



BUILDING THE ENERGY FUTURE TOGETHER

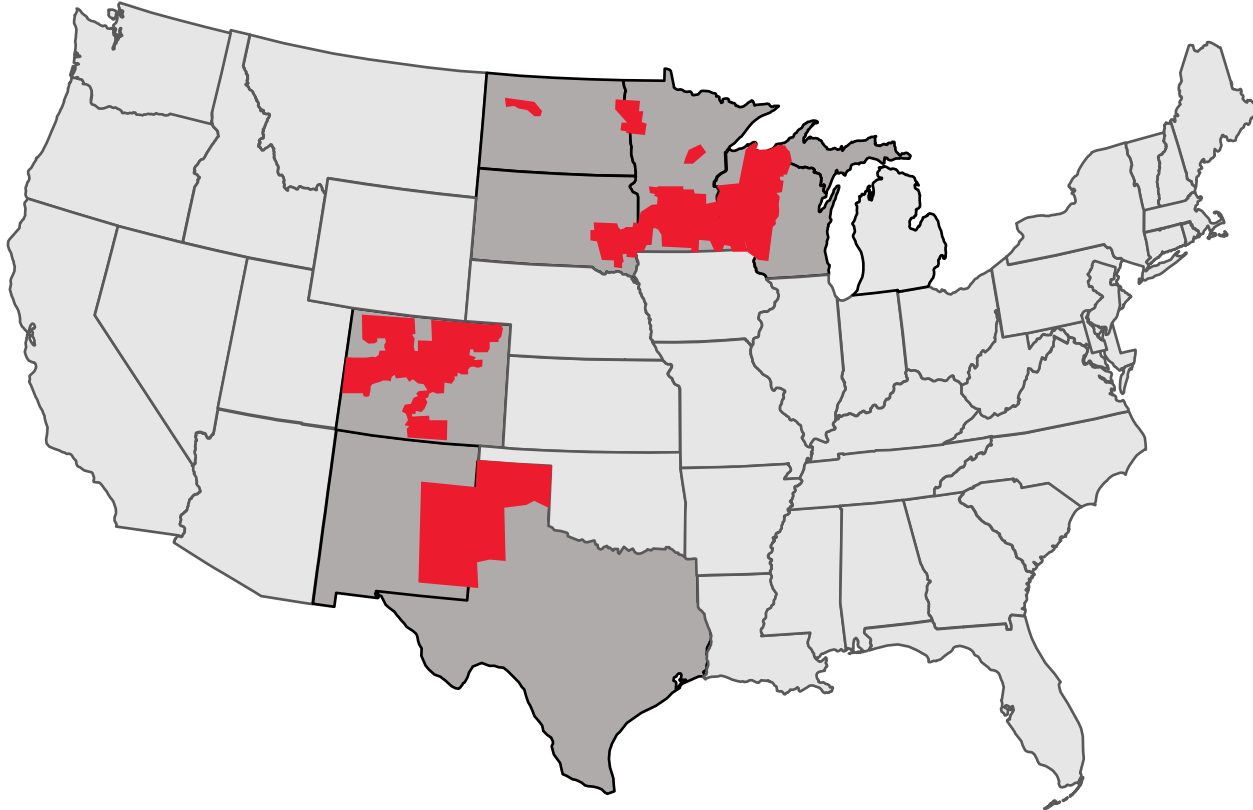
AN ENDURING PARTNERSHIP WITH LABOR

Bob Frenzel | Chairman, President & CEO

August 7, 2024



XCEL ENERGY



Serving eight states

3.8 million electricity customers

2.2 million natural gas customers

Nationally recognized leader:

- Wind energy
- Energy efficiency
- Carbon emissions reductions
- Innovative technology
- Storm restoration
- Transmission development

XCEL ENERGY AND IBEW



SEVEN

local IBEW partners
across our eight-state
footprint



5,100

IBEW workers
companywide



HUNDREDS MORE

that we directly hire as
contractors that are
IBEW members



2,000

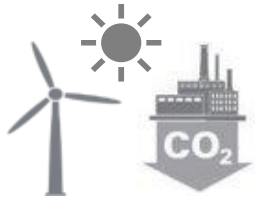
IBEW workers in
Minnesota

BUILDING THE GRID OF THE FUTURE



Xcel Energy 2050 Clean Energy Goals

Clean energy across all the ways we power people's lives



100% Carbon-Free Electricity



Net-Zero Natural Gas



Zero-Carbon Transportation



DELIVERING FOR EACH OTHER: A JUST TRANSITION



“

There's a lot of life left at the Sherco site, and our dedicated co-workers will manage the transition over the next decade. The plant, and all those who keep it running well, **have served as the backbone of the region's generation fleet for decades.**”

Michelle Neal,
Sherco plant senior director

22 coal plants transitioned | **zero** forced workforce reductions

DELIVERING FOR OUR CUSTOMERS



LOW BILLS

Electric and natural gas bills amongst the lowest in the country, at 28% and 14% below the national average

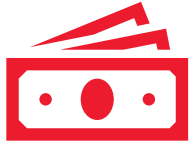


UNDER THE RATE OF INFLATION

Residential customer bill growth under the rate of inflation for the last decade



DELIVERING FOR OUR COMMUNITIES



In 2023, donated \$15 million across eight states between company and employee contributions



92,690 hours volunteered last year, with nearly \$3 million in total economic impact delivered



DEVELOPING LOCAL ECONOMIES



DRIVING POLICY

- Inflation Reduction Act (IRA) passed
- Bipartisan Infrastructure Law / Infrastructure Investment & Jobs Act
- Colorado Distribution Bill passed
- State and federal efforts on wildfire risk mitigation
- Forthcoming climate resiliency initiatives, protecting the IRA



CREATING A CLEAN ENERGY FUTURE – TOGETHER

Together, we will deliver a safe, reliable, affordable clean energy future thanks to our **committed, highly skilled, engaged** labor partners.



