



Position Statement Environmental Justice

At Xcel Energy, our mission is to provide our customers the safe, clean, reliable energy services they want and value at a competitive price. We will approach Environmental Justice in a reasonable, proactive, transparent and consistent manner in keeping with the company's mission. We are integral to the communities we serve and are positioned to further Environmental Justice in those communities. Accordingly, Xcel Energy will (1) consider Environmental Justice in our energy, climate and environmental initiatives; and (2) strive to provide meaningful opportunities for affected communities to participate in the process of considering energy, climate and environmental initiatives that impact them.

Definition

"Environmental Justice" is the fair treatment and meaningful involvement of all people regardless of race, color, national origin, or income, with respect to the development and implementation, of energy, climate and environmental initiatives.ⁱ

Commitments

Business Strategy and Operations

We will integrate Environmental Justice considerations into our strategy and business and operational plans, including employment and sourcing practices.

Clean Energy and Environmental Performance

We are committed to transforming our company into a "net-zero" energy provider. We are committed to providing clean energy options and services to all our customers. We are committed to environmental compliance and strive for continuous improvement in our environmental performance. Our commitments will improve air quality, reduce water use and waste, especially in communities near our facilities.

Affordability

We view affordable energy as critical to the well-being of the communities we serve. We are committed to affordable energy services as we transition to a cleaner energy system. We will work to ensure equitable allocation of the cost and opportunities associated with the clean energy transition.

Reliability and Resiliency

We understand that the products that we deliver and services we provide are critical to the safety and security of the communities we serve. We endeavor to provide reliable service to all these communities, including during extreme weather or other emergency events. Our approach supports resiliency with respect to the impacts of climate change and will benefit all our customers.

Transition

We support the continued vitality of communities that hosted legacy power plants. We will strive to minimize disparate impacts of our operations on affected communities.



Engagement and Outreach

We are most successful when we engage with stakeholders and seek to understand their interests and how our actions affect them. We consistently strive to engage the communities we serve by listening to and collaborating with them, and we seek to align project outcomes that optimize community-specific goals.

Approval and Dissemination of Information

Xcel Energy senior leadership has adopted this Environmental Justice position. It is available through xcelenergy.com and our employee intranet.

Additional Resources

- [Environmental Policy](#)
- [Human Rights Position Statement](#)
- [Transitioning Out of Coal Responsibly Position Statement](#)

ⁱ Based on U.S. EPA Definition of Environmental Justice - <https://www.epa.gov/environmentaljustice>