Plan investments are managed by an affiliate of the Trustee or investment advisors of the Plan. These transactions qualify as party in interest transactions. The Plan also pays for various administrative expenses to service providers which constitute party-in-interest transactions. Additionally, the Plan reimburses the Company for a portion of the direct costs incurred in the administration of the Plan which are considered party-in-interest transactions. Participant loans held by the Plan of \$70,903,605 and \$68,303,528 at December 31, 2023 and December 31, 2022, respectively, are also considered party-in-interest transactions.

6. Investments

The Plan's financial assets and other fair value measurements made on a recurring basis by fair value hierarchy level are as follows:

	December 31, 2023			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Participant-directed investments:				
Registered investment companies	\$ 363,163,353	\$ —	\$ —	\$ 363,163,353
Collective trust funds	—	2,255,847,026	—	2,255,847,026
Preferred stock	—	—	653,585	653,585
Common stock other than NextEra Energy, Inc. common stock	460,193,940	—	225,257	460,419,197
NextEra Energy, Inc. common stock	395,831,605	—	—	395,831,605
Total participant-directed investments	1,219,188,898	2,255,847,026	878,842	3,475,914,766
Nonparticipant-directed investments:				
Registered investment companies	9,781,368	—	—	9,781,368
NextEra Energy, Inc. common stock	1,294,173,610	—	—	1,294,173,610
Total nonparticipant-directed investments	1,303,954,978	—	—	1,303,954,978
Total investments in the fair value hierarchy	2,523,143,876	2,255,847,026	878,842	4,779,869,744
Investments at contract value				175,564,283
Total investments				<u>\$ 4,955,434,027</u>

	December 31, 2022			
	Quoted Prices in Active Markets for Identical Assets (Level 1)	Significant Other Observable Inputs (Level 2)	Significant Unobservable Inputs (Level 3)	Total
Participant-directed investments:				
Registered investment companies	\$ 344,826,711	\$ —	\$ —	\$ 344,826,711
Collective trust funds	—	1,846,623,398	—	1,846,623,398
Preferred stock	—	—	978,894	978,894
Common stock other than NextEra Energy, Inc. common stock	412,980,476	—	212,302	413,192,778
NextEra Energy, Inc. common stock	604,716,530	—	—	604,716,530
Total participant-directed investments	1,362,523,717	1,846,623,398	1,191,196	3,210,338,311
Nonparticipant-directed investments:				
Registered investment companies	15,229,762	—	—	15,229,762
NextEra Energy, Inc. common stock	1,889,263,993	—	—	1,889,263,993
Total nonparticipant-directed investments	1,904,493,755	—	—	1,904,493,755
Total investments in the fair value hierarchy	3,267,017,472	1,846,623,398	1,191,196	5,114,832,066
Investments at contract value				252,202,853
Total investments				<u>\$ 5,367,034,919</u>

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
NOTES TO FINANCIAL STATEMENTS
DECEMBER 31, 2023 AND 2022

7. Managed Income Fund

The contract value of fully benefit-responsive investment contracts was \$175,564,283 and \$252,202,853, respectively, at December 31, 2023 and 2022. The contract value of the fully benefit-responsive investment contracts includes cash of \$651,281 and \$1,760,102, respectively, at December 31, 2023 and 2022. Pending trades due from brokers related to fully benefit-responsive investment contracts were \$0 and \$5,587,452, respectively, at December 31, 2023 and 2022. Pending trades due to brokers related to fully benefit-responsive investment contracts were \$0 and \$6,259,148, respectively at December 31, 2023 and 2022. The contract value of fully benefit-responsive investment contracts excludes short term investments in registered investment companies that are not covered by the wrapper contracts. These investments are reported at fair value in the amount of \$3,580,286 and \$3,395,197, respectively, at December 31, 2023 and 2022.

8. Contingencies

In September 2023, a participant in the Plan, purportedly on behalf of the Plan and all persons who were participants in or beneficiaries of the Plan, at any time between September 25, 2016 and September 25, 2023, filed a putative ERISA class action lawsuit in the U.S. District Court for the Southern District of Florida against the Company. The complaint alleges that the Company violated its fiduciary duties under the Plan by permitting a third-party administrative recordkeeper to charge allegedly excessive fees for the services provided and allegedly by allowing a large volume of plan assets to be invested in Company Stock. The plaintiff seeks declaratory, equitable and monetary relief on behalf of the Plan and Plan participants. The Company and the plaintiff have agreed to a specified stay of the action to permit the plaintiff to exhaust the administrative remedies available to the participant under the Plan.

9. Income Taxes

On June 17, 2015, the Internal Revenue Service (IRS) made a favorable determination that the Plan meets the requirements of Section 401(a) of the Code. The Plan has been amended since receiving the favorable determination letter and due to expiry of the determination letter program, no new letter is expected. The Company and the plan administrator believe that the Plan is currently designed and operated in material compliance with the applicable requirements of the Code and that the Plan continues to be tax-exempt. The Trust established under the Plan will generally be exempt from federal income taxes under Section 501(a) of the Code; Company contributions paid to the Trust under the Plan will be allowable federal income tax deductions of the Company subject to the conditions and limitations of Section 404 of the Code; and the Plan meets the requirements of Section 401(k) of the Code allowing Pretax Contributions to be exempt from federal income tax at the time such contributions are made, provided that in operation the Plan and Trust meet the applicable provisions of the Code. Participants are given the option to receive dividend distributions on Company Stock in cash; all vested dividends earned by Participants are deductible by the Company.

Employer matching contributions to the Plan on a Participant's behalf, the Participant's Pretax Contributions, and the earnings thereon generally are not taxable to the Participant until such Employer matching contributions, Pretax Contributions, and earnings thereon are distributed or withdrawn. Participant's Roth after-tax contributions and the earnings thereon generally are not taxable to the Participant if made as a qualified distribution. Earnings on traditional after-tax contributions are not taxable to the Participant until distributed or withdrawn. A loan from a Participant's account generally will not represent a taxable distribution if the loan is repaid in a timely manner and does not exceed certain limitations.

Accounting principles generally accepted in the United States of America require plan administrators to evaluate tax positions taken by the Plan. The plan administrator has analyzed the tax positions taken by the Plan, and has concluded that as of December 31, 2023 and 2022, respectively, there are no uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements. The Plan is subject to routine regulatory audits. An IRS audit was completed November 14, 2023 for the 2019 plan year. The plan administrator believes it is no longer subject to tax audits for periods prior to 2020.

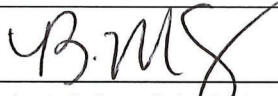
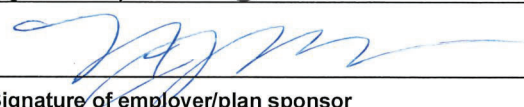
Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2023 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2023 or fiscal plan year beginning 01/01/2023 and ending 12/31/2023	
A This return/report is for:	☐ a multiemployer plan ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
	☒ a single-employer plan ☐ a DFE (specify) _____
B This return/report is:	☐ the first return/report ☐ the final return/report
	☐ an amended return/report ☐ a short plan year return/report (less than 12 months)
C If the plan is a collectively-bargained plan, check here.	☒
D Check box if filing under:	☒ Form 5558 ☐ automatic extension ☐ the DFVC program
	☐ special extension (enter description)
E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here.	☐

Part II	Basic Plan Information—enter all requested information
1a Name of plan NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN	1b Three-digit plan number (PN) ▶ 002
	1c Effective date of plan 11/01/1973
2a Plan sponsor's name (employer, if for a single-employer plan) Mailing address (include room, apt., suite no. and street, or P.O. Box) City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions) NEXTERA ENERGY, INC. 700 UNIVERSE BOULEVARD HRB/JB JUNO BEACH FL 33408-0420	2b Employer Identification Number (EIN) 59-2449419
	2c Plan Sponsor's telephone number 561-691-2649
	2d Business code (see instructions) 221100

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE		10/11/2024	Brittany McIntosh
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE		10/11/2024	Nicole J. Daggs
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address ☐ Same as Plan Sponsor EMPLOYEE BENEFIT PLANS ADMIN COMMITTEE - BRITTANY MCINTOSH 700 UNIVERSE BOULEVARD HRB/JB JUNO BEACH FL 33408-0420	3b Administrator's EIN 59-1705818 3c Administrator's telephone number 561-691-2649
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: a Sponsor's name c Plan Name	4b EIN 4d PN
5 Total number of participants at the beginning of the plan year	5 20,961
6 Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines 6a(1) , 6a(2) , 6b , 6c , and 6d). a(1) Total number of active participants at the beginning of the plan year a(2) Total number of active participants at the end of the plan year b Retired or separated participants receiving benefits c Other retired or separated participants entitled to future benefits d Subtotal. Add lines 6a(2) , 6b , and 6c e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits. f Total. Add lines 6d and 6e g(1) Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)..... g(2) Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)..... h Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6a(1) 15,212 6a(2) 16,678 6b 242 6c 5,322 6d 22,242 6e 62 6f 22,304 6g(1) 20,336 6g(2) 21,879 6h 645
7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7
8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristics Codes in the instructions: 2E 2F 2H 2I 2J 2K 2O 2S 2T 3H	

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristics Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
- (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- (4) ☐ **DCG** (Individual Plan Information) – Number Attached _____
- (5) ☐ **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- (1) ☒ **H** (Financial Information)
- (2) ☐ **I** (Financial Information – Small Plan)
- (3) ☐ **A** (Insurance Information) – Number Attached _____
- (4) ☒ **C** (Service Provider Information)
- (5) ☒ **D** (DFE/Participating Plan Information)
- (6) ☐ **G** (Financial Transaction Schedules)

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
EIN: 59-2449419 PLAN# 002
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

		(c)		
(b)		Description of investment including		
(a)	Identity of issue, borrower, lessor, or similar party	maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e) Current value
Cash and Cash Equivalents:				
	USD (US Dollars)	651,281	**	\$ 651,281
Total Cash and Cash Equivalents			—	\$ 651,281
Common Stock:				
	ADOBE INC	10,078	**	\$ 6,012,535
	ADVANCED MICRO DEVICES INC	23,080	**	3,402,223
	AFFIRM HOLDINGS INC	21,286	**	1,045,994
	ALPHABET INC CL A	233,337	**	32,594,846
	AMAZON.COM INC	219,879	**	33,408,415
	AMPHENOL CORPORATION CL A	77,176	**	7,650,457
	APPLE INC	170,847	**	32,893,173
	ATLASSIAN CORP PLC CLS A	22,647	**	5,386,815
	AURORA INNOVATION INC	198,071	**	865,570
	BECTON DICKINSON & CO	21,197	**	5,168,464
	THE BOOKING HOLDINGS INC	1,999	**	7,090,893
	CIGNA GROUP	41,073	**	12,299,310
	CADENCE DESIGN SYSTEMS INC	15,692	**	4,274,030
	CHIPOTLE MEXICAN GRILL INC	1,783	**	4,077,650
	COUPANG INC A	144,871	**	2,345,461
	DANAHER CORP	5,400	**	1,249,236
	DOLLAR GENERAL CORP	19,198	**	2,609,968
	DYNATRACE INC	64,956	**	3,552,444
	META PLATFORMS INC CL A	54,378	**	19,247,637
	FAIR ISAAC CORP	3,074	**	3,578,167
	FISERV INC	102,473	**	13,612,513
	GLOBAL PAYMENTS INC	42,885	**	5,446,395
	HOWMET AEROSPACE INC	29,700	**	1,607,364
	HUMANA INC	6,420	**	2,939,140
	INGERSOLL RAND INC	81,514	**	6,304,293
	INTUIT INC	28,981	**	18,113,994
	INTUITIVE SURGICAL INC	29,862	**	10,074,244
	LEGEND BIOTECH CORP SPON ADR	31,003	**	1,865,451
	ELI LILLY & CO	16,346	**	9,528,410
	MASTERCARD INC CL A	32,933	**	14,046,254
	MICROSOFT CORP	161,019	**	60,549,585
	MONGODB INC CL A	3,031	**	1,239,224
	MONSTER BEVERAGE CORP	78,735	**	4,535,923
	NETFLIX INC	11,464	**	5,581,592
	NVIDIA CORP	48,915	**	24,223,686
	PAYLOCITY HOLDING CORP	20,661	**	3,405,966
	PELOTON INTERACTIVE INC CL A	150,475	**	916,393
	PENUMBRA INC	6,145	**	1,545,713
	RIVIAN AUTOMOTIVE INC	86,649	**	2,032,786
	ROSS STORES INC	49,890	**	6,904,277
	SALESFORCE INC	13,983	**	3,679,487
	SCHLUMBERGER LTD	65,360	**	3,401,334
	SCHWAB CHARLES CORP	22,300	**	1,534,240
	SERVICENOW INC	11,938	**	8,434,078
	SNAP INC - A	123,548	**	2,091,668
	STRYKER CORP	31,300	**	9,373,098
	T-MOBILE US INC	26,804	**	4,297,485
	TRADEWEB MARKETS INC A	29,150	**	2,649,152
	UNITEDHEALTH GROUP INC	34,314	**	18,065,292
	VERTEX PHARMACEUTICALS INC	5,183	**	2,108,911
	VISA INC CL A	44,653	**	11,625,409
	ASML HLDG NV (NY REG SHS) NEW YORK REGISTERED SHAR	8,373	**	6,337,691
	SPOTIFY TECHNOLOGY SA	17,932	**	3,369,602
	STRIPE INC CLASS B PP	9,148	**	224,949
	MAGIC LEAP INC A P/P	719	**	309
	GCI LIBERTY INC CL A ESCROWE LINE	88,380	**	1
*	NEXTERA ENERGY, INC. (PARTICIPANT-DIRECTED)	6,516,819	**	395,831,605
*	NEXTERA ENERGY, INC. (NONPARTICIPANT-DIRECTED)	21,306,777	\$ 414,952,470	1,294,173,610
Total Common Stock			\$ 414,952,470	\$ 2,150,424,412
Preferred Stock:				
	NURO INC/CA SER C PC PP	47,663	**	\$ 259,763
	SILA NANOTECHNOLOGIES INC SER F 0% PC PP	9,212	**	186,820
	RAPPI INC SER E PFD PERP PP	9,111	**	207,002
Total Preferred Stock			—	\$ 653,585
Collective Trust Funds:				
*	BLACKROCK RUSSELL 2000 INDEX FUND M	1,169,196	**	\$ 34,162,959
*	BTC ACWI EX US IMI M	2,384,903	**	41,219,954
*	BTC EQUITY INDEX J	13,437,263	**	305,071,549
*	BTC RUSSELL 3000 M	4,954,686	**	138,392,308

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
EIN: 59-2449419 PLAN# 002
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c)	(d) Cost	(e) Current value
		Description of investment including maturity date, rate of interest, collateral, par, or maturity value		
*	BTC US DEBT INDEX M	3,755,689	**	44,492,891
*	COHEN & STEERS US REALTY SHARES B	2,422,954	**	48,459,088
*	EARNEST SMID CP CORE	18,262	**	288,908
*	LS CORE PL FXINC D	2,961,596	**	48,214,776
*	PIMCO DIVERSIFIED REAL ASSET TRUST	810,593	**	14,606,879
*	VANGUARD TARGET RETIREMENT 2020 TRUST PLUS	474,735	**	32,467,160
*	VANGUARD TARGET RETIREMENT 2025 TRUST PLUS	3,792,408	**	281,889,687
*	VANGUARD TARGET RETIREMENT 2030 TRUST PLUS	1,668,077	**	133,229,283
*	VANGUARD TARGET RETIREMENT 2035 TRUST PLUS	4,471,429	**	383,425,079
*	VANGUARD TARGET RETIREMENT 2040 TRUST PLUS	942,996	**	85,605,183
*	VANGUARD TARGET RETIREMENT 2045 TRUST PLUS	3,122,116	**	293,572,595
*	VANGUARD TARGET RETIREMENT 2050 TRUST PLUS	709,918	**	67,328,609
*	VANGUARD TARGET RETIREMENT 2055 TRUST PLUS	1,220,488	**	115,580,188
*	VANGUARD TARGET RETIREMENT 2060 TRUST PLUS	495,309	**	28,252,416
*	VANGUARD TARGET RETIREMENT 2065 TRUST PLUS	526,151	**	18,536,293
*	VANGUARD TARGET RETIREMENT 2070 TRUST PLUS	70,317	**	1,501,266
*	VANGUARD TARGET RETIREMENT INCOME TRUST PLUS	1,477,966	**	77,681,876
*	BLACKROCK RUSSELL 2000 ALPHA TILTS FUND F	2,926,640	**	57,803,783
*	SSBK GOVERNMENT STIF FUND (US LARGE CAP GROWTH FUND)	3,934,008	**	3,934,008
*	SSBK STIF FUND (SMALL MID CAP GROWTH FUND)	130,288	**	130,288
Total Collective Trust Funds			—	\$ 2,255,847,026
Registered Investment Companies:				
*	AF EUROPAC GROWTH R6	1,369,952	**	\$ 74,936,389
*	EATON VANCE FLOATING-RATE & HIGH INCOME FUND R6	2,599,940	**	21,631,502
*	JPM EQUITY INCOME R6 FUND	4,950,821	**	113,769,869
*	VANGUARD VMMR-FED MONEY MARKET	148,844,336	**	148,844,336
*	FIDELITY INSTITUTIONAL CASH PORTFOLIO (NEXTERA ENERGY, INC. PARTICIPANT-DIRECTED)	400,971	**	400,971
*	FIDELITY INSTITUTIONAL CASH PORTFOLIO (NEXTERA ENERGY, INC. NONPARTICIPANT-DIRECTED)	9,781,368	\$ 9,781,368	9,781,368
*	FIDELITY INSTITUTIONAL CASH PORTFOLIO (MANAGED INCOME FUND)	3,580,286	**	3,580,286
Total Registered Investment Companies			\$ 9,781,368	\$ 372,944,721
U.S. Treasury Notes:				
	UST NOTES 1.25% 12/31/2026	1,164,100	**	\$ 1,074,598
	UST NOTES 2.5% 03/31/2027	14,841,100	**	14,279,061
	UST NOTES 3.5% 01/31/2028	3,027,600	**	3,024,165
	UST NOTES 3.5% 04/30/2028	4,693,900	**	4,648,542
	UST NOTES 3.625% 03/31/2028	3,125,100	**	3,119,985
	UST NOTES 3.625% 05/31/2028	1,832,500	**	1,818,941
	UST NOTES 3.875% 11/30/2027	4,951,000	**	4,957,331
	UST NOTES 3.875% 12/31/2027	1,663,800	**	1,661,639
	UST NOTES 4% 02/15/2026	5,046,200	**	5,099,379
	UST NOTES 4% 02/29/2028	4,940,400	**	5,023,388
	UST NOTES 4% 06/30/2028	2,972,700	**	2,987,077
	UST NOTES 4% 12/15/2025	3,231,800	**	3,220,509
	UST NOTES 4.125% 06/15/2026	2,016,700	**	2,020,091
	UST NOTES 4.125% 07/31/2028	4,812,600	**	4,945,306
	UST NOTES 4.125% 09/30/2027	12,085,500	**	12,288,653
	UST NOTES 4.125% 10/31/2027	1,425,800	**	1,444,891
	UST NOTES 4.5% 11/15/2025	1,657,400	**	1,672,598
	UST NOTES 4.625% 03/15/2026	4,500,000	**	4,600,775
	UST NOTES 4.625% 06/30/2025	5,373,100	**	5,386,586
	UST NOTES 4.875% 10/31/2028	5,456,600	**	5,740,814
	UST NOTES 5% 08/31/2025	3,781,800	**	3,880,559
Total U.S. Treasury Notes			—	\$ 92,894,888
Government Agency Notes:				
	CA ST 2.40% 10/1/2025	440,000	**	\$ 425,406
	NYC TFA (PIT) 2.85% 2/1/2024	155,000	**	156,513
Total Government Agency Notes			—	\$ 581,919
Mortgage Backed Securities:				
	BENCHMARK MORTGAGE TRUST 2018-B7 A2 4.377% 05/15/2053	271,780	**	\$ 268,175
	BENCHMARK MTG TR 2018-B2 A2 3.6623% 02/15/2051	110,022	**	106,220
	BENCHMARK MTG TR 2018-B8 A2 4.149% 01/15/2052	104,992	**	103,182
	BX 2021-BXMF TSFR1M+75.041 10/15/2026 144A	280,601	**	276,133
	BX COMMERCIAL MORTGAGE TRUST 2021-PAC TSFR1M+80.358 21 10/15/2036 144A	325,000	**	319,119
	BX COMMERCIAL MORTGAGE TRUST 22-LP2 A TSFR1M+96.27 02/15/2039 144A	332,128	**	327,090
	BX TR 2021-ACNT TSFR1M+96.448 11/15/2026 144A	317,000	**	313,475
	CITIGROUP COML MTG TR 2014-GC23 A3 3.356% 07/10/2047	279,154	**	276,475
	CITIGROUP COML MTG TR 2016-GC36 AAB 3.368% 02/10/2049	115,333	**	112,991
	COMM 2015-CCRE23 MORTGAGE TRUST 3.257% 05/10/2048	56,710	**	56,046
	COMM 2015-CR22 ASB MTG TR 3.144% 03/10/2048	45,735	**	45,373
	CSAIL 2015-C2 COML MTG TR 3.2241% 06/15/2057	52,517	**	51,809

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
EIN: 59-2449419 PLAN# 002
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value		(d) Cost	(e) Current value
	CSAIL 2017-CX9 A2 3.0538% 09/15/2050		9,639	**	9,635
	CSAIL 2019-C15 COML MTG TR 3.4505% 03/15/2052		295,111	**	291,714
	ELP COMMERCIAL MORTGAGE TRUST 2021-ELP TSFR1M+81.548 1 11/15/2036 144A		443,484	**	436,427
	FANNIE MAE 2017-74 PA 3.5% 11/25/2045		225,375	**	217,475
	FEDERAL HOME LN MTG MLT CTF GT 2019-4872 AB 4% 08/15/2047		173,218	**	169,834
	FEDERAL HOME LN MTG MLT CTF GT 3% 07/25/2039		249,275	**	233,540
	FEDERAL HOME LN MTG MLT CTF GT 3.0% 05/15/2045		125,830	**	119,027
	FEDERAL HOME LN MTG MLT CTF GT 4% 07/15/2047		174,769	**	171,696
	FEDERAL HOME LN MTG MLT CTF GT 4135 AB 1.75% 06/15/2042		17,740	**	16,203
	FEDERAL HOME LN MTG MLT CTF GT 4847 CA 3.5% 11/15/2045		105,114	**	102,835
	FEDERAL HOME LN MTG MLT CTF GT 5.0% 02/15/2040		44,181	**	44,632
	FEDERAL HOME LN MTGE CORP 4765 QA 3% 02/15/2046		269,779	**	255,252
	FEDERAL NAT MTG ASN GTD REM 2011-26 PA 4.5% 04/25/2041		75,723	**	75,260
	FEDERAL NAT MTG ASN GTD REM 2017-97 P 3% 01/25/2047		260,130	**	241,042
	FEDERAL NAT MTG ASN GTD REM PA 1.85% 05/25/2033		171,308	**	155,964
	FEDERAL NAT MTG ASN GTD REM PA 2% 06/25/2035		428,335	**	396,520
	FEDERAL NAT MTG ASN GTD REM PA 2.5% 05/25/2045		310,478	**	288,982
	FEDERAL NAT MTG ASN GTD REM PA 2.5% 10/25/2039		178,531	**	163,475
	FEDERAL NAT MTG ASN GTD REM PA 2012-149 DA 1.75% 01/25/2043		20,921	**	19,203
	FEDERAL NAT MTG ASN GTD REM PA 2015-28 JE 3.0% 05/25/2045		247,088	**	235,255
	FEDERAL NAT MTG ASN GTD REM PA 2017-11 HA 3.5% 12/25/2045		238,269	**	228,881
	FEDERAL NAT MTG ASN GTD REM PA 2018-3 LP 3% 02/25/2047		398,328	**	370,308
	FEDERAL NAT MTG ASN GTD REM PA 2019-14 DA 4% 03/25/2048		114,815	**	112,129
	FEDERAL NAT MTG ASN GTD REM PA 2019-38 AB 3% 07/25/2039		320,269	**	298,512
	FEDERAL NAT MTG ASN GTD REM PA 3% 03/25/2048		551,807	**	520,558
	FEDERAL NAT MTG ASN GTD REM PA 3.0% 04/25/2044		75,536	**	71,915
	FEDERAL NAT MTG ASN GTD REM PA 3.0% 06/25/2043		146,405	**	138,458
	FEDERAL NAT MTG ASN GTD REM PA 3.5% 02/25/2046		150,755	**	146,946
	FEDERAL NAT MTG ASN GTD REM PA 4% 11/25/2048		136,308	**	131,278
	FEDERAL NATL MTG AS GTD RE PTT 2016-105 PA 3.5% 04/25/2045		119,169	**	115,175
	FEDERAL NATL MTG AS GTD RE PTT 2018-11 LA 3.5% 07/25/2045		155,718	**	150,621
	FHLG 7.50% 7/34 #G02115		20,995	**	22,033
	FHLG 15YR 2.5% 01/01/2028#SB0799		70,614	**	68,233
	FHLG 15YR 2.5% 12/01/2031#SB0093		315,620	**	298,137
	FHLG 15YR 3% 02/01/2034#SB0179		314,610	**	301,870
	FHLG 15YR 3% 03/01/2033#SB0181		567,333	**	545,068
	FHLG 15YR 3% 05/01/2033#G16550		224,974	**	216,104
	FHLG 15YR 3.5% 04/01/2034#SB0378		266,199	**	259,213
	FHLG 20YR 3% 11/01/2033#G30872		202,475	**	193,217
	FHLG 20YR 3.5% 06/01/2032#C91456		161,426	**	157,297
	FHLG 20YR 3.5% 07/01/2032#G31067		85,143	**	82,966
	FHLG 25YR 5.50% 7/35 #G05815		11,014	**	11,340
	FHLG 5.50% 3/34 #G01665		17,096	**	17,615
	FHLG 5.50% 5/34 #Z40042		125,877	**	129,432
	FHR 4683 EA 2.5% 05/47		277,361	**	261,320
	FNMA 6.50% 7/32 #545762		2,716	**	2,831
	FNMA 6.50% 7/35 #745092		2,997	**	3,137
	FNMA 6.50% 12/32 #735415		2,730	**	2,846
	FNMA 15YR 2% 02/01/2028#FS3865		76,211	**	72,954
	FNMA 15YR 2.5% 01/01/2028#FS3867		78,195	**	75,514
	FNMA 15YR 2.5% 01/01/2029#		127,594	**	122,541
	FNMA 15YR 2.5% 10/01/2031#AS8010		138,291	**	130,748
	FNMA 15YR 3% 02/01/2033#BM5108		724,363	**	695,935
	FNMA 15YR 3% 12/01/2032#BM5109		705,331	**	677,961
	FNMA 15YR 3.5% 02/01/2033#FM9794		96,679	**	94,444
	FNMA 15YR 3.5% 02/01/2035#FM0065		328,722	**	319,889
	FNMA 15YR 3.5% 09/01/2029#AL5878		59,454	**	58,378
	FNMA 15YR 3.5% 09/01/2034#FM1577		244,316	**	237,751
	FNMA 15YR 3.5% 09/01/2034#FM1578		114,083	**	110,981
	FNMA 15YR 3.5% 10/01/2034#FM1579		67,761	**	65,898
	FNMA 15YR 3.5% 11/01/2030#AL7688		53,143	**	52,100
	FNMA 15YR 3.5% 12/01/2028#AV1907		4,950	**	4,862
	FNMA 15YR 4% 02/01/2034#FM3001		375,970	**	374,104
	FNMA 15YR 4% 03/01/2034#FM2867		842,587	**	838,930
	FNMA 15YR 4.5% 11/01/2025#AL8242		3,816	**	3,803
	FNMA 20YR 2.5% 01/01/2033#AL2974		59,036	**	55,217
	FNMA 20YR 2.5% 01/01/2033#AL2975		70,458	**	65,901
	FNMA 20YR 2.5% 01/01/2033#AL2976		39,037	**	36,512
	FNMA 20YR 2.5% 01/01/2033#AL2982		47,106	**	44,059
	FNMA 20YR 3% 07/01/2036#MA2672		691,721	**	656,964
	FNMA 20YR 3% 12/01/2040#FM4710		427,143	**	401,809
	FNMA 20YR 3% 12/01/2040#FM4711		525,930	**	494,244
	FNMA 20YR 3.00% 11/32 #MA1237		581,322	**	554,110
	FNMA 20YR 4% 04/01/2038#MA3337		259,588	**	253,824
	FNMA 20YR 4.5% 03/01/2039#FM1774		36,563	**	36,579
	FNMA 20YR 4.5% 06/01/2039#FM1045		18,312	**	18,320

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
EIN: 59-2449419 PLAN# 002
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

		(c)		
		Description of investment including maturity date, rate of interest, collateral, par, or maturity value		
(a)	(b) Identity of issue, borrower, lessor, or similar party		(d) Cost	(e) Current value
	FNMA 20YR 4.5% 08/01/2039#FM1353	50,885	**	50,907
	FNMA 30YR 4.5% 09/01/2049#FM1534	315,577	**	313,544
	FNMA 5.50% 11/34 #310105	89,799	**	92,244
	FNMA 6.50% 12/35 #AD0723	15,206	**	15,884
	FNMA 6.50% 7/32 #545759	4,721	**	4,922
	FNMA 6.50% 8/36 #888034	3,375	**	3,522
	FNMA 6.50% 8/36 #888544	13,233	**	13,823
	FNMA 6.50% 8/36 #AE0746	11,240	**	11,733
	FNMA GTD MTG PASS THRU CTF 3.5% 10/25/2044	185,222	**	180,454
	FNR 2013-16 GP 3% 1/1/33	43,341	**	42,119
	FNR 2015-42 LE 3.0% 06/25/45	177,043	**	168,753
	FNR 2015-49 LE 3% 07/45	142,163	**	135,316
	FNR 2015-54 GA 2.5% 07/25/2045	111,166	**	105,805
	FNR 2016-100 P 3.5% 11/44	199,650	**	191,918
	FNR 2016-19 AH 3% 04/46	147,554	**	140,094
	FNR 2016-26 CG 3% 05/46	388,665	**	368,386
	FNR 2016-27 HK 3% 01/25/2041	216,180	**	204,827
	FNR 2016-27 KG 3% 01/40	99,124	**	93,970
	FNR 2016-34 GH 3% 06/46	362,692	**	344,789
	FNR 2016-37 BK 3% 06/25/46	414,245	**	393,841
	FNR 2017-20 AP 3.5% 03/25/2045	278,068	**	267,998
	FNR 2018-16 NB 3.25% 12/25/2044	30,945	**	30,304
	FREDDIE MAC 4656 PA 3.5% 10/15/2045	170,611	**	163,543
	FREDDIE MAC REMICS 2018-4766 MA 3.5% 02/15/2046	262,661	**	253,667
	FREDDIE MAC REMICS 3% 10/25/2048	265,208	**	246,916
	GNII II 4% 04/20/2047#MA4383	163,190	**	159,152
	GS MTG SECS TR 2014-GC26 AAB 3.365% 11/10/2047	48,990	**	48,655
	GS MTG SECS TR 2015-GC28 AAB 3.206% 02/10/2048	51,189	**	50,666
	GS MTG SECS TR 2015-GC32 AAB 3.513% 07/10/2048	60,110	**	59,258
*	JPMBB COML MTG SECS TR 2014-C22 3.8012% 09/15/2047	253,000	**	249,352
*	JPMCC COML MTG SECS TR 2016-JP4 A2 2.984% 12/15/2049	30,458	**	29,429
	LIFE FINANCIAL SERVICES TRUST 2022 TSFR1M+129.52405/15/2039 144A	459,000	**	450,115
	MORGAN STANLEY BK AMER MERRILL LYNCH TR 2014-C16 ASB 3.477% 06/15/2047	5,960	**	5,961
	MORGAN STANLEY BK AMER MERRILL LYNCH TR 2015-C21 ASB 3.15% 03/15/2048	16,528	**	16,295
	MORGAN STANLEY CAP I TR 2019-MEAD 3.17% 11/10/2036 144A	374,000	**	345,766
	MSBAM 2014-C17 ASB 3.477% 8/47	14,012	**	13,983
	MSBAM 2015-C22 ASB 3.04% 04/15/48	29,936	**	29,509
	MSBAM 2016-C28 3.272% 01/15/49	135,491	**	129,872
	OPG TR 2021-PORT TSFR1M+59.848 8 10/15/2036 144A	480,598	**	470,800
	SREIT TR 2021-MFP TSFR1M+84.528 08 11/15/2038 144A	284,188	**	280,299
	WELLS FARGO COML MTG TR 15-C27 ASB 3.278% 02/15/2048	72,529	**	71,592
	WFCM 2016-C34 A2 2.603% 06/49	68,906	**	69,309
	WFRBS COML MTG TR 2014-C22 ASB 3.464% 09/15/2057	73,068	**	72,597
	WFRBS COML MTG TR 2014-C23 ASB 3.636% 10/15/2057	25,907	**	25,734
Total Mortgage Backed Securities			—	\$ 23,729,454
Asset Backed Securities:				
	AMERICAN EXPRESS CR ACC MST TR 3.39% 05/15/2027	800,000	**	\$ 784,885
	AMERICAN EXPRESS CR ACC MST TR 3.75% 08/15/2027	660,000	**	649,930
	AMERICAN EXPRESS CR ACC MST TR 4.87% 05/15/2028	281,000	**	283,755
	AMERICAN EXPRESS CR ACC MST TR 4.95% 10/15/2027	408,000	**	410,285
	AMERICAN EXPRESS CR ACC MST TR 5.23% 09/15/2028	544,000	**	554,271
	BA CR CARD TR 3.53% 11/15/2027	747,000	**	733,538
	BA CR CARD TR 4.79% 05/15/2028	203,000	**	204,203
	BA CR CARD TR 4.98% 11/15/2028	246,000	**	249,549
	BA CR CARD TR 5% 04/15/2028	460,000	**	463,819
	BMW VEHICLE OWNER TRUST 2023-A 5.47% 02/25/2028	73,000	**	73,838
	CAPITAL ONE MULTI-ASST EXEC TR 2.8% 03/15/2027	1,329,000	**	1,296,997
	CAPITAL ONE MULTI-ASST EXEC TR 3.49% 05/15/2027	800,000	**	786,289
	CAPITAL ONE MULTI-ASST EXEC TR 4.95% 10/15/2027	583,000	**	585,964
	CAPITAL ONE PRIME AUTO RECEIVABLES TRUST 2023-2 5.82% 06/15/2028	422,000	**	433,277
	CARMAX AUTO OWNER TR 2023-2 5.05% 01/18/2028	544,000	**	546,053
	CARMAX AUTO OWNER TR 2023-4 6% 07/17/2028	82,000	**	84,532
	CARMX 2023-3 A3 5.28% 05/15/2028	340,000	**	344,515
	CHASE ISSUANCE TR 3.97% 09/15/2027	619,000	**	611,829
	CHASE ISSUANCE TR 5.08% 09/15/2030	576,000	**	590,610
	CHASE ISSUANCE TR 5.16% 09/15/2028	635,000	**	646,528
	CITIBANK CR CARD ISSUANCE TR 5.23% 12/08/2027	189,000	**	190,999
	DELL EQUIP FIN TR 2023-2 5.65% 01/22/2029 144A	160,000	**	162,149
	DELL EQUIPMENT FINANCE TRUST 2023-3 5.93% 04/23/2029 144A	215,000	**	219,320
	DISCOVER CARD EXECUTION NT TR 3.32% 05/15/2027/2027	670,000	**	656,788
	DISCOVER CARD EXECUTION NT TR 3.56% 07/15/2027/15/2027	622,000	**	610,783
	DISCOVER CARD EXECUTION NT TR 5.03% 10/15/2027	574,000	**	577,624
	DLAA 2023-1A 5.64% 02/22/2028 144A	39,000	**	39,698
	FORD CR AUTO OWNER TR 2019-1 A 3.52% 07/15/2030 144A	550,000	**	550,372
	FORD CR FLOORPLN MAST OWN TR A 4.92% 05/15/2028 144A	344,000	**	345,579

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
EIN: 59-2449419 PLAN# 002
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

(c) Description of investment including maturity date, rate of interest, collateral, par, or maturity value				
(a)	(b) Identity of issue, borrower, lessor, or similar party	(d) Cost	(e) Current value	
	FORD CREDIT AUTO LEASE TRUST 2023-B 5.91% 10/15/2026	449,000	**	455,362
	FORD CREDIT AUTO OWNER TRUST 2023-B 5.23% 05/15/2028	308,000	**	311,453
	GM FINANCIAL AUTOMOBILE LEASING TRUST 23-2 5.05% 07/20/2026	342,000	**	342,533
	GM FINANCIAL LEASING TRUST 2023-3 5.38% 11/20/2026	40,000	**	40,339
	GM FINANCIAL SECURITIZED TERM AUTO RECEIVABLES TR2023-4 5.78% 08/16/2028	348,000	**	357,761
	GM FINL CONSUMER AUTOMOBILE RECEIVABLES TR 2023-24.47% 02/16/2028	141,000	**	140,374
	GM FINL CONSUMER AUTOMOBILE RECEIVABLES TR 2023-35.45% 06/16/2028	83,000	**	84,467
	GMF FLOORPLAN OWNER REVOLVING TR 5.34% 06/15/2028 144A	455,000	**	461,769
	HAROT 2023-4 5.67% 06/21/2028	302,000	**	308,877
	HYUNDAI AUTO LEASE SECURITIZATION TRUST 2023-C 5.8% 12/15/2026 144A	376,000	**	381,578
	HYUNDAI AUTO RECEIVABLES TRUST 2023-A 4.58% 04/15/2027	171,000	**	170,396
	HYUNDAI AUTO RECEIVABLES TRUST 2023-B 5.48% 04/17/2028	84,000	**	85,643
	HYUNDAI AUTO RECEIVABLES TRUST 2023-C 5.54% 10/16/2028	249,000	**	254,857
	MERCEDES-BENZ AUTO RECEIVABLES TR 2023-2 5.95% 11/15/2028	193,000	**	199,023
	NISSAN AUTO RECEIVABLES 2023-B OWNER TR 5.93% 03/15/2028	230,000	**	236,236
	PORSCHE FINL AUTO SECURITIZATION TR 2023 5.79% 01/22/2029 144A	183,000	**	187,246
	TOYOTA AUTO RECEIVABLES 2023-D OWNER TR 5.54% 08/15/2028	247,000	**	252,507
	TOYOTA LEASE OWNER TRUST 2023-B 5.66% 11/20/2026 144A	409,000	**	415,739
	USAA AUTO OWNER TRUST 2023-A 5.58% 05/15/2028 144A	458,000	**	464,804
	VERIZON MASTER TRUST 2021-1 A 0.5% 05/20/2027	561,000	**	549,974
	VERIZON MASTER TRUST 2021-1 A 0.99% 04/20/2028	860,000	**	830,943
	VERIZON MASTER TRUST 3.72% 07/20/2027	319,000	**	319,051
	VERIZON MASTER TRUST 4.89% 04/13/2028	423,000	**	422,289
	VERIZON MASTER TRUST 5.61% 09/08/2028	400,000	**	402,076
	VOLKSWAGEN AUTO LEASE TRUST 2023-A 5.81% 10/20/2026	539,000	**	546,657
	VOLKSWAGEN AUTO LOAN ENHANCED TRUST 2023-1 5.02% 06/20/2028	231,000	**	232,645
	VOLKSWAGEN AUTO LOAN ENHANCED TRUST 2023-2 5.48% 12/20/2028	286,000	**	292,466
	WORLD OMNI AUTO RECEIVABLES TR 2023-D 5.79% 02/15/2029	276,000	**	284,023
	WORLD OMNI AUTO RECEIVABLES TRUST 2023-C 5.15% 11/15/2028	49,000	**	49,519
	Total Asset Backed Securities	—	\$	22,768,588
	Corporate Bonds:			
	7 ELEVEN INC 0.95% 02/10/2026 144A	229,000	**	\$ 212,500
	7 ELEVEN INC 1.3% 02/10/2028 144A	286,000	**	251,669
*	BANK NEW YORK MELLON CORP 4.414%/VAR 07/24/2026	510,000	**	514,428
	BANK OF AMERICA CORPORATION 3.559%/VAR 04/23/2027	510,000	**	494,320
	BANK OF AMERICA CORPORATION 4.948%/VAR 07/22/2028	500,000	**	510,753
	BANK OF AMERICA CORPORATION SOFR+0 02/04/2028	700,000	**	655,713
	BANK OF MONTREAL QUE 0.949%/VAR 01/22/2027	510,000	**	472,319
	BANK OF MONTREAL QUE 1.85% 05/01/2025	800,000	**	769,471
	BANQUE FED CRED MUTUEL PARIS 1.604% 10/04/2026 144A	510,000	**	468,064
	BANQUE FED CRED MUTUEL PARIS 4.524% 07/13/2025 144A	526,000	**	532,124
	CANADIAN IMPERIAL BK OF COMM 3.45% 04/07/2027	800,000	**	774,513
	CANADIAN IMPERIAL BK OF COMM 3.945% 08/04/2025	569,000	**	569,084
	EQUINOR ASA 1.75% 01/22/2026	120,000	**	114,393
	GUARDIAN LIFE GLOBAL FUNDING 1.1% 06/23/2025 144A	600,000	**	566,329
	GUARDIAN LIFE GLOBAL FUNDING 1.4% 07/06/2027 144A	800,000	**	719,595
*	JPMORGAN CHASE & CO 0.824%/VAR 06/01/2025	587,000	**	574,841
*	JPMORGAN CHASE & CO 1.045%/VAR 11/19/2026	660,000	**	611,996
*	JPMORGAN CHASE & CO 1.578%/VAR 04/22/2027	510,000	**	472,201
*	JPMORGAN CHASE & CO 2.083%/VAR 04/22/2026	800,000	**	769,512
*	JPMORGAN CHASE & CO 2.947%/VAR 02/24/2028	604,000	**	574,557
*	JPMORGAN CHASE & CO 4.851%/VAR 07/25/2028	500,000	**	510,691
*	JPMORGAN CHASE & CO SOFR 1.47%/VAR 09/22/2027	730,000	**	664,366
	MASSMUTUAL GLOBAL FDG II 4.5% 04/10/2026 144A	600,000	**	604,297
	METROPOLITAN LIFE GLBL FDG I 3.45% 12/18/2026 144A	510,000	**	491,515
	METROPOLITAN LIFE GLBL FDG I 4.05% 08/25/2025 144A	800,000	**	799,758
	MORGAN STANLEY BK NA SALT LAKE 4.754% 04/21/2026	334,000	**	336,862
	MORGAN STANLEY BK NA SALT LAKE 5.882% 10/30/2026	400,000	**	415,212
	NEW YORK LIFE GLOBAL FDG 0.85% 01/15/2026 144A	1,300,000	**	1,206,200
	NEW YORK LIFE GLOBAL FDG 5.45% 09/18/2026 144A	700,000	**	726,229
	NORTHWESTERN MUTUAL GLOBAL FUNDING 0.8% 01/14/2026 144A	1,200,000	**	1,113,934
	PACIFIC LIFE GF II 1.375% 04/14/2026 144A	510,000	**	472,571
	PRICOA GLOBAL FDG I 2.4% 09/23/2024 144A	651,000	**	640,834
	PROTECTIVE LIFE GLOBAL FUNDING 1.618% 04/15/2026 144A	510,000	**	472,212
	PROTECTIVE LIFE GLOBAL FUNDING 3.218% 03/28/2025 144A	154,000	**	151,474
	RGA GLOBAL FUNDING 2% 11/30/2026 144A	781,000	**	715,546
	ROYAL BANK OF CANADA 1.15% 06/10/2025	610,000	**	578,490
	ROYAL BANK OF CANADA 1.4% 11/02/2026	510,000	**	467,825
	STATE STREET CORP 2.203%/VAR 02/07/2028	510,000	**	478,209
	TORONTO DOMINION BANK 1.25% 09/10/2026	510,000	**	467,902
	UBS AG LON BRANCH 1.25% 06/01/2026	510,000	**	469,037
	UBS AG LON BRANCH 1.375% 01/13/2025 144A	501,000	**	484,592
	WELLS FARGO BK NATL ASSN 5.254% 12/11/2026	400,000	**	406,057
	Total Corporate Bonds	—	\$	23,302,195

NEXTERA ENERGY, INC. EMPLOYEE RETIREMENT SAVINGS PLAN
EIN: 59-2449419 PLAN# 002
SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR)
DECEMBER 31, 2023

		(c)		
	(b)	Description of investment including maturity date, rate of interest, collateral, par, or maturity value	(d) Cost	(e)
(a)	Identity of issue, borrower, lessor, or similar party			Current value
	Synthetic guaranteed investment contract and wrapper contracts:			
	ADJUSTMENT FROM FAIR VALUE TO CONTRACT VALUE GUARANTEED INVESTMENT CONTRACT		**	\$ 11,635,958
	Total synthetic guaranteed investment contract and wrapper contracts		—	\$ 11,635,958
		3.25% - 8.50%		
* Participant loans		Maturing 2024 - 2035	**	\$ 70,903,605
	Total investments at year end		\$ 424,733,837	\$ 5,026,337,632

* Party-in-interest

** Historical cost is disclosed only for nonparticipant-directed investments