



Community Involvement

By sharing our time, talent and financial resources, we make substantial investments to improve our communities and quality of life.

We are in the business of service, delivering 24/7 essential energy service to power homes and businesses across hundreds of cities and towns. This spirit of service—of giving and being there when people need us most—is ingrained in our culture and fostered through one of our corporate values: Committed.

Through Xcel Energy and the Xcel Energy Foundation, we donate millions of dollars targeted at meeting specific community needs. We supplement this with matching gift and volunteer programs that encourage and support the community interests of our employees. Each year, every full-time employee is allowed up to 40 hours of volunteer paid time off, and we promote hundreds of volunteer opportunities with Xcel Energy teams and individuals, encouraging them to participate.

For us, supporting our communities through donations and volunteer hours is not simply the right thing to do—it's good business. We can improve the quality of life for our customers, recruit top talent, enhance our reputation and build important relationships with those who make decisions every day that affect our operations.

Governance

The Xcel Energy Foundation Board oversees the foundation's charitable giving and volunteer programs. The board has four officers, including Xcel Energy's chairman and CEO who serves as the foundation's chair and president, and seven directors consisting of Xcel Energy's chief operating officer, chief human resources officer, and four operating company presidents, along with the chair and president. The board meets annually to review financial statements and approve the annual budget. They also oversee the foundation's investments and set policy on a number of items, including the level of matching funds for employee efforts.



HIGHLIGHTS

- The Xcel Energy Foundation and our company made more than 1,000 grants that averaged \$6,500 throughout our service area in 2020, and we temporarily expanded our giving to include operating as well as programmatic support to help our nonprofit partners through this challenging time.
- While it was difficult to provide volunteer support in 2020 because of COVID-19 safety protocols and stay-at-home orders, Xcel Energy employees continued to support their local communities. They volunteered nearly 59,000 hours, supporting approximately 800 nonprofit organizations, with an estimated economic value of more than \$1.6 million in 2020. They also served on more than 500 community, chamber and nonprofit boards during the year.
- Xcel Energy joined with several other Twin Cities corporations and contributed \$300,000 to help fund North Star Learning Pods, an innovative program to help reduce the achievement gap for Black and minority students. Located at churches and community centers, learning pods feature tutoring, enrichment experiences and reliable internet connections for hundreds of students to make distance learning more effective in a school year disrupted by the COVID-19 pandemic.
- For the second year in a row, Xcel Energy was named among 50 top community-minded companies recognized by The Civic 50 Colorado Awards. Modeled after the Points of Light program, the awards provide a national standard for superior corporate citizenship and showcase how companies can use their time, skills and resources to impact local communities.
- Xcel Energy donated more than 300,000 face coverings and other protective equipment to help keep frontline health care workers safe. Across our service area, company employees also lined up to thank local hospital staff and emergency responders, including about 50 employees from the Sioux Falls Service Center in South Dakota. Accompanied by bucket trucks and other vehicles displaying banners with messages of support, employees lined the sidewalks to applaud workers arriving to start their shifts at the Avera McKennan and Sanford hospitals.
- The 2020 wildfire season in Colorado was one of the most devastating with two of the state's largest fires on record. The fires burned more than 625,000 acres and displaced hundreds of families. The Xcel Energy Foundation contributed \$70,000 to support relief and recovery efforts statewide. This includes \$20,000 through a 2020 Employee Choice Grant. Employees in Colorado annually nominate and vote for up to two nonprofits to receive a special grant. This past year, employees chose the Grand Foundation, which provides relief to a community impacted by fire.
- Although the pandemic presented challenges to holding Xcel Energy's annual Day of Service, we transformed the event in 2020 and safely engaged more than 4,200 volunteers through remote and socially distanced projects. Altogether, the volunteer contribution made to our nonprofit partners during the event reached nearly \$267,000, based on the current Independent Sector's Value of Volunteer Time.

COVID-19 Response

Serving our communities in good times and in bad is at the core of what we do, so when the global pandemic caused unprecedented financial challenges, we were there to help our communities power through.

We quickly stepped up and committed at least \$20 million in short- and long-term corporate giving from proceeds associated with the sale of our Mankato Energy Center in Minnesota. Some of the funding is earmarked to support pandemic-related relief and recovery efforts as well as programs that address racial equity and social justice.

As part of this, Xcel Energy and the foundation donated nearly \$2 million to address food insecurity and other relief efforts across the company's eight-state service area. In addition, we held a special Disaster Response Matching Gifts campaign where employees could apply for a 2-to-1 match on donations up to \$1,000 to support nonprofit organizations. Within 10 days, the campaign reached its limit, with employees contributing \$450,000 to communities including the match.

Recognizing the financial hardship that our nonprofit partners faced in 2020, we adjusted our giving guidelines to help make sure they could continue serving our communities during a time when people needed them most. Normally the Xcel Energy Foundation only funds nonprofit programs within its four focus areas, but we temporarily loosened our requirements to also fund operating expenses.

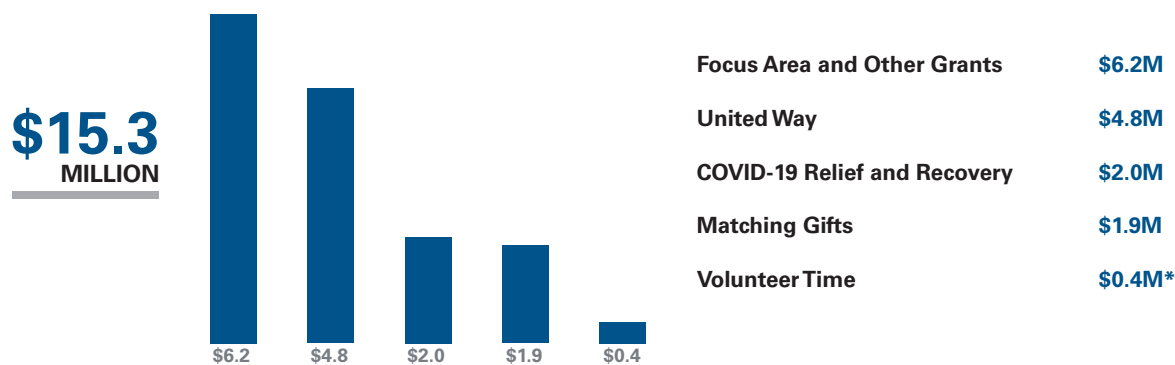
In addition, our employees found new ways to donate their time and used their ingenuity to help make a difference. Employees across the company sewed and donated masks for family members, friends, neighbors and health care workers in their communities. Three employees developed a solution for the ear discomfort many people were experiencing when wearing masks all day. Using a 3D printer, they created a simple plastic extender that connects to a mask's elastic bands, eliminating the discomfort. The trio initially made 1,900 for Xcel Energy employees, but after hearing that the pieces are expensive for the health care community, they produced thousands of ear protectors a week to donate to frontline health care providers in the Upper Midwest.

Learn more about how the company has supported customers during the pandemic in the [Customer Commitment brief](#), as well as its support for local economies in the [Community Relations and Economic Development brief](#) in Xcel Energy's Sustainability Report.

Xcel Energy is also committed to addressing racial equity and social justice. Find information about our focus on this priority in the [Diversity, Equity and Inclusion brief](#).

The Xcel Energy Foundation, our company, employees and retirees contributed approximately \$15.3 million to communities in 2020, including the value of volunteer paid time off and volunteer matching programs.

2020 Total Community Involvement



*Includes volunteer paid time off and volunteer program matching dollars.

Xcel Energy Foundation

The Xcel Energy Foundation is our company's charitable arm that oversees giving and volunteer programs. Its mission is to use the collective knowledge, resources and skills within Xcel Energy to make a positive impact in communities throughout our service area.

The foundation focuses its support in four key areas that reflect company priorities and address important needs in our communities.

STEM Education (science, technology, engineering and math): The economic growth and future of the communities we serve relies on the educational systems and programs that produce a quality workforce for tomorrow. Just like other businesses in the community, Xcel Energy's future success relies on having a workforce that is educated and well trained.

Economic Sustainability: Employment levels directly impact a community's economic prosperity, and ultimately, quality of life. We believe that all our customers should have the skills and opportunity to be successfully employed so we support organizations that promote workforce development and economic self-sufficiency.

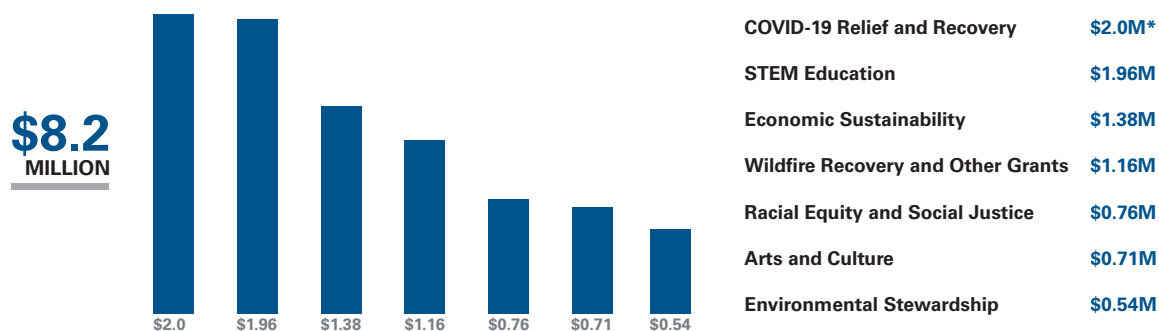
Environmental Stewardship: Our communities count on us to produce energy responsibly and to conserve natural resources. While we do all we can in our operations to meet these expectations, we can do more by supporting organizations and programs that work to protect and enhance the environment.

Arts and Culture: Thriving arts and cultural activities are a key component to vibrant and strong communities. With a mission to help create desirable communities in which to live, we support programs that increase the opportunities and accessibility of arts and cultural programs to all.

In addition to our focus areas, we expanded our grant program in 2020 to include support for nonprofit partners facing challenges due to the pandemic and those focused on COVID-19 relief and recovery, as well as racial equity and social justice in our communities. We also provide funding to address unique needs in our communities that may arise throughout the year, such as the funding for wildfire recovery efforts in Colorado.

Altogether, the Xcel Energy Foundation and the company contributed nearly \$8.2 million in donations, averaging approximately \$6,500 each, to more than 1,000 nonprofit organizations in 2020.

2020 Total Community Grants



*Includes approximately \$300,000 also included in focus area grants.

Employee Involvement

Our employees are active members of their communities where they live and work. We support this commitment by offering a number of programs that encourage their involvement, listed below.

- **Volunteer Paid Time Off (VPTO):** Full-time employees are eligible for up to 40 hours per year to volunteer for nonprofit organizations or educational institutions to support communities within the eight states we serve.
- **Dollars for Doing:** The Xcel Energy Foundation matches each hour an employee volunteers outside of work hours with a \$10-per-hour contribution to the nonprofit, up to 100 hours annually per employee.
- **Volunteer Energy:** Groups of employees and retirees that volunteer together on a project are eligible for Volunteer Energy funding from the Xcel Energy Foundation of up to \$1,000 annually, which goes to the associated nonprofit in appreciation for the volunteer effort.
- **Matching Gifts:** The Xcel Energy Foundation matches dollar for dollar any employee and retiree charitable donations of \$50 or more, up to \$750 for nonprofit organizations and up to \$2,000 for higher education institutions.
- **United Way:** The Xcel Energy Foundation sponsors an annual United Way campaign and matches dollar for dollar the donations of employees and contractors and a half dollar for every dollar donated by Xcel Energy retirees.
- **Day of Service:** Xcel Energy hosts a special volunteer day where employees, retirees and customers demonstrate collectively their community spirit.
- **Board Service:** Throughout our service territory, we currently have hundreds of employees serving on nonprofit boards, with some employees serving on multiple boards.

United Way

Xcel Energy has a long-standing tradition of supporting United Way and the many community organizations it assists through an annual campaign, which is among the company's largest charitable endeavors.

The 2020 campaign was one of the company's most successful. In just four weeks, we exceeded our goal to raise \$2 million, reaching more than \$2.5 million when the campaign wrapped up. We also had more leadership donors who pledged to give at least \$1,000, more employee pledges, and more employee donors than in the past three years.

Altogether, this was the ninth consecutive year the campaign hit the \$2.5 million mark in annual employee and retiree pledges. Based on these results and combined with the company match, we anticipate donating approximately \$4.8 million to United Way agencies and hundreds of nonprofit organizations.

2020 Day of Service

Every year, thousands of Xcel Energy employees, their family members and friends, along with retirees and customers, volunteer for our annual Day of Service. Given the need within our communities was greater than ever in 2020, canceling this longstanding tradition because of the pandemic was not a consideration. We also weren't going to miss celebrating the project's 10th year in Colorado, where Day of Service originated.

Instead, we got creative and reimagined the day, setting up remote projects and smaller in-person events that enabled social distancing. More than 4,200 volunteers supported 90 nonprofit and community organizations across our service area. From assembling hygiene kits and making blankets to packing meals and revitalizing nature trails, volunteers had a variety of projects to choose from, many of which were family friendly.

Volunteers in Colorado packaged more than 11,500 items, such as toiletries and dog toys, to be distributed throughout the state, and they joined in-person projects. This included Colorado Feeding Kids, which usually hosts 600 volunteers. We were still able to feed just as many hungry kids with about 200 volunteers who worked over eight socially distanced shifts and packed 100,000 meals.

Upper Midwest volunteers distributed fresh produce to 400 families in East Saint Paul and assembled more than 2,100 school supply kits and packed more than 2,300 items for their remote project in a box. Employees in Amarillo also took part by making no-sew blankets and delivering them to local nonprofits.

Customers were invited to join Day of Service in a new way this year. Rather than volunteering alongside employees as in previous years, they participated in remote opportunities, such as a virtual bingo card filled with acts of kindness and gratitude.

Although the pandemic presented challenges for Day of Service, it inspired employees across the company to work together to transform this annual tradition into a safe, rewarding event that engaged volunteers, supported our nonprofit partners, and strengthened our communities.