

A photograph of a wind farm in a snowy, open landscape. Several white wind turbines are visible, receding into the distance. The ground is covered in snow with some brown patches, and a dark path or ditch runs through the field. The sky is overcast and grey.

LEADING THE ENERGY FUTURE

CORPORATE RESPONSIBILITY **HIGHLIGHTS**

2017

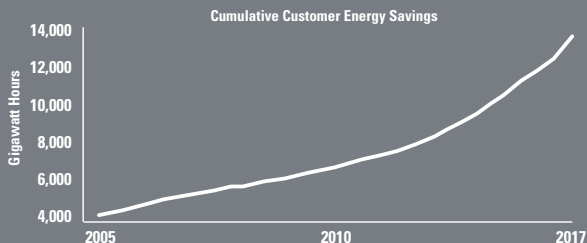
A close-up, low-angle shot of a white wind turbine, showing the blades and the nacelle against a light sky.

Enhancing the Customer Experience

We are listening to customers and responding with a portfolio of choices to meet their evolving needs and interests.

Energy efficiency

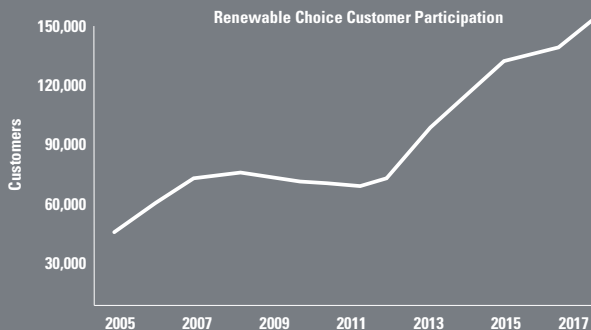
We offer more than 150 efficiency and rebate options to help customers manage energy use and control their bills.



Since 1992, customers have saved enough electricity through our programs to help avoid building **20 average-size** power plants.

Renewable energy

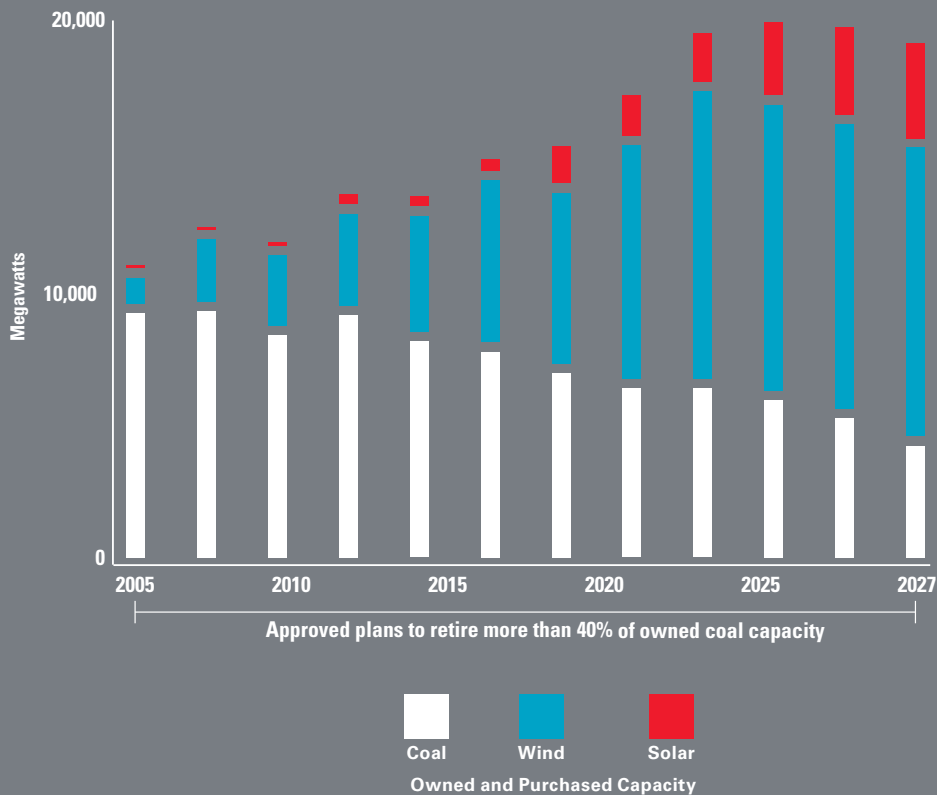
More than 150,000 customers participate in our renewable choice programs designed to meet their interests in saving money, promoting clean energy and helping the environment.



Renewable*Connect®
Windsorce®
Solar*Connect Community®
Solar*Rewards®
Solar*Rewards Community®

The Transition from Coal to Renewable Energy

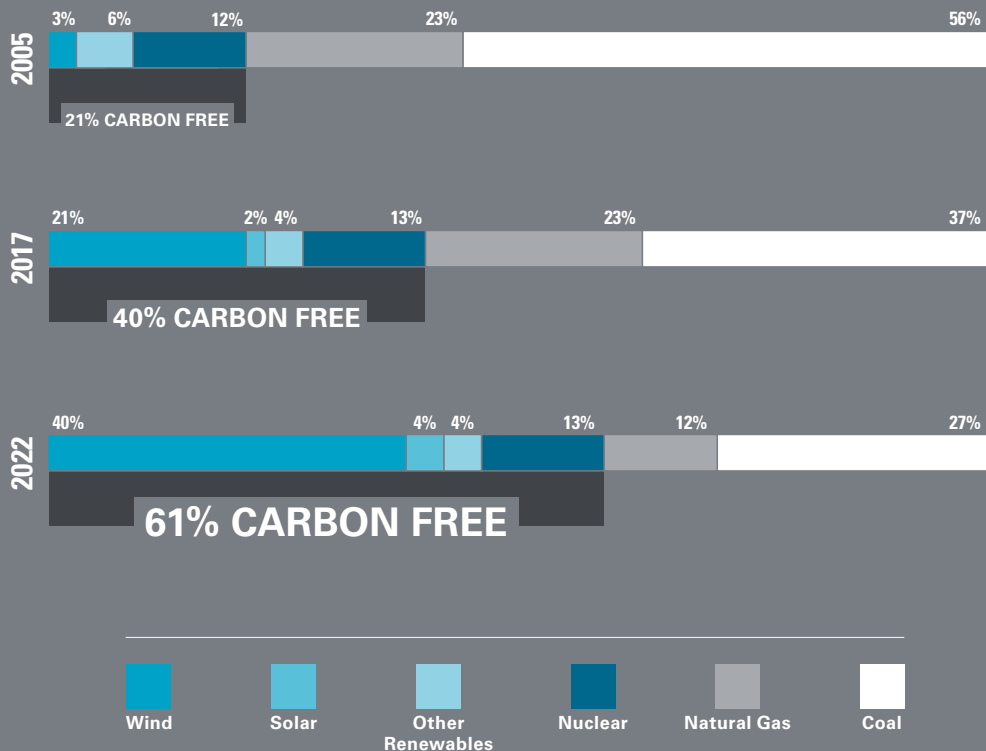
Our energy portfolio is changing as we retire aging coal units and increase the use of wind and solar power.



Leading the Clean Energy Transition

We are serving customers with an energy mix that is cleaner than ever before. And we are challenging ourselves to do more while enhancing reliability and keeping customer bills low.

Our changing energy mix





**Learn more about Xcel Energy's economic,
environmental and social contributions
[xcelenergy.com/CorporateResponsibility](https://www.xcelenergy.com/CorporateResponsibility)**



Ben Fowke, Xcel Energy chairman, president and CEO, visits Prairie Island.
The Minnesota nuclear plant is important to our clean energy plans.

The energy we provide enables our local economies and individuals to thrive and communities across our service territory to grow, develop and achieve their goals.

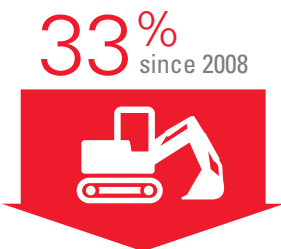
One of 37 companies named to Military Times' Best for Vets Index

The Fundamentals

Our vision is to be the preferred and trusted provider of the energy our customers need. That starts with providing safe, reliable service at a competitive price.

Safe

Public safety awareness campaigns have helped reduce the rate of dig-ins to underground pipes and wires.



*Based on the incident rate for accidental third-party dig-ins per 1,000 locate calls to 811

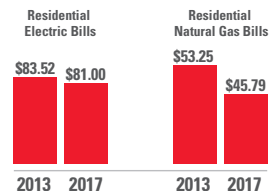
Reliable

99.9% of the time customers had power in 2017, putting our reliability among the top one-third of U.S. utilities.



Affordable

Xcel Energy customer bills have gone down over the past five years.



*Based on EIA data; represents annual average of monthly bills, excluding taxes and franchise fees

Recognized with the Edison Electric Institute's Emergency Recovery Award for outstanding storm restoration efforts

Environmental Responsibility

As we serve customers with a cleaner mix of energy sources, we are creating a greener, more affordable and sustainable energy future for all of us.

2005

40%
REDUCTION

Water
Consumption

41%
REDUCTION

Coal Ash
Produced

72%
REDUCTION

Sulfur Dioxide
Emissions

76%
REDUCTION

Nitrogen Oxide
Emissions

35%
REDUCTION

Carbon
Emissions

We have set one of the most ambitious goals in our industry to reduce carbon emissions **60% by 2030** and we are looking for ways to do more.

2017



2017

Economic Responsibility

Our success is directly tied to the success of our communities.

Doing business locally

- 71% of our spending on goods and services was local
- 10% of spending was with businesses owned by women, minorities or veterans

Supporting economic development

- \$1.7 million invested in chambers and economic development associations
- 140 new business leads generated for our communities, resulting in nearly 700 jobs and \$72.2 million in investment so far

Delivering jobs

- More than 11,000 people directly employed by Xcel Energy — and twice this, counting contract and seasonal workers
- \$1.9 billion in competitive compensation and benefits
- 96% of new hires are local

Honored on the Forbes' Global 2000 list of Top Regarded Companies

A Safe and Rewarding Workplace

We operate in a dynamic industry and offer an engaging work environment where employees are challenged, respected and encouraged to excel in their careers.

Safety

- 58% fewer workplace injuries since 2009, after launching Journey to Zero, which reinforces our safety priority



Talent

- 23% of new hires were ethnically diverse and 10% were veterans



Connected

- 55,000 hours spent volunteering through corporate programs — plus thousands of additional hours helping local projects and community boards



Recognized for two consecutive years by the Human Rights Campaign as a Best Place to Work for LGBT Equality, achieving 100 points on the Corporate Equality Index

Community Responsibility

We are going beyond energy in supporting our communities and helping them thrive.



**Among Corporate Responsibility
Magazine's 100 Best Corporate Citizens**





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