

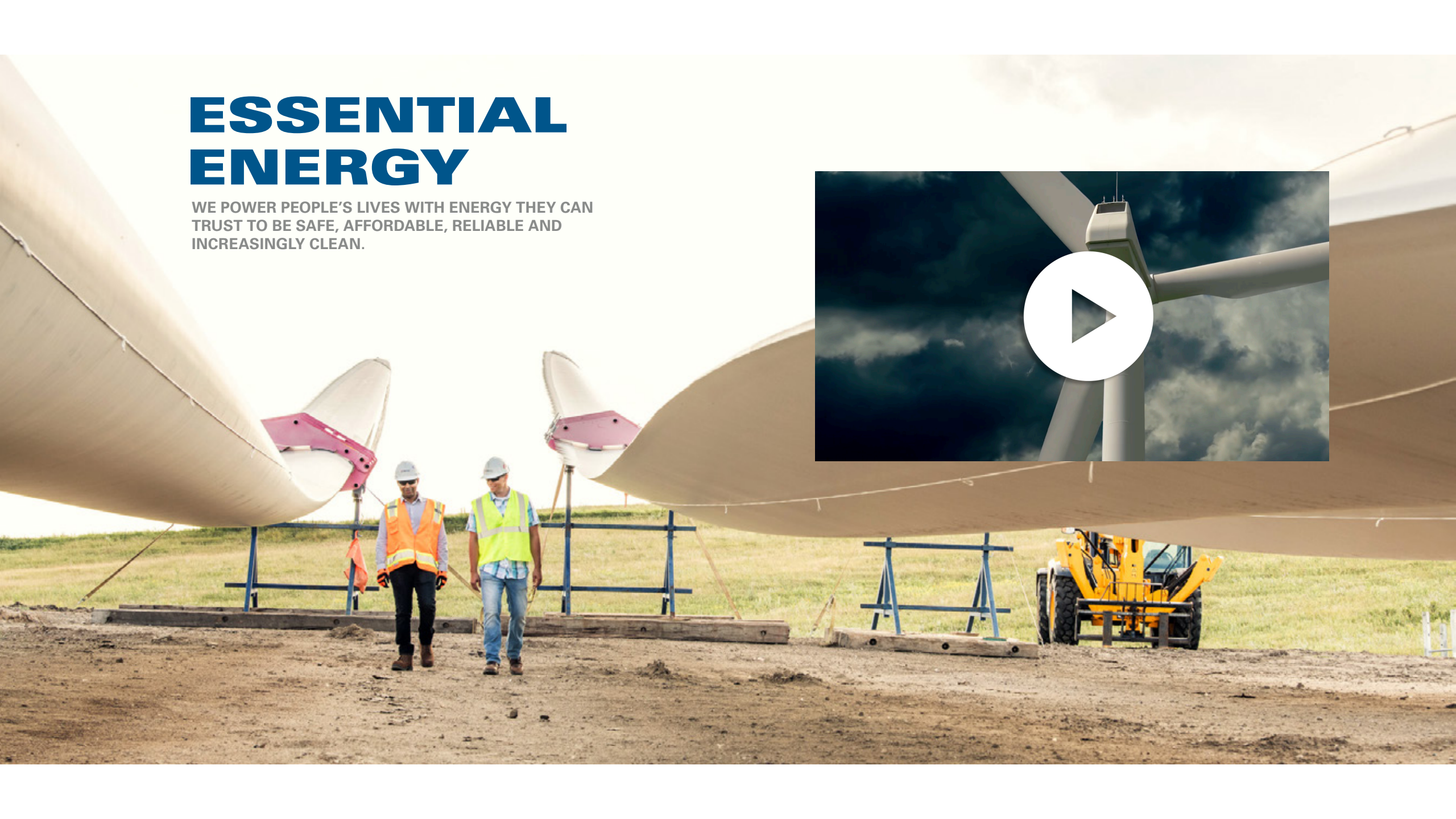
ESSENTIAL

2020 SUSTAINABILITY HIGHLIGHTS



ESSENTIAL ENERGY

WE POWER PEOPLE'S LIVES WITH ENERGY THEY CAN TRUST TO BE SAFE, AFFORDABLE, RELIABLE AND INCREASINGLY CLEAN.

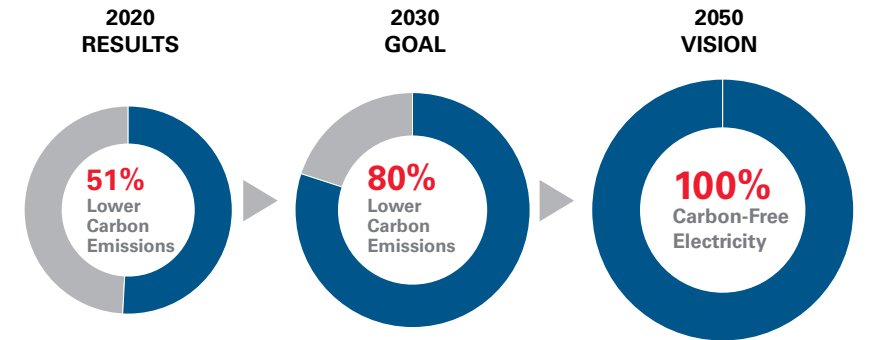


ESSENTIAL ACTION

WE'RE MAKING ALL THE ENERGY WE DELIVER CLEANER.

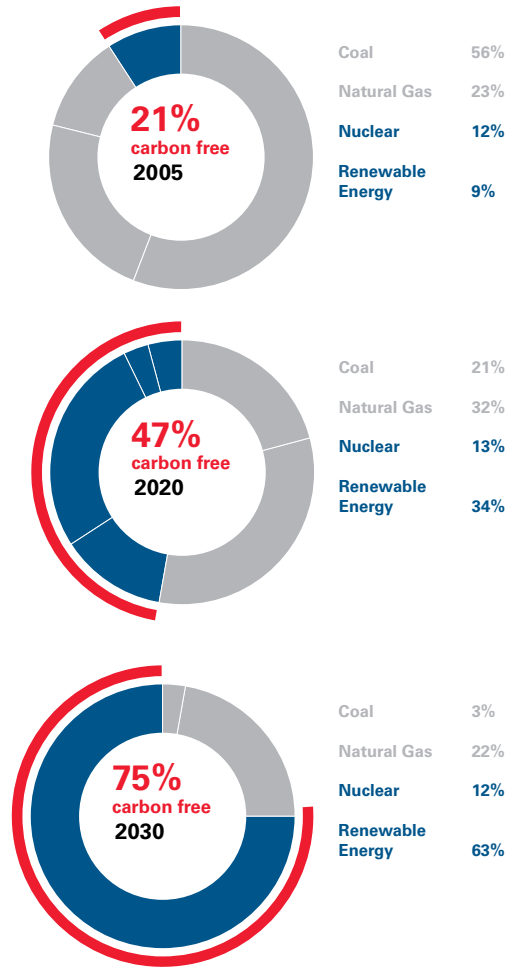


We Set Another Annual Record Cutting Carbon from Electricity
And Are Over **Halfway** To Reaching Our Vision



Evolving Energy Mix

We're among the first in our industry to reach 10,000 megawatts of wind power and will complete the nation's largest multi-state wind investment in 2021.





Delivering The Cleanest Natural Gas Possible

System improvements

Investing \$1.4 billion in upgrades with the goal of keeping our methane emissions rate below 0.2%

Supplier partnerships

Purchasing natural gas from suppliers with low emissions and joining ONE Future, a consortium of companies committed to keeping methane emissions below 1%

Customer options

Helping customers reduce their carbon emissions through new technology, conservation programs and possible supply options

Driving Toward Cleaner Transportation

Our vision to power 1.5 million EVs in our service area by 2030 will result in:

\$1 billion savings in customers' annual fuel costs

30 times more EVs on the road, including vehicles in our fleet

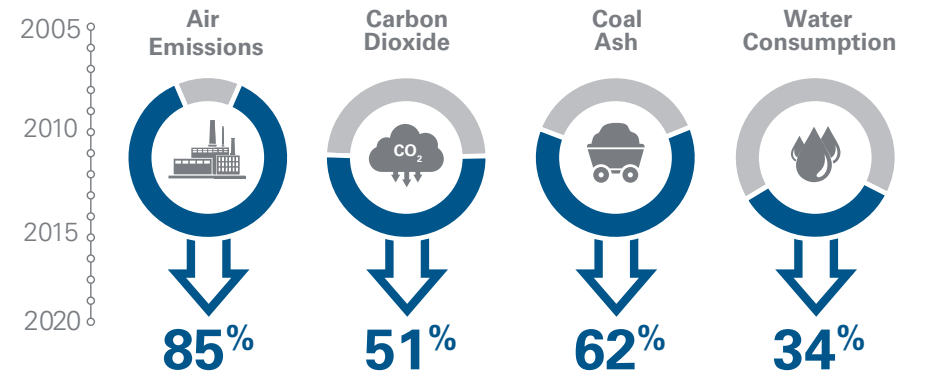
5 million tons of carbon emissions eliminated annually

It's one of the most significant and cost-effective ways we can cut carbon for the environment.





Clean Energy For A Better Planet



Reductions in carbon emissions and water consumption are from owned and purchased electricity provided to customers, while other reductions are from owned generating plants. Air emissions include sulfur dioxide, nitrogen oxides, lead, mercury and fine particulate matter.

ESSENTIAL OPTIONS

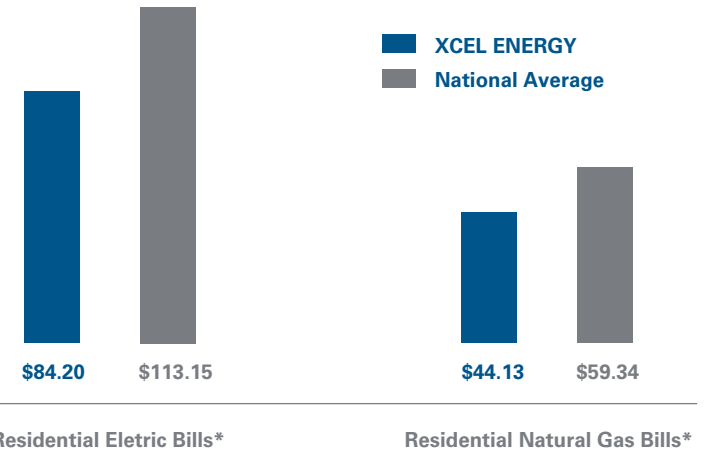
WE'RE HELPING CUSTOMERS ACHIEVE
THEIR ENERGY GOALS.

Customer Program Results

4.7 million customer energy efficiency projects completed

Nearly **244,000 customers** participate in renewable choice programs

Keeping Customer Bills Low



*Based on Energy Information Administration data for 2020, except for national average natural gas bills, which are 2019; represents annual average monthly bills, excluding taxes and franchise fees.



ESSENTIAL PARTNERSHIPS

IN GOOD TIMES AND BAD, WE STEP UP TO HELP THOSE WHO NEED IT MOST.

Community

\$2 million donated to address food insecurity and COVID-19 relief efforts

Customers

More than **\$111.6 million** distributed in energy and bill payment assistance to at least **133,000 individuals and families** in need

Economies

Attracted **20** new business development projects, creating more than **\$930 million** in capital investment and about **3,000 jobs** for communities

Stakeholders

65 communities supported through our award-winning Partners in Energy program that promotes energy efficiency, renewable energy and community goals

Employees

Nearly **7,000 employees** transitioned to working from home and **100,000 personal protective items** distributed to help keep employees safe



ESSENTIAL CHANGE

ADDRESSING RACIAL EQUITY AND SOCIAL JUSTICE ARE AMONG THE MOST IMPORTANT THINGS WE CAN DO.

Diversity

20% of directors on our board are women and **20%** are ethnically diverse

4% increase in female and **3%** increase in diverse representation among senior leadership over the past three years

Equity

\$643 million spent on goods and services through diverse suppliers, exceeding our goal

\$760,000 donated to nonprofits focused on racial equity and rebuilding communities following civil unrest

Inclusion

70% of employees completed Unconscious Bias and Microinequities training by early 2021 with goal of **100%** by year-end

11 Business Resources Groups offer opportunities for cultural exchange and community outreach

A new scorecard metric for 2021 will measure progress and hold us accountable

Named A Best Place to Work for LGBTQ Equality by The Human Rights Campaign.

ESSENTIAL INVESTMENTS

WE'RE COMMITTED AND CONNECTED TO OUR COMMUNITIES.



2020 Total Community Investment \$15.3 Million*



United Way \$4.8



Matching Gifts \$1.9



Focus Area and Other Grants \$6.2



Volunteer Time \$0.4



COVID-19 Relief and Recovery \$2.0

*Includes giving from the Xcel Energy Foundation, Xcel Energy and employees.

Employees found safe and creative ways to give their time, talent and energy to nonprofit partners.



59,000 volunteer hours



\$1.6 million economic impact



6,300 volunteers



500 community boards



800 nonprofits served**

**Includes nonprofits served through volunteerism needs.

Find our full sustainability report and learn about Xcel Energy's economic, environmental and social contributions at [xcelenergy.com/sustainability](https://www.xcelenergy.com/sustainability).

