

XCEL ENERGY INC.
Operations, Nuclear, Environmental and Safety Committee Charter
(Effective June 22, 2022)

- A. Authority.** The Operations, Nuclear, Environmental and Safety Committee (the “Committee”) is granted the authority by the Board of Directors to perform each of the specific duties enumerated in this Charter. The Committee will be provided adequate resources to discharge its responsibilities and will receive staff support from the Company’s business unit leaders with responsibility for the Company’s operating functions. For purposes of clarity, any action to be taken by the Committee may be taken by the Board in lieu of Committee action.
- B. Responsibilities.** The Committee shall assist the Board of Directors in oversight of: nuclear strategy and nuclear operations of the Company and its subsidiaries; environmental strategy and compliance, including oversight of the carbon reduction strategy; safety performance in all aspects of operations, including employee, contractor and public safety; operational performance of the electric and natural gas systems, including compliance with key standards, customer service, cyber and physical security and wildfire risk. In performing this function, the Committee members will provide advice to the Chief Executive Officer and senior executives and will review appropriate issues to ensure effective oversight of the Company’s management and mitigation of risk in each of these areas of responsibility to help inform decisions to be made by other committees and the Board.
- C. Membership and Qualification.** The size of the Committee shall be determined by the Board, but it must always have at least three members.

Desirable qualifications for Committee members include experience in business, utility operations, nuclear operations, environmental issues, industrial safety and other related areas.

The Board selects Committee members based on identified needs and recommendations of the Committee. Each Committee member will serve at the pleasure of the Board for such term as the Board may decide or until such Committee member is no longer a Board member.

- D. Specific Duties.** The Committee shall:
1. Provide oversight of the Company’s nuclear strategy and operations, including reviewing performance trends and evaluations from the Company’s Management and Safety Review Committee. This information will reflect station- and fleet-level performance relative to the nuclear industry, with a principal focus on nuclear safety.
 2. Review the Company’s overall safety performance, strategy and initiatives regarding employee, contractor and public safety.
 3. Review the Company’s environmental strategy, compliance, performance and initiatives, including strategies and plans to reduce greenhouse gas emissions.
 4. Review the operating performance, metrics and compliance for the Company’s significant electric and natural gas operations.

5. Review the performance, metrics and compliance for the Company's customer service programs.
 6. Annually review workplans and performance in mitigating risk for each of the highest enterprise-wide operational risks presented in the annual risk assessment, including but not limited to: nuclear operations; gas and electric operations, including cyber and physical security; public safety and wildfire risk; environmental strategies and compliance, including management of carbon risk; safety performance, including employee and contractor safety; system reliability, including grid reliability and resource adequacy; and investment execution, including disruptions in materials and labor resources in delivering on scope, cost and time-frame of critical projects.
 7. Conduct an annual assessment of the performance of the Committee in the fulfillment of its functions and the performance of its responsibilities.
 8. Review and reassess the adequacy of this Charter at least annually and recommend any changes to the Board.
- E. Meetings.** The Committee shall meet no fewer than three times during the calendar year and at such other times as may be requested by its Chair or a majority of its members. The Committee shall make regular reports to the Board.
- F. Meeting Attendance.** A majority of the members of the Committee shall constitute a quorum for the transaction of any business at any meeting of the Committee.
- G. Coordinating Officer.** The Chairman and CEO shall designate the Coordinating Officer for the Committee. Other management representatives shall work with the Coordinating Officer and attend meetings as necessary.
- H. Supporting Material and Agendas.** The Committee Coordinating Officer and Committee Chair, in consultation with appropriate officers and members of management, shall develop the meeting agenda for each Committee meeting. The agenda and all materials to be reviewed at a Committee meeting shall be provided to the Committee members prior to the meeting date.