Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- [ ] a multiemployer plan
- [ ] a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- [X] a single-employer plan
- [ ] a DFE (specify) _____

B This return/report is:
- [ ] the first return/report
- [ ] the final return/report
- [ ] an amended return/report
- [ ] a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ [X]

D Check box if filing under:
- [X] Form 5558
- [ ] automatic extension
- [ ] the DFVC program
- [ ] special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ [ ]

Part II Basic Plan Information—enter all requested information

1a Name of plan
XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1950

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
XCEL ENERGY INC.

C/O RETIREMENT BENEFIT PROGRAMS

414 NICOLLET MALL, 401-5
MINNEAPOLIS, MN 55401

2b Employer Identification Number (EIN)
41-0448030

2c Plan Sponsor's telephone number
612-330-5500

2d Business code (see instructions)
221500

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2026	YEN H. LY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/13/2026	YEN H. LY
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address [X] Same as Plan Sponsor	**3b** Administrator's EIN	
	3c Administrator's telephone number	
4 If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report: **a** Sponsor's name **c** Plan Name	**4b** EIN **4d** PN	

5	Total number of participants at the beginning of the plan year	**5**	11750
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	7335
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	7428
b	Retired or separated participants receiving benefits	**6b**	2477
c	Other retired or separated participants entitled to future benefits	**6c**	1087
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	10992
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	831
f	Total. Add lines **6d** and **6e**.	**6f**	11823
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	75
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 1C 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1)	[X] Insurance	**(1)**	[X] Insurance
(2)	[ ] Code section 412(e)(3) insurance contracts	**(2)**	[ ] Code section 412(e)(3) insurance contracts
(3)	[X] Trust	**(3)**	[X] Trust
(4)	[ ] General assets of the sponsor	**(4)**	[ ] General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 1
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE A (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Insurance Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

▶ Insurance companies are required to provide the information pursuant to ERISA section 103(a)(2).

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
XCEL ENERGY INC.

D Employer Identification Number (EIN)
41-0448030

Part I **Information Concerning Insurance Contract Coverage, Fees, and Commissions** Provide information for each contract on a separate Schedule A. Individual contracts grouped as a unit in Parts II and III can be reported on a single Schedule A.

1 Coverage Information:

(a) Name of insurance carrier
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY

(b) EIN	(c) NAIC code	(d) Contract or identification number	(e) Approximate number of persons covered at end of policy or contract year	Policy or contract year	
				(f) From	(g) To
13-5570651	62944	6773	1	01/01/2025	12/31/2025

2 Insurance fee and commission information. Enter the total fees and total commissions paid. List in line 3 the agents, brokers, and other persons in descending order of the amount paid.

(a) Total amount of commissions paid	(b) Total amount of fees paid

3 Persons receiving commissions and fees. (Complete as many entries as needed to report all persons).

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		(e) Organization code
	(c) Amount	(d) Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

(a) Name and address of the agent, broker, or other person to whom commissions or fees were paid

(b) Amount of sales and base commissions paid	Fees and other commissions paid		**(e)** Organization code
	(c) Amount	**(d)** Purpose	

Part II Investment and Annuity Contract Information

Where individual contracts are provided, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

4	Current value of plan's interest under this contract in the general account at year end	4	38181
5	Current value of plan's interest under this contract in separate accounts at year end	5	

6 Contracts With Allocated Funds:

a State the basis of premium rates ▶

b	Premiums paid to carrier	6b	
c	Premiums due but unpaid at the end of the year	6c	
d	If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, enter amount.	6d	

Specify nature of costs ▶

e Type of contract: (1) ☐ individual policies (2) ☐ group deferred annuity

(3) ☐ other (specify) ▶

f If contract purchased, in whole or in part, to distribute benefits from a terminating plan, check here ▶ ☐

7 Contracts With Unallocated Funds (Do not include portions of these contracts maintained in separate accounts)

a Type of contract: (1) ☐ deposit administration (2) ☐ immediate participation guarantee

(3) ☐ guaranteed investment (4) ☒ other ▶ UNALLOCATED FUNDS-BOOK VALUE BASIS

b	Balance at the end of the previous year			7b	37152
c	Additions: (1) Contributions deposited during the year	7c(1)			
	(2) Dividends and credits	7c(2)			
	(3) Interest credited during the year	7c(3)	1606		
	(4) Transferred from separate account	7c(4)			
	(5) Other (specify below)	7c(5)			
	▶				
	(6)Total additions			7c(6)	1606
d	Total of balance and additions (add lines **7b** and **7c(6)**).			7d	38758
e	Deductions:				
	(1) Disbursed from fund to pay benefits or purchase annuities during year	7e(1)	569		
	(2) Administration charge made by carrier	7e(2)	8		
	(3) Transferred to separate account	7e(3)			
	(4) Other (specify below)	7e(4)			
	▶				
	(5) Total deductions			7e(5)	577
f	Balance at the end of the current year (subtract line **7e(5)** from line **7d**)			7f	38181

Part III Welfare Benefit Contract Information

If more than one contract covers the same group of employees of the same employer(s) or members of the same employee organizations(s), the information may be combined for reporting purposes if such contracts are experience-rated as a unit. Where contracts cover individual employees, the entire group of such individual contracts with each carrier may be treated as a unit for purposes of this report.

8 Benefit and contract type (check all applicable boxes)

- **a** ☐ Health (other than dental or vision)
- **b** ☐ Dental
- **c** ☐ Vision
- **d** ☐ Life insurance
- **e** ☐ Temporary disability (accident and sickness)
- **f** ☐ Long-term disability
- **g** ☐ Supplemental unemployment
- **h** ☐ Prescription drug
- **i** ☐ Stop loss (large deductible)
- **j** ☐ HMO contract
- **k** ☐ PPO contract
- **l** ☐ Indemnity contract
- **m** ☐ Other (specify) ▶

9 Experience-rated contracts:				
a Premiums: (1) Amount received	**9a(1)**			
(2) Increase (decrease) in amount due but unpaid	**9a(2)**			
(3) Increase (decrease) in unearned premium reserve	**9a(3)**			
(4) Earned (**(1)** + **(2)** - **(3)**)			**9a(4)**	
b Benefit charges (1) Claims paid	**9b(1)**			
(2) Increase (decrease) in claim reserves	**9b(2)**			
(3) Incurred claims (add **(1)** and **(2)**)			**9b(3)**	
(4) Claims charged			**9b(4)**	
c Remainder of premium: (1) Retention charges (on an accrual basis) --				
(A) Commissions	**9c(1)(A)**			
(B) Administrative service or other fees	**9c(1)(B)**			
(C) Other specific acquisition costs	**9c(1)(C)**			
(D) Other expenses	**9c(1)(D)**			
(E) Taxes	**9c(1)(E)**			
(F) Charges for risks or other contingencies	**9c(1)(F)**			
(G) Other retention charges	**9c(1)(G)**			
(H) Total retention			**9c(1)(H)**	
(2) Dividends or retroactive rate refunds. (These amounts were ☐ paid in cash, or ☐ credited.)			**9c(2)**	
d Status of policyholder reserves at end of year: (1) Amount held to provide benefits after retirement			**9d(1)**	
(2) Claim reserves			**9d(2)**	
(3) Other reserves			**9d(3)**	
e Dividends or retroactive rate refunds due. (Do not include amount entered in line **9c(2)**.)			**9e**	
10 Nonexperience-rated contracts:				
a Total premiums or subscription charges paid to carrier			**10a**	
b If the carrier, service, or other organization incurred any specific costs in connection with the acquisition or retention of the contract or policy, other than reported in Part I, line 2 above, report amount.			**10b**	

Specify nature of costs.

Part IV Provision of Information

11 Did the insurance company fail to provide any information necessary to complete Schedule A? ☐ Yes ☒ No

12 If the answer to line 11 is "Yes," specify the information not provided. ▶

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
XCEL ENERGY INC.

D Employer Identification Number (EIN)
41-0448030

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	1242029032
b Actuarial value	**2b**	1243525844

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	3502	475843261	475843261
b For terminated vested participants	1029	56690298	56690298
c For active participants	7335	659343979	721947536
d Total	11866	1191877538	1254481095

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	

5 Effective interest rate	**5**	5.35 %
6 Target normal cost		
a Present value of current plan year accruals	**6a**	65517833
b Expected plan-related expenses	**6b**	4240000
c Target normal cost	**6c**	69757833

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE

Signature of actuary

09/25/2026
Date

MARK A AFDAHL, FSA, EA
Type or print name of actuary

26-06668
Most recent enrollment number

WILLIS TOWERS WATSON US LLC
Firm name

952-842-7000
Telephone number (including area code)

PO BOX 674401
HOUSTON, TX 77267
Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	255827726
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	83995000
9	Amount remaining (line 7 minus line 8)	0	171832726
10	Interest on line 9 using prior year's actual return of 3.30 %	0	5670480
11	Prior year's excess contributions to be added to prefunding balance:		
a	Present value of excess contributions (line 38a from prior year)		109425364
b(1)	Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.08 %		1291896
b(2)	Interest on line 38b from prior year Schedule SB, using prior year's actual return		2771813
c	Total available at beginning of current plan year to add to prefunding balance		113489073
d	Portion of (c) to be added to prefunding balance		59000000
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	236503206

Part III Funding Percentages

14	Funding target attainment percentage	14	80.27 %
15	Adjusted funding target attainment percentage	15	80.27 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	84.93 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/02/2026	70000000	0			
			Totals ► 18(b)	70000000	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
a	Contributions allocated toward unpaid minimum required contributions from prior years	19a	0
b	Contributions made to avoid restrictions adjusted to valuation date	19b	0
c	Contributions allocated toward minimum required contribution for current year adjusted to valuation date	19c	66435564

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:	1st segment: 5.07 %	2nd segment: 5.31 %	3rd segment: 5.50 %	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	69757833
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:	Outstanding Balance	Installment
a Net shortfall amortization installment	247458457	24833599
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____)_and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	94591432

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	94591432	94591432

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	66435564
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	66435564
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	66435564
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ **File as an attachment to Form 5500.**	**2025** **This Form is Open to Public Inspection.**

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
XCEL ENERGY INC.

D Employer Identification Number (EIN)
41-0448030

Part I Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions).. . . . . [X] Yes [ ] No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

SEI TRUST COMPANY

06-1271230

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

AXIOM INTERNATIONAL INVESTORS, LLC

13-4021938

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

MAGNITUDE CAPITAL, LLC

02-0696120

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

STELLUS CAPITAL MANAGEMENT, LLC

36-4715651

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

CRESCENT PRIVATE CREDIT PRTNRS LUF

98-1478821

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WILLIS TOWERS WATSON

53-0181291

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
11 17 50	NONE	1333314	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

GOLDMAN SACHS ASSET MGT LP

13-3575636

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51 56	NONE	825592	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

MFS HERITAGE TRUST COMPANY

57-1187281

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	265729	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

JP MORGAN CHASE BANK, N.A.

13-4994650

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
24 27 28 50 51 52	NONE	95547	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

PRINCIPAL TRUST COMPANY

51-0099493

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52	NONE	209842	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

BLACKROCK FINANCIAL MANAGEMENT

13-3806691

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	12516	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

PRUDENTIAL TRUST COMPANY

23-6994310

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	103224	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

JENNISON ASSOCIATES LLC

22-2540245

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51 52	NONE	97780	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

STEPSTONE CAPITAL PARTNERS

98-1388563

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	491695	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

EATON VANCE MANAGEMENT

11-3658445

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51	NONE	134793	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

DELOITTE TAX LLP

86-1065772

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	36392	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

DELOITTE & TOUCHE LLP

13-3891517

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
10 50	NONE	29750	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

WELLINGTON TRUST COMPANY, N.A.

04-2755549

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52	NONE	0	Yes [X] No [ ]	Yes [X] No [ ]	277494	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

BOSTON PARTNERS TRUST COMPANY

32-0291796

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
52	NONE	0	Yes [X] No [ ]	Yes [X] No [ ]	43341	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

BLACKROCK INSTITUTIONAL TR CO., N.A

94-3112180

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
21 24 28 50 51 52	NONE	232734	Yes [X] No [ ]	Yes [X] No [ ]	103953	Yes [ ] No [X]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

ALLSPRING FUNDS

1415 VANTAGE PARK DRIVE, 3RD FLOOR
CHARLOTTE, NC 28203

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50 51 52	NONE	-41211	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [ ] No [X]

(a) Enter name and EIN or address (see instructions)

NISA INVESTMENT ADVISORS LLC

48-1140940

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	215969	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

(a) Enter name and EIN or address (see instructions)

WILSHIRE ADVISORS LLC

95-2755361

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 50	NONE	5920	Yes [ ] No [X]	Yes [ ] No [ ]		Yes [ ] No [ ]

2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "Yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, $5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

GREAT PLAINS PENSION LP

84-3868506

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
49 50	NONE	335896	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
WELLINGTON TRUST COMPANY, N.A.	52	135102

(d) Enter name and EIN (address) of source of indirect compensation		**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
WTC-CIF 11 EMG MKTS DEBT II PTF	280 CONGRESS STREET BOSTON, MA 02210	INVESTMENT MANAGEMENT FEE

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
WELLINGTON TRUST COMPANY, N.A.	52	142392

(d) Enter name and EIN (address) of source of indirect compensation		**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
WTC-CIF II CHY BOND II PTF	280 CONGRESS STREET BOSTON, MA 02210	INVESTMENT MANAGEMENT FEE

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
BOSTON PARTNERS TRUST COMPANY	52	43341

(d) Enter name and EIN (address) of source of indirect compensation		**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
ROBECO GLOBAL EMG MKT EQTY FD II	ONE BEACON STREET FLOOR 30 BOSTON, MA 02108	INVESTMENT MANAGEMENT FEE

Part I Service Provider Information (continued)

3. If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received $1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
BLACKROCK INSTITUTIONAL TR CO., N.A	52	14842

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
RUSSELL 1000 INDEX NON-LENDABLE FD 50 HUDSON YARDS NEW YORK, NY 10001	INVESTMENT MANAGEMENT FEE

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
BLACKROCK INSTITUTIONAL TR CO., N.A	52	89112

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.
INTL ALPHA TILTS FD CLASS 50 HUDSON YARDS NEW YORK, NY 10001	INVESTMENT MANAGEMENT FEE

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	**(e)** Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

(a) Enter name and EIN or address of service provider (see instructions)	**(b)** Nature of Service Code(s)	**(c)** Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)

(complete as many entries as needed)

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

a Name:

b EIN:

c Position:

d Address:

e Telephone:

Explanation:

SCHEDULE D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
XCEL ENERGY INC.

D Employer Identification Number (EIN)
41-0448030

Part I Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)

(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: XCEL ENERGY INC. MASTER PENSION TR

b Name of sponsor of entity listed in (a): XCEL ENERGY INC

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)
90-1071182-010	M	1264008125

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II **Information on Participating Plans (to be completed by DFEs, other than DCGs)**
(Complete as many entries as needed to report all participating plans. DCGs must report each participating plan using Schedule DCG.)

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

a Plan name

b Name of plan sponsor | **c** EIN-PN

SCHEDULE H (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Financial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
XCEL ENERGY INC.

D Employer Identification Number (EIN)
41-0448030

Part I Asset and Liability Statement

1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	115000000	70000000
(2) Participant contributions	1b(2)		
(3) Other	1b(3)	447434	446759
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)		
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)	1127016359	1264008125
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)		
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)	37152	38181
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
1e Buildings and other property used in plan operation	1e		
1f Total assets (add all amounts in lines 1a through 1e)	1f	1242500945	1334493065
Liabilities			
1g Benefit claims payable	1g		
1h Operating payables	1h	1145817	1092882
1i Acquisition indebtedness	1i		
1j Other liabilities	1j		
1k Total liabilities (add all amounts in lines 1g through1j)	1k	1145817	1092882
Net Assets			
1l Net assets (subtract line 1k from line 1f)	1l	1241355128	1333400183

Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: **(A)** Employers	2a(1)(A)	70000000	
(B) Participants	2a(1)(B)		
(C) Others (including rollovers)	2a(1)(C)		
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		70000000
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		
(2) Dividends: **(A)** Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)		
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: **(A)** Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line **2b(4)(B)** from line **2b(4)(A)** and enter result	2b(4)(C)		
(5) Unrealized appreciation (depreciation) of assets: **(A)** Real estate	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines **2b(5)(A)** and **(B)**	2b(5)(C)		

		(a) Amount	(b) Total
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		146091253
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds)	2b(10)		
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		216091253
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	118435476	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines **2e(1)** through **(3)**	2e(4)		118435476
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		
h Interest expense	2h		
i Administrative expenses:			
(1) Salaries and allowances	2i(1)		
(2) Contract administrator fees	2i(2)		
(3) Recordkeeping fees	2i(3)		
(4) IQPA audit fees	2i(4)	29750	
(5) Investment advisory and investment management fees	2i(5)	2651763	
(6) Bank or trust company trustee/custodial fees	2i(6)		
(7) Actuarial fees	2i(7)	1333314	
(8) Legal fees	2i(8)		
(9) Valuation/appraisal fees	2i(9)		
(10) Other trustee fees and expenses	2i(10)		
(11) Other expenses	2i(11)	1624396	
(12) Total administrative expenses. Add lines **2i(1)** through **(11)**	2i(12)		5639223
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		124074699
Net Income and Reconciliation			
k Net income (loss). Subtract line **2j** from line **2d**	2k		92016554
l Transfers of assets:			
(1) To this plan	2l(1)		28501
(2) From this plan	2l(2)		

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) [X] Unmodified **(2)** [ ] Qualified **(3)** [ ] Disclaimer **(4)** [ ] Adverse

b Check the appropriate box(es) to indicate whether the IQPA performed an ERISA section 103(a)(3)(C) audit. Check both boxes (1) and (2) if the audit was performed pursuant to both 29 CFR 2520.103-8 and 29 CFR 2520.103-12(d). Check box (3) if pursuant to neither.

(1) [X] DOL Regulation 2520.103-8 **(2)** [ ] DOL Regulation 2520.103-12(d) **(3)** [ ] neither DOL Regulation 2520.103-8 nor DOL Regulation 2520.103-12(d).

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: DELOITTE & TOUCHE LLLP **(2)** EIN: 13-3891517

d The opinion of an independent qualified public accountant is **not attached** as part of Schedule H because:

(1) [ ] This form is filed for a CCT, PSA, DCG or MTIA. **(2)** [ ] It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

4 CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete lines 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete lines 4j and 4l. MTIAs also do not complete line 4l. DCGs do not complete lines 4e, 4f, 4k, 4l, and 5, and DCGs generally complete the rest of Part IV collectively for all plans in the DCG, except as otherwise provided (see instructions).

During the plan year:

		Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.)	**4a**		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.)	**4b**		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)	**4c**		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.)	**4d**		X	
e Was this plan covered by a fidelity bond?	**4e**	X		20000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?	**4f**		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4g**		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?	**4h**		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.)	**4i**	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked and see instructions for format requirements.)	**4j**		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?	**4k**		X	
l Has the plan failed to provide any benefit when due under the plan?	**4l**		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	**4m**			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.	**4n**			

5a Has a resolution to terminate the plan been adopted during the plan year or any prior plan year? [ ] Yes [X] No

If "Yes," enter the amount of any plan assets that reverted to the employer this year _____.

5b If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	**5b(2)** EIN(s)	**5b(3)** PN(s)

5c Was the plan a defined benefit plan covered under the PBGC insurance program at any time during this plan year? (See ERISA section 4021 and instructions.) ..... [X] Yes [ ] No [ ] Not determined

If "Yes" is checked, enter the My PAA confirmation number from the PBGC premium filing for this plan year 579576.

SCHEDULE R (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Retirement Plan Information

This schedule is required to be filed under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection.

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A Name of plan
XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
XCEL ENERGY INC.

D Employer Identification Number (EIN)
41-0448030

Part I Distributions

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions ..... | **1** | 0

2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits):

EIN(s): 51-0099493

Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.

3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year ..... | **3** | 298

Part II Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part.)

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)? ..... ☐ **Yes** ☒ **No** ☐ **N/A**

If the plan is a defined benefit plan, go to line 8.

5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. **Date:** Month _____ Day _____ Year _____

If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.

6	**a** Enter the minimum required contribution for this plan year (include any prior year accumulated funding deficiency not waived)	**6a**	
	b Enter the amount contributed by the employer to the plan for this plan year	**6b**	
	c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount)	**6c**	

If you completed line 6c, skip lines 8 and 9.

7 Will the minimum funding amount reported on line 6c be met by the funding deadline? ..... ☐ **Yes** ☐ **No** ☐ **N/A**

8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure or other authority providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change? ..... ☐ **Yes** ☐ **No** ☒ **N/A**

Part III Amendments

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box. If no, check the "No" box. ..... ☒ **Increase** ☐ **Decrease** ☐ **Both** ☐ **No**

Part IV ESOPs (see instructions). If this is not a plan described under section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan? ..... ☐ **Yes** ☐ **No**

11 **a** Does the ESOP hold any preferred stock? ..... ☐ **Yes** ☐ **No**

b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.) ..... ☐ **Yes** ☐ **No**

12 Does the ESOP hold any stock that is not readily tradable on an established securities market? ..... ☐ **Yes** ☐ **No**

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that (1) contributed more than 5% of total contributions to the plan during the plan year or (2) was one of the top-ten highest contributors (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify):

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

---

a Name of contributing employer

b EIN **c** Dollar amount contributed by employer

d Date collective bargaining agreement expires *(If employer contributes under more than one collective bargaining agreement, check box* ☐ *and see instructions regarding required attachment. Otherwise, enter the applicable date.)* Month _____ Day _____ Year _____

e Contribution rate information *(If more than one rate applies, check this box* ☐ *and see instructions regarding required attachment. Otherwise, complete lines 13e(1) and 13e(2).)*
(1) Contribution rate (in dollars and cents) _____
(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

14 Enter the number of deferred vested and retired participants (inactive participants), as of the beginning of the plan year, whose contributing employer is no longer making contributions to the plan for:

a The current plan year. Check the box to indicate the counting method used to determine the number of inactive participants: ☐ last contributing employer ☐ alternative ☐ reasonable approximation (see instructions for required attachment)	**14a**	
b The plan year immediately preceding the current plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14b**	
c The second preceding plan year. ☐ Check the box if the number reported is a change from what was previously reported (see instructions for required attachment)	**14c**	

15 Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	**15a**	
b The corresponding number for the second preceding plan year	**15b**	

16 Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	**16a**	
b If line 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	**16b**	

17 If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

18 If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

19 If the total number of participants is 1,000 or more, complete lines (a) and (b):

a Enter the percentage of plan assets held as:
Public Equity: 29.0 % Private Equity: 11.0 % Investment-Grade Debt and Interest Rate Hedging Assets: 33.0 %
High-Yield Debt: 10.0 % Real Assets: 6.0 % Cash or Cash Equivalents: 2.0 % Other: 9.0 %

b Provide the average duration of the Investment-Grade Debt and Interest Rate Hedging Assets:
☐ 0-5 years ☐ 5-10 years ☐ 10-15 years ☒ 15 years or more

20 **PBGC missed contribution reporting requirements.** If this is a multiemployer plan or a single-employer plan that is not covered by PBGC, skip line 20.

a Is the amount of unpaid minimum required contributions for all years from Schedule SB (Form 5500) line 40 greater than zero? ☐ Yes ☐ No

b If line 20a is "Yes," has PBGC been notified as required by ERISA sections 4043(c)(5) and/or 303(k)(4)? Check the applicable box:

☐ Yes.

☐ No. Reporting was waived under 29 CFR 4043.25(c)(2) because contributions equal to or exceeding the unpaid minimum required contribution were made by the 30th day after the due date.

☐ No. The 30-day period referenced in 29 CFR 4043.25(c)(2) has not yet ended, and the sponsor intends to make a contribution equal to or exceeding the unpaid minimum required contribution by the 30th day after the due date.

☐ No. Other. Provide explanation._____

Part VII IRS Compliance Questions

21a Does the plan satisfy the coverage and nondiscrimination tests of Code sections 410(b) and 401(a)(4) by combining this plan with any other plans under the permissive aggregation rules? ☒ Yes ☐ No

21b If this is a Code section 401(k) plan, check all boxes that apply to indicate how the plan is intended to satisfy the nondiscrimination requirements for employee deferrals and employer matching contributions (as applicable) under Code sections 401(k)(3) and 401(m)(2).

☐ Design-based safe harbor method

☐ "Prior year" ADP test

☐ "Current year" ADP test

☒ N/A

22 If the plan sponsor is an adopter of a pre-approved plan that received a favorable IRS Opinion Letter, enter the date of the Opinion Letter ___/___/_____ (MM/DD/YYYY) and the Opinion Letter serial number_____.

Xcel Energy Pension Plan and Xcel Energy Pension Plan for Bargaining Employees

Employer ID No: 41-0448030
Plan Number: 001

Financial Statements as of and for the years ended Dec. 31, 2025 and 2024,
Supplemental Schedule as of Dec. 31, 2025, and
Independent Auditor's Report

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Note: All other schedules required by Section 2520.103-10 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974 have been omitted because they are not applicable.

Deloitte.

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INDEPENDENT AUDITOR'S REPORT

To the Trustee of the
Xcel Energy Pension Plan and Xcel Energy
Pension Plan for Bargaining Employees

Scope and Nature of the ERISA Section 103(a)(3)(C) Audit

We have performed audits of the financial statements of Xcel Energy Pension Plan and Xcel Energy Pension Plan for Bargaining Employees (the "Plan"), an employee benefit plan subject to the Employee Retirement Income Security Act of 1974 (ERISA), as permitted by ERISA Section 103(a)(3)(C) (ERISA Section 103(a)(3)(C) audit). The financial statements comprise the statements of net assets available for benefits as of December 31, 2025 and 2024, and the related statements of changes in net assets available for benefits for the years then ended, and the related notes to the financial statements.

Management, having determined it is permissible in the circumstances, has elected to have the audits of the Plan's financial statements performed in accordance with ERISA Section 103(a)(3)(C) pursuant to 29 CFR 2520.103-8 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. As permitted by ERISA Section 103(a)(3)(C), our audits need not extend to any statements or information related to assets held for investment of the Plan (investment information) by a bank or similar institution or insurance carrier that is regulated, supervised, and subject to periodic examination by a state or federal agency, provided that the statements or information regarding assets so held are prepared and certified to by the bank or similar institution or insurance carrier in accordance with 29 CFR 2520.103-5 of the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA (qualified institution).

Management has obtained certifications from a qualified institution as of December 31, 2025 and 2024, and for the years then ended, stating that the certified investment information, as described in Note 5 to the financial statements, is complete and accurate.

Opinion

In our opinion, based on our audits and on the procedures performed as described in the Auditor's Responsibilities for the Audit of the Financial Statements section

- The amounts and disclosures in the accompanying financial statements, other than those agreed to or derived from the certified investment information, are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

- The information in the accompanying financial statements related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Basis for Opinion

We conducted our audits in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the Plan and to meet our other ethical responsibilities, in accordance with the relevant

ethical requirements relating to our audits. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our ERISA Section 103(a)(3)(C) audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error. Management's election of the ERISA Section 103(a)(3)(C) audit does not affect management's responsibility for the financial statements.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for one year after the date that the financial statements are available to be issued.

Management is also responsible for maintaining a current plan instrument, including all plan amendments, administering the Plan, and determining that the Plan's transactions that are presented and disclosed in the financial statements are in conformity with the Plan's provisions, including maintaining sufficient records with respect to each of the participants, to determine the benefits due or which may become due to such participants.

Auditor's Responsibilities for the Audit of the Financial Statements

Except as described in the Scope and Nature of the ERISA Section 103(a)(3)(C) Audit section of our report, our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with GAAS, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Plan's ability to continue as a going concern for a reasonable period of time.

Our audits did not extend to the certified investment information, except for obtaining and reading the certification, comparing the certified investment information with the related information presented and disclosed in the financial statements, and reading the disclosures relating to the certified investment information to assess whether they are in accordance with the presentation and disclosure requirements of accounting principles generally accepted in the United States of America.

Accordingly, the objective of an ERISA Section 103(a)(3)(C) audit is not to express an opinion about whether the financial statements as a whole are presented fairly, in all material respects, in accordance with accounting principles generally accepted in the United States of America.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Other Matter—Supplemental Schedule Required by ERISA

The supplemental schedule of assets (held at end of year) as of December 31, 2025, is presented for purposes of additional analysis and is not a required part of the financial statements but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information included in the supplemental schedule, other than that agreed to or derived from the certified investment information, has been subjected to auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with GAAS. For information included in the supplemental schedule that agreed to or is derived from the certified investment information, we compared such information to the related certified investment information.

In forming our opinion on the supplemental schedule, we evaluated whether the supplemental schedule, other than the information agreed to or derived from the certified investment information, including its form and content, is presented in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

In our opinion:

- The form and content of the supplemental schedule, other than the information in the supplemental schedule that agreed to or is derived from the certified investment information, are presented, in all material respects, in conformity with the Department of Labor's Rules and Regulations for Reporting and Disclosure under ERISA.

- The information in the supplemental schedule related to assets held by and certified to by a qualified institution agrees to, or is derived from, in all material respects, the information prepared and certified by an institution that management determined meets the requirements of ERISA Section 103(a)(3)(C).

Deloitte & Touche LLP

October 14, 2026

XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES
STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

	Dec. 31, 2025	Dec. 31, 2024
Assets:		
Value of interest in Master Trust	$ 1,264,008,125	$ 1,127,016,359
Contribution receivable	70,000,000	115,000,000
Value of funds held outside the Master Trust	38,181	37,152
Federal unrelated business income tax (UBIT) receivable	394,962	394,962
State UBIT receivable	51,797	52,472
Total assets	1,334,493,065	1,242,500,945
Liabilities:		
Accrued liabilities	1,092,882	1,145,817
Total liabilities	1,092,882	1,145,817
Net assets available for benefits	$ 1,333,400,183	$ 1,241,355,128

See notes to financial statements

XCEL ENERGY PENSION PLAN AND XCEL ENERGY
PENSION PLAN FOR BARGAINING EMPLOYEES
STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

	Year Ended Dec. 31	
	2025	**2024**
Additions:		
Employer contributions	$ 70,000,000	$ 115,000,000
Investment income:		
Interest in income from Master Trust	146,091,253	41,453,649
	216,091,253	156,453,649
Deductions:		
Benefits paid to participants	118,435,476	223,012,044
Administrative expenses	5,638,548	5,472,089
UBIT expense (gain)	675	(392,128)
	124,074,699	228,092,005
Net increase (decrease) in net assets available for benefits before plan transfers	92,016,554	(71,638,356)
Transfers in to (out of) plan:		
Net transfers from (to) Xcel Energy Non-Bargaining Pension Plan (South)	28,501	(857,120)
Net increase (decrease) in net assets available for benefits	92,045,055	(72,495,476)
Net assets available for benefits:		
Beginning of year	1,241,355,128	1,313,850,604
End of year	$ 1,333,400,183	$ 1,241,355,128

See notes to financial statements

NOTES TO FINANCIAL STATEMENTS

1. DESCRIPTION OF THE PLAN

The following brief description of the Xcel Energy Pension Plan and Xcel Energy Pension Plan for Bargaining Employees (the “Plan”) is provided for general informational purposes only. Participants should refer to the Plan document or Summary Plan Description for more complete information. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Eligibility — The Plan is a defined benefit (employer funded) pension plan, which covers eligible employees, defined as employees who are age 20 or older and who have completed one year of eligible service with Xcel Energy Inc. for the period beginning with the merger on Aug. 21, 2000 that resulted in its formation, and for the period prior to that merger, eligible service with Northern States Power Company, a Minnesota corporation ("Xcel Energy" or the "Company").

Pension Benefits — Non-bargaining employees of the Company may be eligible to participate in the Plan under the pension equity formula, the traditional formula, the account balance formula, or the cash balance formula, depending upon their date of hire, subject to certain limitations as described more fully in the Plan document. Bargaining employees may be eligible to participate in the pension equity formula, the traditional formula or the cash balance formula, also dependent upon their date of hire, subject to certain limitations as described more fully in the Plan document.

New or rehired employees (bargaining and non-bargaining) on and after January 1, 2012, and employees transferring into a bargaining unit position are eligible for the cash balance formula only. Certain Northern States Power bargaining employees transferring into a non-bargaining position can remain in their prior benefit program based on contract negotiations.

In addition to the pension benefits derived from the formulas noted above, the Plan allowed for a retirement spending account and a social security supplement, except for when the cash balance formula was utilized. Effective Jan. 1, 2018, the Plan was amended to eliminate future contributions to retirement spending account benefits for employees under the applicable non-bargaining formulas and eliminate social security supplement benefits for employees who will not meet retirement eligibility requirements by Dec. 31, 2023 under the applicable non-bargaining formulas.

Vesting — Non-bargaining employees must have three years of service to be vested in a benefit or attain age 65 with one year of eligible service to be vested in a benefit. Bargaining employees must have three years of service to be vested in a benefit.

Benefit Payments — Benefits are paid out of trust assets by Principal Financial Services, Inc. ("Principal Bank", or the “Trustee”). Benefits are generally payable upon termination, at retirement age of 55 or later, with certain service requirements, or death, and certain benefit options may require spousal consent. Generally, the Plan provides lump-sum or annuity payment options.

Normal Retirement — Normal Retirement Date under the Plan for non-bargaining employees is after attainment of age 65 with one year of eligible service. Normal Retirement under the Plan for bargaining employees is after attainment of age 65 with five years of participation.

Early Retirement (Unreduced payments) — Generally, most participants may retire early if they have at least 40 years of credited service, at least age 57 (age 62 for the traditional formula) with 20 or more years of vesting service on the termination date, or under the Rule of 90 meaning the employee is at least age 55 and the sum of the employee’s age and credited service equal at least 90.

Early Retirement (Reduced payments) — Under the traditional formula for bargaining and non-bargaining employees, the monthly amount will be reduced by 4% for each year benefits begin prior to age 62.

Plan Amendment — In 2025 and 2024, there were no plan amendments made which affected the pension obligation.

Pension Funding Policy — The annual contribution requirements are determined by an actuary from information received from the Company and Trustee under the projected unit credit cost method using an actuarially determined value of assets based on the market value of the trust assets. The contributions are not designated for the benefit of any particular employee. Contributions are paid by the Company to the trust based on meeting at least the minimum funding requirements of ERISA, the Pension Protection Act of 2006, and the Internal Revenue Code ("IRC"). The Plan met the minimum funding standards in 2025 and 2024. For the 2025 and 2024 plan year, employer contributions were $70,000,000 and $115,000,000, respectively. All contributions were made to the Xcel Energy Master Pension Trust (the “Master Trust”).

Administration — The Company constitutes a controlled group under Section 414(b) of the IRC. Xcel Energy administers the Plan. The Company provides certain administrative services to the Plan at no charge. The Company pays a portion of the third-party costs of administering the Plan with all other eligible costs paid for by the Plan.

Trustee — Principal Bank serves as the trustee of the Plan.

Subsequent Events — Management has evaluated subsequent events for the Plan occurring after Dec. 31, 2025 through Oct. 14, 2026, the date the financial statements were available to be issued. No events occurred that require additional disclosure or adjustments to the Plan's financial statements.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Accounting — The accompanying financial statements have been prepared in accordance with accounting principles generally accepted in the United States of America ("GAAP").

Use of Estimates — The preparation of the financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein; the disclosure of contingent assets and liabilities, if any; and the actuarial present value of accumulated plan benefits and changes therein at the date of the financial statements. Actual results could differ from those estimates.

Risks and Uncertainties — The Plan allocates various investments, which are, in general, exposed to various risks, such as interest rate risk, credit risk, and overall market volatility risk. Due to the level of risk associated with certain investments, it is reasonably possible that changes in the values of the investments could occur in the near term and such changes could materially affect the amounts reported in the financial statements.

Plan contributions are made and the actuarial present value of accumulated plan benefits are reported based on certain assumptions pertaining to interest rates, inflation rates, and employee demographics, all of which are subject to change. Due to uncertainties inherent in the estimation and assumption process, it is at least reasonably possible that changes in these estimates and assumptions in the near term would be material to the financial statements.

Investment Valuation and Income Recognition — Investments held by the Master Trust are presented at fair value as reported by the Trustee. Fair value of a financial instrument is the amount that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 10 for description of valuation methods.

Security transactions are recognized on the trade date. Dividend income is recorded on the ex-dividend date. Interest income is recorded on the accrual basis. The cost of investment securities sold is determined on the weighted average basis. Net appreciation and depreciation includes the Plan's gains and losses on investments bought and sold as well as held during the year. See Note 4 for further information.

Payment of Benefits — Benefit payments to participants are recorded upon distribution. Benefits paid for the year ended Dec. 31, 2025 included annuity and lump-sum payments of $53,106,465 and $65,329,011, respectively. Benefits paid for the year ended Dec. 31, 2024 included annuity and lump-sum payments of $55,067,119 and $167,944,925, respectively.

3. PLAN TERMINATION

Although it has not expressed any intention to do so, the Company has the right under the Plan, in certain circumstances, to discontinue its contributions at any time and to terminate the Plan, subject to the provisions set forth in the ERISA. In the event that the Plan is terminated, the net assets of the Plan will be allocated for payment of plan benefits to the participants in an order of priority determined in accordance with ERISA, applicable regulations thereunder, and the Plan document.

Certain benefits under the Plan are insured by the Pension Benefit Guaranty Corporation ("PBGC") if the Plan terminates. Generally, the PBGC guarantees most vested normal age retirement benefits, early retirement benefits, and certain disability and survivors' pensions. However, the PBGC does not guarantee all types of benefits under the Plan and the amount of benefit protection is subject to certain limitations. Vested benefits under the Plan are guaranteed at the level in effect on the date of the Plan's termination. However, there is a statutory ceiling, which is adjusted periodically, on the maximum amount of an individual's monthly benefit that the PBGC guarantees.

Whether all participants receive their benefits should the Plan terminate at some future time will depend on the sufficiency, at the time, of the Plan's net assets to provide for accumulated benefits obligations and may also depend on the financial condition of the Plan sponsor and the level of benefits guaranteed by the PBGC.

4. INTEREST IN MASTER TRUST

Significant portions of the assets of the Plan are held in the Master Trust whereby the Plan's assets are combined with the assets of other Company employee pension benefit plans. The Company retains one or more investment managers to direct the Trustee in the management of all or part of the assets of the Plan. There are no funds of the Plan invested in securities of Xcel Energy. The Plan maintains a segregated customized asset portfolio within the Master Trust that aligns with the Plan's long-term investment strategy and projected payment obligations. Investment income (loss), realized gains (losses) on sales of investments, unrealized appreciation (depreciation) of investments, other receipts/disbursements and administrative expenses are allocated to the customized asset portfolio within the Master Trust.

The net change in value from participation in the Master Trust is reported as one line item in the accompanying Statements of Changes in Net Assets Available for Benefits and the Plan's interest in the Master Trust is reported as a single line item in the accompanying Statements of Net Assets Available for Benefits.

All investments are managed under agreements by which the investment managers have been given the authority to make individual investment decisions with specific guidelines and investment objectives provided by the Xcel Energy Pension Trust Administration Committee. The Plan's interest in the Master Trust was 47% and 45% as of Dec. 31, 2025 and 2024, respectively. Because the Plan's portfolio is segregated from the other plans that participate in the Master Trust, the Plan does not have an undivided interest in each security in the Master Trust. Rather, the Plan has a specific percentage interest in each security that differs from the overall percentage interest in the Master Trust.

A summary of the net assets of the Master Trust and the Plan's interest in the net assets of the Master Trust as of Dec. 31, 2025 and 2024 are as follows:

	Dec. 31, 2025	
	Master Trust Balances	Plan's Interest in Master Trust Balances
Investments at fair value:		
Cash equivalents	$ 110,408,526	$ 49,381,871
Commingled funds	1,096,133,873	528,514,423
Debt securities	747,324,696	315,339,235
Equity securities	23,374,749	11,794,813
Partnerships	704,297,829	355,386,109
	2,681,539,673	1,260,416,451
Securities settlements receivable	12,053,083	5,087,497
Securities settlements payable and other	(3,620,868)	(1,495,823)
Net assets	$ 2,689,971,888	$ 1,264,008,125

	Dec. 31, 2024	
	Master Trust Balances	Plan's Interest in Master Trust Balances
Investments at fair value:		
Cash equivalents	$ 117,405,206	$ 50,814,327
Commingled funds	1,014,802,760	467,690,909
Debt securities	661,894,992	265,880,618
Equity securities	24,967,599	12,073,476
Partnerships	678,160,924	328,019,007
	2,497,231,481	1,124,478,337
Securities settlements receivable	9,964,617	4,115,142
Securities settlements payable and other	(3,569,466)	(1,577,120)
Net assets	$ 2,503,626,632	$ 1,127,016,359

Master Trust income, net of administrative expenses, for the years ended Dec. 31, 2025 and 2024 are as follows:

	2025	2024
Total interest, dividend and other income	$ 63,702,002	$ 67,623,825
Realized and unrealized gain	241,418,786	3,470,915
Total investment income	305,120,788	71,094,740
Administrative expenses	(13,300,056)	(15,155,900)
Total income, net of administrative expenses	$ 291,820,732	$ 55,938,840

5. INFORMATION CERTIFIED BY THE TRUSTEE

The following table is a summary of the unaudited information regarding the Plan as of and for the years ended Dec. 31, 2025 and 2024, included in the Plan's financial statements and supplemental schedule from information prepared by the Trustee and furnished to the Plan administrator. The Plan administrator has obtained certifications from the Trustee that such information is complete and accurate.

	2025	2024
Statements of net assets available for benefits:		
Value of interest in Master Trust	$ 1,264,008,125	$ 1,127,016,359
Statements of changes in net assets available for benefits:		
Plan's interest in income from Master Trust	$ 146,091,253	$ 41,453,649

Additionally, all Master Trust dollar amounts disclosed in Notes 4 and 10 were prepared by or derived from information prepared by the Trustee. The fair value hierarchy levels were not certified.

6. FEDERAL INCOME TAX STATUS

In January 2016, the Plan was restated, which incorporated prior amendments, effective Jan. 1, 2015. Accordingly, an application for a favorable determination letter was submitted to the Internal Revenue Service ("IRS") with respect to the qualified status of the amended and restated Plan. On Oct. 12, 2016, the Plan received a favorable determination letter. The Plan has been amended since receiving the determination letter, however, Xcel Energy believes that the Plan is currently designed and is being operated in compliance with the applicable requirements of the IRC and the Plan continues to be tax-exempt. Therefore, no provision for income taxes has been included in the Plan's financial statements.

Although the Plan is generally exempt from income tax, certain investments may produce income subject to UBIT. The Master Trust incurred $1,400 for UBIT of which $675 was related to the Plan for the year ended Dec. 31, 2025. The Master Trust incurred $95,000 for UBIT of which $42,750 was related to the Plan for the year ended Dec. 31, 2024.

GAAP requires Plan management to evaluate tax positions taken by the Plan and recognize a tax liability (or asset) if the Plan has taken an uncertain position that more likely than not would not be sustained upon examination by the IRS. The Plan administrator has analyzed the tax positions taken by the Plan and has not identified any uncertain positions taken or expected to be taken that would require recognition of a liability (or asset) or disclosure in the financial statements as of Dec. 31, 2025 or 2024.

7. ACTUARIAL PRESENT VALUE OF ACCUMULATED PLAN BENEFIT OBLIGATIONS

Accumulated plan benefits are those future periodic payments that are attributable under the Plan's provisions to the employees' contributions, compensation, and services employees have rendered as of the valuation date. Accumulated plan benefits include benefits expected to be paid to (1) retired or terminated employees or their beneficiaries and (2) present employees or their beneficiaries. Benefits payable as a result of retirement, death, disability or termination of employment are included to the extent they are deemed attributable to employee service rendered to the valuation date.

The actuarial present value of accumulated plan benefits is determined by independent actuaries. The amount results from applying actuarial assumptions to adjust the accumulated plan benefits to reflect the time value of money (through discounts for interest) and the probability of payment (by means of decrements such as for death, disability, withdrawal, or retirement) between the valuation date and the expected date of payment.

The more significant actuarial assumptions used in the valuation as of Jan. 1, 2025 were the expected mortality rates, the average assumed retirement age and the annual valuation interest discount rate. The mortality table used was Pri-2012 (blue collar for bargaining participants, white collar for non-bargaining participants) with mortality projections to the valuation date using the modified MP-2021 projection scale. The average assumed retirement age of approximately age 65 was used for 2025. The assumed annual valuation interest discount rate was 7.25% for the valuation as of Jan. 1, 2025.

The foregoing actuarial assumptions are based on the presumption that the Plan will continue indefinitely. If the Plan were to be terminated, different actuarial assumptions and other factors would be applicable in determining the actuarial present value of accumulated plan benefit obligations. Due to uncertainties inherent in the estimations and assumptions process, it is at least reasonably possible that certain changes in these estimates and assumptions could be material to the financial statements.

The actuarial present value of accumulated plan benefit obligations as of Dec. 31, 2024 is as follows based on the Jan. 1, 2025 valuation:

		Jan. 1, 2025
Vested benefits:		
Participants and/or beneficiaries currently receiving payments	$	421,961,889
Other participants		601,496,219
		1,023,458,108
Nonvested benefits		28,187,427
Actuarial present value of accumulated plan benefit obligations	$	1,051,645,535

The changes in the actuarial present value of the Plan's accumulated plan benefit obligations for the year ended Dec. 31, 2024 is as follows based on the Jan. 1, 2025 valuation:

	Jan. 1, 2025
Balance at the beginning of the period	$ 1,134,665,489
Increase (decrease) during the period attributable to:	
Benefits accumulated	47,319,379
Actuarial losses	7,785,730
Decrease in the discount period	77,609,478
Benefits paid to participants	(223,012,044)
Changes in actuarial assumptions	7,172,695
Transfers to other plans	104,808
Net decrease	(83,019,954)
Balance at end of the period	$ 1,051,645,535

8. EXEMPT PARTY-IN-INTEREST TRANSACTIONS

Certain Master Trust funds are invested in a short-term investment fund managed by the Trustee, and therefore, qualify as party-in-interest transactions. The Master Trust incurred expenses of $0.5 million for the Trustee investment management and recordkeeping services for the years ended Dec. 31, 2025 and 2024, of which $0.1 million were accrued as of Dec. 31, 2025 and 2024.

Goldman Sachs Asset Management ("GSAM") serves as the investment consultant for the Master Trust. The Master Trust incurred expenses of $1.8 million to GSAM for the years ended Dec. 31, 2025 and 2024, of which $0.5 million were accrued as of Dec. 31, 2025 and 2024.

Willis Towers Watson serves as the actuary for the Master Trust. The Master Trust incurred expenses of $2.5 million and $2.4 million for Willis Towers Watson services for the years ended Dec. 31, 2025 and 2024, respectively, of which $0.5 million were accrued as of Dec. 31, 2025 and 2024.

9. PLAN TRANSFERS

From time to time, participants will transfer between companies within Xcel Energy which may result in pension benefits and associated obligations transferring to a different pension plan. To cover the obligations being transferred, assets are also transferred between the plans. For the 2025 plan year, the Plan received $28,501 of assets from the Xcel Energy Non-Bargaining Pension Plan (South). For the 2024 plan year, the Plan transferred $857,120 of assets to the Xcel Energy Non-Bargaining Pension Plan (South).

10. FAIR VALUE MEASUREMENTS

The Master Trust invests in various instruments which are disclosed under the accounting guidance for fair value measurements which establishes a hierarchical framework for disclosing the observability of the inputs utilized in measuring fair value. The three levels in the hierarchy and examples of each level are as follows:

- Level 1 — Quoted prices are available in active markets for identical assets as of the reporting date. The types of assets included in Level 1 are highly liquid and actively traded instruments with quoted prices.
- Level 2 — Pricing inputs are other than quoted prices in active markets, but are either directly or indirectly observable as of the reporting date. The types of assets and liabilities included in Level 2 are typically either comparable to actively traded securities or contracts, or priced with models using highly observable inputs.
- Level 3 — Significant inputs to pricing have little or no observability as of the reporting date. The types of assets included in Level 3 are those with inputs requiring significant management judgment or estimation.

Specific valuation methods include the following:

Cash equivalents — The fair values of cash equivalents are generally based on cost plus accrued interest; money market funds are measured using quoted net asset value (NAV).

Commingled funds — The fair value for commingled funds utilize NAV as a practical expedient, therefore those investments are not included in the valuation hierarchy. Commingled funds measured using NAV take into consideration the value of underlying fund investments, as well as the other accrued assets and liabilities of a fund, in order to determine a per share market value. The investments in commingled funds may be redeemed for NAV with proper notice. Proper notice varies by fund and can range from daily with a few days' notice to annually with 90 days' notice.

Partnerships — The fair value for private equity investments utilize NAV as a practical expedient, therefore those investments are not included in the valuation hierarchy. Private equity investments require approval of the fund for any unscheduled redemption, and such redemptions may be approved or denied by the fund at its sole discretion. Depending on the fund, unscheduled distributions from real estate investments may require approval of the fund or may be redeemed with proper notice, which is typically quarterly with 45-90 days' notice; however, withdrawals from real estate investments may be delayed or discounted as a result of fund illiquidity.

Debt securities — Fair values for debt securities are determined by a third-party pricing service using recent trades and observable spreads from benchmark interest rates for similar securities.

Equity securities — Equity securities are valued using quoted prices in active markets.

Master Trust

The Master Trust intends to hold its investments in commingled funds, including private equity investments and real estate, on a long-term basis and does not intend to dispose of any of the investments at amounts substantially different than the recorded NAVs. As of Dec. 31, 2025 and 2024, the Master Trust had $85 million and $73 million in unfunded commitments to the private equity investments, respectively. As of Dec. 31, 2025 and 2024, the Master Trust had $17 million and $20 million in unfunded commitments to the real estate investments, respectively.

The Master Trust assets are invested in segregated portfolios according to each participating plans' return, liquidity and diversification objectives to provide a source of funding for plan obligations and minimize the necessity of contributions to the plan, within appropriate levels of risk. The principal mechanism for achieving these objectives is the projected allocation of assets to selected asset classes, given the long-term risk, return and liquidity characteristics of each particular asset class. There were no significant concentrations of risk in any particular industry, index or entity. Market volatility can impact even well-diversified portfolios and significantly affect the return levels achieved by the assets in any year.

The following table presents the target asset allocations for the Plan:

	2025
Domestic and international equity	33 %
Long-duration fixed income securities	33
Alternative investments	20
Short-to-intermediate fixed income securities	12
Cash	2
Total	100 %

Note this target asset allocation differs from the target asset allocation of the other plans that participate in the Master Trust. As of Dec. 31, 2025, the actual asset allocation for the Plan did not differ significantly from the target asset allocation. The Plan's ongoing investment strategy is based on plan-specific investment recommendations that seek to minimize potential investment and interest rate risk as a plan's funded status increases over time.

The following table sets forth by level, within the fair value hierarchy, the Master Trust's assets at fair value as of Dec. 31, 2025 and 2024:

	Dec. 31, 2025				
(Millions of Dollars)	Level 1	Level 2	Level 3	Investments Measured at NAV	Total
Cash equivalents	$ 110	$ —	$ —	$ —	$ 110
Commingled funds	—	—	—	1,097	1,097
Debt securities	—	745	3	—	748
Equity securities	23	—	—	—	23
Partnerships	—	—	—	704	704
Other	—	8	—	—	8
Total	$ 133	$ 753	$ 3	$ 1,801	$ 2,690

	Dec. 31, 2024				
(Millions of Dollars)	Level 1	Level 2	Level 3	Investments Measured at NAV	Total
Cash equivalents	$ 117	$ —	$ —	$ —	$ 117
Commingled funds	—	—	—	1,015	1,015
Debt securities	—	656	6	—	662
Equity securities	25	—	—	—	25
Partnerships	—	—	—	679	679
Other	—	6	—	—	6
Total	$ 142	$ 662	$ 6	$ 1,694	$ 2,504

Immaterial assets were transferred in or out of Level 3 for 2025 and 2024.

Xcel Energy Pension Plan and Xcel Energy Pension Plan for Bargaining Employees
Form 5500, Schedule H, Part IV, Line 4i - Schedule of Assets (Held at End of Year) as of Dec. 31, 2025
EIN: 41-0448030
Plan No: 001

Identity of issuer, borrower, lessor, or similar party	Description of investment including maturity date, rate of interest, collateral, par or maturity value	Cost	Current Value
Equitable Financial Life Insurance Company	Life insurance contract	$38,181	$38,181

See accompanying independent auditor's report.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data as of January 1, 2025

Attained Age	Years of Credited Service																			
	Under 1		1 to 4		5 to 9		10 to 14		15 to 19		20 to 24		25 to 29		30 to 34		35 to 39		40 & Over	
	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.	No.	Avg. Comp.
Under 25	3		186	72,454	5		0		0		0		0		0		0		0	
25 - 29	4		374	93,035	166	108,256	3		0		0		0		0		0		0	
30 - 34	4		418	109,234	275	116,233	115	127,541	0		0		0		0		0		0	
35 - 39	3		395	112,816	299	124,586	284	135,824	110	135,673	1		0		0		0		0	
40 - 44	1		287	121,469	257	135,247	297	143,405	226	146,901	52	129,325	0		0		0		0	
45 - 49	1		210	124,373	188	133,755	208	142,873	249	150,368	115	141,018	45	134,157	1		0		0	
50 - 54	0		158	124,605	181	133,038	159	138,196	150	143,496	138	143,158	110	139,879	27	123,288	1		0	
55 - 59	1		123	125,358	138	129,257	105	131,404	141	146,079	120	143,256	95	135,035	69	151,040	40	144,560	0	
60 - 64	0		69	126,432	81	136,126	77	129,373	117	133,842	58	131,694	60	135,025	17		54	148,020	15	
65 - 69	0		24	109,475	26	118,599	35	138,583	30	153,033	16		14		14		22	135,213	23	140,586
70 & Over	0		6		5		4		14		4		2		3		1		6	

Plan Name: Xcel Energy Pension Plan
EIN / PN: 41-0448030/001
Plan Sponsor: Xcel Energy Inc.
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26a
Schedule of Active Participant Data for Cash Balance Plans as of January 1, 2025

Attained Age	Years of Credited Service																			
	Under 1		1 to 4		5 to 9		10 to 14		15 to 19		20 to 24		25 to 29		30 to 34		35 to 39		40 & Over	
	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.	No.	Avg. Bal.
Under 25	3		186	5,957	5		0		0		0		0		0		0		0	
25–29	4		374	9,824	166	23,517	3		0		0		0		0		0		0	
30–34	4		418	12,491	275	29,448	115	53,932	0		0		0		0		0		0	
35-39	3		395	13,631	299	32,745	284	76,858	110	171,727	1		0		0		0		0	
40-44	1		287	13,936	257	37,830	297	86,542	226	210,472	52	181,997	0		0		0		0	
45-49	1		210	15,464	188	38,433	208	93,193	249	230,146	115	215,795	45	268,091	1		0		0	
50-54	0		158	14,635	181	39,364	159	90,524	150	225,495	138	234,416	110	322,282	27	300,294	1		0	
55-59	1		123	14,535	138	39,371	105	98,708	141	239,642	120	234,547	95	284,368	69	437,233	40	441,706	0	
60-64	0		69	16,266	81	37,229	77	96,661	117	211,764	58	218,666	60	294,352	17		54	506,745	15	
65-69	0		24	13,835	26	34,440	35	99,492	30	239,435	16		14		14		22	386,184	23	471,712
70 & Over	0		6		5		4		14		4		2		3		1		6	

Plan Name: Xcel Energy Pension Plan
EIN / PN: 41-0448030/001
Plan Sponsor: Xcel Energy Inc.
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Statement of Actuarial Assumptions/Methods

Plan Sponsor Xcel Energy Inc.

EIN/PN 41-0448030/001

Economic Assumptions

Discount rates

MAP-21/HATFA/ARPA applied for funding

MAP-21/HATFA/ARPA applied for benefit restrictions

Current plan year PPA effective interest rate: 5.35%

Prior plan year PPA effective interest rate: 5.08%

MAP-21/HATFA/ARPA 3-segment rates (5.07% / 5.31% / 5.50%)

Pre MAP-21/HATFA/ARPA 3-segment rates (5.07% /5.33% / 5.36%)

Applicable month: September

Assumed Cost of Living Adjustments 0.000%

Compensation increases

The expected compensation increases for the plan year are based on guidance from Xcel Energy. Sample rates are shown in the table below.

The below table is also used to determine the “cushion” amount for calculation of the maximum deductible contribution.

Sample Rates (Normal Increases):

Bargaining Participants		Nonbargaining Participants	
Service	Rate	Attained Age	Rate
2	7.62%	25	8.20%
5	6.35%	30	7.20%
8	4.85%	35	4.70%
10	4.10%	40	4.20%
15	3.65%	45	3.70%
20	3.21%	50	3.20%
25	3.06%	55	2.70%
30	2.95%	60	2.25%
40	2.95%	65	2.25%

SCHEDULE SB ATTACHMENTS

Future increases in Social Security	For purposes of determining target normal cost and the maximum deductible contribution, the National Average Wage index and the Consumer Price Index are assumed to increase by 3.75% per annum and 2.75% per annum, respectively.
Future increases in maximum benefits and plan compensation limitations	It is assumed that maximum benefit and plan compensation limitations under the IRC will not increase in the future.
Account balance program crediting rate	5.00% per year
Cash balance program crediting rate	4.75% per year
Retirement spending account crediting rate	5.15% per year

As permitted by law, rates reflecting stabilization are used to determine the funding target and target normal cost, and thus the minimum required contribution under IRC §430 for the plan. Because these assumptions are subject to a corridor based on average interest rates over a 25-year period, they may differ from (and currently are higher than) current market interest rates and may be inconsistent with other economic assumptions used in the valuation.

Demographic Assumptions

Inclusion date	The valuation date coincident with or next following the date on which the employee becomes a participant.
Mortality	For non-disabled participants: Separate rates for non-annuitants and annuitants based on Pri-2012 “Employees” and “Healthy Annuitants” (participants and beneficiaries combined) tables, respectively, without collar or amount adjustments and then projected forward with a generational projection as specified in the regulations under §1.430(h)(3)-1 using the IRS adjusted Scale MP-2021 (i.e., MP-2021 with no mortality improvement for 2020-2023 and future mortality improvement capped at 0.78% for years after 2024). For disabled participants: mortality in accordance with Revenue Ruling 96-7.

SCHEDULE SB ATTACHMENTS

Retirement traditional benefit

For purposes of determining the funding target and target normal cost (both disregarding at-risk assumptions), the rates at which participants retire by age, bargaining status and Rule of 90 eligibility are shown below.

	Percentage retiring during the year			
	Bargaining Employees Eligible for Rule of 90		Nonbargaining Employees Eligible for Rule of 90	
Attained Age	Yes	No	Yes	No
55	25.0%	N/A	15.0%	N/A
56	25.0%	N/A	15.0%	N/A
57	25.0%	3.0%	25.0%	5.0%
58	25.0%	3.0%	20.0%	5.0%
59	25.0%	3.0%	15.0%	10.0%
60	25.0%	3.0%	25.0%	10.0%
61	25.0%	5.0%	20.0%	15.0%
62	25.0%	20.0%	25.0%	15.0%
63	35.0%	25.0%	10.0%	20.0%
64	35.0%	25.0%	30.0%	20.0%
65	35.0%	30.0%	30.0%	30.0%
66	40.0%	30.0%	30.0%	30.0%
67	30.0%	30.0%	30.0%	30.0%
68	30.0%	30.0%	30.0%	30.0%
69	30.0%	30.0%	30.0%	30.0%
70	100.0%	100.0%	100.0%	100.0%

SCHEDULE SB ATTACHMENTS

Retirement pension equity benefit

For purposes of determining the funding target and target normal cost (both disregarding at-risk assumptions), the rates at which participants retire by age and benefit program are shown below.

Attained Age	NSP Bargaining Employees	Nonbargaining Employees
55	10.0%	5.0%
56	10.0%	5.0%
57	10.0%	5.0%
58	10.0%	5.0%
59	15.0%	5.0%
60	15.0%	10.0%
61	15.0%	5.0%
62	20.0%	10.0%
63	10.0%	10.0%
64	20.0%	5.0%
65	40.0%	25.0%
66	30.0%	25.0%
67	30.0%	30.0%
68	30.0%	30.0%
69	30.0%	30.0%
70	100.0%	100.0%

Retirement Nonbargaining account balance benefit

For purposes of determining the funding target and target normal cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Attained Age	Rate
55	10.0%
56	3.0%
57	5.0%
58	5.0%
59	10.0%
60	15.0%
61	10.0%
62	25.0%
63	15.0%
64	15.0%
65	40.0%
66	30.0%
67	40.0%
68	40.0%
69	40.0%
70	100.0%

SCHEDULE SB ATTACHMENTS

Retirement 5% Cash balance benefit

For purposes of determining the funding target and target normal cost (both disregarding at-risk assumptions), the rates at which participants retire by age are shown below.

Attained Age	Rate
55	3.0%
56	3.0%
57	3.0%
58	3.0%
59	3.0%
60	5.0%
61	5.0%
62	10.0%
63	5.0%
64	5.0%
65	20.0%
66	20.0%
67	40.0%
68	30.0%
69	30.0%
70	100.0%

Retirement Rate Adjustments for Nonbargaining Employees

The following adjustments will be applied to each of the above nonbargaining retirement rate tables to reflect the 2023 Voluntary Retirement Program and elimination of the Social Security Supplement.

Year	Adjustment (% of current rates)
2024	20%
2025	30%
2026	40%
2027	60%
2028	80%
2029+	100%

SCHEDULE SB ATTACHMENTS

Disability rates

The rates at which participants become disabled by age and gender are shown below:

	Percentage becoming disabled during the year	
Attained Age	Males	Females
30	0.086%	0.120%
35	0.086%	0.120%
40	0.174%	0.285%
45	0.338%	0.435%
50	0.596%	0.676%
55	1.100%	0.987%
65	1.643%	1.314%

Representative termination rates not due to disability, retirement or mortality

The table below shows rates at various ages:

	Percentage leaving during the year				
	Bargaining Participants		Nonbargaining Participants		
Attained Age	Less than 5 years of service	5 or more years of service	Less than 3 years of service	3 to 5 years of service	5 or more years of service
<25	3.0%	2.5%	20.0%	12.0%	9.0%
25-29	2.5%	2.0%	15.0%	12.0%	8.0%
30-34	2.5%	1.5%	15.0%	10.0%	7.0%
35-39	2.5%	1.5%	12.0%	10.0%	6.0%
40-44	2.0%	1.0%	12.0%	9.0%	5.0%
45-49	2.0%	1.0%	12.0%	9.0%	4.0%
50-54	2.0%	1.0%	12.0%	8.0%	3.5%
55-59	3.0%	1.5%	12.0%	8.0%	3.5%
60+	3.0%	3.0%	15.0%	15.0%	10.0%

Lump sum/annuity conversion rate

The interest rate for converting lump sums to annuities and annuities to lump sums is based on the annuity substitution rule described in IRS Regulation 1.430(d)-4(iii)(B). The pre-PPA basis (an interest rate of 4.75% combined with RR2001-62 mortality) is assumed to apply for three-years beyond the end of the greater-of period (indefinitely for nonbargaining participants and December 31, 2025 for NSP bargaining participants).

SCHEDULE SB ATTACHMENTS

Commencement age for deferred vested terminations in traditional program, pension equity, 5% cash balance program and NRG affiliates

Age	Commencement Age
Under 62	Age 63
62 and up	Age at next valuation

Commencement age for deferred vested terminations in account balance program

Age	Commencement Age
Under 55	Age 55
55 – 62	Age 63
62 and up	Age at next valuation

Additional Assumptions

Plan-related expenses

Prior year actual expenses less prior year PBGC variable rate premium plus current year PBGC variable rate premium, rounded up to the next $10,000. 2025 assumption is $4,240,000.

Benefit payment timing

Annuity benefit payments are assumed to be made uniformly throughout the year and, on average, at mid-year. Lump sum payments are assumed to be paid on July 1st of the payment year.

Form of payment traditional, pension equity, cash balance and NRG affiliates

	Percent who elect a lump sum:			
	Bargaining		Nonbargaining	
	Terminations	Retirees	Terminations	Retirees
Traditional Plan	85%	85%	85%	75%
Pension Equity Plan	85%	85%	85%	75%
Cash Balance Plan	85%	85%	85%	75%
NiMo			100%	100%
ConEd			100%	0%
CL&P			0%	0%
NRG Cash Balance			100%	100%
Mid-Atlantic			100%	0%

Employees not electing a lump sum			
	CL&P	Mid-Atlantic	All Others
Life Annuity	100%	100%	30%
50% J&S Annuity	0%	0%	70%

Plan Name: Xcel Energy Pension Plan
EIN / PN: 41-0448030/001
Plan Sponsor: Xcel Energy Inc.
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Form of payment account balance program

Terminations: Lump Sum.

Retirements: Elections based on the table below:

Age	Lump Sum	Life Annuity
55	10%	90%
56	15%	85%
57 and up	50%	50%

Marriage

For purposes of valuing the pre-retirement surviving spouse's benefit, 70% of eligible participants are assumed to be married and male spouses are assumed to be 2 years older than female spouses.

Employees

It was assumed that there will be no new or rehired employees.

Methods

Valuation date

First day of plan year

Funding target

Present value of accrued benefits as required by regulations under IRC §430.

Target normal cost

Present value of benefits expected to accrue during the plan year plus plan-related expenses expected to be paid from plan assets during the plan year as required by regulations under IRC §430.

SCHEDULE SB ATTACHMENTS

Asset method	Average of the fair market value of assets on the valuation date and the two immediately preceding valuation dates, adjusted for contributions, benefits, administrative expenses and expected earnings of 5.59% for 2024 and 5.74% for 2023 (with such expected earnings limited as described in IRS Notice 2009-22). The average asset value must be within 10% of market value, including discounted contributions receivable (discounted using the effective interest rate for the prior plan year). The method of computing the actuarial value of assets complies with rules governing the calculation of such values under the Pension Protection Act of 2006 (PPA). These rules produce smoothed values that reflect the underlying market value of plan assets but fluctuate less than the market value. As a result, the actuarial value of assets will be lower than the market value in some years and greater in other years. However, over the long term under PPA's smoothing rules, the method has a significant bias to produce an actuarial value of assets that is below the market value of assets.
Benefits not included in valuation	We believe that we have reflected all significant plan provisions in this valuation.

Sources of Data and Other Information

The plan sponsor through BenefitConnect furnished participant data as of January 1, 2025. Information on assets, contributions and plan provisions was supplied by the plan sponsor. Data and other information were reviewed for reasonableness and consistency, but no audit was performed. Based on discussions with the plan sponsor, assumptions or estimates were made when data were not available, and the data was adjusted to reflect any significant events that occurred between the date the data was collected and the measurement date. In consultation with the plan sponsor, the assumptions were made for missing or apparently inconsistent data elements.

We are not aware of any errors or omissions in the data that would have a significant effect on the results of our calculations.

SCHEDULE SB ATTACHMENTS

Schedule SB – Statement by Enrolled Actuary

Plan Sponsor	Xcel Energy Inc.
EIN/PN	41-0448030/001
Plan Name	Xcel Energy Pension Plan
Valuation Date	January 1, 2025
Enrolled Actuary	Mark A. Afdahl
Enrollment Number	26-06668

The actuarial assumptions that are not mandated by IRC § 430 and regulations, represent the enrolled actuary's best estimate of anticipated experience under the plan, subject to the following conditions:

The actuarial valuation, on which the information in this Schedule SB is based, has been prepared in reliance upon the employee and financial data furnished by the plan administrator and the trustee. The enrolled actuary has not made a rigorous check of the accuracy of this information but has accepted it after reviewing it and concluding it is reasonable in relation to similar information furnished in previous years. The amounts of contributions and dates paid shown in Item 18 of Schedule SB were listed in reliance on information provided by the plan administrator and/or trustee.

There were transfers of assets and liabilities between the Xcel Energy Pension Plan (41-0448030/001) and the Xcel Energy Inc. Non-bargaining Pension Plan (South) (41-0448030/007) plan on December 31, 2024. The transfers for both plans include de minimis spinoffs of assets equal to the present value of accrued benefits using reasonable actuarial assumptions (as defined in IRC §414(l)) and subsequent de minimis mergers between the two plans. Since both plans use the same funding methods and the transfers occurred on the last day of the plan year, no change was made to the minimum required contribution calculations. The plan sponsor believes there was no change in funding method and did not seek IRS approval.

Form 5500

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Annual Return/Report of Employee Benefit Plan

This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6057(b) and 6058(a) of the Internal Revenue Code (the Code).

▶ **Complete all entries in accordance with the instructions to the Form 5500.**

OMB Nos. 1210-0110
1210-0089

2025

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

A This return/report is for:
- ☐ a multiemployer plan
- ☐ a multiple-employer plan (Filers checking this box must provide participating employer information in accordance with the form instructions.)
- ☒ a single-employer plan
- ☐ a DFE (specify) _____

B This return/report is:
- ☐ the first return/report
- ☐ the final return/report
- ☐ an amended return/report
- ☐ a short plan year return/report (less than 12 months)

C If the plan is a collectively-bargained plan, check here. . . . . ▶ ☒

D Check box if filing under:
- ☒ Form 5558
- ☐ automatic extension
- ☐ the DFVC program
- ☐ special extension (enter description)

E If this is a retroactively adopted plan permitted by SECURE Act section 201, check here. . . . . ▶ ☐

Part II Basic Plan Information—enter all requested information

1a Name of plan
XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 01/01/1950

2a Plan sponsor's name (employer, if for a single-employer plan)
Mailing address (include room, apt., suite no. and street, or P.O. Box)
City or town, state or province, country, and ZIP or foreign postal code (if foreign, see instructions)
XCEL ENERGY INC.

C/O RETIREMENT BENEFIT PROGRAMS

414 NICOLLET MALL, 401-5

MINNEAPOLIS, MN 55401

2b Employer Identification Number (EIN)
41-0448030

2c Plan Sponsor's telephone number
(612) 330-5500

2d Business code (see instructions)
221500

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Yen Ly	10/14/26	YEN H. LY
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Yen Ly	10/14/26	YEN H. LY
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a	Plan administrator's name and address [X] Same as Plan Sponsor	**3b**	Administrator's EIN
		3c	Administrator's telephone number
4	If the name and/or EIN of the plan sponsor or the plan name has changed since the last return/report filed for this plan, enter the plan sponsor's name, EIN, the plan name and the plan number from the last return/report:	**4b**	EIN
a	Sponsor's name	**4d**	PN
c	Plan Name		

5	Total number of participants at the beginning of the plan year	**5**	11750
6	Number of participants as of the end of the plan year unless otherwise stated (welfare plans complete only lines **6a(1), 6a(2), 6b, 6c,** and **6d**).		
a(1)	Total number of active participants at the beginning of the plan year	**6a(1)**	7335
a(2)	Total number of active participants at the end of the plan year	**6a(2)**	7428
b	Retired or separated participants receiving benefits	**6b**	2477
c	Other retired or separated participants entitled to future benefits	**6c**	1087
d	Subtotal. Add lines **6a(2)**, **6b**, and **6c**.	**6d**	10992
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.	**6e**	831
f	Total. Add lines **6d** and **6e**.	**6f**	11823
g(1)	Number of participants with account balances as of the beginning of the plan year (only defined contribution plans complete this item)	**6g(1)**	
g(2)	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g(2)**	
h	Number of participants who terminated employment during the plan year with accrued benefits that were less than 100% vested.	**6h**	75
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:

1A 1C 3F 3H

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply)		**9b** Plan benefit arrangement (check all that apply)	
(1) [X]	Insurance	**(1)** [X]	Insurance
(2) [ ]	Code section 412(e)(3) insurance contracts	**(2)** [ ]	Code section 412(e)(3) insurance contracts
(3) [X]	Trust	**(3)** [X]	Trust
(4) [ ]	General assets of the sponsor	**(4)** [ ]	General assets of the sponsor

10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- **(1)** [X] **R** (Retirement Plan Information)
- **(2)** [ ] **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
- **(3)** [X] **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary
- **(4)** [ ] **DCG** (Individual Plan Information) – Number Attached _____
- **(5)** [ ] **MEP** (Multiple-Employer Retirement Plan Information)

b General Schedules

- **(1)** [X] **H** (Financial Information)
- **(2)** [ ] **I** (Financial Information – Small Plan)
- **(3)** [X] **A** (Insurance Information) – Number Attached 1
- **(4)** [X] **C** (Service Provider Information)
- **(5)** [X] **D** (DFE/Participating Plan Information)
- **(6)** [ ] **G** (Financial Transaction Schedules)

Part III Form M-1 Compliance Information (to be completed by welfare benefit plans)

11a If the plan provides welfare benefits, was the plan subject to the Form M-1 filing requirements during the plan year? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

If "Yes" is checked, complete lines 11b and 11c.

11b Is the plan currently in compliance with the Form M-1 filing requirements? (See instructions and 29 CFR 2520.101-2.) ..... ☐ Yes ☐ No

11c Enter the Receipt Confirmation Code for the 2025 Form M-1 annual report. If the plan was not required to file the 2025 Form M-1 annual report, enter the Receipt Confirmation Code for the most recent Form M-1 that was required to be filed under the Form M-1 filing requirements. (Failure to enter a valid Receipt Confirmation Code will subject the Form 5500 filing to rejection as incomplete.)

Receipt Confirmation Code_____

SCHEDULE SB (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

Pension Benefit Guaranty Corporation

Single-Employer Defined Benefit Plan Actuarial Information

This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6059 of the Internal Revenue Code (the Code).

▶ **File as an attachment to Form 5500 or 5500-SF.**

OMB No. 1210-0110

2025

This Form is Open to Public Inspection

For calendar plan year 2025 or fiscal plan year beginning 01/01/2025 and ending 12/31/2025

▶ **Round off amounts to nearest dollar.**

▶ **Caution:** A penalty of $1,000 will be assessed for late filing of this report unless reasonable cause is established.

A Name of plan
XCEL ENERGY PENSION PLAN AND XCEL ENERGY PENSION PLAN FOR BARGAINING EMPLOYEES

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500 or 5500-SF
XCEL ENERGY INC.

D Employer Identification Number (EIN)
41-0448030

E Type of plan: [X] Single [ ] Multiple-A [ ] Multiple-B

F Prior year plan size: [ ] 100 or fewer [ ] 101-500 [X] More than 500

Part I Basic Information

1 Enter the valuation date: Month 01 Day 01 Year 2025

2 Assets:

a Market value	**2a**	1,242,029,032
b Actuarial value	**2b**	1,243,525,844

3 Funding target/participant count breakdown

	(1) Number of participants	(2) Vested Funding Target	(3) Total Funding Target
a For retired participants and beneficiaries receiving payment	3,502	475,843,261	475,843,261
b For terminated vested participants	1,029	56,690,298	56,690,298
c For active participants	7,335	659,343,979	721,947,536
d Total	11,866	1,191,877,538	1,254,481,095

4 If the plan is in at-risk status, check the box and complete lines (a) and (b) [ ]

a Funding target disregarding prescribed at-risk assumptions	**4a**	
b Funding target reflecting at-risk assumptions, but disregarding transition rule for plans that have been in at-risk status for fewer than five consecutive years and disregarding loading factor	**4b**	
5 Effective interest rate	**5**	5.35%
6 Target normal cost		
a Present value of current plan year accruals	**6a**	65,517,833
b Expected plan-related expenses	**6b**	4,240,000
c Target normal cost	**6c**	69,757,833

Statement by Enrolled Actuary

To the best of my knowledge, the information supplied in this schedule and accompanying schedules, statements and attachments, if any, is complete and accurate. Each prescribed assumption was applied in accordance with applicable law and regulations. In my opinion, each other assumption is reasonable (taking into account the experience of the plan and reasonable expectations) and such other assumptions, in combination, offer my best estimate of anticipated experience under the plan.

SIGN HERE MARK A ADFAHL MAA — Signature of actuary

9/25/2026 — Date

Mark A. Afdahl, FSA, EA — Type or print name of actuary

2606668 — Most recent enrollment number

Willis Towers Watson US LLC — Firm name

952-842-7000 — Telephone number (including area code)

PO Box 674401

Houston TX 77267 — Address of the firm

If the actuary has not fully reflected any regulation or ruling promulgated under the statute in completing this schedule, check the box and see instructions [ ]

Part II Beginning of Year Carryover and Prefunding Balances

		(a) Carryover balance	(b) Prefunding balance
7	Balance at beginning of prior year after applicable adjustments (line 13 from prior year)	0	255,827,726
8	Portion elected for use to offset prior year's funding requirement (line 35 from prior year)	0	83,995,000
9	Amount remaining (line 7 minus line 8)	0	171,832,726
10	Interest on line 9 using prior year's actual return of 3.30 %	0	5,670,480
11	Prior year's excess contributions to be added to prefunding balance:		
	a Present value of excess contributions (line 38a from prior year)		109,425,364
	b(1) Interest on the excess, if any, of line 38a over line 38b from prior year Schedule SB, using prior year's effective interest rate of 5.08 %		1,291,896
	b(2) Interest on line 38b from prior year Schedule SB, using prior year's actual return		2,771,813
	c Total available at beginning of current plan year to add to prefunding balance		113,489,073
	d Portion of (c) to be added to prefunding balance		59,000,000
12	Other reductions in balances due to elections or deemed elections	0	0
13	Balance at beginning of current year (line 9 + line 10 + line 11d – line 12)	0	236,503,206

Part III Funding Percentages

14	Funding target attainment percentage	14	80.27 %
15	Adjusted funding target attainment percentage	15	80.27 %
16	Prior year's funding percentage for purposes of determining whether carryover/prefunding balances may be used to reduce current year's funding requirement	16	84.93 %
17	If the current value of the assets of the plan is less than 70 percent of the funding target, enter such percentage	17	%

Part IV Contributions and Liquidity Shortfalls

18 Contributions made to the plan for the plan year by employer(s) and employees:

(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees	(a) Date (MM-DD-YYYY)	(b) Amount paid by employer(s)	(c) Amount paid by employees
01/02/2026	70,000,000	0			
			Totals ► 18(b)	70,000,000	18(c) 0

19	Discounted employer contributions – see instructions for small plan with a valuation date after the beginning of the year:		
	a Contributions allocated toward unpaid minimum required contributions from prior years.	19a	0
	b Contributions made to avoid restrictions adjusted to valuation date	19b	0
	c Contributions allocated toward minimum required contribution for current year adjusted to valuation date.	19c	66,435,564

20 Quarterly contributions and liquidity shortfalls:

a Did the plan have a "funding shortfall" for the prior year? [X] Yes [ ] No

b If line 20a is "Yes," were required quarterly installments for the current year made in a timely manner? [X] Yes [ ] No

c If line 20a is "Yes," see instructions and complete the following table as applicable:

Liquidity shortfall as of end of quarter of this plan year

(1) 1st	(2) 2nd	(3) 3rd	(4) 4th
0	0	0	0

Part V Assumptions Used to Determine Funding Target and Target Normal Cost

21 Discount rate:

a Segment rates:

1st segment:	2nd segment:	3rd segment:	
5.07 %	5.31 %	5.50%	☐ N/A, full yield curve used

b Applicable month (enter code)	**21b**	4
22 Weighted average retirement age	**22**	65

23 Mortality table(s) (see instructions) ☐ Prescribed - combined ☒ Prescribed - separate ☐ Substitute

Part VI Miscellaneous Items

24 Has a change been made in the non-prescribed actuarial assumptions for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

25 Has a method change been made for the current plan year? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

26 Demographic and benefit information

a Is the plan required to provide a Schedule of Active Participants? If "Yes," see instructions regarding required attachment. ☒ Yes ☐ No

b Is the plan required to provide a projection of expected benefit payments? If "Yes," see instructions regarding required attachment ☒ Yes ☐ No

27 If the plan is subject to alternative funding rules, enter applicable code and see instructions regarding attachment	**27**	

Part VII Reconciliation of Unpaid Minimum Required Contributions For Prior Years

28 Unpaid minimum required contributions for all prior years	**28**	0
29 Discounted employer contributions allocated toward unpaid minimum required contributions from prior years (line 19a)	**29**	0
30 Remaining amount of unpaid minimum required contributions (line 28 minus line 29)	**30**	0

Part VIII Minimum Required Contribution For Current Year

31 Target normal cost and excess assets (see instructions):

a Target normal cost (line 6c)	**31a**	69,757,833
b Excess assets, if applicable, but not greater than line 31a	**31b**	0

32 Amortization installments:

	Outstanding Balance	Installment
a Net shortfall amortization installment	247,458,457	24,833,599
b Waiver amortization installment	0	0

33 If a waiver has been approved for this plan year, enter the date of the ruling letter granting the approval (Month _____ Day _____ Year _____) and the waived amount	**33**	
34 Total funding requirement before reflecting carryover/prefunding balances (lines 31a - 31b + 32a + 32b - 33)	**34**	94,591,432

	Carryover balance	Prefunding balance	Total balance
35 Balances elected for use to offset funding requirement	0	94,591,432	94,591,432

36 Additional cash requirement (line 34 minus line 35)	**36**	0
37 Contributions allocated toward minimum required contribution for current year adjusted to valuation date (line 19c)	**37**	66,435,564
38 Present value of excess contributions for current year (see instructions)		
a Total (excess, if any, of line 37 over line 36)	**38a**	66,435,564
b Portion included in line 38a attributable to use of prefunding and funding standard carryover balances	**38b**	66,435,564
39 Unpaid minimum required contribution for current year (excess, if any, of line 36 over line 37)	**39**	0
40 Unpaid minimum required contributions for all years	**40**	0

Part IX Pension Funding Relief Under the American Rescue Plan Act of 2021 (See Instructions)

41 If an election was made to use the extended amortization rule for a plan year beginning on or before December 31, 2021, check the box to indicate the first plan year for which the rule applies. ☒ 2019 ☐ 2020 ☐ 2021

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 22
Description of Weighted Average Retirement Age
as of January 1, 2025

See Schedule SB, Part V - Statement of Actuarial Assumptions/Methods for retirement rates. The average retirement age for Line 22 was calculated by determining the average age at retirement for those current active participants expected to reach retirement, based on all current decrements assumed.

Plan Name:	Xcel Energy Pension Plan
EIN / PN:	41-0448030/001
Plan Sponsor:	Xcel Energy Inc.
Valuation Date:	January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 26b
Schedule of Projection of Expected Benefit Payments

Plan Year	Active Participants	Terminated Vested Participants	Retired Participants and Beneficiaries Receiving Payments	Total
2025	43,546,787	2,447,864	52,019,796	98,014,447
2026	40,816,347	6,304,926	49,631,107	96,752,380
2027	44,657,267	1,913,378	47,208,997	93,779,642
2028	46,090,700	2,318,372	44,930,842	93,339,914
2029	50,528,553	2,505,555	42,725,685	95,759,793
2030	47,504,071	2,471,685	40,559,999	90,535,755
2031	45,797,722	2,662,070	38,484,696	86,944,488
2032	45,328,219	2,998,191	36,467,220	84,793,630
2033	44,945,422	2,761,419	34,515,611	82,222,452
2034	45,366,675	2,783,843	32,655,890	80,806,408
2035	44,612,200	2,908,534	30,839,457	78,360,191
2036	44,718,269	3,251,219	29,048,588	77,018,076
2037	44,370,949	3,207,136	27,280,759	74,858,844
2038	43,721,995	3,318,194	25,538,192	72,578,381
2039	43,553,952	3,351,062	23,821,380	70,726,394
2040	43,139,103	3,466,697	22,135,299	68,741,099
2041	43,266,850	3,514,435	20,482,247	67,263,532
2042	42,854,817	3,576,336	18,864,391	65,295,544
2043	42,924,058	3,603,864	17,289,389	63,817,311
2044	42,916,217	3,657,452	15,761,645	62,335,314
2045	42,486,795	3,766,006	14,288,514	60,541,315
2046	42,142,111	3,792,310	12,874,899	58,809,320
2047	41,387,957	3,807,335	11,527,721	56,723,013
2048	41,037,692	3,882,232	10,254,672	55,174,596
2049	39,970,020	3,999,257	9,058,627	53,027,904
2050	39,120,388	4,069,391	7,948,015	51,137,794
2051	38,474,590	4,033,377	6,921,972	49,429,939
2052	37,572,578	3,966,008	5,982,422	47,521,008
2053	36,648,615	3,923,865	5,130,031	45,702,511
2054	35,030,494	3,854,037	4,364,253	43,248,784
2055	33,592,638	3,782,488	3,683,232	41,058,358

Plan Name: Xcel Energy Pension Plan
EIN / PN: 41-0448030/001
Plan Sponsor: Xcel Energy Inc.
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

2056	32,386,610	3,700,095	3,083,935	39,170,640
2057	30,691,397	3,579,253	2,562,257	36,832,907
2058	29,098,504	3,459,462	2,113,091	34,671,057
2059	27,694,785	3,339,290	1,730,595	32,764,670
2060	26,198,589	3,228,406	1,408,414	30,835,409
2061	24,704,047	3,106,415	1,139,903	28,950,365
2062	23,000,661	2,968,558	918,386	26,887,605
2063	21,579,562	2,825,300	737,375	25,142,237
2064	19,982,082	2,675,506	590,728	23,248,316
2065	18,433,712	2,523,491	472,785	21,429,988
2066	16,925,739	2,374,714	378,502	19,678,955
2067	15,551,055	2,229,913	303,484	18,084,452
2068	14,238,505	2,089,127	243,989	16,571,621
2069	12,927,208	1,952,341	196,881	15,076,430
2070	11,822,547	1,819,512	159,572	13,801,631
2071	10,705,982	1,690,602	129,975	12,526,559
2072	9,711,005	1,565,585	106,420	11,383,010
2073	8,778,910	1,444,463	87,598	10,310,971
2074	7,897,390	1,327,237	72,484	9,297,111

SCHEDULE SB ATTACHMENTS

Schedule SB, Part V
Summary of Plan Provisions

Plan Sponsor

Xcel Energy Inc.

Plan

Xcel Energy Pension Plan

Effective date and most recent amendment

The plan was originally effective January 1, 1950. The last amendment reflected herein eliminated the Social Security Supplement (SSS) benefit for non-bargaining participants who retire after December 31, 2023.

Plan year

The twelve-month period ending December 31, 2025.

Traditional Program

Eligibility	Nonbargaining employees hired before January 1, 1998. Bargaining employees hired before January 1, 1999 or hired after January 1, 1999 and elected program. Employee participates on first of month following attainment of age 20 and completion of one year of service. Employees represented by certain craft unions are not eligible.
Credited service	Service prior to January 1, 1976, plus one year of service as a covered employee for each year on and after January 1, 1976, employee works at least 2,016 hours. Employees who work at least 1,000 hours but less than 2,016 hours receive proportionate credit. The one year eligibility period is included in credited service but service before age 20 is excluded.
Vesting service	Service prior to January 1, 1976, plus, for service on and after January 1, 1976, one year of vesting service for each year employee works at least 1,000 hours, excluding service before age 18.

SCHEDULE SB ATTACHMENTS

Social Security

Social Security benefits based on earnings with the company determined at date payments commence, or age 62 if later, based on Social Security law in effect at date of termination or retirement.

Final average salary

Highest average monthly rate of basic compensation during any 48 consecutive months of covered employment. For employees working less than full time, the basic compensation will be adjusted to the full time rate.

Normal retirement benefit

- Date: First day of the month following the Participant's 65th birthday and one year of service.
- Basic Benefit

  For bargaining employees: A monthly retirement benefit equal to the largest of (a), (b) or (c).

  a. 1 4/5% of final average salary multiplied by credited service (max. 30 years) less 50% of Social Security benefits.

  b. Accrued career average salary formula benefit as of 12/31/75 plus, for service on and after 1/1/76, 1¾% of basic compensation as a covered employee less 50% of Social Security benefits.

  c. $100 per month after 19 years of credited service, reduced 5% for each complete year less than 19.

  For nonbargaining employees: Monthly retirement benefit is equal to the sum of 1.1333% of final average salary plus .5% of final average salary in excess of one-third of the Social Security wage base for the current year, times credited service (limit 30 years). Certain participants received a one-time addition to their basic benefit as of December 31, 2012.

SCHEDULE SB ATTACHMENTS

- Retirement Spending Account

  Initial account balance equal to $1,400 times service as of December 31, 1998; for bargaining employees, service is as of December 31, 1999.

  Annual credits equal to $1,400 for nonbargaining participants.

  Annual credits equal to $1,621 for bargaining participants for service after January 1, 2005 ($1,400 for service prior to January 1, 2005).

  Interest credits based on one year treasury constant maturities plus 1%.

  Effective January 1, 2018 for nonbargaining participants, annual $1,400 retirement contributions to the Retirement Spending Account will cease; interest will continue to accrue on the balance as of December 31, 2017.

- Social Security Supplement

  A supplement is paid from retirement to Social Security Normal Retirement Age. The supplement is equal to $50 times vested service (limit 20 years) payable monthly.

  Effective December 31, 2023, nonbargaining participants who have not retired will no longer be eligible for the Social Security Supplement.

SCHEDULE SB ATTACHMENTS

Early retirement

- Date: After age 57 and 20 years of vesting service, any age and 40 years of credited service, age 55 and the sum of age and credited service is at least 90, or age 65 and 1 year of vesting service.
- Benefit:

For bargaining employees: Benefit calculated as for normal retirement ($100 minimum benefit does not apply) but based on service and final average salary at date of termination and the basic benefit reduced for early commencement as follows:

a. If retirement occurs after 40 years of credited service, age 62 with 20 years of vesting service, or Rule-of-90, full accrued benefit payable.

b. If retirement occurs between age 57 and 62 with at least 20 years of vesting service, gross benefit (before Social Security offset) multiplied by percentage from table, payable until age 62.

Age at Early Retirement	Percentage
61-62	96%
60-61	92%
59-60	88%
58-59	84%
57-58	80%

For nonbargaining employees:

a. If retirement occurs after 40 years of credited service, or age 62 with 20 years of vesting service, or Rule-of-90, full accrued benefit is payable.

b. If retirement occurs between ages 57 and 62, with at least 20 years of vesting service, benefits paid are the same as under (a) except the basic benefit is reduced ⅓ of 1% for each month benefits commence prior to age 62.

SCHEDULE SB ATTACHMENTS

Disability retirement

Xcel Energy insured the Long-Term Disability (LTD) benefits for all Xcel Energy employees effective January 1, 2014 (NSP-MN and NSP-WI bargaining employees) and January 1, 2008 for all other employees. As a result, the pre-65 disability benefit is no longer provided under the Xcel Energy Pension Plan.
Employees continue to accrue service under the pension plan while disabled.

Vested termination

- Eligibility: After 3 years of vesting service (e.g., age 23 and 3 years of service).
- Benefit: Benefit calculated as for normal retirement (excluding the Social Security Supplement) but based on service and final average salary at date of termination. If age is at least 57, net benefit reduced ½ of 1% for each month early commencement precedes age 65. If termination on and after January 1, 1980, net benefit is reduced ⅓ of 1% for each month. If age is less than 57, reduction is actuarial equivalent.

Pre-retirement death benefits

The eligible beneficiary will receive the participant's accrued benefit immediately prior to the participant's death, plus any supplement that would have been payable to the participant had the participant commenced on his date of death and continued through the date the participant would have attained age 65. If the beneficiary is the spouse, the benefit will be paid as an annuity or a lump sum, at the spouse's election. Otherwise, benefits will be paid as a lump sum.

Post-retirement death benefits

The only death benefits which shall be payable under the plan upon the death of a participant after his termination of employment and after payment of retirement income benefits under the plan has commenced to the participant shall be the unpaid installments of annuity (including any applicable temporary supplement), if any, which are to be continued under the form of pension which the participant has elected or which are provided automatically in the absence of the participant's affirmative election.

SCHEDULE SB ATTACHMENTS

Form of benefit	For participants who are married for one year at time of retirement, benefits are paid as a life annuity with 50% of the benefit payable continuing to the spouse upon the participant's death. For unmarried participants, benefits are paid as a life annuity. In lieu of an annuity, participants may elect to receive the actuarial equivalent lump sum of their retirement or vested termination benefits. The lump sum is determined based on either the 417(e) applicable interest rate and mortality table or the 30-year Treasury rate and Rev. Ruling 2001-62 mortality table, whichever basis produces a larger lump sum. The determination applies indefinitely for nonbargaining employees and applies to terminations and retirements prior to December 31, 2025 for bargaining employees.

Pension Equity Program

Eligibility	Nonbargaining participants hired after January 1, 1998 or elected program during choice period and hired before January 1, 2012. Bargaining participants hired after January 1, 1999 or elected program during choice period and hired before January 1, 2011. Employee participates on first of month following attainment of age 20 and completion of one year of service. Employees represented by certain craft unions are not eligible.
Credited service	Service prior to January 1, 1976, plus one year of service as a covered employee for each year on and after January 1, 1976, employee works at least 2,016 hours. Employees who work at least 1,000 hours but less than 2,016 hours receive proportionate credit. The one-year eligibility period is included in credited service but service before age 20 is excluded.
Vesting service	Service prior to January 1, 1976, plus, for service on and after January 1, 1976, one year of vesting service for each year employee works at least 1,000 hours, excluding service before age 18.
Final average salary	Highest average monthly rate of basic compensation and incentives during any 48 consecutive months of covered employment. For employees working less than full time, the basic compensation will be adjusted to the full-time rate.

SCHEDULE SB ATTACHMENTS

Normal retirement

- Date: First day of the month following the Participant's 65th birthday and one year of service.
- Basic Benefit: Monthly retirement benefit that is the actuarial equivalent of the participants “PEP Balance”. The PEP Balance is equal to 10% of final average salary times twelve (12) times years of credited service. Certain participants received a one-time addition to their basic benefit as of December 31, 2012, December 31, 2017 and December 8, 2021.
- Former NCE nonbargaining participants who were active on or after July 1, 2003 and former NSP participants are also eligible for the following benefits:
- *Retirement Spending Account*: Monthly annuity that is the actuarial equivalent of the retirement spending account balance.

  Initial account balance equal to $1,400 times service as of December 31, 1998; for bargaining employees, service is as of December 31, 1999; for Former NCE employees, service is as of December 31, 2002.

  Annual credits equal to $1,400 for nonbargaining participants.

  Annual credits equal to $1,621 for bargaining participants for service after January 1, 2005 ($1,400 for service prior to January 1, 2005).

  Interest credits based on one year treasury constant maturities plus 1%.

  Effective January 1, 2018 for nonbargaining participants, annual $1,400 retirement contributions to the Retirement Spending Account will cease; interest will continue to accrue on the balance as of December 31, 2017.

- Social Security Supplement:

  A supplement is paid from retirement to Social Security Normal Retirement Age. The supplement is equal to $50 times vested service (limit 20 years) payable monthly.

  Effective December 31, 2023, nonbargaining participants who have not retired will no longer be eligible for the Social Security Supplement.

SCHEDULE SB ATTACHMENTS

Early retirement

- Date: After age 57 and 20 years of vesting service, any age and 40 years of credited service, age 55 and the sum of age and credited service is at least 90, or age 65 and 1 year of vesting service.
- Benefit: Benefit calculated as for normal retirement but based on service and final average salary at date of termination.

Disability retirement

Xcel Energy insured the Long-Term Disability (LTD) benefits for all Xcel Energy employees effective January 1, 2014 (NSP-MN and NSP-WI bargaining employees) and January 1, 2008 for all other employees. As a result, the pre-65 disability benefit is no longer provided under the Xcel Energy Pension Plan.

Employees continue to accrue service under the pension plan while disabled.

Vested termination

- Eligibility: After 3 years of vesting service (e.g., age 23 and 3 years of service).
- Benefit: Benefit calculated as for normal retirement (excluding the Social Security Supplement) but based on service and final average salary at date of termination.

Pre-retirement death benefits

The eligible beneficiary will receive the participant's accrued benefit immediately prior to the participants death, plus any supplement that would have been payable to the participant had the participant commenced on his date of death and continued through the date the participant would have attained age 65. If the beneficiary is the spouse, the benefit will be paid as an annuity or a lump sum, at the spouse's election. Otherwise, benefits will be paid as a lump sum.

Post-retirement death benefits

The only death benefits which shall be payable under the plan upon the death of a participant after his termination of employment and after payment of retirement income benefits under the plan has commenced to the participant shall be the unpaid installments of annuity (including any applicable temporary supplement), if any, which are to be continued under the form of pension which the participant has elected or which are provided automatically in the absence of the participant's affirmative election.

SCHEDULE SB ATTACHMENTS

Form of benefit	For participants who are married for one year at time of retirement, benefits are paid as a life annuity with 50% of the benefit payable continuing to the spouse upon the participant's death. For unmarried participants, benefits are paid as a life annuity. In lieu of an annuity, participants may elect to receive their benefit as a lump sum.

Account Balance Program

Eligibility	Former NCE participants hired before January 1, 2002 and elected program. First of month following completion of one year of service.
Credited service	Service prior to January 1, 1976, plus plan years (including partial years) of continuous service through December 31, 2001. Effective January 1, 2002, employees who work at least 1,000 hours but less than 2,016 hours receive proportionate credit.
Vesting service	One year for each year employee works at least 1,000 hours.
Compensation	Base Pay.

Normal retirement

- Date: First day of month following 65th birthday and one year of service.
- Account Balance

During each year of participation, the following additions will be made to Retirement Plan account balance.

a. *Retirement Program Credits*

A retirement program credit is added to the account balance depending on age plus years of credited service and plan compensation for the year as follows:

A retirement program credit is added to the account balance depending on age plus years of credited service and plan compensation for the year as follows:

Age + Years of Credited Service	Retirement Program Credits
Under 30	2.50%
30-34	2.75%
35-39	3.00%
40-44	3.50%
45-49	4.00%
50-54	4.50%
55-59	5.25%
60-64	6.00%
65-69	7.00%
70-74	8.00%
75-79	9.00%
80 and more	10.00%

b. *Transition Credits*

Employees who were active participants in a predecessor plan, may be eligible for transition credits. These credits are granted annually for up to five years from the effective date of the plan. Former PSCo participants who were age 50 or older as of the effective date are not eligible for transition credits.

Age + Years of Credited Service	Transition Credits
Under 30	0.00%
30-34	1.00%
35-39	2.00%
40-43	3.00%
44-47	4.00%
48-51	5.00%
52-55	6.00%
56-58	7.00%
59-61	8.00%
62-64	9.00%
65 or more	10.00%

c. *Interest Credit*

Interest is added to the account balance at the end of each plan year. Interest is based on the account balance at the beginning of the year.

d. *Rule-of-95 Credit*

Former PSCo participants who had attained age 50 or older on July 1, 1998, are eligible for the Rule-of-95 credit. This credit is added to the account balance if age plus service at termination is at least 95.

The Rule-of-95 credit is allocated based on the following table:

Age	Percent of Account Balance
56	25%
57	19%
58	14%
59	9%
60	5%
61 and later	0%

Participants who retire on or after July 1, 2003 are also eligible for the following benefits:

- Retirement Spending Account: Monthly annuity that is the actuarial equivalent of the retirement spending account balance.

  Initial account balance equal to $1,400 times service as of December 31, 1998; for bargaining employees, service is as of December 31, 1999. For Former NCE employees, service is as of December 31, 2002.

  Annual credits equal to $1,400 for nonbargaining participants.

  Interest credits based on one year treasury constant maturities plus 1%.

  Effective January 1, 2018 for nonbargaining participants, annual $1,400 retirement contributions to the Retirement Spending Account will cease; interest will continue to accrue on the balance as of December 31, 2017.

- Social Security Supplement:

  A supplement is paid from retirement to Social Security Normal Retirement Age. The supplement is equal to $50 times vested service (limit 20 years) payable monthly.

  Effective December 31, 2023, nonbargaining participants who have not retired will no longer be eligible for the Social Security Supplement.

SCHEDULE SB ATTACHMENTS

Early retirement

Participants who retire on or after July 1, 2003 are also eligible for the following benefits:

- Date: After age 55 and 10 years of eligibility service or age 65 and 1 year of vesting service. Eligibility for the Social Security Supplement is age 57 and 20 years of vesting service, age 55 and sum of age and credited service greater than or equal to 90, or age 65 and 1 year of vesting service.
- Benefit: Benefit calculated as for normal retirement but based on pay and service through date of retirement.
- Early Retirement Subsidy:

  The early retirement subsidy is provided only if receiving an annuity benefit. The account balance is converted to an annuity by dividing the account balance by the greater of the basic factor or the alternative factor. The basic factor is based on the participant's age at commencement: 110 between ages 55 and 59, 105 between ages 60 and 61 and 100 thereafter. The alternative factor is defined as a deferred annuity factor using the applicable interest rate and mortality table defined in §417(e)(3) of the Internal Revenue Code with no pre-commencement mortality.

Disability retirement

Xcel Energy insured the Long-Term Disability (LTD) benefits for all Xcel Energy employees effective January 1, 2014 (NSP-MN and NSP-WI bargaining employees) and January 1, 2008 for all other employees. As a result, the pre-65 disability benefit is no longer provided under the Xcel Energy Pension Plan.

Employees continue to accrue service under the pension plan while disabled.

Vested termination

- Eligibility: After 3 years of eligibility service
- Benefit: Account balance calculated based on pay and service through date of termination. Account continues to accrue interest until benefits commence.
- Early retirement subsidy applies if benefits commence after age 55 and 10 years of eligibility service.
- Participants who terminate after July 1, 2003 are also eligible for the Retirement Spending Account.

SCHEDULE SB ATTACHMENTS

Pre-retirement death benefits	If the participant dies before receiving benefits, the entire account balance will be payable to a surviving spouse or other beneficiary.
Post-retirement death benefits	The only death benefits which shall be payable under the plan upon the death of a participant after his termination of employment and after payment of retirement income benefits under the plan has commenced to the participant shall be the unpaid installments of annuity, if any, which are to be continued under the form of pension which the participant has elected or which are provided automatically in the absence of the participant's affirmative election.

Cash Balance Program

Eligibility	Hired or rehired after January 1, 2011 and covered by NSP Bargaining Agreement or hired or rehired after January 1, 2012 as a nonbargaining employee. Employee participates on first of month following attainment of age 20 and completion of one year of service. Employees represented by certain craft unions are not eligible.
Credited service	N/A.
Vesting service	One year of vesting service for each year employee works at least 1,000 hours, excluding service before age 18.
Compensation	Base pay for bargaining participants and base pay plus incentives for nonbargaining participants.
Pay Credits	5% of the participant's compensation for the year is added to the cash balance account at the end of the year. Certain participants received a one-time addition to their account as of December 8, 2021.
Interest Credits	Based on the 30-year U.S. Treasury Constant Maturities for November of the year preceding the plan year, the interest credit is added to the cash balance at the end of the year or the date of commencement, if earlier. Interest is based on the cash balance account at the beginning of the year.

SCHEDULE SB ATTACHMENTS

Normal retirement

- Date: First day of the month following the Participant's 65th birthday and five years of participation.
- Benefit: Lump sum benefit equal to the accumulation of pay and interest credits through the participant's date of commencement.

Other Benefits (including death benefits)

- Eligibility: Participants are eligible to commence upon termination of employment. Three years of vesting service are required for eligibility.
- Benefit: Lump sum benefit equal to the accumulation of pay and interest credits through the participant's date of commencement.

Disability retirement

Xcel Energy insured the Long-Term Disability (LTD) benefits for all Xcel Energy employees effective January 1, 2014 (NSP-MN and NSP-WI bargaining employees) and January 1, 2008 for all other employees. As a result, the pre-65 disability benefit is no longer provided under the Xcel Energy Pension Plan.

For nonbargaining employees:

Pay Credits are not given after the date of disability. Interest Credits are given until benefits are distributed, including any period of disability.

For bargaining employees:

Pay Credits and Interest Credits continue after the date of disability.

SCHEDULE SB ATTACHMENTS

Form of payment

Lump Sum equal to the cash balance account as of the date the benefit is being determined.

In lieu of a lump sum, participants may elect to receive an actuarial equivalent annuity.

Former NiMo

Eligibility

Employees participate on hire date. Benefit service and salary were frozen on December 5, 2003. Vesting service will still accrue.

Service

A year of service shall be credited as of January 1 of the first plan year that begins after the employee's date of hire, and as of January 1 of each succeeding plan year if the employee is actively employed.

Compensation

Compensation includes base pay and bonus.

Accrued benefit

Account balance converted to a life only annuity, based on the §417(e)(3) interest rate determined as of September of the prior year and the §417(e)(3) mortality table.

Account balance

An individual's account balance is the sum of (a), (b) and (c) below:

a. *Opening Balance:*

Employees not eligible to retire on June 30, 1998: The actuarial equivalent of the deferred life only benefit payable at age 60 for bargaining employees, age 57 for nonbargaining employees earned through June 30, 1998.

Employees eligible to retire on June 30, 1998: The actuarial equivalent of the immediate life only benefit earned through June 30, 1998.

b. *Pay Credits*

Pay Credits are equal to the following percentage multiplied by the participant's compensation paid in the calendar month:

Years of Service	Percentage
0 but less than 5	4%
5 but less than 10	5%
10 but less than 15	6%
15 but less than 20	7%
20 or more	8%

c. *Interest Credits*

Monthly interest credits for the plan year are equal to $^{1}/_{12}^{th}$ of the 30-year Treasury Rate determined as of September of the prior year.

Transition benefits

Certain employees who were participants prior to July 1, 1998, are eligible for transition benefits based on the prior pension plan. To be eligible for the transition benefits, represented participants must have attained age 40 and completed 10 years of service as of June 30, 1998; non-represented participants must have attained age 45 and completed 10 years of service as of June 30, 1998. In addition, non- represented participants who were active participants on December 31, 1998, had completed 5 years of service and whose age plus service total at least 50 are eligible for transition benefits.

Normal retirement

- Eligibility: First day of the month following the participant's 65th birthday.
- Benefit: A monthly benefit equal to the accrued benefit.

Early retirement

- Eligibility: First day of the month following the attainment of age 55 and completion of 10 years of service.
- Benefit: A monthly benefit payable on the early retirement date, equal to the actuarial equivalent of the accrued benefit.

Disability retirement

- Eligibility: A participant who is entitled to benefits under a disability plan maintained by the employer shall be eligible for disability benefits under this plan and shall continue to be credited with service under this plan while receiving benefits under the disability plan for vesting purposes only.
- Benefit: A monthly benefit payable on the normal retirement date, equal to the accrued benefit. Participant may elect to receive an actuarial equivalent benefit immediately.

SCHEDULE SB ATTACHMENTS

Vested termination	• Eligibility: After 3 years of service • Benefit: Benefit calculated as for normal retirement but based on the account balance at date of termination. A vested terminated participant shall be entitled to receive his or her accrued benefit upon reaching his or her normal retirement age.
Pre-retirement death benefits	• Eligibility: After 3 years of service. • Benefit: A monthly benefit equal to the actuarial equivalent of the participant's accrued benefit.
Form of benefit	For participants who are married at time of retirement, the normal form of payment is a life annuity with 50% of the benefit payable continuing to the spouse upon the participant's death. For unmarried participants, the normal form is a life annuity. In lieu of the normal form of payment, participants may elect to receive a lump sum of their account balance or other form of annuity payment.

Former ConEd

Eligibility	Employees are eligible on date of hire. Benefit service and salary were frozen on December 5, 2003. Vesting service will still accrue.
Service for vesting	An employee will be credited with one year of service for vesting if the employee completes 1,000 hours of service during the plan year or if the total number of months of continuous employment is six or more for that year.
Service for pension computation	Service used for the computation of benefits is equal to the number of years and months that the employee is employed.
Final average salary	The average monthly rate of basic compensation for the 60 consecutive months of service out of the last 120 months of service which produce the highest average.

SCHEDULE SB ATTACHMENTS

Accrued benefit

Management Employees

a. 1.50% of final average salary for each year of service (maximum of 24), plus

b. 2.00% of final average salary for each year of service in excess of 24 years (maximum of 6), plus

c. 0.50% of final average salary for each year of service in excess of 30, plus

d. 0.35% of final average salary in excess of the Social Security Taxable Wage Base for each year of service (maximum of 30)

Pre-1983 participants receive a minimum accrued benefit of 2.20% of total salary (aggregate of annual basic compensation for all years of service up to 30 years). This benefit is increased 1.50% for each year of service in excess of 30.

Union Employees

a. 1.50% of final average salary for each year of service (maximum of 24), plus

b. 2.00% of final average salary for each year of service in excess of 24 years (maximum of 6), plus

c. 0.50% of final average salary for each year of service in excess of 30, plus

Pre-1990 participants receive a minimum accrued benefit of 2.20% of total salary (aggregate of annual basic compensation for all years of service up to 30 years). This benefit is increased 1.50% for each year of service in excess of 30.

Normal retirement

- Eligibility: First day of month immediately following the attainment of age 65 and 5 years of participation.
- Benefit: A monthly benefit equal to the accrued benefit.

SCHEDULE SB ATTACHMENTS

Early retirement

- Eligibility: Age plus service greater than or equal to 75
- Benefit: If retirement occurs on or after age 55 with 30 years of service or age 60, benefits for union employees, including the minimum benefits for pre-1990 participants, are unreduced. For management employees, part (d) of the benefit described above is reduced by factors specified in Table E of the plan document. The minimum benefit for pre-1983 management participants is unreduced.

If retirement occurs prior to age 55 with 30 years of service or age 60, benefits for union employees, including the minimum benefits for pre-1990 participants, are reduced by factors specified in Table A of the plan document. For management employees, parts (a), (b) and (c) of the benefit described above are reduced by factors specified in Table A of the plan document and part (d) of the benefit described above is reduced by factors specified in Table E of the plan document. The minimum benefit for pre-1983 management participants is reduced by factors specified in Table A of the plan document.

Disability retirement

- Eligibility: Total and permanent disability.
- Benefit: If employee is eligible for social security disability benefits, the disability benefit payable from this plan will be calculated assuming service and pay continue to normal retirement date. This benefit will commence on the participant's normal retirement date.

If an employee is not eligible for social security disability benefits, the benefits payable from this plan are calculated based on the retirement or termination benefits the employee is eligible for at the time of disability. However, if disability occurs after attaining age 50 and 20 years of service, the benefit will not be reduced for early commencement.

SCHEDULE SB ATTACHMENTS

Vested termination

- Eligibility: After 3 years of vesting service.
- Benefit: Benefit calculated as for normal retirement but based on service and final average salary at date of termination. This benefit is payable at the participant's normal retirement date.

A vested terminated participant who later attains age plus service at termination greater than or equal to 75 may elect to commence benefits at that time. The vested termination benefit payable at normal retirement date will be reduced based on the same factors that are used for early retirement.

Pre-retirement death benefits

- Eligibility: After 3 years of vesting service.
- Benefit: If the participant's age plus service at the date of death is greater than or equal to 75, the surviving spouse will receive an immediate monthly benefit. This benefit is equal to 50% of the benefit the participant would have received if the participant had terminated employment on the date of death and had commenced benefits on the first day of the month following the date of death.

If the participant's age plus service at the date of death is less than 75, the surviving spouse will receive an immediate lump sum payment. This payment is equal to 50% of the benefit the participant would have received if the participant had terminated employment on the date of death and had elected an immediate lump-sum payment.

SCHEDULE SB ATTACHMENTS

Cost-of-living adjustments	Annuities payable under the plan are adjusted annually. The adjustment is equal to 75% of the increase in the Consumer Price Index, all urban consumers – U.S. city average each year, with a minimum of 0% and a maximum of 3%.
Form of benefit	For participants who are married at time of retirement, the normal form of payment is a life annuity with 50% of the benefit payable continuing to the spouse upon the participant's death. For unmarried participants, the normal form is a life annuity. In lieu of the normal form, participants may elect to receive another form of annuity that is the actuarial equivalent of the normal form. Participants who terminate with a vested benefit prior to retirement eligibility may also elect to receive a lump sum that is the actuarial equivalent of the normal form.

Former CL&P

Eligibility	Employees are eligible on date of hire. Benefit service and salary were frozen on December 5, 2003. Vesting service will still accrue.
Credited service	Service used for the computation of benefits is equal to the number of years and months that the employee is employed.
Final average earnings	*For nonbargaining employees:* The average monthly rate of compensation including regular earnings, shift differentials, premium pay, overtime and 401(k) and 125 deferrals for the 60 consecutive months of credited service which produces the highest average. *For bargaining employees:* The average annual rate of W-2 compensation, plus 401(k) and 125 deferrals for the five (5) consecutive years of earnings which produces the highest average.
Covered compensation	The average of the taxable wage bases in effect for each calendar year during the 35-year period ending with the last day of the calendar year in which the participant attains Social Security Normal Retirement Age. A participant's covered compensation shall be adjusted each plan year and no increase in covered compensation shall decrease a participant's basic retirement amount.

SCHEDULE SB ATTACHMENTS

Basic retirement amount

Collectively bargaining employees and employees hired prior to January 1, 1995:

a. 1.25% of final average earnings up to covered compensation for each year of credited service (maximum of 35), plus

b. 1.50% of final average earnings in excess of covered compensation for each year of credited service (maximum of 35), plus

c. 0.50% of final average earnings for each year of credited service in excess of 35.

In the event that mandatory employee contributions are withdrawn, the basic retirement amount shall be reduced.

All Other Employees

a. 1.20% of final average earnings up to covered compensation for each year of credited service (maximum of 35), plus

b. 1.65% of final average earnings in excess of covered compensation for each year of credited service (maximum of 35).

SCHEDULE SB ATTACHMENTS

Normal retirement

- Eligibility: First day of month coincident with or next following the participant's 65th birthday.
- Benefit: A monthly benefit equal to the basic retirement amount.

Early retirement

- Eligibility: Age 55 with 10 years of credited service; unreduced benefits are available if age plus service is greater than or equal to 85.
- Benefit:

  Collectively bargaining employees and employees hired prior to January 1, 1995

  A monthly benefit equal to the basic retirement amount reduced as follows

Age at Benefit Commencement Date	Under 30 Years of Service	30 Years of Service or More
65	1.00	1.00
64	0.98	1.00
63	0.96	1.00
62	0.94	1.00
61	0.92	1.00
60	0.90	1.00
59	0.87	0.87
58	0.84	0.84
57	0.81	0.81
56	0.78	0.78
55	0.75	0.75
54	0.71	0.71
53	0.67	0.67
52	0.63	0.63
51	0.59	0.59
50	0.55	0.55

All Other Employees

A monthly benefit equal to the basic retirement amount reduced as follows:

Age at Benefit Commencement Date	Reduction Factor
65	1.00000
64	0.93333
63	0.86667
62	0.80000
61	0.73333
60	0.66667
59	0.63333
58	0.60000
57	0.56667
56	0.53333
55	0.50000
54	0.46000
53	0.42000
52	0.38000
51	0.34000
50	0.30000

Disability retirement (Not available to collectively bargained employees)

- Eligibility: Total and permanent disability.
- Benefit: A monthly benefit equal to 40% of the participant's compensation minus 50% of the participant's Primary Social Security Benefit. For the purposes of this benefit, compensation shall mean the compensation earned for the 12 calendar months preceding the commencement of disability. Primary Social Security Benefits shall mean either the disability income benefits payable to a disabled worker, or the old-age income benefits payable to a retired worker under the Social Security Act in effect as of the date of disability.
- Duration: A disabled participant who has completed 10 or more years of credited service and has attained the age of 35 shall receive disability benefits for life. A disabled participant who has not completed 10 or more years of credited service and attained the age of 35 shall receive disability benefits for a period exactly equal to the number of years and completed months of credited service at the commencement of disability.

SCHEDULE SB ATTACHMENTS

Vested termination

- Eligibility: After 3 years of credited service.
- Benefit: Benefit calculated as for normal retirement but based on service and final average salary at date of termination. This benefit is payable at the participant's normal retirement date. Benefits may begin after age 55, if the participant had 10 years of service using the early retirement factors.

Pre-retirement death benefits

- Eligibility: After 3 years of vesting service.
- Benefit: The eligible surviving spouse of an employee who dies at or after age 55 with 10 years of credited service or age 45 with 20 years of credited service will receive a monthly benefit for the spouse's remaining lifetime. The amount of the monthly benefit is equal to 50% of the benefit the employee would have received if he had retired under the early retirement provisions of the plan. However, for collectively bargaining employees and employees hired prior to January 1, 1995, who have attained age 45 and completed 20 years of credited service, there shall be no adjustment for early commencement.
- The eligible surviving spouse of an employee who dies with at least 5 years of credited service but who has not attained age 55 and completed 10 years of credited service or has not attained age 45 and completed 20 years of credited service, will receive a monthly benefit for the spouse's lifetime. The amount of the monthly benefit is equal to 50% of the benefit the employee would have received if he had terminated on the date of death, survived to the earliest retirement age, retired on the earliest retirement age, elected the 50% Joint and Survivor form and payment and died on the day after the earliest retirement age.

Form of benefit

For participants who are married at time of retirement, the normal form of payment is a life annuity with 50% of the benefit payable continuing to the spouse upon the participant's death. For unmarried participants, the normal form is a life annuity. In lieu of the normal form of payment, participants may elect to receive an optional annuity form of payment that is the actuarial equivalent of the normal form.

SCHEDULE SB ATTACHMENTS

Life insurance conversion option	A participant may elect to surrender a portion of his life insurance under the company's group life insurance plan and to receive additional retirement income equal to the actuarial equivalent of the life insurance surrendered. The amount surrendered may be all or a portion of the participant's insurance in excess of $5,000 up to a maximum of $35,000.

Former NRG Cash Balance

Eligibility	Employees participate on hire date. Benefit service and salary were frozen on December 5, 2003. Vesting service will still accrue.
Service	The time elapsed between date of hire and date of termination.
Compensation	Compensation includes W-2 compensation plus 401(k) and 125 deferrals.
Accrued benefit	Account balance converted to a life only annuity.
Account balance	An individual's account balance is the sum of (a), (b) and (c) below: a. *Opening Balance* The opening account balance for all participants shall be zero. b. *Pay Credits* Pay credits are equal to 7% of compensation for the plan year. Pay credits are granted on the last day of the plan year. c. *Interest Credits* Interest credits for the plan year are based on the 30-year Treasury Rate determined as of September of the prior year. Interest credits are granted on the last day of the plan year.
Normal retirement	• Eligibility: First day of the month following the participant's 65th birthday. • Benefit: A monthly benefit equal to the accrued benefit.

SCHEDULE SB ATTACHMENTS

Early retirement	• Eligibility: First day of the month following the attainment of age 55 and completion of 10 years of service. • Benefit: A monthly benefit payable on the early retirement date, equal to the actuarial equivalent of the accrued benefit.
Vested termination	• Eligibility: After 3 years of service or attainment of normal retirement age. • Benefit: Benefit calculated as for normal retirement but based on the account balance at date of termination. A vested terminated participant shall be entitled to receive his or her accrued benefit upon reaching his or her normal retirement age.
Pre-retirement death benefits	• Eligibility: All active participants are eligible for death benefits. • Benefit: A monthly benefit equal to the actuarial equivalent of the participant's accrued benefit.
Form of benefit	For participants who are married at time of retirement, the normal form of payment is a life annuity with 50% of the benefit payable continuing to the spouse upon the participant's death. For unmarried participants, the normal form is a life annuity. In lieu of the normal form of payment, participants may elect to receive a lump sum of their account balance or other form of annuity payment.

Former Mid-Atlantic

Eligibility	All acquired employees of Local 1307 who were participants in the Delmarva sub-plan prior to the effective date. All other employees of Local 1307 will become participants following one year of service. Benefit service and salary were frozen on December 5, 2003. Vesting service will still accrue.
Service	Continuous full-time or part-time employment with the employer or an affiliate including continuous service credited under the Delmarva Plan prior to June 2, 2001.

SCHEDULE SB ATTACHMENTS

Compensation

Wages, overtime, shift differential, bonus, meal allowances, and other compensation paid by the employer including qualified deferrals. Certain special payments are excluded.

Average annual earnings

One-fifth of an employee's total compensation for the 60 consecutive months of highest compensation.

Normal retirement

- Date: Age 65 and 5 years of vesting service.
- Benefit: 1.6% of average annual earnings times years of service. This amount is offset by the accrued benefit payable by the Delmarva Plan for pay and service as of the effective date.

Early Retirement

- Date: Age 55 and 15 years of vesting service.
- Benefit: The normal retirement benefit reduced as follows:

Age at Commencement	<20 Years of Service	≥20 Years of Service
55	76%	76%
56	80%	80%
57	85%	85%
58	90%	90%
59	95%	95%
60-64	95%	100%

Vested deferred retirement

- Eligibility: After 3 years of vesting service.
- Benefit: The normal retirement benefit based on pay and service at termination.

Disability retirement

- Eligibility: 15 years of service.
- Benefit: The normal retirement benefit based on pay and service at disability. This benefit is payable immediately with no reduction for early commencement.

Pre-retirement death benefit

- Eligibility: After 3 years of service.
- Benefit: 50% of the normal retirement benefit based on pay and service at the participant's death. This benefit is payable immediately.

SCHEDULE SB ATTACHMENTS

Form of benefit	• For unmarried employees, a life annuity; for married employees, an unreduced 50% Joint & Survivor annuity. • In lieu of the normal form of payment, participant may elect a single life annuity or a 50% Joint & Survivor annuity. Vested participants who are not eligible for early retirement may take the benefit as a lump sum.

Changes in benefits valued

- None

Plan Name	**Xcel Energy Pension Plan and Xcel Energy Pension Plan For Bargaining Employees**
Plan Sponsor EIN	**41-0448030**
ERISA Plan #	**001**
Plan Year Ending	**December 31, 2025**

The required attachment marked with an "X" in the Attachment column is included within the Accountant's Opinion attachment to Sch. H, Part III, Line 3, which consists of the entire audit report issued by the plan's Independent Qualified Public Accountant (IQPA).

Form/Schedule	Line #	Description	Attachment
5500 Sch. H	Line 4i	Schedule of Assets (Held at End of Year)	X
5500 Sch. H	Line 4i	Schedule of Assets (Acquired and Disposed of Within Year)	
5500 Sch. H	Line 4j	Schedule of Reportable Transactions	
5500 Sch. H	Line 4a	Schedule of Delinquent Participant Contributions	

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 32
Schedule of Amortization Bases
as of January 1, 2025

Type of Base	Date Established	Initial Amount	Remaining Amortization Period (Years)	Outstanding Balance	Amortization Payment
1. Shortfall	01/01/2025	57,024,076	15.00000	57,024,076	5,316,950
2. Shortfall	01/01/2024	11,602,416	14.00000	10,809,579	1,055,591
3. Shortfall	01/01/2023	201,582,384	13.00000	179,624,802	18,461,058
Total				247,458,457	24,833,599

Plan Name: Xcel Energy Pension Plan
EIN / PN: 41-0448030/001
Plan Sponsor: Xcel Energy Inc.
Valuation Date: January 1, 2025

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 25
Change in Method

There were de minimis (as defined in IRS §414(l)) transfers of assets and liabilities between the Xcel Energy Pension Plan (41-0448030/001) and the Xcel Energy Inc. Non-bargaining Pension Plan (South) (41-0448030/007) plan on December 31, 2024. The funding method approach used is as follows: The spun-off participants' obligations will first be removed from the Funding Target in the 2025 plan year valuation. The asset movement associated with the spin-off will be treated as a cashflow for purposes of calculating the 2024 deferred asset gain/loss base used for future AVA calculations (e.g., it will be treated in the same manner as though it were benefit payments with year-end timing). Otherwise, because this is a de minimis spin-off, the spin-off will not result in the spin-off / transfer of funding balances, deferred asset bases, shortfall amortization installments, or any other component of the funding valuation results. Thus, the minimum required contribution for the 2024 plan year, and the quarterly required contributions for the 2024 plan year and 2025 prior year prong of the calculation, for the plan will be unaffected. Since both plans use the same funding methods and the transfers occurred on the last day of the plan year, the plan sponsor believes there was no change in funding method and did not seek IRS approval.

SCHEDULE SB ATTACHMENTS

Schedule SB, Line 24
Change in Actuarial Assumptions

- The pre-PPA lump sum conversion interest rate was updated from 4.00% to 4.75%.
- The interest crediting rate for the 5% cash balance formula was updated from 4.00% to 4.75%. The interest crediting rate for the Retirement Spending Account was updated from 5.75% to 5.15%.

Approval for the changes other than the segment interest rates and mortality table was not required as outlined in IRS Regulation 1.430(d) – 1(f)(8).

Plan Name:	Xcel Energy Pension Plan
EIN / PN:	41-0448030/001
Plan Sponsor:	Xcel Energy Inc.
Valuation Date:	January 1, 2025