CORPORATE RESPONSIBILITY PERFORMANCE SUMMARY

Electricity Customers (as of year-end 2018)

	Residential	Large Commercial & Industrial	Small Commercial & Industrial	Public Authority & Other	Wholesale	Total
Colorado	1,271,423	337	161,713	54,160	52	1,487,685
Michigan	7,592	2	1,310	45	—	8,949
Minnesota	1,154,330	511	132,981	7,241	11	1,295,074
New Mexico	96,312	85	24,079	1,759	4	122,239
North Dakota	81,023	23	12,826	406	—	94,278
South Dakota	82,742	24	11,829	477	—	95,072
Texas	212,572	147	53,190	4,563	3	270,475
Wisconsin	211,268	124	38,908	1,143	—	251,443
Total	**3,117,262**	**1,253**	**436,836**	**69,794**	**70**	**3,625,215**

Natural Gas Customers (as of year-end 2018)

	Residential	Commercial & Industrial	Transportation & Other	Total
Colorado	1,300,826	101,036	7,891	1,409,753
Michigan	5,046	669	6	5,721
Minnesota	426,321	35,064	520	461,905
North Dakota	49,120	8,568	91	57,779
Wisconsin	97,263	12,315	215	109,793
Total	**1,878,576**	**157,652**	**8,723**	**2,044,951**

Workforce Totals by Job Classification and State (as of year-end 2018)

The following table includes all full-time, part-time and temporary employees of Xcel Energy, but excludes contractors and employees on leaves of absence. It breaks down our workforce by state and by main job categories. Bargaining employees are full-time, permanent employees covered under collective bargaining agreements. Non-bargaining employees consist of management and non-management employees based on the type of work they perform. Temporary employees are project-specific workers and include 590 craft workers, combined with our bargaining employees, make up the percent of our workforce represented by unions.

State	Bargaining	Non-Bargaining	Temporary	Total	% Represented by Unions	Management	Non-Management
Colorado	1,832	1,758	74	3,664	50.00%	440	1,318
Washington DC	0	4	0	4	0.00%	1	3
Michigan	15	4	0	19	78.95%	0	4
Minnesota	1,922	2,654	649	5,225	36.78%	754	1,900
North Dakota	65	34	9	108	60.19%	7	27
New Mexico	133	86	0	219	60.73%	22	64
South Dakota	65	20	11	96	67.71%	6	14
Texas	622	793	40	1,455	42.75%	146	647
Wisconsin	361	509	31	901	40.07%	82	427
Total	**5,015**	**5,862**	**814**	**11,691**	**42.90%**	**1,458**	**4,404**

*This employee count is different from the 2018 Form 10-K report because the information includes temporary employees and reflects workforce changes that happened immediately prior to year-end 2018 that were not recorded or reconciled until early 2019.

Find the breakdown of Xcel Energy's workforce by gender, ethnicity and age group in the Our People and Culture brief under the Library of Briefs. As for Xcel Energy's Board of Directors, five of 13 board members self-identify as female and/or ethnic minority.

2018 Employee Turnover

	Bargaining	Non-Bargaining
Minnesota, North Dakota, South Dakota	4.7%	9.7%
Wisconsin, Michigan	4.8%	17.7%
Colorado	5.9%	13.5%
New Mexico	7.8%	22.3%
Xcel Energy Services	n/a	15.1%
Company-wide	5.6%	13.4%

Projected Retirement Eligibility

	2023 (5-year)		2028 (10-year)	
	Bargaining	Non-Bargaining	Bargaining	Non-Bargaining
Minnesota, North Dakota, South Dakota	34.20%	28.60%	48.10%	42.20%
Wisconsin, Michigan	28.70%	25.60%	48.00%	45.30%
Colorado	27.80%	25.20%	38.90%	38.60%
New Mexico	15.60%	26.70%	26.10%	38.10%
Xcel Energy Services	n/a	24.50%	n/a	37.60%
Company-wide	28.60%	27.30%	41.40%	40.80%

*Please note that we do not expect all employees to retire once they become eligible.

2018 Employee Safety Results

OSHA Recordable Incident Rate
(Annual Number of Injuries per 100 Employees)

	EEI Top Quartile	Actual	Goal
2018	Not Available	0.96	0.91
2017	0.87	0.89	0.95
2016	0.92	1.02	0.92
2015	0.9	0.9	0.96
2014	0.99	1.0	1.17
2013	1.19	1.24	1.42
2012	1.24	1.47	1.55
2011	1.44	1.68	1.74
2010	1.29	1.9	1.99
2009	1.39	2.11	2.23

Days Away, Restricted and Transferred Incident Rate

	EEI Top Quartile	Actual	Goal
2018	Not Available	0.50	0.50
2017	0.47	0.47	0.52
2016	0.48	0.57	N/A
2015	0.47	0.48	N/A
2014	0.63	0.51	N/A
2013	0.66	0.68	N/A
2012	0.55	0.83	N/A
2011	0.66	1.02	N/A
2010	0.58	1.07	N/A
2009	0.73	1.21	N/A

Annual Safety Results by Region

	OSHA Recordable Incident Rate	DART
Colorado	0.95	0.59
Upper Midwest	0.98	0.48
Southwest	0.85	0.43

Contractor Safety Performance

	Hours Worked	# of OSHA Recordable Injuries	Total Case Incident Rate
2018	10,682,219	45	0.84
2017	5,596,930	33	1.18
2016	5,356,638	62	2.31
2015	7,778,564	146	3.75
2014	4,280,767	65	3.04
2013	4,024,229	60	2.98
2012	6,903,078	129	3.74
2011	6,798,655	126	3.71

For comparison, the national average occupational incident rate for construction is 3.5.

Employee and Contractor Work Fatalities

	Employees	Contractors
2018	0	0
2017	0	0
2016	0	0
2015	0	1
2014	0	0
2013	1	0
2012	0	0
2011	1	0
2010	0	0
2009	0	0

Community Investment through the Xcel Energy Foundation

	2016	2017	2018
Focus Area Grants	**$3,401,000**	**$3,375,250**	**$3,397,800**
STEM Education	$1,341,625	$1,296,750	$1,286,100
Economic Sustainability	$1,071,375	$1,063,500	$1,126,200
Environmental Stewardship	$435,800	$473,300	$530,300
Access to arts	$552,200	$541,700	$455,200
United Way Contributions	**$4,911,589**	**$4,838,877**	**$5,696,033**
Employee contributions	$2,721,916	$2,674,689	$3,029,360
Company match	$2,189,673	$2,164,188	$2,666,673
Matching Gifts Program	**$1,437,292**	**$1,298,426**	**$1,452,134**
Employee contributions	$665,043	$601,227	$685,475
Company contribution	$772,249	$697,199	$766,659
Volunteer Paid Time and Volunteer Matching	**$823,054**	**$779,853**	**$766,432**
Other Contributions	**$707,519**	**$172,808**	**$573,150**
Total	**$11,280,454**	**$10,465,214**	**$11,885,549**
Employee volunteer hours	93,768	55,000	49,040

Xcel Energy Property Tax Payments (in Millions)

	2018
Colorado	$178.60
Kansas	$1.00
Michigan	$1.70
Minnesota	$209.90
New Mexico	$8.40
North Dakota	$5.40
Oklahoma	$0.60
South Dakota	$4.10
Texas	$33.10
Wisconsin	$0.10
Total	**$442.90**

Franchise Fees Collected and Paid

	2018
Colorado	$80,800,314
Minnesota	$84,802,109
North Dakota	$4,256,020
New Mexico	$3,857,517
Texas	$17,048,385
Total	**$190,764,345**

Local Supply Chain Spending

State	2018
Colorado	$1,058,671,079
Minnesota	$714,559,001
North Dakota	$336,419,730
South Dakota	$2,820,606
Wisconsin	$275,811,566
Michigan	$59,252,102
Texas	$436,714,531
New Mexico	$34,747,610
Total Local Spending	$2,918,996,225

Spending with Diverse Suppliers by State

State	2018
Colorado	$77,199,613
Minnesota	$340,554
North Dakota	$58,314,332
South Dakota	$28,326,537
Wisconsin	$87,414,836
Michigan	$458,611
Texas	$52,708,733
New Mexico	$3,801,164
Other	$224,620,925
Total	$533,185,305

2018 Energy Efficiency Results

State	Spending	Electric Conservation & Load Management			Gas	Gas Conservation
		Participants	Generator kW	Generator kWh	Participants	Dth Saved
Minnesota	122,958,725	1,920,207	148,400	681,088,779	765,805	913,240
Colorado	107,385,072	793,208	86,139	453,894,496	449,006	604,928
Wisconsin	9,872,298	153,135	21,573	119,139,835	152,758	98,169
Texas	3,610,230	145,992	10,602	20,524,107	NA	NA
New Mexico	10,685,496	371,298	9,094	51,698,426	NA	NA
South Dakota	775,604	62,953	1,220	6,057,290	NA	NA
Michigan	384,663	15,634	-	1,292,727	321	6,170
North Dakota	257,670	149	365	16,426	880	12,697
Total	**255,929,758**	**3,462,576**	**277,393**	**1,333,712,086**	**1,368,770**	**1,635,205**

Electric Transmission and Distribution Lines (as of year-end 2018; measured in conductor miles)

	Transmission Lines	Distribution Lines	Transmission and Distribution Lines by Voltage						
			500 kV	345 kV	230 kV	161 kV	138 kV	115 kV	<115 kV
Minnesota, North Dakota, South Dakota	33,134	79,717	2,917	13,560	2,202	615	0	7,372	86,185
Michigan, Wisconsin	12,389	27,497	0	3,415	0	1,823	0	1,817	32,831
Colorado	22,826	76,876	0	4,062	12,053	0	91	5,051	78,446
New Mexico, Texas	37,807	21,209	0	9,028	9,675	0	0	14,493	25,820
Xcel Energy Total	**106,156**	**205,299**	**2,917**	**30,065**	**23,930**	**2,438**	**91**	**28,733**	**223,282**

Natural Gas Pipelines (as of year-end 2018; measured in miles)

	Transmission	Distribution
Minnesota, North Dakota	90	10,437
Michigan, Wisconsin	3	2,466
Colorado	2,080	22,518
Texas, New Mexico	20	0
WestGas Interstate (WGI)*	11	0
Xcel Energy Total	**2,204**	**35,421**

2018 Electric Transmission and Distribution Line Loss

Xcel Energy calculates electric line losses in accordance with The Climate Registry's Electric Power Sector Protocol using method IE-01. Using this methodology, preliminary transmission and distribution losses were calculated to be 3.14 percent for 2018.

2018 Xcel Energy Reliability Results

We measure electric system reliability primarily through two metrics, using methodology provided by the Institute of Electrical and Electronics Engineers (IEEE). The methodology is commonly used in our industry and incorporating it improves our ability to benchmark Xcel Energy's performance with other utilities. The System Average Interruption Duration Index (SAIDI) measures the average number of minutes a customer was without power in a year while the System Average Interruption Frequency Index (SAIFI) measures the average number of power outages that a customer experienced in a year.

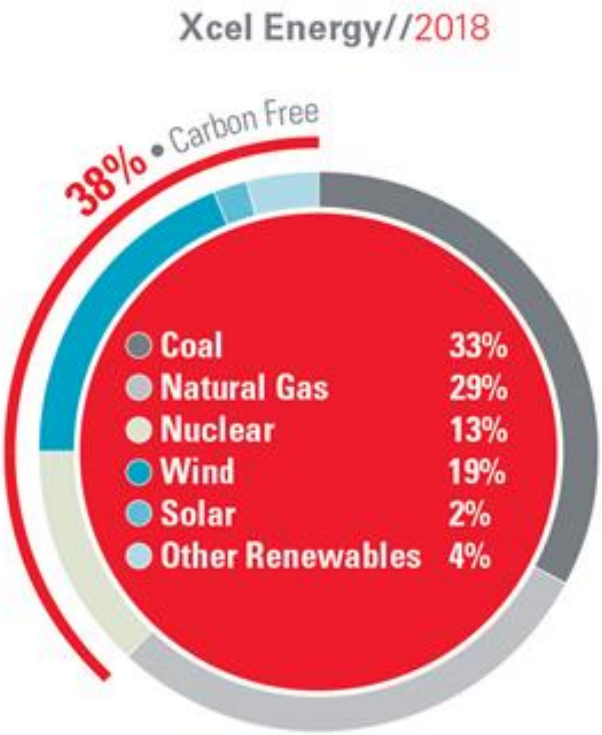
	SAIDI	SAIFI
Colorado	97.9	0.98
Michigan, Wisconsin	91.2	0.67
Minnesota, North Dakota, South Dakota	92.0	0.85
Southwest	116.3	1.07
Xcel Energy	96.9	0.91

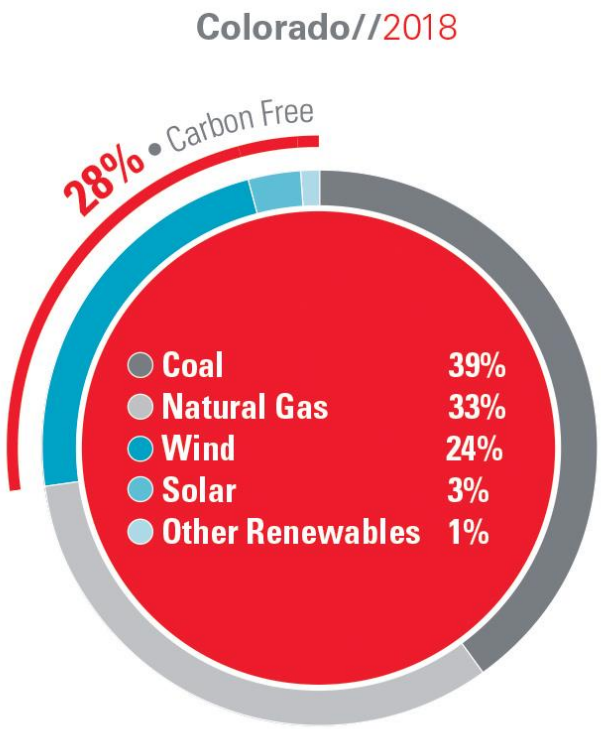
2018 Owned and Purchased Generation that Serves Customers
(in MWh, excluding off-system sales)

	Owned	Purchased	Total
Colorado	23,047,240	10,163,769	33,211,009
Upper Midwest	33,189,923	10,106,480	43,296,403
Southwest	12,572,567	13,099,119	25,671,686
Xcel Energy	**68,809,730**	**33,369,368**	**102,179,098**

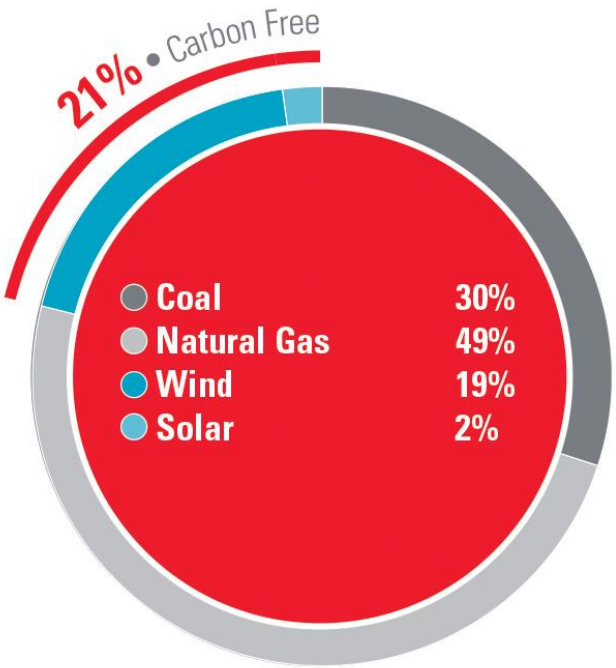
2018 Electricity Supply by Energy Source

The following charts provide a breakdown by energy source of the electricity on our system in 2018. We have included energy that Xcel Energy plants generated, energy that we purchased and energy that we supplied or made possible for customers under Xcel Energy renewable choice programs, including Renewable*Connect®, Windsource®, Solar*Rewards®, Solar*Rewards Community® and Solar*Connect Community®. We count nuclear and renewable energy sources as carbon free.

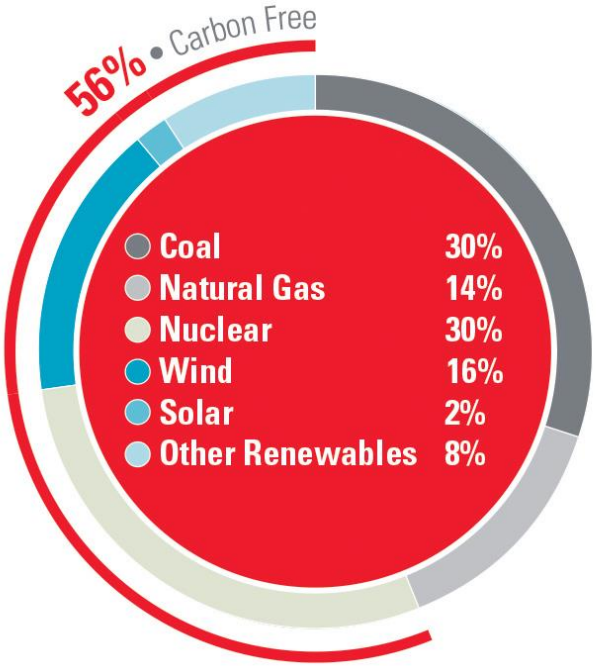




Southwest//2018



Upper Midwest//2018



Xcel Energy Owned Generating Plants (as of year-end 2018)

Type	Plants	Units	Net Dependable Capacity in Megawatts (MW)
Coal	**9**	**20**	**6511**
Colorado	4	8	1,980
Upper Midwest	3	7	2,446
Southwest	2	5	2,085
Natural Gas	**27**	**78**	**8031**
Colorado	8	21	2,869
Upper Midwest	11	40	2,841
Southwest	8	17	2,321
Nuclear	**2**	**3**	**1,657**
Upper Midwest	2	3	1,657
Hydro	**26**	**74**	**371**
Colorado	6	11	236
Upper Midwest	20	63	135
Wind*	**6**	**776**	**1440**
Colorado	**1**	**300**	**600**
Upper Midwest	5	476	840
Solar	**4**	**4**	**0.08**
Southwest	**4**	**4**	**0.08**
Other	**5**	**8**	**174**
Upper Midwest	3	8	174
Total	**79**	**963**	**18184.08**
Colorado	19	340	5685
Upper Midwest	44	597	8,093
Southwest	14	26	4406

Average Plant Availability Factor by Resource

	2018
Coal	86.50
Natural Gas - Gas	85.26
Natural Gas - Steam	89.34
Natural Gas - Combined Cycle	84.76
Wind	100.00
Solar	100.00
Hydro	81.08
Biomass	87.61
Nuclear	96.71

2018 Generating Plant Efficiency (thermal plant heat rates)

	Coal	Natural Gas-Gas	Natural Gas-Steam	Natural Gas-Combined Cycle	Biomass
Colorado	10,846	12,352	11,189	7,520	—
Southwest	10,542	10,727	11,280	—	—
Upper Midwest	9,735	11,791	—	7,109	19,769
Xcel Energy	10,349	11,077	11,264	7,355	19,769

2018 Xcel Energy Renewable Energy Portfolio (owned and purchased as of year-end 2018)

	Wind	Utility-Scale Solar	Hydro	Biomass	Total
Colorado	3,159	305	65	4	3,533
Southwest	1,567	191	—	—	1,757
Upper Midwest	2,562	266	306	185	3,320
Total	**7,288**	**762**	**371**	**189**	**8,610**

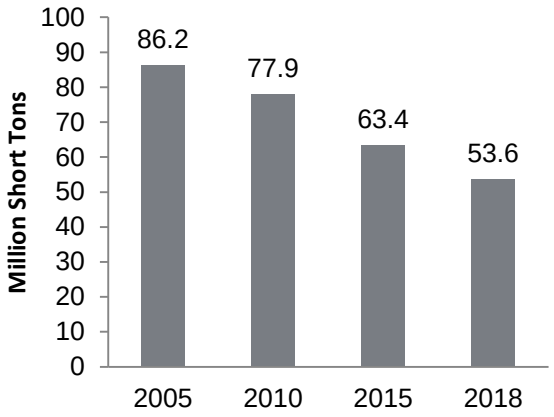
* Excludes community solar gardens and rooftop solar, which totaled 1,030 megawatts-DC at the end of 2018, including net metered and Made in Minnesota systems installed outside of our Solar*Rewards® program.

2018 REC Sales Transactions by Vintage Sold

	2008-2014	2015	2016	2017	2018	2019	2020	Total
Colorado	—	—	—	—	447,675	853,400	73,000	1,374,075
Southwest	136,270	125,000	505,000	243,295	—	—	—	1,009,565
Upper Midwest	2,030	51,713	50,000	1,217,535	32,360	—	—	1,353,638
Total	**138,300**	**176,713**	**555,000**	**1,460,830**	**480,035**	**853,400**	**73,000**	**3,737,278**

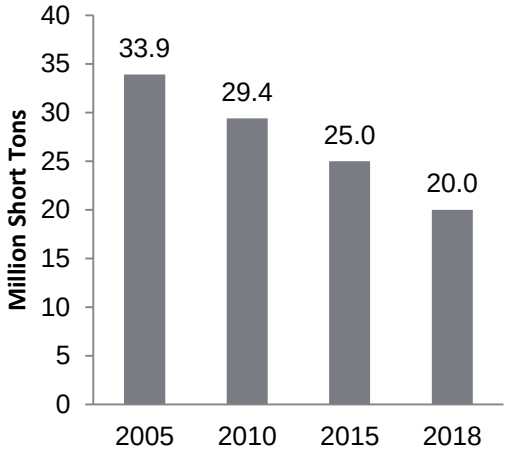
Carbon Dioxide from Electricity Serving Customers (Owned and Purchased Generation)

Xcel Energy Carbon Dioxide
38% Reduction Since 2005



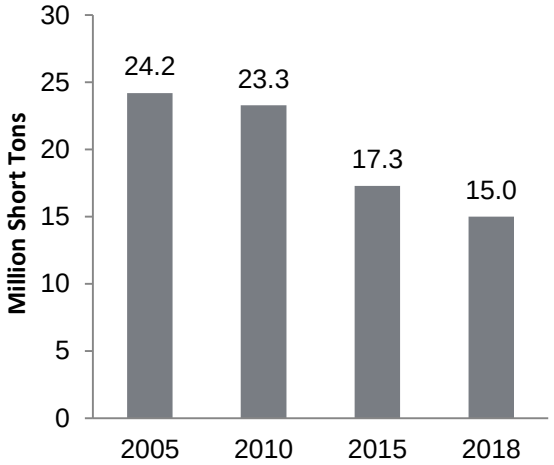
Xcel Energy	2005	2010	2015	2018
Carbon Dioxide lbs/MWh	1,572	1,413	1,237	1,044

Colorado Carbon Dioxide
41% Reduction Since 2005



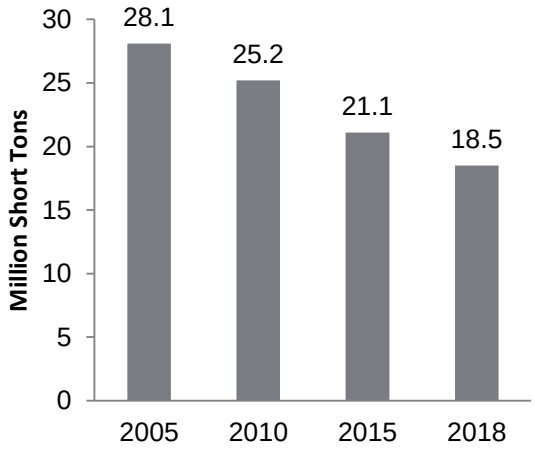
Colorado	2005	2010	2015	2018
Carbon Dioxide lbs/MWh	1,849	1,667	1,459	1,205

Southwest Carbon Dioxide
38% Reduction Since 2005



Southwest	2005	2010	2015	2018
Carbon Dioxide lbs/MWh	1,694	1,559	1,374	1,170

Upper Midwest Carbon Dioxide
34% Reduction Since 2005



Upper Midwest	2005	2010	2015	2018
Carbon Dioxide lbs/MWh	1,284	1,122	983	857

Basic Carbon Emissions Intensity from (CO_2 lbs/kWh)

	2017	2018
Colorado	1.289	1.205
Upper Midwest	0.893	0.857
Southwest	1.239	1.170

Scope 2 Market-based Carbon Emissions Intensity

	2017		2018	
	(mt/MWh)	(lbs/MWh)	(mt/MWh)	(lbs/MWh)
Colorado	0.591	1,303	0.552	1,218
Upper Midwest	0.373	822	0.365	805
Southwest	0.562	1,239	0.531	1,171

Residual Mix Carbon Emissions Intensity

	2017		2018	
	(mt/MWh)	(lbs/MWh)	(mt/MWh)	(lbs/MWh)
Colorado	0.625	1,378	0.603	1,329
Upper Midwest	0.382	842	0.368	811
Southwest	0.573	1,263	0.542	1,195

Assertion Statement (CO2e metric tons)

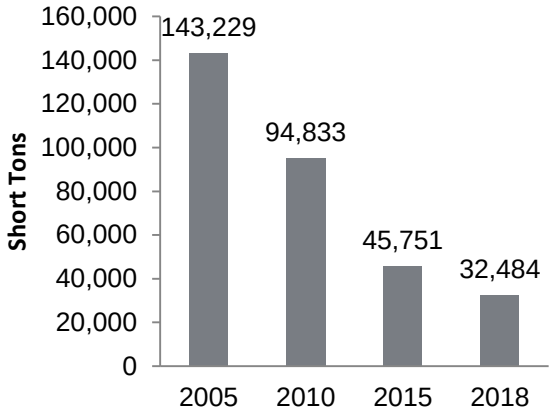
Year	Label	Equity Share	Operational Control
2018	Direct Biogenic Emissions	576,749	576,749
2018	Direct Scope 1 Emissions	46,998,340	50,723,845
2018	Indirect Location Based Scope 2 Emissions	841,796	841,796
2018	Indirect Market Based Scope 2 Emissions	213,406	213,406
2018	Optional Scope 3 Emissions – Fuel and Energy Related Activities (Purchased Power for Resale)	7,491,699	7,491,699
2018	Optional Scope 3 Emissions – Business Travel	4,239	4,239
2018	Optional Scope 3 Emissions – Employee Commuting	22,238	22,238

Methane Reporting

	2016	2017	2018
CO2e fugitive methane (MT)	248,149	243,472	190,249
Natural gas throughput (thousand SCF)	320,725,907	342,337,284	338,256,744
CO2e fugitive methane emissions rate (MT/thousand SCF)	0.00077	0.00071	0.00056

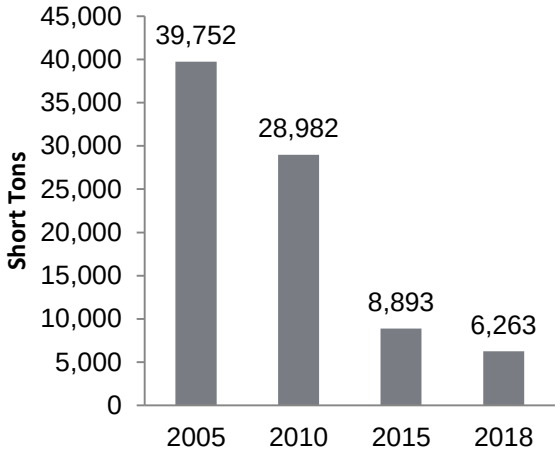
Sulfur Dioxide from Electricity Serving Customers (Owned Generation)

Xcel Energy Sulfur Dioxide
77% Reduction Since 2005



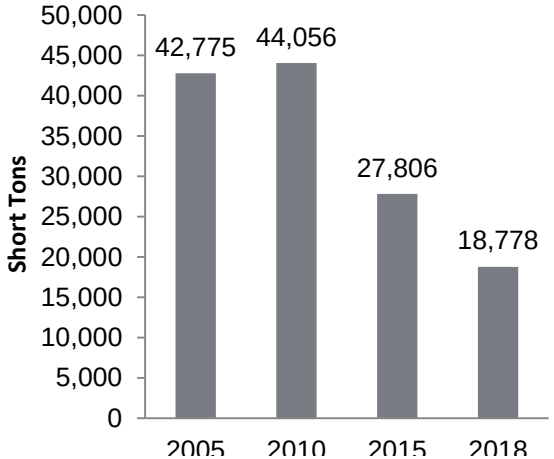
Xcel Energy	2005	2010	2015	2018
Sulfur Dioxide lbs/MWh	3.7	2.5	1.3	0.9

Colorado Sulfur Dioxide
84% Reduction Since 2005



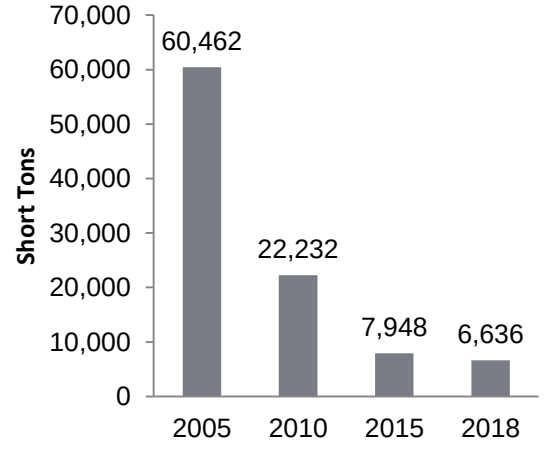
Colorado	2005	2010	2015	2018
Sulfur Dioxide lbs/MWh	3.6	2.4	0.8	0.5

Southwest Sulfur Dioxide
56% Reduction Since 2005



Southwest	2005	2010	2015	2018
Sulfur Dioxide lbs/MWh	3.9	4.6	3.8	3.0

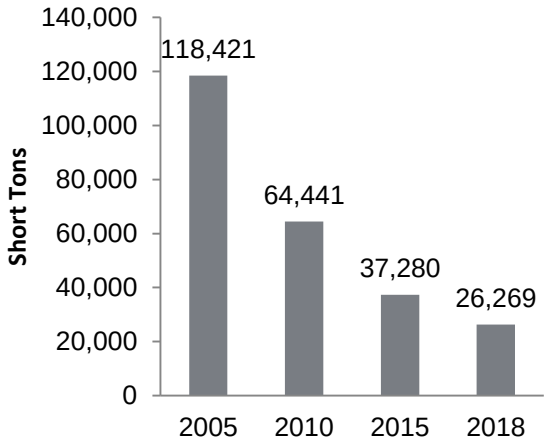
Upper Midwest Sulfur Dioxide
89% Reduction Since 2005



Upper Midwest	2005	2010	2015	2018
Sulfur Dioxide lbs/MWh	3.7	1.4	0.5	0.4

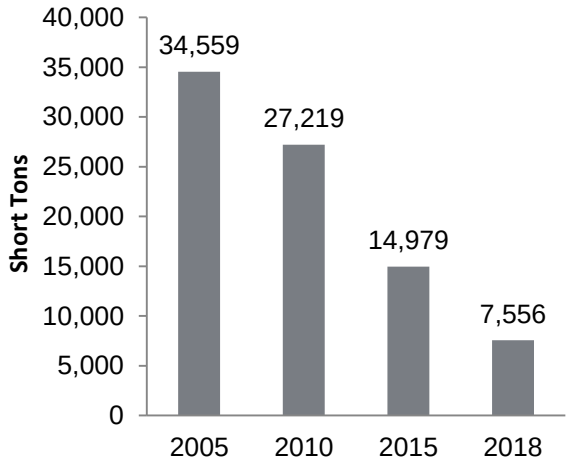
Nitrogen Oxide from Electricity Serving Customers (Owned Generation)

Xcel Energy Nitrogen Oxide
78% Reduction Since 2005



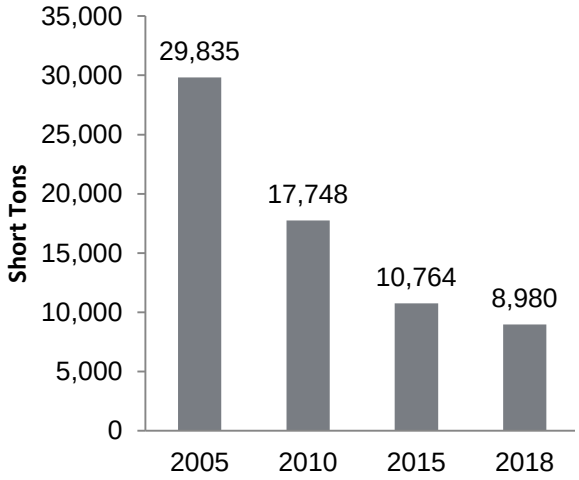
Xcel Energy	2005	2010	2015	2018
Nitrogen Oxide lbs/MWh	3.1	1.7	1.1	0.8

Colorado Nitrogen Oxide
78% Reduction Since 2005



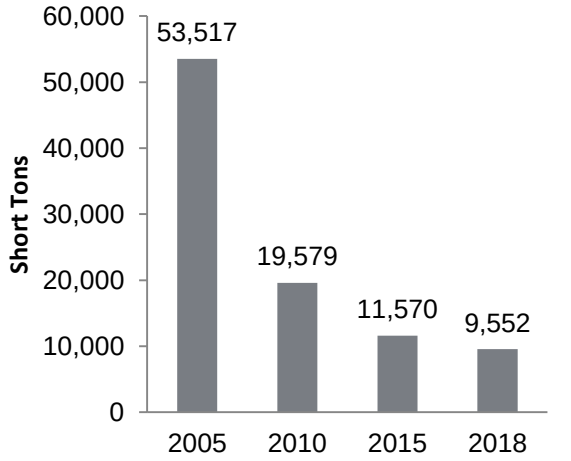
Colorado	2005	2010	2015	2018
Nitrogen Oxide lbs/MWh	3.1	2.3	1.3	0.7

Southwest Nitrogen Oxide
70% Reduction Since 2005



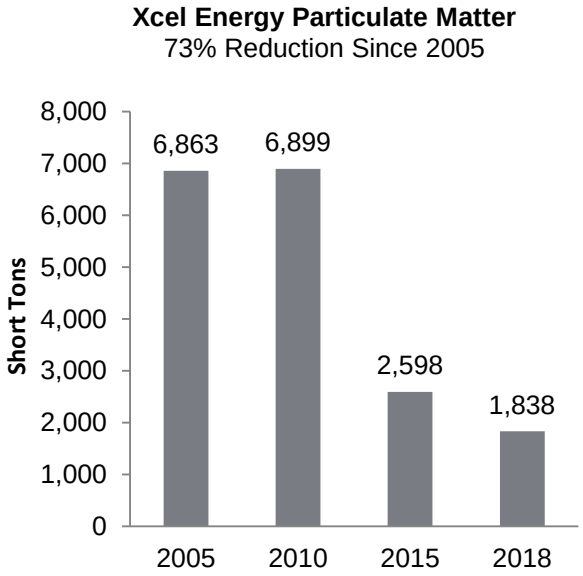
Southwest	2005	2010	2015	2018
Nitrogen Oxide lbs/MWh	2.7	1.9	1.5	1.4

Upper Midwest Nitrogen Oxide
82% Reduction Since 2005

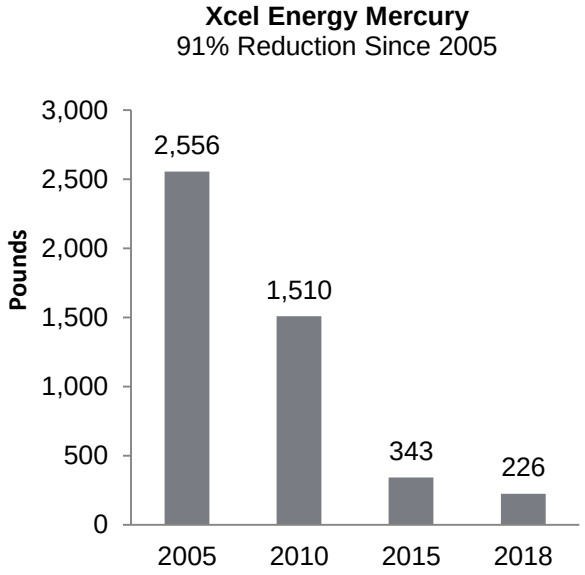


Upper Midwest	2005	2010	2015	2018
Nitrogen Oxide lbs/MWh	3.2	1.2	0.7	0.6

Particulate Matter from Electricity Serving Customers (Owned Generation)



Mercury from Electricity Serving Customers (Owned Generation)



Find water reporting in the Managing Water Use brief and waste reporting in the Preventing and Managing Waste brief, including information on how we manage coal ash.