

A photograph of a person wearing a white surgical mask, clear safety glasses, and a grey t-shirt with Xcel Energy and United Way logos. They are using a yellow and black orbital sander to sand a piece of light-colored wood. The background shows a white trailer with a door and a window with a screen. The overall image has a white diagonal overlay.

CONNECTING WISCONSIN AND MICHIGAN COMMUNITIES

2021 XCEL ENERGY-
WISCONSIN AND MICHIGAN GIVING REPORT



President's Letter

The last two years have presented unique challenges for our communities and customers. And I'm proud to say that Xcel Energy did not let these challenges deter us from powering people's homes and businesses and putting our communities first.

More than ever, our communities looked to Xcel Energy for support, guidance and leadership. In addition to providing reliable electric and natural gas service, the company and the Xcel Energy Foundation contributed thousands of dollars to communities in west-central and northern Wisconsin and Michigan's Upper Peninsula through our annual Day of Service, United Way Giving Campaign, grant-making and much more. The generosity of our employees, contractors and retirees shows no bounds, and that is why I am proud and honored to be part of the Xcel Energy team.

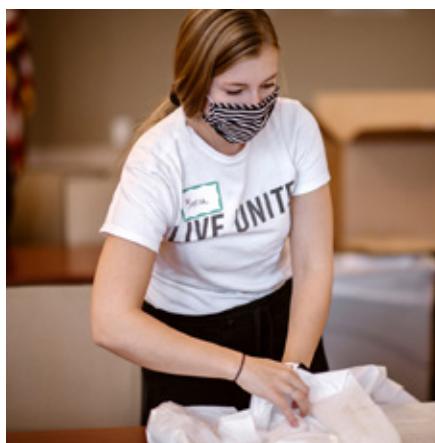
I'd like to thank everyone who has shown up for our communities – this past year, the years before and the years to come. I would also like to acknowledge our community leaders for their strong partnership, as well as the efforts of all essential workers to help ensure we continue to deliver safe and reliable service to our customers.

Our communities and nonprofit organizations are still on the mend. However, I know that Xcel Energy will continue to be here to help as we work toward a brighter future.



Mark Stoering
President, Xcel Energy-Wisconsin and Michigan





Throughout 2021, we put our good energy into action in communities throughout our Wisconsin and Michigan service territory. From volunteer projects to grants, our team curated opportunities and experiences for Xcel Energy to connect to our communities in meaningful ways. The Xcel Energy Foundation granted \$295,000 to 59 organizations that align with our focus areas: Access to Arts and Culture, Education, Economic Sustainability, and Environment Sustainability.

Giving by the Numbers



\$64,500

Arts and Culture grants



\$81,000

Economic Sustainability grants



\$102,050

Education grants



\$47,450

Environment grants

Looking Ahead

In March 2022, the Foundation revised its grant program to bolster our community impact, better align with the company's business priorities, and reflect our diversity, equity and inclusion commitments. The new program, Energizing the Future, strategically targets our foundation giving within three focus areas: STEM Career Pathways, Environmental Sustainability and Community Vitality.

United Way Giving Campaign

The annual United Way Giving Campaign is a strong tradition at Xcel Energy. The special campaign offers employees the opportunity to give to any 501c3 nonprofit and gifts are then matched dollar for dollar to their local United Way; retirees receive a \$.50 match to the dollar. Ten United Way chapters received funds from the campaign. Thanks to the generosity of employees, contractors, and retirees, Xcel Energy–Wisconsin and Michigan exceeded its fundraising goal by \$55,000.

Impact

353 employees participated

24% increase in employee giving over last year

\$91,200 total employee contributions, combined with company match for more than **\$165,600** in investments

United Way Partners

Gogebic Range United Way	United Way of Dunn County
Great Rivers United Way	United Way of the Greater Chippewa Valley
Marshfield Area United Way	United Way of Marathon
Northwoods United Way	United Way of Rice Lake
United Way of Dane County	United Way St. Croix Valley



Volunteering

Day of Service

Every year, thousands of Xcel Energy employees, their family members and friends, retirees, and customers volunteer for the annual Day of Service across the company's service footprint. This year marked the 11th annual Day of Service. More than 80 employees, their families and friends volunteered with six nonprofits.

United Way Day of Caring

For more than 25 years, Xcel Energy employees have come out in full force to participate in the largest volunteer event in the Chippewa Valley. In 2021, employees helped restore a city park.

Overall Volunteering

\$199,500* economic impact

\$6,000** Volunteer Energy grants

7,000 volunteer hours

226 volunteers

131 nonprofits served

"We have a lot of nonprofits that simply would not be able to operate without the help of volunteers. We've always been impressed by Xcel Energy's willingness to step up and help out." – **United Way of the Greater Chippewa Valley**

"With support from the Xcel Energy Foundation and your dedicated employee volunteers, we are able help people facing food insecurity, so that together we build stronger, healthier communities." – **Feed My People Food Bank**



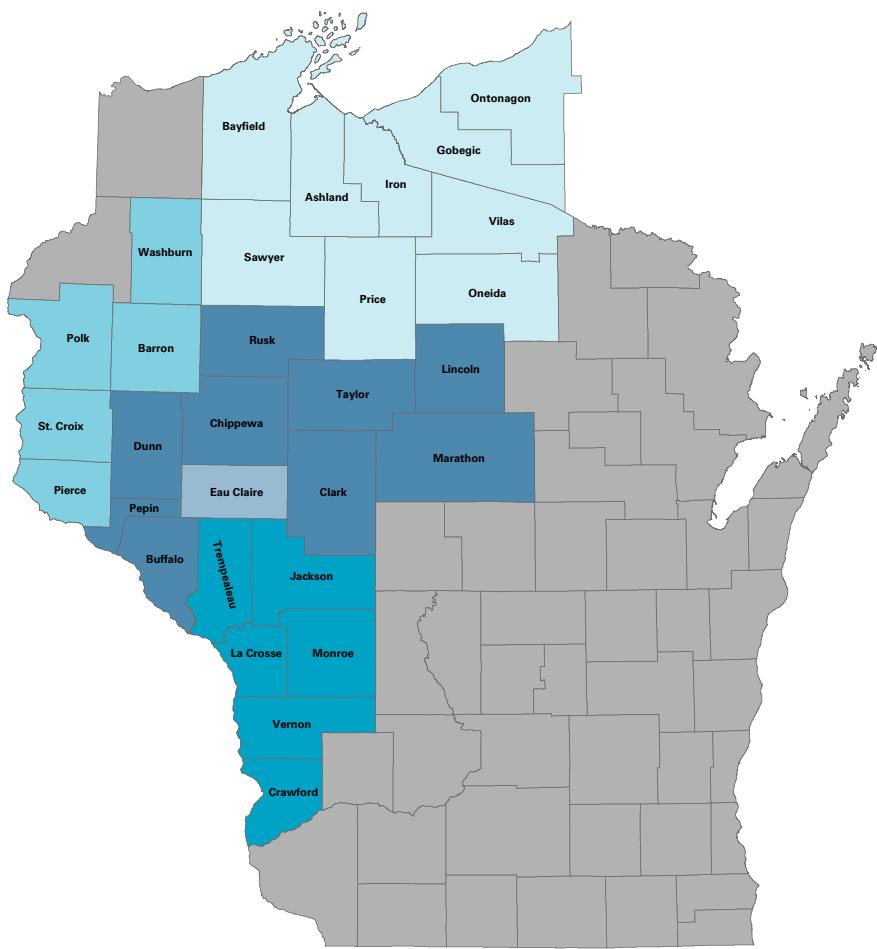
*Based on Independent Sector's 2021 Value of Volunteer Time.

**Groups of Xcel Energy employees and retirees who participate in a community volunteer project together are eligible for the Volunteer Energy (VE) program. The Xcel Energy Foundation will make a donation of up to \$1,000 annually to the associated nonprofit organization in appreciation of the employee group's volunteer efforts.

Impact and Reach

Xcel Energy and the Xcel Energy Foundation make it a priority to invest in organizations across Wisconsin and Michigan, meeting the diverse needs of the communities we serve.





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