COLORADO CLEAN ENERGY PLAN

INFORMATION SHEET
COLORADO

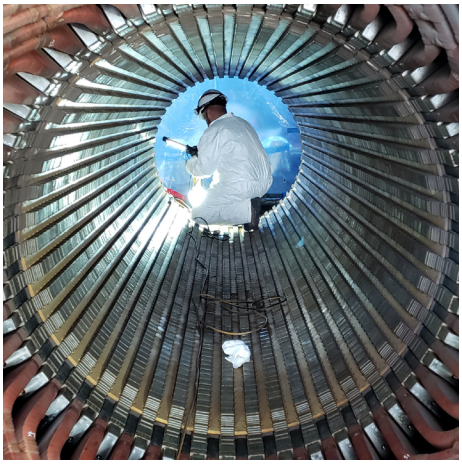
A RESPONSIBLE TRANSITION TO CLEAN ENERGY FOR COMMUNITIES AND WORKERS

Xcel Energy is leading the clean energy transition with its upcoming Colorado 2030 Clean Energy Plan, a proposal to deliver an estimated 85% reduction in carbon dioxide emissions from 2005 levels by 2030 and doubling the renewable energy and battery storage on the system.

The plan, which we will file with state regulators in spring 2021, creates a roadmap to deliver on our vision to provide 100% carbon-free electricity by 2050, while supporting our employees and the communities where we live and work through the transition.

REDUCING EMISSIONS

Achieving our vision requires retiring coal plants that we have relied upon for years and transitioning to cleaner sources of power. With our Clean Energy Plan, we are proposing a timeline for retiring our remaining coal operations in Colorado.



Comanche Generating Station

Coal-fired electric generating facility

- **Location:** Pueblo, CO
- **In-Service Dates:** Unit 1, 1973; Unit 2, 1976; Unit 3, 2010
- **Retirement Dates:** Unit 1, 2022; Unit 2, 2025; Unit 3, 2040 (proposed)
- **Capacity:** Units 1 & 2 (660 MW); Unit 3 (750 MW)
- **Co-Owners:** Intermountain Rural Electric Association, Holy Cross Electric (for Unit 3)
- **Number of Employees:** 134

Hayden Generating Station

Coal-fired electric generating facility

- **Location:** near Hayden, CO
- **In-Service Dates:** Unit 1, 1965; Unit 2, 1976
- **Retirement Dates:** Unit 1 2028 (proposed); Unit 2 2027 (proposed)
- **Capacity:** Unit 1 (179 MW), Unit 2 (262 MW)
- **Co-Owners:** Salt River Project, PacifiCorp
- **Number of Employees:** 68

Pawnee Generating Station

Coal-fired, steam-electric generating facility

- **Location:** Brush, Colorado (90 miles northeast of Denver)
- **In-Service Date:** 1981
- **Conversion Date:** Convert to burn natural gas in 2028 (proposed)
- **Retirement Date:** 2041
- **Capacity:** 505 MW
- **Number of Employees:** 97

COLORADO CLEAN ENERGY PLAN

A BALANCED, DIVERSIFIED ENERGY PORTFOLIO

Although the exact mix will be determined by a competitive bid process, in our preferred plan we are proposing to add up to:

- Approximately 2,300 MW of wind power
- Approximately 1,600 MW of large-scale solar power
- Approximately 400 MW of energy storage
- Just under 1,300 MW of firm dispatchable resources (including natural gas)
- Just under 1,300 MW of distributed generation solar resources

COMMITTING TO OUR EMPLOYEES AND COMMUNITIES

We are committed to helping our employees and the communities where these plants are located as we continue to move away from coal. Early coal plant closures impact our employees and affect local economies' jobs and tax base, and as every community is unique, each transition requires special attention and consideration.

Long planning timelines, advance notice and proactive, transparent communication are fundamental to our efforts. We make decisions and communicate plant closures as far in advance as possible, allowing employees time to transfer to other locations or complete retraining for new roles. This also provides time for us to work with communities to find ways to mitigate impacts to tax base and other economic concerns.

PRIORITIES

- We've previously transitioned plants across our service area without layoffs, and we believe we can accomplish this again. We are prepared to work with employees to manage this transition through attrition, retirements and retraining to assist them in pursuing new roles.
- We are also working directly with community leaders, plant employees and labor unions to provide dedicated support and develop transition plans together for coal plant retirements.
- We partner with local leaders and advisors, state and local government officials, economic development groups and local businesses to help maintain a healthy tax base and seek out new opportunities where plants are closing.

Xcel Energy has guiding principles that define our commitment to partnering with communities and employees facing the early closure of coal-fueled plants. Read our **Position Statement**.

Xcel Energy®