

EXECUTIVE COMPENSATION

Summary Compensation Table

The following table summarizes the primary elements of compensation paid or granted to the NEOs. See the CD&A above for a description of our executive compensation program to gain an understanding of the information disclosed in this and the following tables.

Name and Principal Position	Year	Salary (\$) ⁽¹⁾	Bonus (\$)	Stock Awards (\$) ⁽²⁾	Non-Equity Incentive Plan Compensation (\$) ⁽³⁾	Change in Pension Value and Nonqualified Deferred Compensation Earnings (\$) ⁽⁴⁾	All Other Compensation (\$) ⁽⁵⁾	Total (\$)
Bob Frenzel Chairman, President and CEO ⁽⁶⁾	2022	1,200,000	—	7,000,062	1,985,850	69,074	63,593	10,318,579
	2021	931,424	—	6,300,028	992,149	79,491	47,272	8,350,364
	2020	731,250	—	2,200,084	1,004,475	77,244	39,881	4,052,934
Brian Van Abel Executive Vice President, Chief Financial Officer	2022	700,000	—	1,740,011	741,384	—	28,781	3,210,176
	2021	650,000	—	1,792,997	231,392	243,402	10,471	2,928,262
	2020	525,000	—	1,303,287	288,787	388,073	10,264	2,515,411
Brett Carter Executive Vice President, Group President, Utilities and Chief Customer Officer	2022	643,333	—	1,961,501	344,214	42,268	42,091	3,033,407
	2021	580,000	—	1,125,018	440,475	53,517	25,940	2,224,950
	2020	565,000	—	1,070,004	605,364	59,773	24,024	2,324,165
Timothy O'Connor Executive Vice President, Chief Operations Officer	2022	750,000	—	2,550,060	843,986	105,596	35,544	4,285,186
	2021	661,528	—	1,550,079	497,972	171,958	34,317	2,915,854
	2020	600,000	—	1,100,042	602,685	120,453	36,965	2,460,145
Amanda Rome Executive Vice President, Chief Legal and Compliance Officer	2022	600,000	—	1,553,689	317,736	21,410	10,910	2,503,745
	2021	570,000	—	1,278,312	202,913	39,332	13,621	2,104,178
	2020	416,667	—	1,113,734	234,378	26,327	10,191	1,801,297

(1) Amounts in this column reflect base salary earned for the corresponding year regardless of whether any portions were deferred under the 401(k) Savings Plan or otherwise.

(2) Amounts in this column reflect the aggregate grant date fair value of long-term incentive awards. The majority of the amounts in this column do not represent earned or paid compensation, as awards are still subject to performance and/or vesting conditions. The remaining amounts include awards earned under the AIP that the executive officer elected to receive in shares of common stock and/or restricted stock in lieu of a portion of the cash payment. In each instance, the grant date fair value was computed in accordance with Financial Accounting Standards Board Accounting Standards Codification Topic 718 ("FASB ASC Topic 718"), excluding the effect of estimated forfeitures, as described below:

- Shares of common stock and restricted stock granted under the AIP are valued based on the closing price of Xcel Energy's common stock on the trading date preceding the issuance date; shares are issued following the close of the performance year and include a premium (5% for common stock or 20% for restricted stock) for the election to receive shares of stock in lieu of cash.
- The long-term incentive grants are valued based on the market price of our common stock on the grant date of the award, based on the assumption that target performance will be achieved or the service requirement will be met and the awards and future credited dividend equivalents will vest and will not be forfeited. The aggregate grant date fair value of equity grants is equal to the closing price of Xcel Energy's common stock, as determined above.

The following table presents the grant date fair values included in the column by award type and also includes the grant date fair value of the performance shares granted in 2022 assuming maximum performance is achieved.

Name	Performance Shares		Restricted Stock Units (\$)	Common Stock and Restricted Stock Granted Under the AIP (\$)
	Target (\$)	Maximum (\$)		
Bob Frenzel	5,600,022	11,200,044	1,400,040	—
Brian Van Abel	1,391,955	2,783,910	348,056	—
Brett Carter	1,279,967	2,559,934	320,110	273,000
Timothy O'Connor	1,239,973	2,479,946	1,310,087	—
Amanda Rome	976,026	1,952,052	244,041	252,000