SUSTAINABILITY REPORT DATA SUMMARY November 2022

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Customer Data:

Electricity Customers (as of year-end 2021)

	Residential	Small Commercial & Industrial	Large Commercial & Industrial	Public Authority & Other	Wholesale	Total
Colorado	1,321,738	166,996	315	54,491	55	1,543,595
Michigan	7,608	1,292	2	46	-	8,948
Minnesota	1,192,444	136,156	497	7,159	14	1,336,270
New Mexico	99,010	24,889	137	1,768	-	125,804
North Dakota	81,743	12,907	24	405	-	95,079
South Dakota	86,511	12,387	28	526	-	99,452
Texas	218,129	53,529	141	4,540	-	276,339
Wisconsin	216,007	40,084	124	1,077	-	257,292
Total	**3,223,190**	**448,240**	**1,268**	**70,012**	**69**	**3,742,779**

Natural Gas Customers (as of year-end 2021)

	Residential	Commercial & Industrial	Transportation & Other	Total
Colorado	1,347,573	102,087	7,872	1,457,532
Michigan	5,119	669	6	5,794
Minnesota	440,995	35,729	465	477,189
North Dakota	52,247	9,188	87	61,522
Wisconsin	101,155	12,683	208	114,046
Total	**1,947,089**	**160,356**	**8,638**	**2,116,083**

Workforce Data:

Workforce Totals by Job Classification and State (as of year-end 2021)*

Xcel Energy had 11,357 full-time and part-time employees, based on headcount. The table below provides an overview of our workforce by job classification and state. Bargaining employees are employees represented by unions and covered under collective bargaining agreements. The bargaining and non-bargaining total includes 36 part-time employees. Temporary employees are project-specific workers and include 654 craft workers, which are represented by unions. Xcel Energy has no “non-guaranteed hour” employees.

State	Bargaining	Non-Bargaining	Total	% Represented by Unions	Management	Non-Management	Temporary
Colorado	1,818	2,035	3,853	47.2%	469	3,384	61
Georgia	0	2	2	0.0%	0	2	0
Michigan	15	6	21	71.4%	1	20	0
Minnesota	1,882	2,762	4,644	40.5%	744	3,900	721
New Mexico	133	123	256	52.0%	22	234	0
North Dakota	69	38	107	64.5%	12	95	10
South Dakota	69	26	95	72.6%	8	87	12
Texas	603	852	1,455	41.4%	172	1,283	26
Washington DC	0	6	6	0.0%	2	4	0
Wisconsin	367	551	918	40.0%	89	829	41
Total	4,956	6,401	11,357	43.6%	1,519	9,838	871

*In addition to Xcel Energy’s workforce, the company employed 10,849 contract workers as of year-end 2021, based on headcount. These are workers who are paid through a third-party agency that Xcel Energy pays or workers who are not directly compensated through Xcel Energy’s payroll. Given the workers are not tracked under Xcel Energy’s workforce system, we cannot provide accurate detail on the type of work they perform.

GRI Standard 102-8: Workforce Breakdown by Gender, State and Employment Status

Xcel Energy had 12,228 full-time, part-time and temporary employees, based on headcount. The tables below provide job status by gender and state.

Colorado		
	Female	Male
Total Employees	918	2,996
Temporary	19	42
Permanent	899	2,954
Full-Time	903	2,971
Part-Time	15	25

Michigan			Wisconsin		
	Female	Male		Female	Male
Total Employees	3	18	Total Employees	345	614
Temporary	0	0	Temporary	9	32
Permanent	3	18	Permanent	336	582
Full-Time	3	17	Full-Time	321	598
Part-Time	0	1	Part-Time	24	16

Minnesota			North Dakota			South Dakota		
	Female	Male		Female	Male		Female	Male
Total Employees	1,077	4,288	Total Employees	19	98	Total Employees	9	98
Temporary	52	669	Temporary	0	10	Temporary	1	11
Permanent	1,025	3,619	Permanent	19	88	Permanent	8	87
Full-Time	1,044	4,257	Full-Time	19	95	Full-Time	9	95
Part-Time	33	31	Part-Time	0	3	Part-Time	0	3

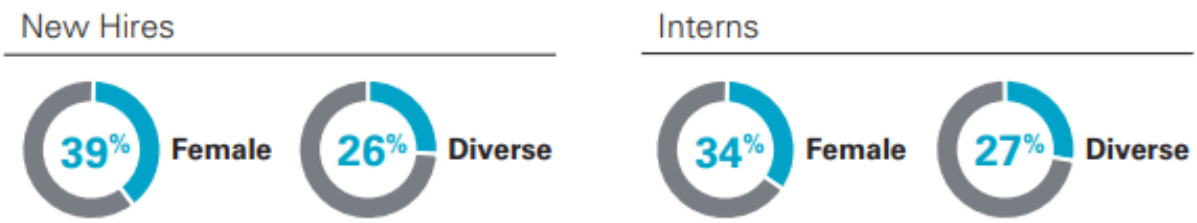
New Mexico			Texas		
	Female	Male		Female	Male
Total Employees	56	200	Total Employees	365	1,116
Temporary	0	0	Temporary	6	20
Permanent	56	200	Permanent	359	1,096
Full-Time	55	200	Full-Time	357	1099
Part-Time	1	0	Part-Time	8	17

GRI Standard 401-1: 2021 New Employee Hiring

New Employees Hired by State		
	Number	Percent by State
Colorado	616	27.08%
Michigan	4	0.18%
Minnesota	1,035	45.49%
North Dakota	28	1.23%
New Mexico	86	3.78%
South Dakota	19	0.84%
Texas	248	10.90%
Washington D.C.	1	0.04%
Wisconsin	238	10.46%

New Employees Hired by Age		
Category	Number	Percent by Category
Under 30	928	40.79%
30 to 50	1,063	46.73%
Over 50	284	12.48%

2021 Hiring Representation by Gender and Ethnicity and Race



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GRI Standard 401-1: 2021 Employee Turnover

Turnover by State		
	Number	Percent by State
Colorado	445	23.23%
Minnesota	941	49.11%
North Dakota	19	0.99%
New Mexico	52	2.71%
South Dakota	13	0.68%
Texas	223	11.64%
Wisconsin	223	11.64%

*There was zero turnover for the year among employees in Georgia, Michigan and Wisconsin

	Bargaining	Non-Bargaining
Colorado	5.9%	14.9%
Minnesota	9.5%	11.2%
New Mexico	8.2%	37.3%
North Dakota	4.5%	13.8%
South Dakota	7.6%	0%
Texas	7.4%	18.7%
Wisconsin	6.4%	26.2%
Total	**8.0%**	**15.0%**

Turnover by Gender		
Category	Number	Percent by Gender
Female	574	29.96%
Male	1,342	70.04%

Turnover by Age		
Category	Number	Percent by Category
Under 30	509	26.57%
30 to 50	654	34.13%
Over 50	753	39.30%

Projected Retirement Eligibility

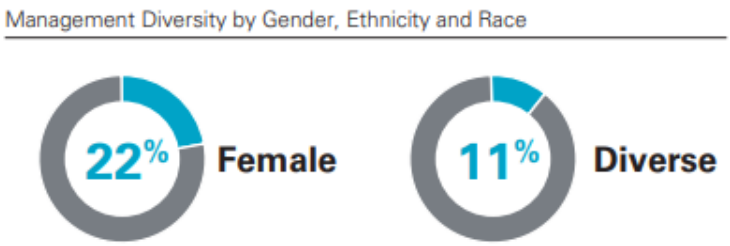
	2025 (5-year)		2031 (10-year)	
	Bargaining	Non-Bargaining	Bargaining	Non-Bargaining
Colorado	23%	23%	38%	37%
Minnesota	33%	27%	48%	42%
New Mexico	10%	30%	21%	38%
North Dakota	30%	49%	39%	54%
South Dakota	23%	39%	40%	52%
Texas	14%	25%	25%	38%
Wisconsin and Michigan	27%	26%	49%	48%
Total	**26%**	**26%**	**41%**	**40%**

*We do not expect all employees to retire once they become eligible. Georgia and Washington D.C. projections are not provided for privacy reasons because there are so few Xcel Energy employees working in these states; Michigan is combined with Wisconsin for the same reason.

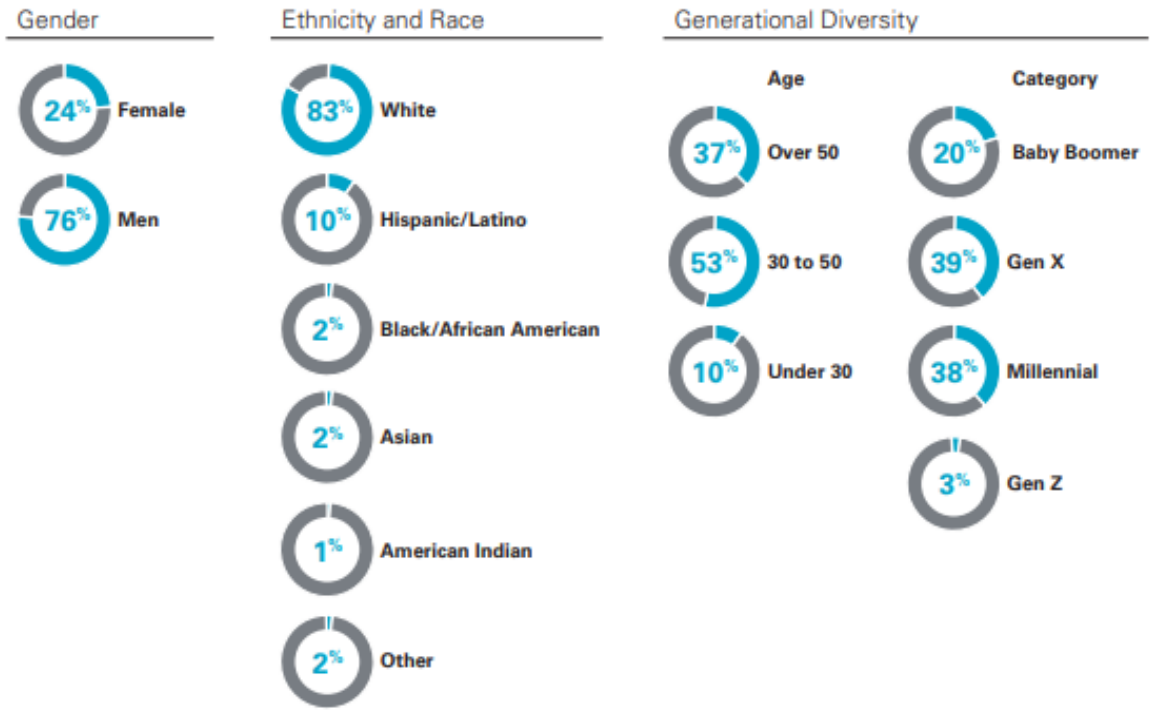
Board and CEO Direct Reports Representation (as of June 1, 2022):



Total Workforce Representation (as of year-end 2021)



Employees



Employee Benefits Eligibility

Benefit	Full-time Employee	Part-time Employee	Temporary Employee
Life Insurance	Yes	Yes	No
Medical	Yes	Yes	No
Dental	Yes	Yes	No
Vision	Yes	Yes	No
Health Savings Account	Yes	Yes	No
Long-term Disability	Yes	Yes	No
Short-term Disability	Yes	Yes	No
Parental Leave	Yes	Yes	No
401K Retirement Plan	Yes	Yes	No
Stock Ownership	No	No	No

GRI Standard 201-3: Defined benefit plan obligations and other retirement plans

Xcel Energy has several noncontributory, qualified, defined benefit pension plans that cover almost all employees, with the company contributing 100% and 100% participation for eligible employees. Xcel Energy's policy is to fully fund into an external trust the actuarially determined pension costs subject to the limitations of applicable employee benefit and tax laws. The estimate value of defined benefit plan liabilities as of Dec. 31, 2021, using projected benefit obligation (PBO) funded status is $3.7 billion. Xcel Energy seeks to achieve full funding through a combination of contributions to the plan and investment returns within the plan. The funded status will change over time as market conditions vary. The fund is currently very close to fully funded, with 98.7% of liabilities estimated to be covered by the assets set aside to meet them. More information is available in Xcel Energy's 2021 SEC Form 10-K.

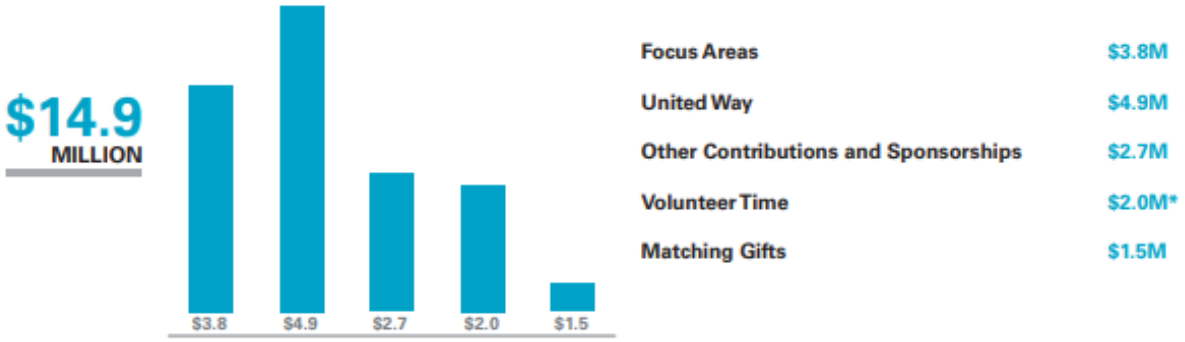
GRI Standard 401-3: Parental leave and return to work parental leave and return to work

All full-time and part-time non-bargaining employees are eligible for parental leave.

	2021	
	Men	Women
Number of employees taking parental leave	144	75
Number of employees that returned to work after parental leave ended	143	72
Number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	133	69
Return to work rate	92%	96%

Giving and Other Community Data:

2021 Total Community Investment



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

2021 Franchise Fees Collected and Paid	
Colorado	$92,329,641
Minnesota	$93,860,669
North Dakota	$4,877,026
New Mexico	$4,013,724
Texas	$18,269,121
Total	$213,350,181

	2021 Property Tax Payments (in millions)
Colorado	$225.73
Kansas	$2.07
Michigan	$2.12
Minnesota	$204.44
New Mexico	$10.68
North Dakota	$ 7.01
Oklahoma	$0.61
South Dakota	$4.46
Texas	$50.41
Wisconsin	$0.23
Other	$0.01
Total	$507.76

Supply Chain Data:

2021 Supply Chain Spending

Spending with Local Suppliers by State	2021
Colorado	$510,747,231
Michigan	$122,087,904
Minnesota	$631,599,604
New Mexico	$50,889,638
North Dakota	$340,811,164
South Dakota	$3,553,959
Texas	$693,843,344
Wisconsin	$282,208,613
Total Local Spending	**$2,635,741,457**

Spending with Diverse Suppliers by State	2021
Colorado	$136,862,514
Michigan	$221,883
Minnesota	$37,314,791
New Mexico	$34,231,649
North Dakota	$37,243,845
South Dakota	$477,617
Texas	$88,206,595
Wisconsin	$3,105,233
Other: Diverse (Not Local) and Tier II	$221,774,964
Total	**$559,439,091**

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Energy Efficiency:

2021 Energy Efficiency Results by State

State	Total Spending	Electric Participants	Customer kWh	Gas Participants	Dekatherm Saved
Colorado	$109,790,765	887,677	584,998,183	414,494	812,605
Michigan	$510,902	5,280	2,240,384	152	8,326
Minnesota	$128,204,862	1,615,782	698,405,277	447,319	1,170,229
New Mexico	$11,667,970	356,111	50,209,534	N/A	N/A
North Dakota	$222,060	178	35,684	1,791	19,166
South Dakota	$898,686	12,885	10,079,188	N/A	N/A
Texas	$3,939,481	271,107	27,584,289	N/A	N/A
Wisconsin	$11,956,389	—	72,297,998	—	125,702
Total	**$267,191,115**	**3,149,020**	**1,445,850,537**	**863,756**	**2,136,028**

*In Wisconsin, we participate in Focus on Energy, a statewide program.

Natural Gas Operations:

Natural Gas Pipelines (as of year-end 2021; measured in miles)

	Transmission	Distribution
Minnesota, North Dakota	85	10,741
Michigan, Wisconsin	3	2,526
Colorado	2,174	23,243
Texas, New Mexico	20	0
WestGas Interstate (WGI)*	11	0
Xcel Energy Total	**2,293**	**36,510**

SASB IF-GU-540a.1.

In 2021, we reported three pipeline incidents to the U.S. Department of Transportation Pipeline and Hazardous Materials Safety Administration, which were determined to directly involve Xcel Energy's system, including:

- Upper Arkansas Valley: Third-party damage to a 6-inch pipeline
- Windsor, CO incident: Third-party damage to a 4-inch pipeline due to no requested locates
- Wescott Liquified Natural Gas (LNG): Release of LNG at the Wescott LNG facility due to equipment failure and incorrect operation during a vaporization test run

We also received 32 Notices of Probable Violation from regulatory agencies in Michigan, Minnesota and Wisconsin, of which, approximately half were related to locating underground facilities. Others resulted from operation inspections and ranged from procedural or record keeping matters to component design or operating issues. All issues were responded to in the required time frame.

SASB IF-GU-540a.2.

As of year-end 2021, we have replaced all cast-iron pipe (completed in 2014) and have 3.7 miles of bare steel pipe remaining, comprising 0.01% of the pipe on our system.

SASB IF-GU-540a.3.

We inspected more than 118 miles, or approximately 5%, of the transmission pipeline we own in 2021.

Electric Operations:

Electric Transmission and Distribution Lines (as of year-end 2021; measured in conductor miles)

	Distribution Lines	Transmission Lines	Transmission Lines by Voltage						
	<115kV		500 kV	345 kV	230 kV	161 kV	138 kV	115 kV	<115 kV
Minnesota, North Dakota, South Dakota	81,406	34,155	2,915	13,570	2,300	640	0	8,086	6,644
Michigan, Wisconsin	27,701	12,409	0	2,943	0	1,778	0	1,818	5,870
Colorado	78,712	24,116	0	4,978	12,141	0	92	5,075	1,830
New Mexico, Texas	22,651	40,754	0	11,688	9,763	0	0	14,880	4,423
Xcel Energy Total	**210,470**	**111,434**	**2,915**	**33,179**	**24,204**	**2,418**	**92**	**29,859**	**18,767**

2021 Xcel Energy Reliability Results

Xcel Energy uses System Average Interruption Duration Index (SAIDI) as its leading indicator for reliability because it is the most comprehensive, single indicator of the customer experience and is relatively easy to understand. The SAIDI value equals System Average Interruption Frequency Index (SAIFI; outage frequency) multiplied by Customer Average Interruption Duration Index (CAIDI; outage duration). We find that CAIDI is useful to use when analyzing reliability of defined segments of our electric distribution system, but it is frequently misunderstood when used as an indicator at the system level. An increase or decrease of the CAIDI value at the system level does not necessarily indicate a worsening or improving of service reliability. For example, if a utility has only a single interruption to one customer in a year, the duration of that one interruption would be the CAIDI value. That one service interruption experienced by a single customer is not worse than in another year where the overall CAIDI value may be lower, but some customers experienced many longer service interruptions.

	SAIDI	SAIFI	CAIDI
Colorado	103.6	1.00	104
Michigan, Wisconsin	86.2	0.79	109
Minnesota, North Dakota, South Dakota	84.0	0.87	96
New Mexico, Texas	113.8	0.99	115
Xcel Energy	95.2	0.93	102

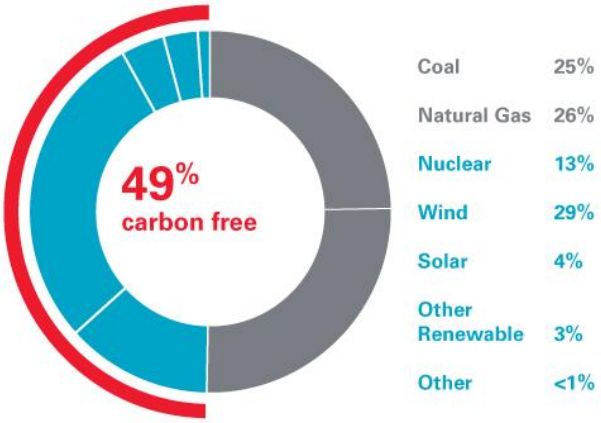
SASB IF-EU-550a.1.

Xcel Energy is subject to mandatory cyber and physical security standards adopted by the North American Electric Reliability Corporation (NERC). We have a robust NERC compliance governance and oversight program with established internal controls to identify, assess and address any potential conditions of non-compliance. All identified conditions of noncompliance are reported regardless of severity and mitigating actions to prevent recurrence are tracked to completion. In 2021, several instances of potential noncompliance were reported that were evaluated as minimal risk and are anticipated to be treated as compliance exceptions not subject to financial penalty pending final regulatory review.

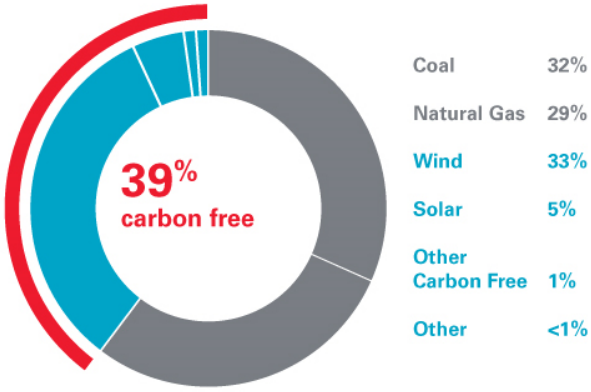
2021 Electricity Supply by Energy Source

The following charts provide a breakdown by energy source of the electricity on our system in 2021. 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. Find a listing of Xcel Energy's owned power plants by energy source and their capacities in Xcel Energy's SEC Form-10K. Find owned generating capacity and annual net generation in the Sustainability Summary (based on EEI and AGA ESG reporting templates).

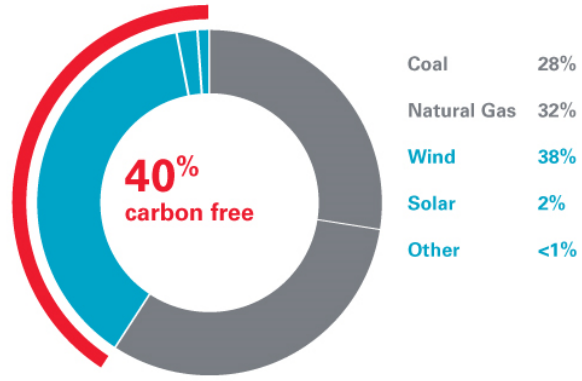
2021 Energy Mix – Xcel Energy



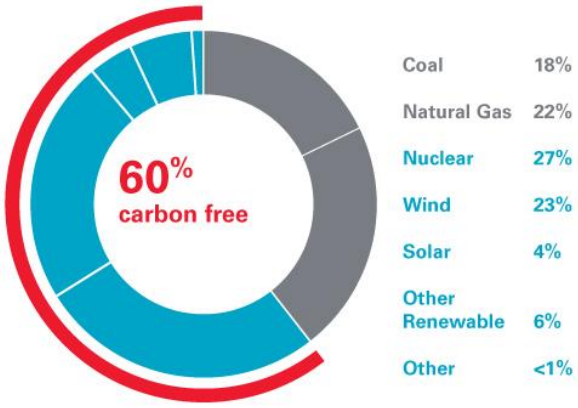
2021 Energy Mix – Colorado



2021 Energy Mix – Texas and New Mexico



2021 Energy Mix – Upper Midwest



SUSTAINABILITY REPORT DATA SUMMARY November 2022

Xcel Energy Renewable Energy Portfolio (owned and purchased capacity as of year-end 2021*)

	Wind	Utility-Scale Solar	Hydro	Biomass	Total
Colorado	4,085	562	270	4	4,921
Southwest	2,548	192	0	0	2,740
Upper Midwest	3,997	268	166	125	4,556
Total	**10,630**	**1,022**	**436**	**129**	**12,217**

*Excludes distributed solar generation through community solar gardens and rooftop solar, which totaled 1,745 megawatts at the end of 2021, including net metered and Made in Minnesota systems installed outside of our Solar*Rewards® program; wind power is summer net dependable capacity and does not include the 300-megawatt Dakota Range Wind project that was placed in-service in January 2022.

2021 Renewable Energy Credits (RECs) Sold and Delivered (Jan 01, 2021 to Dec 31, 2021)

	2018	2019	2020	2021	Total
Texas	0	0	1,358,693	0	1,358,693
New Mexico	0	0	0	0	0
Colorado	0	0	0	850,000	850,000
Upper Midwest	0	0	618,447	0	618,447
Total	**0**	**0**	**1,977,140**	**850,000**	**2,827,140**

*Find information about REC sales in the Renewable Energy brief in Xcel Energy's Sustainability Report.

Environmental:

Carbon Dioxide Emissions:

Xcel Energy's carbon emissions reporting is based on The Climate Registry and its Electric Power Sector Protocol, which aligns with the World Resources Institute and ISO 14000 series standards. For 15 years (2005 through 2019), we have third-party verified, registered and publicly disclosed our carbon dioxide emissions through The Climate Registry and are the only power company with this length of consecutive, verified reporting.

We report carbon emissions from electric generating plants that we own and from electricity that we purchase from others to serve customers, providing a more complete accounting of our carbon footprint. During times when we have more electricity than we need to serve our customers, we sell electricity into wholesale markets where it is purchased by others to serve their customers. The carbon emissions from sales of excess electricity are excluded from our goal and associated carbon reporting because the energy does not serve our customers, and the purchasers—if they follow accepted greenhouse gas reporting protocols—will include the emissions in their reporting. Our 2020 and 2021 carbon emissions are undergoing through third-party verification. 2020 carbon emissions are expected to be third-party verified by late 2022 and verification for 2021 carbon emissions is expected in early 2023.

We were the first major U.S. power provider with a vision to deliver 100% carbon-free electricity by 2050. Our 2021 results show we're halfway to that goal and on pace to achieve an aggressive interim goal of reducing carbon emissions 80% by 2030 from 2005 levels. Since 2005, we've reduced carbon emissions 50%. Although some of our regional carbon intensities slightly increased in 2021, we generally maintained our companywide carbon reductions despite facing several challenges, such as a spike in natural gas prices that favored coal-fueled energy across the globe and on our system and a rise in energy demand due to economic recovery from the pandemic.

Carbon Dioxide Emission Intensities

See Xcel Energy's CO_2 Emission Intensities Information Sheet for definitions and more information on our carbon intensities.

Basic Carbon Emissions Intensity from (CO_2 lbs/kWh)

Region	2020	2021
Colorado	1.027	1.032
Texas and New Mexico	0.983	1.006
Upper Midwest (Michigan, Minnesota, North Dakota, South Dakota, Wisconsin)	0.637	0.655

Scope 2 Market-based Reporting Carbon Emissions Intensity

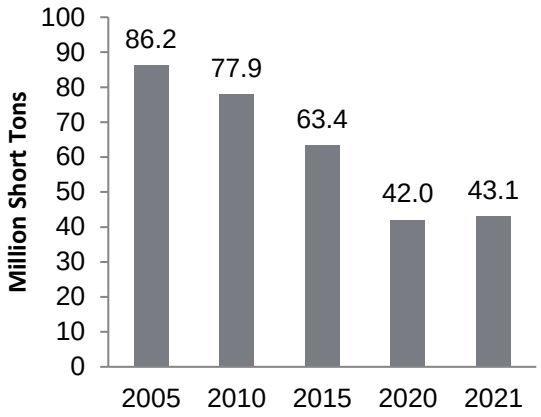
Region	2020		2021	
	(mt/MWh)	(lbs/MWh)	(mt/MWh)	(lbs/MWh)
Colorado	0.477	1,051	0.470	1,037
Texas and New Mexico	0.445	981	0.456	1,006
Upper Midwest (Michigan, Minnesota, North Dakota, South Dakota, Wisconsin)	0.271	598	0.285	627

Residual Mix Carbon Emissions Intensity

Region	2020		2021	
	(mt/MWh)	(lbs/MWh)	(mt/MWh)	(lbs/MWh)
Colorado	0.465	1,026	0.477	1,053
Texas and New Mexico	0.445	981	0.456	1,006
Upper Midwest (Michigan, Minnesota, North Dakota, South Dakota, Wisconsin)	0.273	602	0.286	631

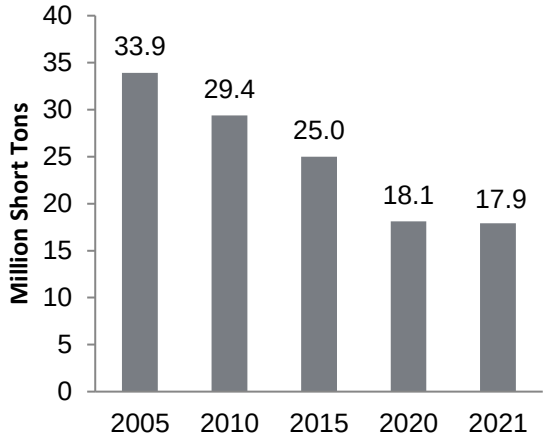
Carbon Dioxide from Electricity Serving Customers (Owned and Purchased Generation)

Xcel Energy Carbon Dioxide
50% Reduction Since 2005



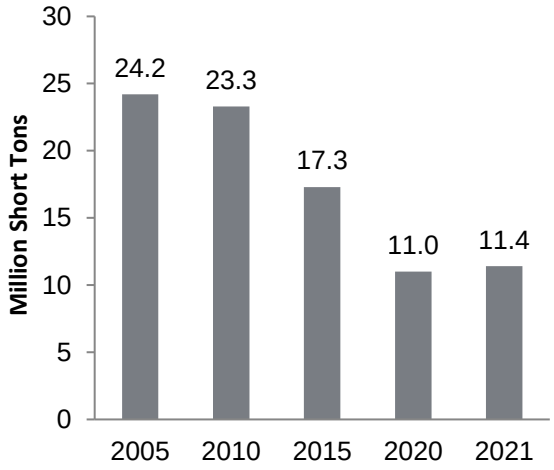
Xcel Energy	2005	2010	2015	2020	2021
CO_2 lbs/MWh	1,572	1,413	1,237	844	853

Colorado Carbon Dioxide
47% Reduction Since 2005



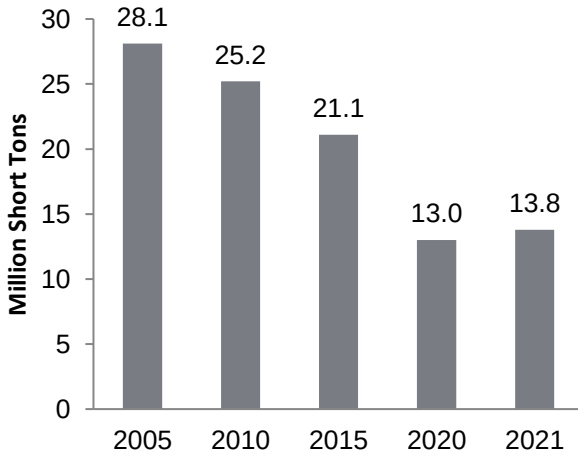
Colorado	2005	2010	2015	2020	2021
CO_2 lbs/MWh	1,849	1,667	1,459	1,027	1,032

Southwest Carbon Dioxide
53% Reduction Since 2005



Southwest	2005	2010	2015	2020	2021
CO_2 lbs/MWh	1,694	1,559	1,374	983	1,006

Upper Midwest Carbon Dioxide
51% Reduction Since 2005



Upper Midwest	2005	2010	2015	2020	2021
CO_2 lbs/MWh	1,284	1,122	983	637	655

Natural Gas Sustainability Initiative (NGSI) Methane Reporting*

NGSI is a voluntary, industry-wide collaboration established to develop a consistent, transparent and comparable method for measuring and reporting methane emissions across the natural gas supply chain. Xcel Energy participates in NGSI, which is sponsored by the Edison Electric Institute and American Gas Association. In February 2021, NGSI released its Methane Emissions Intensity Protocol, Version 1.0, providing an improved tool for measuring, tracking and ultimately reducing methane emissions. Learn more about NGSI and its Methane Intensity Protocol. The following is Xcel Energy's methane emissions intensity following NGSI's protocol for distribution operations. It serves as the baseline for our company's future performance in reducing methane emissions.

NGSI GHGI/Normalized Methane Intensity Reporting	2020	2021
Total Methane Emissions, Metric Tons	10,606	10,748
Total Methane Emissions, Metric Tons CO2e	265,150	268,700
Methane Emissions Intensity	0.202%	0.210%
Natural Gas Delivered to End Users, Normalized, Million Standard Cubic Feet (MMscf)	313,595	310,978
Natural Gas Delivered to End Users, as Reported, MMscf	405,513	399,514

Methane emissions intensity, also referred to as a methane emissions rate, is a measure of natural gas-related methane emissions relative to natural gas throughput in the natural gas system. Xcel Energy's NGSI intensity is based on the natural gas delivered to customers (throughput) normalized to reflect typical weather conditions and using emissions factors from EPA's Greenhouse Gas Inventory (GHGI) Program for pipeline mains and service connections. Under the NGSI protocol, our methane emissions and methane emissions intensity are higher than what we report under EPA's Subpart W because NGSI includes emissions from all facilities on our distribution system, while Subpart W only includes emissions from our facilities that meet its 25,000 metric ton threshold (see below). From 2020 to 2021, Xcel Energy added new natural gas customers and installed distribution pipelines and service connections to serve those customers and that increased methane emissions calculated under both the NGSI and EPA protocols. We expect methane emissions will increase over the next several years due to system growth such as this, while we launch initiatives for lowering emissions.

EPA Subpart W Methane Emissions Reporting

EPA's Subpart W requires owners or operators of petroleum and natural gas systems to report emissions for facilities that emit 25,000 metric tons or more of greenhouse gases annually. Below is Xcel Energy's reporting under Subpart W, which is different from NGSI methane reporting because Subpart W only includes our company's natural gas facilities that meet EPA's 25,000 metric ton threshold, while NGSI includes all facilities. Learn more about Subpart W of EPA's Greenhouse Gas Reporting Program.

EPA Subpart W Reporting	2017	2018	2019	2020	2021
Total Methane Emissions, Metric Tons	9,739	8,790	9,607	9,869	9,978
Total Methane Emissions, Metric Tons CO2e	243,475	219,750	240,175	246,725	249,461
Total Methane Emissions Million Standard Cubic Feet (MMscf)	507	458	500	514	520
Methane Emissions Intensity	0.167%	0.144%	0.144%	0.146%	0.163%
Methane Throughput (MMscf)	303,575	318,590	346,531	352,348	319,798

Greenhouse Gas Emissions

Xcel Energy's clean energy goals for the electric and natural gas systems include emissions under Scopes 1 and 3.

2021 Greenhouse Gas Emissions Reporting
Scope 1, 2 and 3

Million Metric Tons of Carbon Dioxide Equivalent (CO_2e)



Scope 1

Xcel Energy Owned Generation Serving Customers	35.51
Market Sales	3.49
Natural Gas System Operations	0.32
Fleet Vehicles	0.08
Sulfur Hexafluoride from electric equipment	0.07
Other	0.03
Total	**39.5**

Scope 2

Building Energy Use (electricity purchased from other providers)	0.02
Line Loss (from purchased electricity)	0.68
Total	**0.7**

Scope 3 Electric and Other

Purchased Electricity for Serving Customers	4.12
Market Sales	1.70
Transportation of Fuel (for producing electricity)	0.28
Business Travel	< 0.01
Employee Commuting	< 0.01
Total	**6.1**

Scope 3 Natural Gas*

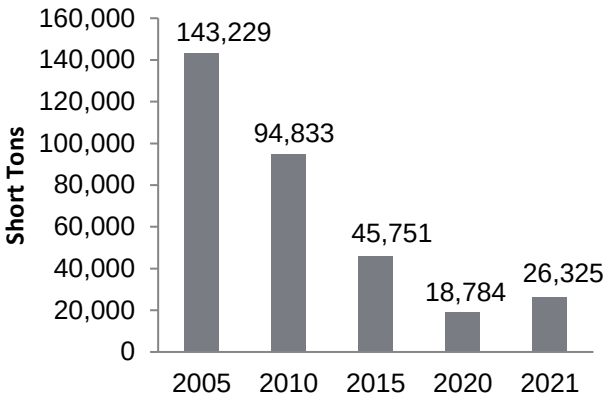
Supplier Emissions (for electric generation and distribution to customers)	3.00
Customer Emissions (from natural gas use)	14.65
Total	**17.7**

Total All Scopes	**64.0**

*Scope 3 natural gas emissions are not third-party verified and reported through The Climate Registry; downstream customer emissions are from EPA under Subpart NN; supplier emissions from gas distributed to customers are estimated from throughput reported to EPA under Subpart NN and an assumed leak rate of 1%; and supplier emissions from gas associated with electric generation are estimated based on total annual gas generation.

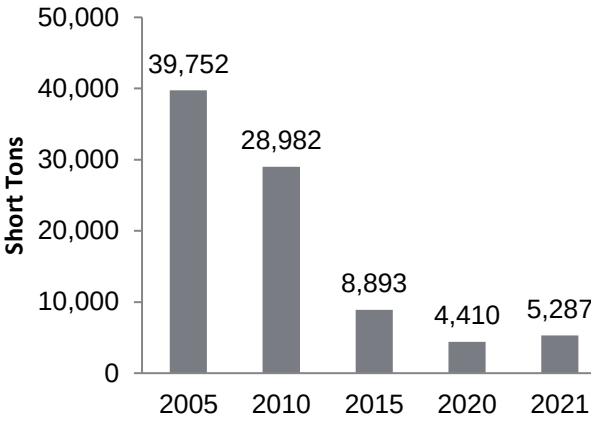
Sulfur Dioxide from Electricity Serving Customers (Owned Generation)

Xcel Energy Sulfur Dioxide
82% Reduction Since 2005



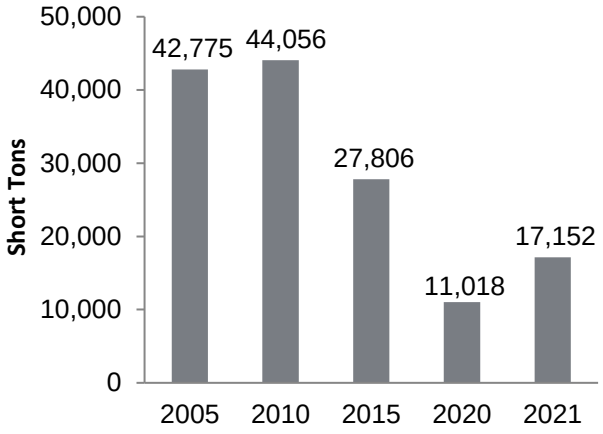
Xcel Energy	2005	2010	2015	2020	2021
SO_2 lbs/MWh	3.7	2.5	1.3	0.59	0.79

Colorado Sulfur Dioxide
87% Reduction Since 2005



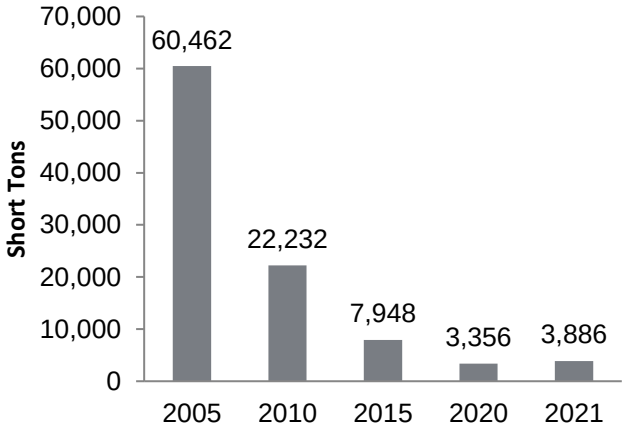
Colorado	2005	2010	2015	2020	2021
SO_2 lbs/MWh	3.6	2.4	0.8	0.4	0.4

Southwest Sulfur Dioxide
60% Reduction Since 2005



Southwest	2005	2010	2015	2020	2021
SO_2 lbs/MWh	3.9	4.6	3.4	1.6	2.3

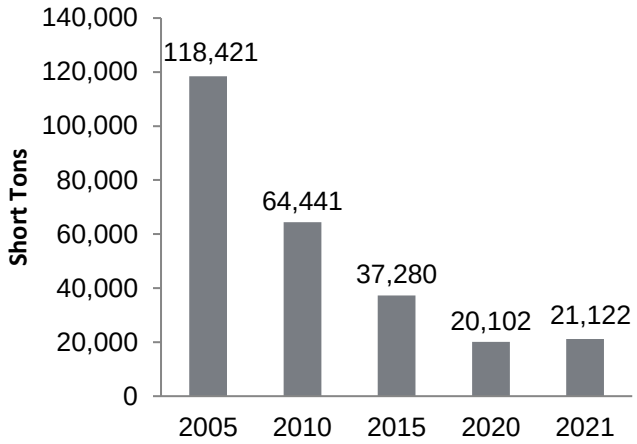
Upper Midwest Sulfur Dioxide
94% Reduction Since 2005



Upper Midwest	2005	2010	2015	2020	2021
SO_2 lbs/MWh	3.7	1.4	0.5	0.2	0.2

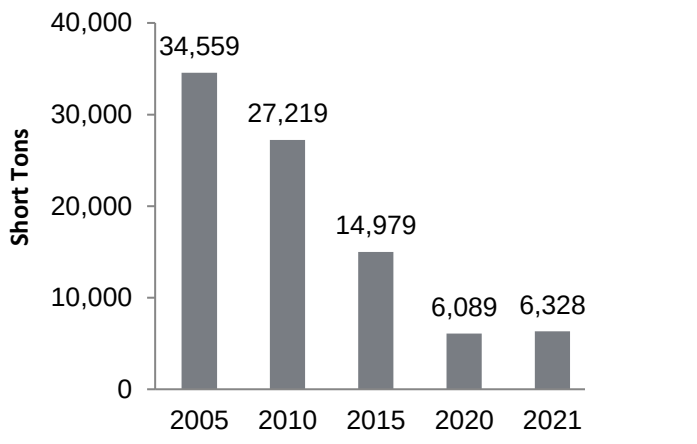
Nitrogen Oxide from Electricity Serving Customers (Owned Generation)

Xcel Energy Nitrogen Oxide
82% Reduction Since 2005



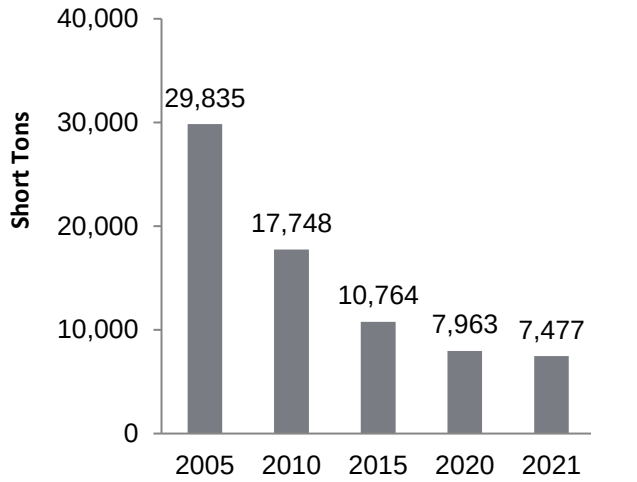
Xcel Energy	2005	2010	2015	2020	2021
NOX lbs/MWh	3.1	1.7	1.1	0.6	0.6

Colorado Nitrogen Oxide
82% Reduction Since 2005



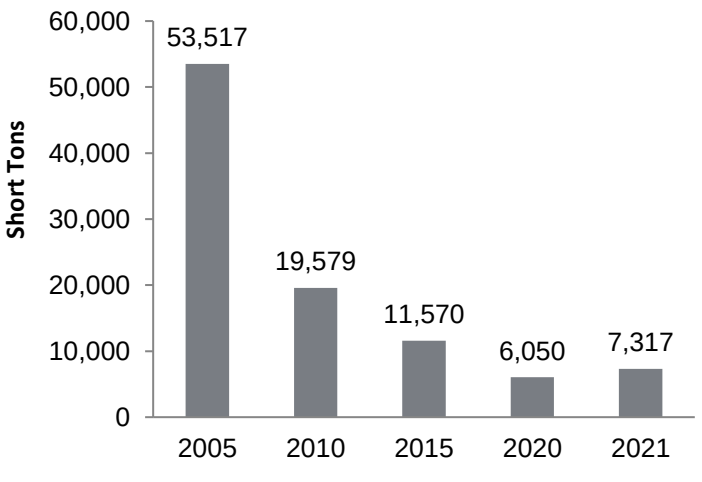
Colorado	2005	2010	2015	2020	2021
NOX lbs/MWh	3.1	2.3	1.3	0.5	0.5

Southwest Nitrogen Oxide
75% Reduction Since 2005



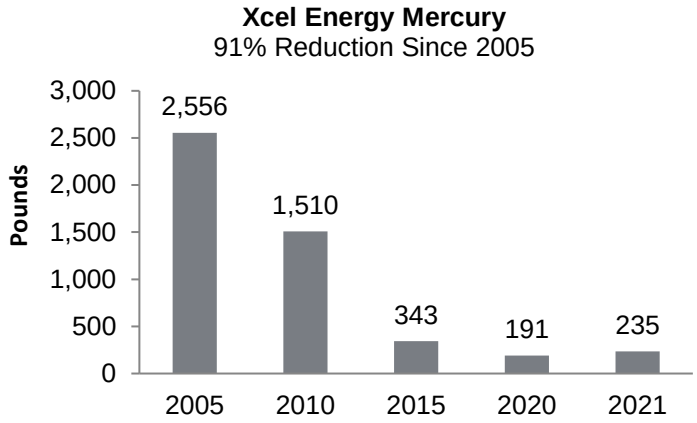
Southwest	2005	2010	2015	2020	2021
NOX lbs/MWh	2.7	1.9	1.3	1.1	1.0

Upper Midwest Nitrogen Oxide
86% Reduction Since 2005



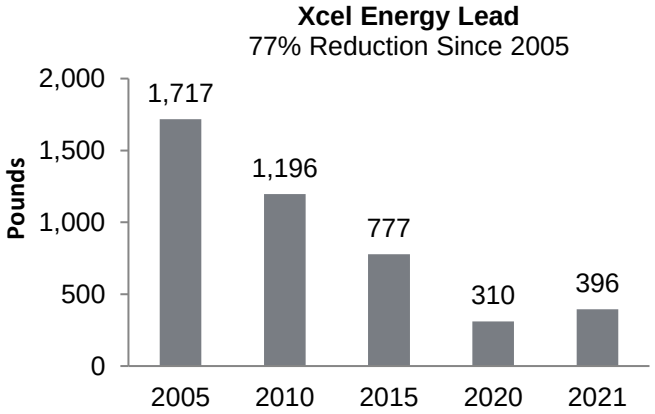
Upper Midwest	2005	2010	2015	2020	2021
NOX lbs/MWh	3.0	1.2	0.7	0.4	0.4

Mercury from Electricity Serving Customers (Owned Generation)



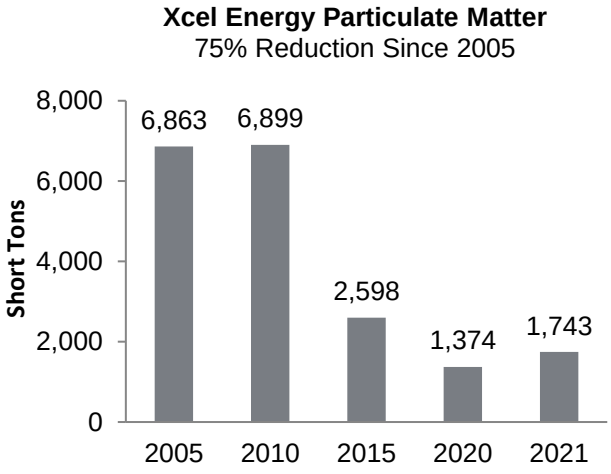
Xcel Energy	2005	2010	2015	2020	2021
Mercury lbs/MWh	0.00002722	0.00002009	0.00000495	0.00000300	0.00000351

Lead from Electricity Serving Customers (Owned Generation)



Xcel Energy	2005	2010	2015	2020	2021
Lead lbs/MWh	0.000021	0.000015	0.00000495	0.000005	0.000006

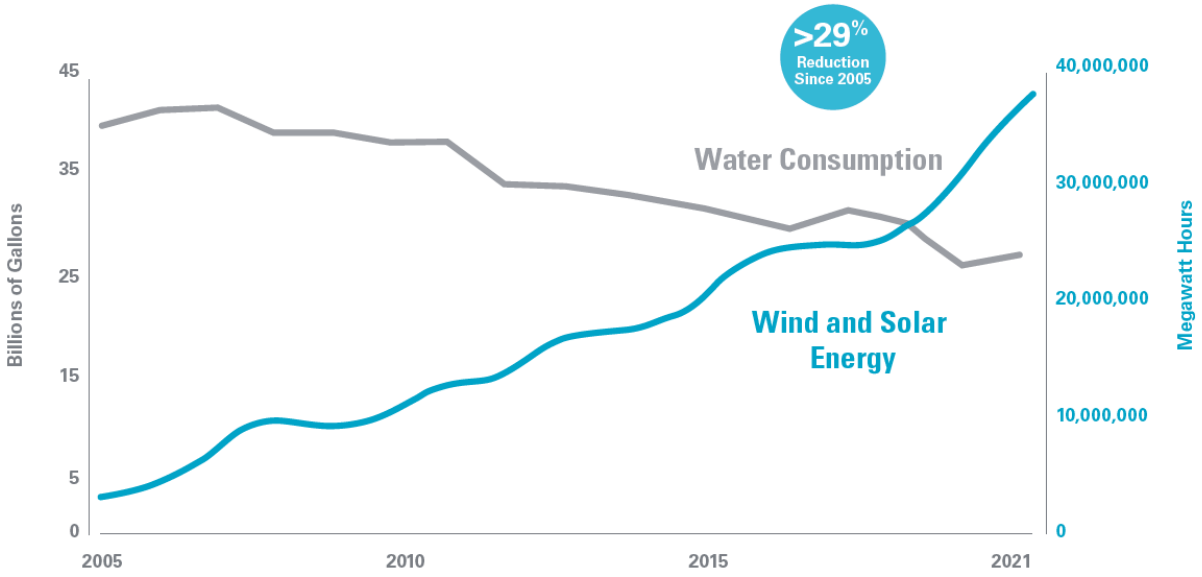
Particulate Matter (PM) from Electricity Serving Customers (Owned Generation)



Xcel Energy	2005	2010	2015	2020	2021
PM lbs/MWh	0.18	0.18	0.07	0.04	0.05

Water:

Xcel Energy's goal is to reduce water consumption from the electricity provided to customers 70% by 2030 from 2005 levels (based on volume and includes owned and purchased electricity). The goal is linked to our clean energy transition and increased wind and solar generation.



2021 Water Use by Source at Xcel Energy Owned Thermal Plants (megaliters)

Source	Withdrawn	Consumed	Discharged
South Platte River Basin*	18,433	14,849	3,584
Arkansas River Basin	15,242	13,571	1,671
Yampa River Basin	5,416	5,416	0
Colorado Total	**39,091**	**33,836**	**5,256**
Ogallala Aquifer	9,844	8,390	1,454
Treated Municipal Effluent (Lubbock, Amarillo)	16,202	12,980	3,222
Southwest Total	**26,046**	**21,370**	**4,676**
St. Croix River	258,888	0	258,888
Lake Superior	40,523	0	40,523
Mississippi River	1,655,573	26,888	1,628,685
Minnesota River	171,195	0	171,195
Upper Midwest Total**	**2,126,179**	**26,888**	**2,099,291**
Xcel Energy Total	**2,191,316**	**82,093**	**2,109,223**

*Includes trans-basin diversions

**Does not include groundwater from these locations

Waste:

Coal Ash Summary (estimated in tons)

	2019		2020		2021	
	Produced	Reused	Produced	Reuse	Produced	Reused*
Colorado	704,134	59,163	518,321	54,668	642,540	64,847
Southwest	175,354	175,354	101,684	101,684	129,101	129,101
Upper Midwest	576,234	30,945	424,865	14,496	456,407	19,451
Total	**1,455,722**	**265,462**	**1,044,870**	**170,848**	**1,228,048**	**213,399**

*Approximately 17% of coal ash produced at Xcel Energy power plants in 2021 was reused for beneficial purposes.

Waste-to-Energy Plants Fuel Consumption and Waste Reduction (estimated in tons)

	2019	2020	2021
RDF Consumed	540,154	516,821	489,745
Ash Produced	120,850	114,473	103,862
Total Waste-to-Landfill Reduction	**78%**	**78%**	**79%**

Biomass Fuel and Ash Summary (estimated tons)

	2019	2020	2021
Biomass Fuel Consumed	261,891	229,039	253,364
Ash Generated	9,221	9,026	9,617

Waste Disposition Summary (in tons)

	2019	2020	2021
Hazardous	56	39	60
Non-hazardous Regulated*	9,904	8,048	15,611
Total	9,960	8,087	15,671

*Includes regulated waste streams including asbestos; polychlorinated biphenyl (PCB)-related wastes, which include rags or other materials that have come in contact with transformer oil containing PCBs; contaminated soils; universal wastes including fluorescent light bulbs, rechargeable batteries and mercury switches; treated wood poles; industrial wastes; and other waste streams that cannot be comingled in a container with mixed municipal solid wastes.

Recycling Summary (in tons)

	2019	2020	2021
Batteries*	36	54	73
Cardboard	17	16	17
Electronics	30	10	31
Lamps	20	17	11
Scrap Metal	24,754	18,495	18,907
Used Oil**	4,171	3,047	3,771
Total	**29,028**	**21,639**	**22,810**

*Large lead-acid batteries recycled for reclaiming lead. This waste is also included in the total for universal wastes that were generated by the company.
**Includes only used oil and mineral oil with no PCBs (<50 ppm).