



# Community Giving and Volunteerism

Whether delivering energy at all times in all conditions, or pitching in to help our neighbors, service is embedded in our DNA.

By helping to create strong, vibrant and inclusive communities, from the high plains of West Texas to the lakes of Minnesota, we make an impact now and for the future.

Through Xcel Energy and the Xcel Energy Foundation, our charitable arm, we donate millions of dollars. Our foundation giving focuses in three areas — STEM Career Pathways, Environmental Sustainability and Community Vitality — while addressing each community's unique needs and supporting diversity, equity and inclusion. We also address unexpected community needs throughout the year, donating to help communities recover from disasters, such as tornadoes, flooding or wildfires.

We encourage employees, contractors, interns and retirees to give to causes they care about through a suite of programs including volunteer paid time off, a generous matching gifts program and events throughout the year. We provide customers and community members ways to give back, too.

To demonstrate this commitment, the Xcel Energy Foundation increased its giving in 2022, resulting in \$10.2 million in total combined donations from the company and the foundation, up from \$9.48 million in 2021.

## Governance

The Xcel Energy Foundation Board oversees charitable giving and volunteer programs. The 10-member board has seven directors and three officers, with Xcel Energy's CEO as chair and president, and includes the group president of utilities and chief customer officer, chief human resources officer and four operating company presidents. They meet yearly to review financial statements and approve the annual budget. The board also sets policy, including matching amounts for employee contributions.



LEARN  
MORE

[Xcel Energy Foundation's Focus Area Giving Report](#)

[Community Relations and Economic Development Brief](#)

[Diversity, Equity and Inclusion Brief](#)

[Biodiversity and Land Use Brief](#)

[Engaging With Our Communities \(xcelenergy.com\)](#)

### 2022 Total Community Giving and Volunteerism

(From Xcel Energy, Xcel Energy Foundation, Employees and Retirees)

PROGRAM	GIVING	BENEFITING
<b>Energizing the Future Grants</b>	<b>\$4.4 million</b>	<b>426 nonprofits</b>

#### IMPACT

<b>820,000 students</b> participated in STEM learning including <b>380,000 female learners</b>	<b>8,400 people</b> obtained employment, generating <b>\$260 million in wages</b>	<b>11,300 trees</b> planted, offsetting <b>7,800 tons</b> of carbon emissions
--	---	---

PROGRAM	GIVING	BENEFITING
<b>Giving Campaign</b>	<b>\$4.8 million</b>	<b>1,709 nonprofits and United Way chapters in 2022</b>

PROGRAM	GIVING	BENEFITING
<b>Other Giving and Sponsorships</b>	<b>\$2.8 million</b>	<b>826 entities</b>

PROGRAM	GIVING	BENEFITING
<b>Volunteer Time</b>	<b>\$2.2 million*</b>	<b>862 nonprofits</b>

#### IMPACT

<b>5,629</b> volunteers	<b>74,432</b> hours
-------------------------	---------------------

PROGRAM	GIVING	BENEFITING
<b>Matching Gifts</b>	<b>\$1.4 million</b>	<b>1,369 nonprofits</b>

**TOTAL \$15.6 million\***

\*Includes the dollar value of volunteer hours based on the Independent Sector's 2022 Value of Volunteer Time.

## Xcel Energy Foundation

The Xcel Energy Foundation oversees giving and volunteer programs. Its mission: to use the company's collective knowledge, resources and skills to make a positive impact throughout our service area. Our new framework, Energizing the Future, strategically targets three focus areas:

- **STEM Career Pathways:** Supports programs and services that ensure students have access to equitable and high-quality STEM learning opportunities. Connecting emerging and existing talent to STEM and technical careers is critical to our company's success.
- **Environmental Sustainability:** This focus area minimizes environmental impacts among vulnerable populations by supporting programs and services that protect air, water and land through sustainability initiatives, conservation, education and more.
- **Community Vitality:** Supports programs and services that address economic prosperity, foster arts and cultural expression, and advance inclusion, especially for underserved populations and diverse artists and audiences.

For each focus area, we integrate our commitments to diversity, equity and inclusion. For example, we invest in programs and organizations that improve natural habitats in low-wealth areas, provide free arts and culture offerings to marginalized groups, and support ethnically or racially diverse business leaders.

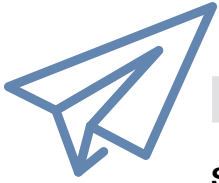
**The Xcel Energy Foundation granted more than \$4.4 million to 426 nonprofits that align with our focus areas in 2022.**

### 2022 Focus Area Grants

	Total Awarded	Organizations
<b>STEM Career Pathways</b>	\$1.64 million	151
<b>Community Vitality</b>	\$2.04 million	211
<b>Environmental Sustainability</b>	\$0.73 million	64
<b>TOTAL</b>	<b>\$4.41 million</b>	<b>426</b>

Along with this new giving framework, we are exploring ways to modify funding for larger, strategic partnerships while still maintaining some of the budget for smaller grants; growing our budget to meet new program goals; and updating measurements to support these goals, including DEI integration.





## NOTEWORTHY

### Strategic Philanthropy

Beyond the work of the Xcel Energy Foundation, our strategic philanthropy seeks to align community giving with our corporate vision, values and strategic priorities. This approach allows projects that originate in business initiatives, using funds from operating budgets, to be recognized as also meeting our philanthropy goals. It fosters internal collaboration to identify these synergies and get the job done.

In 2022, \$364,500 was provided for strategic philanthropy initiatives. Among them:

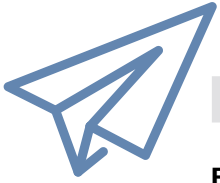
- **Grantee Capacity Building:** We funded training for grantee organizations in all states to learn about board development, grant writing and how to improve their DEI impact. We also sponsored nonprofit associations in Minnesota, Colorado and North Dakota.
- **Carbon Offsets:** Carbon offsets are one solution to achieving Xcel Energy's net-zero goal for its natural gas business. A pilot program supports offset projects that provide local environmental and social benefits in addition to reducing carbon emissions. Three projects in the pilot were funded by strategic philanthropy grants. They will improve the tree canopy in the Twin Cities, restore tribal ownership of forested acres through the National Indian Carbon Coalition, and preserve 15,000 acres of Colorado grassland.
- **Veterans Community Project of Sioux Falls (South Dakota):** Villages of tiny homes provide housing and support services to vets in need. This project reinforces Xcel Energy's commitment to veterans and the Sioux Falls community.
- **Children's Museum of Eau Claire (Wisconsin):** Xcel Energy underwrote the new museum building's Water Works exhibit, which teaches children about conservation, local history and hydropower.

---

## Employee Involvement

We encourage our employees' involvement in their communities with programs including:

- **Volunteer Paid Time Off:** Full-time employees and interns may take up to 40 hours per year to volunteer during the workday at nonprofits or educational institutions. Employees used over 16,500 hours of VPTO in 2022.
- **Dollars for Doing:** The Xcel Energy Foundation contributes \$10 for each hour an employee volunteers at a nonprofit outside of work, up to \$1,000 a year. Employees submitted more than 20,600 hours under the program in 2022.
- **Volunteer Energy:** Groups of employees and retirees who work together on a project are eligible for up to \$1,000 annually that goes to the associated nonprofit organization. In 2022, eligible nonprofits received more than \$82,000 in Volunteer Energy grants.
- **Matching Gifts:** The Xcel Energy Foundation matches dollar for dollar any employee and retiree charitable donations of \$50 or more, up to \$750 per year for nonprofits and \$2,000 for higher education. Employees and retirees contributed nearly \$660,000 in 2022 that the foundation matched.
- **Board Service:** We encourage employees to join at least one board, to advance causes they care about while developing leadership skills. Employees in 2022 gave more than 24,000 hours to over 520 community, chamber and nonprofit boards.



## NOTEWORTHY

### Employee Choice Grant Expansion

The Employee Choice Grants program allows team members to make a big impact for causes they care about, using foundation grant funds. The program invites employees to nominate a nonprofit. A panel of employees select finalists that align with the company's values and focus areas. Then employees vote for a winner.

The program has awarded more than \$300,000 to nonprofits in our service area since 2015. In 2022, Employee Choice expanded to Wisconsin and Michigan.

After narrowing more than 100 nominations to two sets of 2022 finalists, employees chose:

- A Precious Child, which identifies Denver-area families most in need of services to achieve stability, from crisis response to a workforce program to prepare youth for academic success and self-sufficiency.
- Feed My People Food Bank, which works to end hunger in 14 Wisconsin counties, by collecting groceries that would otherwise be thrown away from manufacturers, wholesalers, retailers and growers.



### Giving Campaign

The annual Giving Campaign is Xcel Energy's largest charitable endeavor. With matching funds, we delivered more than \$5 million in pledged support that will go to 1,832 nonprofit organizations in 2023 to help create stronger, more equitable communities.

During the 2022 campaign, employees, contractors and retirees pledged \$2.65 million—12% over goal, with 44% of our workforce pledging, and each state growing year-over-year. Team members contribute to United Way or any 501(c)3 nonprofit. The Foundation matches that amount directly to local United Way chapters—100% for employees, contractors and interns, and 50% for retirees.

An extra \$34,000 flowed to charities through Participation Prize Grant drawings. Three times during the campaign, one employee from each operating region was randomly chosen to donate up to \$5,000 to their chosen cause—from the Great Plains Food Bank of Fargo, North Dakota, to Brothers-Sisters of Our Military (BOOM) Adventures in Amarillo, Texas, and Colorado River Surfing Association.

## Day of Service

In September 2022, Xcel Energy employees, family members and friends, retirees and customers turned out for the 12th annual Day of Service. Nearly 3,000 people pitched in to help, including community volunteers in Minnesota and Colorado.

At more than 100 nonprofits in all eight states, volunteers planted 400 native plants and 100 trees, packed 250,000 meals for families, collected 250 bags of trash and more. Remote opportunities remain part of the mix; those who weren't there in person could download the Good Energy Pledge, committing to acts of gratitude and service, and enter a drawing for a grant for their chosen Day of Service nonprofit.

In a time of pinched budgets and short staff, the impact of a volunteer blitz like Day of Service can be profound. The collective value of over 9,000 hours of Day of Service labor is more than \$280,000, based on Independent Sector's 2022 Value of Volunteer Time.

