

SUSTAINABILITY STRATEGY

Xcel Energy's mission is built for sustainability. Providing our customers with safe, clean, reliable and affordable energy is core to our sustainability – that's what we do as a regulated utility. We're committed to delivering the essentials while driving positive change that supports the environment and the people and places we serve. Our sustainability strategy focuses on four areas that will make the largest economic, environmental and social impact.

Reach Net Zero Responsibly

Achieve climate goals without compromising reliability or affordability

- Low carbon transition and technology
- Air quality
- Water management
- Waste management and circular economy
- Biodiversity and land use

Strengthen Communities

Deliver exceptional service and partnership

- Energy affordability
- Reliability and resiliency
- Product and service innovation
- Cyber and physical security
- Community vitality
- Environmental justice

Value People

Cultivate a diverse, best-in-class workforce, champion safety, inclusion and equity

- Health, safety and wellness
- Diversity, equity and inclusion
- Talent attraction, development, retention
- Workforce engagement and management



Operate with Integrity

Live our values, govern with discipline and respect human rights

- Ethics and compliance
- ESG governance and risk management
- Public policy advocacy
- Supply chain
- Financial health