

Purpose

Leading the clean energy transition is a strategic priority for Xcel Energy and environmental commitment is a key element of our corporate strategy. We strive to enhance customer and shareholder value by advancing goals and programs that meet or exceed current standards and requirements. This policy provides expectations for aligning business practices with corporate commitments to be an environmental leader.

Policy Highlights

- Everyone has a responsibility to support the company's strategy to lead the clean energy transition.
- All Covered Personnel will comply with all applicable environmental laws and regulations.

Applicability

This policy applies to all Covered Personnel.

Requirements and Responsibilities

All Covered Personnel are accountable for performing their work in a manner that supports the protection of the environment and complies with legal requirements.

The Energy and Environmental Policy team responsibilities include strategic leadership of corporate sustainability policies and plans, stakeholder engagement, and promotion of energy, environmental, and climate policy and regulation at federal and state level that supports company objectives and low cost, reliable energy for our customers.

Environmental Services team responsibilities includes the oversight of environmental regulatory permitting and compliance, engaging environmental agencies, providing consultation on operations, projects, and policy and regulation development, tracking and reporting the company's environmental performance, and fostering a culture of environmental stewardship.

Environmental Commitment

Protecting the environment is a top priority for Xcel Energy. The company's commitment and approach to minimizing its environmental impact covers all environmental media, including air, water, land, waste and biodiversity, and sets expectations that align business practices with our commitment. We work to conduct our operations in an environmentally responsible and compliant manner including:

- Monitoring and minimizing environmental impacts.
- Meeting or surpassing regulatory requirements and investing in environmentally sound technologies.
- Evaluating costs and benefits to inform adoption of pollution prevention measures in operations and resource planning.
- Minimizing corporate risk and liability arising from environmental issues.
- Perform environmental due diligence prior to the initiation of a new project or transfer of any real property in accordance with corporate policy.
- Engaging with stakeholders to address environmental issues.
- Training and empowering employees to take responsibility for protecting the environment and environmental activities related to their jobs.

If at any time you need to voice a concern or ask a question on our environmental commitment or compliance you can reach the team at AskEnvironmentalServices@xcelenergy.com

Continuous Improvement

We will maintain and periodically audit our related programs and systems to commonly accepted management standards. Programmatic improvements will be evaluated and implemented when determined beneficial. Environmental performance improvement targets, objectives, and key performance indicators have been established and will be reviewed and revised as necessary. Performance is reported regularly to the board of directors.

Communication

We will communicate information about this policy and corresponding initiatives, the company's environmental impact, and progress towards meeting objectives and targets on an annual ongoing basis. We will engage our communities concerning decisions or issues that may affect them, including those that have been historically disadvantaged from an energy and environmental standpoint.

Consequences of Non-Compliance

Any employee, regardless of position or title, who violates this policy, may be subject to discipline, up to and including termination of employment. Non-employee personnel violations may result in removal of assignment at Xcel Energy.

Reporting and Protection from Retaliation

We encourage individuals to speak up without fear of retaliation when they see or suspect policy violations. There are several [reporting options available](#). Retaliation is prohibited and will not be tolerated at Xcel Energy. Please refer to [Xcel Energy's Anti-Retaliation Policy \(9.23\)](#).

Definitions

Covered Personnel	Covered Personnel includes but is not limited to all employees as well as others as defined in the Staff Augmentation Policy (4.12) and Independent Contract Workers as defined in the Independent Contractor Policy (4.13).
Xcel Energy	Xcel Energy Inc.'s subsidiaries and affiliates. The use of "we," "ours," or "the company" is synonymous with Xcel Energy.

References

[ESG Document Library](#)

[Environmental Compliance Procedure Library](#)

History of Revisions

06/19/2023

09/17/2015

12/19/2013

02/01/2011

03/31/2010 – Executive Name Change

01/18/2005 10/02/2000 – Initial Issuance

Approval

This policy was approved by Senior Vice President of Strategy Planning and External Affairs and the Executive Vice President & Chief Compliance Officer.