

2019 ENVIRONMENTAL, SOCIAL, GOVERNANCE AND SUSTAINABILITY REPORT, VOLUME 2



Serving with Energy Local Action, Global Impact

In accordance with Global Reporting Initiative standards



CEO Message



Jerry Norcia

President and Chief Executive Officer
DTE Energy

At DTE Energy, we serve, lead and transform with our energy. It's not just a corporate saying on our walls – it's how we show up to work each and every day. Achieving great results for our customers, communities and investors inspires all of us. It is how we will reach our aspiration to be the best-operated energy company in North America and a force for growth and prosperity in the communities where we live and serve.

This is an exciting and challenging time in the energy industry. We are in the midst of an energy transformation that is driven by the desire for safe, clean, affordable and reliable power to help mitigate the effects of climate change. We are investing in new, modern infrastructure across our electric and gas service territories that meets the needs of the 21st century economy and provides us the means of delivering cleaner energy to Michigan homes and businesses. We're integrating smart technologies to achieve greater reliability, safety and energy efficiency.

In 2019, DTE announced its goal to achieve net zero carbon emissions for our electric company by 2050 – a significant acceleration of our previous commitment to reduce carbon emissions 80% by 2040. That goal, paired with keeping energy affordable, our progressive approach on workforce development, our world-class volunteerism, and our focus on employee engagement, diversity and inclusion, are just some of the ways we are serving our customers and communities - and each other.

Table of Contents

GRI 100: Universal Standards

101: Foundation	4
102: General Disclosures	4
103: Management Approach	17

GRI 200: Economic

201: Economic Performance	18
202: Market Presence	18
203: Indirect Economic Impacts	19
204: Procurement Practices	20
205: Anti-Corruption	20
206: Anti-Competitive Behavior	20

GRI 300: Environmental

301: Materials	21
302: Energy	21
303: Water	22
304: Biodiversity	22
305: Emissions	23
306: Effluents and Waste	24
307: Environmental Compliance	27
308: Supplier Environmental Assessment	27

GRI 400: Social

401: Employment	28
402: Labor / Management Relations	30
403: Occupational Health and Safety	30
404: Training and Education	33

405: Diversity and Equal Opportunity	34
406: Non-Discrimination	35
407: Freedom of Association and Collective Bargaining	35
408: Child Labor	35
409: Forced or Compulsory Labor	35
410: Security Practices	35
411: Rights of Indigenous Peoples	36
412: Human Rights Assessment	36
413: Local Communities	36
414: Supplier Social Assessment	36
415: Public Policy	37
416: Customer Health Safety	37
417: Marketing and Labeling	38
418: Customer Privacy	38
419: Socioeconomic Compliance	38

Sector Specific Reporting:

Electric Utilities Sector Supplement

Supplemental Materials

GRI 102-13: Industry Association and National Advocacy Organizations	40
GRI 102-40, 102-43, 103-44: Stakeholder Engagement Table	41
GRI 304-3: Wildlife Habitat Council Sites	45
GRI 404: DTE Energy's Youth and Adult Talent Pipeline Programs	48

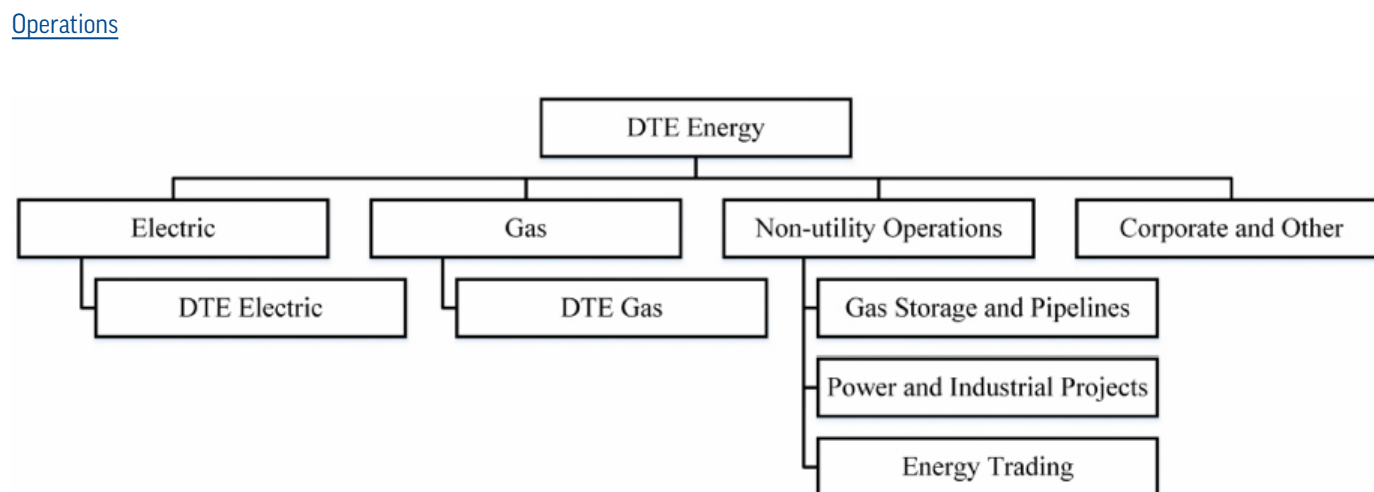


GRI 100 Universal Standards

Standard #	Standard Description	DTE Response to Standard
GRI 101	Foundation	<p>This document is designed to provide information in accordance with the Global Reporting Initiative's Sustainability Reporting Standards (GRI Standards), core option.</p> <p>See also DTE Energy's 10-K filing with the U.S. Securities and Exchange Commission, as well as our 2019 Environmental, Social, Governance, and Sustainability Report, which is based on the Edison Electric Institute industry sector template.</p> <p>Visit DTEImpact.com to learn more about DTE Energy as a force for growth and prosperity in the communities where we live and serve.</p>
GRI 102	General Disclosures	
GRI 102-1	Name of the organization	DTE Energy Company
GRI 102-2	Activities, brands, products, and services	<p>DTE Energy Company is a publicly traded (NYSE: DTE) diversified energy company involved in the development and management of energy-related businesses and services nationwide. Our largest operating subsidiaries are DTE Electric and DTE Gas. More than three million residential, business and industrial customers throughout Michigan are customers of DTE Electric, DTE Gas, or both of these regulated utility companies.</p> <p>Additional information can be found in DTE Energy's 10-K for the fiscal year ending December 31, 2018 (page 7 and page 8)</p>
GRI 102-3	Location of headquarters	Detroit, Michigan, United States
GRI 102-4	Location of operations	United States and Ontario, Canada
GRI 102-5	Ownership and legal form	<p>DTE Energy is a holding company.</p> <p>DTE Electric and DTE Gas are regulated by the Michigan Public Service Commission. Certain activities of DTE Electric and DTE Gas, as well as various other aspects of businesses under DTE Energy, are regulated by the Federal Energy Regulatory Commission. DTE Electric and DTE Gas are regulated by other federal and state agencies including the Nuclear Regulatory Commission, the Environmental Protection Agency, the Michigan Department of Environment, Great Lakes, and Energy, and for DTE Energy, the U.S. Commodity Futures Trading Commission. A section of the Vector Natural Gas Pipeline, a DTE joint venture, is located in Ontario, Canada, and is regulated by provincial and Canadian federal authorities.</p>

GRI 100: Universal Standards *(cont.)*

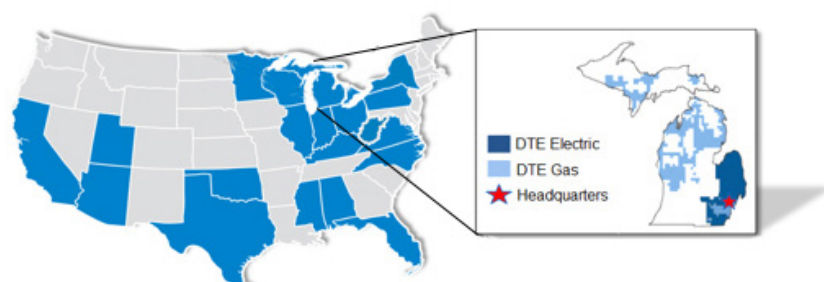
Standard #	Standard Description	DTE Response to Standard
GRI 102-6	Markets served <i>(cont.)</i>	<p>Additional information can be found in DTE Energy's 10-K for the fiscal year ending December 31, 2018 (pages 7, 8, 14)</p> <p>DTE Electric serves 2.2 million residential, business, commercial, and industrial customers in a service territory encompassing 7,429 square miles in southeastern Michigan. DTE Gas serves 1.3 million residential, business, commercial, and industrial customers in a distribution territory of 20,315.2 square miles in Michigan.</p> <p>DTE Gas Pipelines, DTE's natural gas pipeline transmission network, connects markets in the Midwest, Northeast and eastern Canada. These pipelines connect producing regions to market areas to meet rising demand for clean, reliable natural gas. These pipelines also access underground storage fields in Michigan and Ontario, Canada to provide critical supply particularly during the coldest winter months.</p> <p>In addition to utility operations in Michigan, the DTE Energy portfolio includes non-utility energy businesses focused on power and industrial projects, natural gas pipelines, gathering and storage, and energy marketing and trading in 22 states.</p> <p>In addition to work in the United States, a section of DTE Energy's Vector Pipeline is located in Ontario. The pipeline transports natural gas from Illinois to Indiana, Michigan and into Ontario, Canada, linking storage fields in Michigan and Ontario to markets across the Midwest, eastern Canada and the Northeast.</p>
GRI 102-7	Scale of the organization	<p>Employees</p> <p>In 2018, DTE Energy and its subsidiaries had more than 10,600 employees of which 49% were represented by unions.</p>



GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
------------	----------------------	--------------------------

GRI 102-7	Scale of the organization <i>(cont.)</i>	DTE Energy Service Territories
-----------	--	--------------------------------



DTE Gas Pipelines



Net Revenue and Total Capitalization

The following Consolidated Statement of Operations for the year ending December 31, 2018. Numbers are in millions except for per-share amounts. For additional financial detail, please see DTE Energy's [10-K for the fiscal year ending December 31, 2018](#).

Total Capitalization (debt & equity breakdown):

For additional financial detail, please see DTE Energy's [10-K for the fiscal year ending December 31, 2018](#).

GRI 102-8	Information on employees and other workers
-----------	--

DTE Energy's workforce in 2018 totaled approximately 10,600 full time employees, with unions representing 49% of this workforce. All DTE Energy employees work in the United States, primarily in Michigan.

Permanent and Temporary	Female	Male
Regular	2,780	7,787
Temporary	135	225
Full time and Part time employees by Gender	Female	Male
Full Time Regular	2,764	7,785
Part Time Regular	16	2

Additional information can be found in [DTE Energy's 10-K for the fiscal year ending December 31, 2018](#)

GRI 102-9	Supply chain
-----------	--------------

DTE Energy views its suppliers as strategic partners in the company's success. DTE Energy expects those with whom the company does business to share the same values and principles that enable DTE Energy to enjoy an excellent reputation within the communities it serves. DTE Energy's supply chain includes products and services to support operations; fuel supply and purchased power; natural gas supply; and nuclear fuel supply.

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
------------	----------------------	--------------------------

GRI 102-9 Supply chain *(cont.)*

Products and Services

In 2018, 4,363 suppliers were in DTE Energy's company-wide supply chain. The following includes the supplier count associated with DTE Energy's lines of business. Some DTE Energy suppliers contract with multiple lines of DTE Energy businesses.

Line of Business Supplies	
Corporate Services	781
Distribution Operations	650
Energy Gas	839
Energy Waste & Reduction	172
Fossil Generation	1,188
Gas Storage and Pipelines	226
Major Enterprise Projects	614
Nuclear Generation	654
Power and Industrial	1,630

DTE's 4,363 suppliers in 2018 were located in every state except Alaska, Hawaii, and South Dakota. The monetary value of payments made to suppliers by DTE Energy in 2018 is more than \$2.9 billion. DTE Energy managed supplier relationships and expectations through more than 123 supplier performance scorecards and periodic executive reviews to measure performance and develop corrective actions. In addition, DTE Energy conducted 172 executive forums and reviews with top suppliers and senior leadership. Focusing on safety priorities, DTE Gas scheduled monthly contractor partnership meetings to discuss safety and quality audit results.

DTE Energy is a nationwide leader in supplier diversity, emphasizing the importance of contracting with women, veteran and minority-owned firms, which has diversified the company's supplier base. Last year, DTE Energy spent \$472.4 million with diverse vendors and captured 11 industry-wide awards for its commitment to supplier diversity. We encourage our suppliers to have the same commitment in their use of materials and services from their own base of diverse suppliers and contractors.

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard																														
GRI 102-9	Supply chain <i>(cont.)</i>	<p>In 2018, DTE Energy contracted with suppliers providing products and services in 30 standard categories:</p> <table> <tr> <td>Bulk Gas & Chemicals</td><td>Construction</td><td>Electrical</td></tr> <tr> <td>Engineering</td><td>Environmental</td><td>Equipment</td></tr> <tr> <td>Facilities</td><td>Fleet Materials</td><td>Fleet Services</td></tr> <tr> <td>Heating-Ventilation-Air Conditioning</td><td>Home Protection Program</td><td>Information Technology</td></tr> <tr> <td>Instrumentation</td><td>Maintenance</td><td>Maintenance Materials</td></tr> <tr> <td>Metering Services</td><td>Meters</td><td>Miscellaneous-Other</td></tr> <tr> <td>Maintenance, Repair, Operations</td><td>Oil Filled Equipment</td><td>Personnel</td></tr> <tr> <td>Petroleum</td><td>Pipes, Valves, Fittings</td><td>Power Generation Production Materials</td></tr> <tr> <td>Professional Services</td><td>Pumps, Motors and Generators</td><td>Safety</td></tr> <tr> <td>Transportation Services</td><td>Vehicles and Equipment</td><td>Wire and Cable</td></tr> </table> <p>Fuel Supply and Natural Gas Supply</p> <p>For additional information, please see the 10-K for the year ending 12-31-18, Fuel Supply and Purchased Power and Natural Gas Supply</p>	Bulk Gas & Chemicals	Construction	Electrical	Engineering	Environmental	Equipment	Facilities	Fleet Materials	Fleet Services	Heating-Ventilation-Air Conditioning	Home Protection Program	Information Technology	Instrumentation	Maintenance	Maintenance Materials	Metering Services	Meters	Miscellaneous-Other	Maintenance, Repair, Operations	Oil Filled Equipment	Personnel	Petroleum	Pipes, Valves, Fittings	Power Generation Production Materials	Professional Services	Pumps, Motors and Generators	Safety	Transportation Services	Vehicles and Equipment	Wire and Cable
Bulk Gas & Chemicals	Construction	Electrical																														
Engineering	Environmental	Equipment																														
Facilities	Fleet Materials	Fleet Services																														
Heating-Ventilation-Air Conditioning	Home Protection Program	Information Technology																														
Instrumentation	Maintenance	Maintenance Materials																														
Metering Services	Meters	Miscellaneous-Other																														
Maintenance, Repair, Operations	Oil Filled Equipment	Personnel																														
Petroleum	Pipes, Valves, Fittings	Power Generation Production Materials																														
Professional Services	Pumps, Motors and Generators	Safety																														
Transportation Services	Vehicles and Equipment	Wire and Cable																														
GRI 102-10	Significant changes to the organization and its supply chain	<p>There were no significant changes to DTE Energy's organizational structure in 2018. There were no significant changes related to DTE Energy's supply chain. There were no major DTE Energy plant openings, closings or expansions. In 2018, DTE Energy began construction on the Blue Water Energy Center, which is scheduled to be completed in 2022.</p>																														
GRI 102-11	Precautionary Principle or approach	<p>See the DTE Energy Company 10-K for the year ending December 31, 2018, Item 1A., Risk Factors, (pages 20-26)</p> <p>For additional information on risks associated with DTE Energy's sustainability and climate change plans, see DTE Energy's 2019 Environmental, Social, Governance and Sustainability Report, Volume 1.</p>																														
GRI 102-12	External initiatives	<p>DTE Energy follows or subscribes to numerous voluntary environmental, social and governance charters, guidelines and standards including:</p> <ul style="list-style-type: none"> • ISO 14001 Environmental Management System • CEO Climate Dialogue • Environmental Protection Agency Natural Gas Star and Methane Challenge Programs • Edison Electric Institute and American Gas Association ESG Template • Wildlife Habitat Council Certification • Environmental Protection Agency WasteWise 																														

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 102-12	External initiatives <i>(cont.)</i>	<ul style="list-style-type: none"> • Michigan Department of Environment, Great Lakes, and Energy - Clean Corporate Citizen Michigan • Business Pollution Prevention Partnership (MBP3) • Electric Utility Industry Sustainable Supply Chain Alliance • Michigan Economic Development Corporation Pure Michigan Business Connect
GRI 102-13	Membership of associations	<p>DTE Energy has representation on various associations, councils and organizations involving and representing stakeholders of industry and professional importance. The list of organizations to which DTE Energy belongs represents affiliations with leading utility-relevant industry and professional groups. DTE Energy representatives are board members on some of these organizations and those relationships are used to communicate DTE Energy operational plans, benchmark best practices for organizational management, as well as understand and influence legislative and policy agendas.</p> <p>See Industry Associations and National Advocacy Organizations table</p>
GRI 102-14	Statement from senior decision maker	<p>Letter from Gerry Anderson, Board Chair</p> <p>Letter from Jerry Norcia, CEO</p> <p>Video from Gerry Anderson</p>
GRI 102-15	Key impacts, risks, and opportunities	<p>See DTE Energy's 10-K for year ending 12-31-18. For risk-specific information, see: Item 1A., Risk Factors, (pages 20-25)</p> <p>Also see DTE Energy's 2019 Environmental, Social, Governance, and Sustainability Report Volume 1.</p> <p>A description of DTE Energy's material sustainability issues is included in this GRI Report, under Standard 102-47.</p>
GRI 102-16	Values, principles, standards, and norms of behavior	<p>Aspiration</p> <p>DTE Energy is striving to become the best-operated energy company in North America and a force for growth and prosperity in the communities where its employees live and serve. Building upon a 150-year history, DTE Energy is progressing toward this aspiration by continually emphasizing collaboration among employees, urging all to stay connected to the company's purpose by focusing on DTE Energy's seven company priorities, and by expecting every employee to integrate company values in their daily work.</p> <p>Purpose</p> <p>"We serve with our energy, the lifeblood of communities and the engine of progress." This sense of purpose – remembering why DTE Energy exists – gives work at DTE Energy a unique meaning for every employee. It is a source of inspiration and strength.</p>

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 102-16	Values, principles, standards, and norms of behavior <i>(cont.)</i>	<p>Values</p> <p>Intended to guide how DTE Energy employees think about the company, the way they work, and how they interact with one another, these “rules of the road” are meant to guide all decisions and actions; to be intentionally embraced and acted upon with conviction.</p> <ul style="list-style-type: none"> • We put the health and safety of people first... and know this responsibility rests with each of us. • We act with integrity and show respect... and understand this defines our company’s character. • We see our work through the eyes of those we serve... and know that our work is a powerful means to serve others. • We bring our best energy and focus to our work... and are fully engaged and accountable for results. • We believe that improvement is our daily responsibility... and know those we serve have the right to expect that from us. • We play to win as a team... and put the needs of our enterprise first. • We are passionate about the success of our company... and know that its health and growth generate prosperity. <p>Priorities</p> <p>Used to drive toward achieving DTE Energy’s aspiration, these seven connected company priorities interact and influence one another as a reinforcing system. This illustration summarizes DTE Energy’s corporate priorities as strategic drivers and how they connect to propel the company toward a strong, sustainable future. Success depends in large part upon growth and prosperity among the customers and communities served by DTE Energy.</p> <p>Code of Conduct</p> <p>The DTE Energy Way, the code of conduct on which all employees are trained beginning the first day on the job, is the highest level of policy for all employees. It guides how employees behave on the job to ensure their activities are consistent with DTE Energy values. The DTE Energy Way is detailed in an extensive section on the DTE Energy internal website, Quest, which covers dozens of issues from defining DTE Energy values, asking questions, seeking help and reporting concerns of harassment, conflicts of interest, and insider trading. DTE Energy also has a supplier code of conduct to ensure its business partners adhere to the same standards.</p>
GRI 102-17	Mechanisms for advice and concerns about ethics	<p>DTE Energy promotes an ethical culture among employees properly grounded on company values. This emphasis on ethics and values starts with DTE Energy’s board of directors and extends throughout the company. The DTE Energy Code of Ethics is published on DTE Energy’s public website, along with the Board of Directors Mission and Guidelines, Board Codes and Policies, and Categorical Standards for Director Independence.</p> <p>DTE Energy’s Ethics and Compliance Office promotes a culture of integrity, respect, and compliance with laws and regulations. To encourage supporting behaviors, ethics ambassadors are embedded within business groups companywide. These ambassadors are an in-department resource for employees seeking guidance as well as related training and communication.</p> <p>A list of ethics ambassadors by name, title, and with email addresses is published on the DTE Energy’s internal website, Quest. Beyond these peer experts assigned in every DTE Energy business unit, DTE Energy employees can learn about and seek information on ethical concerns</p>

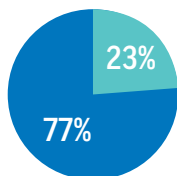
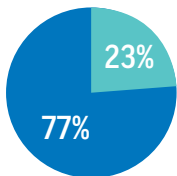
GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 102-17	Mechanisms for advice and concerns about ethics <i>(cont.)</i>	<p>through extensive web-based resources on Quest. The resources include a downloadable DTE Energy Ethics in Action pamphlet, which details ways to learn about ethical concerns at DTE Energy, pinpoints examples of questionable behavior, and provides reporting options. Provided to all new DTE Energy employees on intake as well as at business unit training sessions, this information and additional content populate an Ethics and Compliance section on Quest.</p> <p>DTE Energy's Ethics in Action Program, administered by the Ethics and Compliance Office, promotes a "speak-up" culture by providing mechanisms for employees, retirees, vendors, customers, shareholders, and the public to report suspected non-compliance or work practices inconsistent with DTE Energy standards and values. This independent system for questionable, unethical, and illegal behavior has five reporting pathways including through Quest, DTE Energy's public website, via phone (24/7), by mail and directly informing the business unit leader, Human Resources, or the DTE Energy Ethics and Compliance Office. An independent third party operates DTE Energy's Ethics in Action Helpline through which individuals can make confidential and, if desired, anonymous reports. This third-party vendor, NAVEX Global, operates EthicsPoint® web and telephone reporting channels. These hotlines are open to the public. Anyone can report any issue of concern ranging from violation of policy and inappropriate use of DTE Energy equipment to concerns about purchasing practices and harassment. Every contact is acted upon and investigated.</p> <p>In addition to Ethics and Compliance programs, DTE Energy and its Unions jointly manage a grievance procedure which is defined by the collective bargaining agreements for represented employees. Additionally, DTE Energy manages a dispute resolution process for non-represented employees.</p>
GRI 102-18	Governance structure	<p>The DTE Energy governance structure consists of a board of directors and committees of the board of directors. The DTE Energy Bylaws describe how the company will operate with regard to shareholders, the board of directors and board committees, officers, stock, and other matters.</p> <p>As of December 31, 2018, the DTE Energy board consisted of 11 independent directors elected annually by shareholders, plus DTE Energy's chairman and CEO, the sole non-independent management director. The DTE Energy board meets regularly to lead the company in fulfilling its mission and achieving its goals. With respect to economic, environmental, and social issues, the DTE Energy board:</p> <ul style="list-style-type: none"> • Is responsible for creating long-term value for shareholders while ensuring that the company operates in an environmentally sensitive and socially responsible manner • Oversees company management and assesses the effectiveness of management policies and decisions, including management's development and execution of the company's strategies • Approves all major environmental initiatives <p>Subsequent to December 31, 2018, Jerry Norcia was named President & CEO and elected to the Board of Directors as a non-independent management director. Gerry Anderson was named Executive Chairman and remains a non-executive management director. As of June 23, 2019, the DTE Energy board consists of 11 independent directors and 2 non-independent management directors.</p> <p>Information on DTE Energy's board members, committees, bylaws and other governance resources is on the Governance page of DTE Energy's public website and in the 2019 Proxy Statement under "Committees of the Board of Directors" (p.16).</p>

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 102-18	Governance structure <i>(cont.)</i>	<p>While ultimately determined by the full board, decision-making recommendations on economic, environmental, and social topics rest with DTE Energy's Public Policy & Responsibility Committee (PPRC), the purpose of which is to review DTE Energy's performance as a responsible corporate citizen and suggest policies to the board of directors to enable the Company to respond appropriately to its social responsibilities and its shareholders' interests. Consisting of four independent directors from the board, the PPRC reviews and advises the board on emerging social, economic, political, reputational, and environmental issues that could significantly affect the Company's business and performance in relation to the community, shareholders, customers and employees. In this role, the PPRC:</p> <ul style="list-style-type: none"> • Advises the board of directors on emerging Environmental, Social, and Governance (ESG) issues, including climate change • Receives and reviews reports from management relating to ESG risks and opportunities • Meets regularly, including in executive sessions, without management present • Retains independent outside professional advisers, as needed <p>The board of directors reviews and approves recommendations from the Public Policy & Responsibility Committee. DTE Energy's Chairman and CEO, together with other senior leaders of the company, exercise leadership in the company's sustainability initiatives. Through the Government, Regulatory and Community Committee, Force for Growth Committee, and other management leadership committees, DTE Energy's senior management:</p> <ul style="list-style-type: none"> • Executes the company's ESG strategy in consultation with the board of directors • Manages environmental compliance processes and carbon reduction aspirations • Mobilizes employees, resources and partner organizations to strengthen and promote prosperity in communities served by DTE Energy • Reports to the DTE Energy board on outcomes of ESG initiatives • Manages risks associated with environmental and sustainability opportunities <p>Also see DTE Energy's 2019 Environmental, Social, Governance, and Sustainability Report, Volume 1.</p>
GRI 102-19	Delegating Authority	See DTE Energy's 2019 Environmental, Social, Governance, and Sustainability Report, Volume 1 .
GRI 102-20	Executive-level responsibility for economic, environmental, and social topics	See DTE Energy's 2019 Environmental, Social, Governance, and Sustainability Report, Volume 1 .
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Not required for core reporting

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard												
GRI 102-22	Composition of the highest governance body	<p>As the highest governance body of DTE Energy, as of December 2018, the DTE Energy board of directors consisted of 12 directors, 11 of which are independent, and DTE Energy's chairman and CEO, who is the sole non-independent management director and the only non-independent company executive serving on the board. DTE Energy's board members as of December 31, 2018 included nine men and three women of whom nine were Caucasian and three African Americans.</p> <div><div><p>Ethnicity</p><table><tr><th>Ethnicity</th><th>Percentage</th></tr><tr><td>Caucasian</td><td>77%</td></tr><tr><td>African American</td><td>23%</td></tr></table></div><div><p>Gender</p><table><tr><th>Gender</th><th>Percentage</th></tr><tr><td>Male</td><td>77%</td></tr><tr><td>Female</td><td>23%</td></tr></table></div></div> <p>Board Diversity</p> <p>With the election of Jerry Norcia, President & CEO to DTE Energy's board effective June 23, 2019, the board of directors consisted of 13 directors, 11 of which are independent.</p> <p>Gender: 77% Men and 23% Women</p> <p>Ethnicity: 77% White and 23% African American</p> <p>For information on other significant positions held by DTE Energy board members and their competencies relating to economic, environmental, and social topics, visit the DTE Energy's Board of Directors website</p>	Ethnicity	Percentage	Caucasian	77%	African American	23%	Gender	Percentage	Male	77%	Female	23%
Ethnicity	Percentage													
Caucasian	77%													
African American	23%													
Gender	Percentage													
Male	77%													
Female	23%													
GRI 102-23	Chair of the highest	Details can be found in DTE Energy's 2019 Proxy Statement under "Election of the Chairman and the CEO; Lead independent Director" (p.16)												
GRI 102-24	Nominating and selecting the highest governance body	Details can be found in DTE Energy's 2019 Proxy Statement under "Election of Directors and Vacancies" (p.12)												
GRI 102-25	Conflicts of interest	Details can be found on DTE Energy's Corporate Governance page												
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Details can be found in DTE Energy's 2019 Proxy Statement under "Corporate Governance" (p.12) and "Public Policy and Responsibility Committee" (p.18)												
GRI 102-27	Collective knowledge of highest governance body	Details can be found in DTE Energy's 2019 Proxy Statement under "Election of Directors and Vacancies" (p.12) and "Public Policy and Responsibility Committee" (p.18)												

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 102-28	Evaluating the highest governance body's performance	Details can be found in DTE Energy's 2019 Proxy Statement under "Assessment of Board and Committee Performance" (p.14)
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Details can be found in DTE Energy's 2019 Proxy Statement under "Board of Directors Risk Oversight Functions" (p.19)
GRI 102-30	Effectiveness of risk management process	Details can be found in DTE Energy's 2019 Proxy Statement under "Board of Directors Risk Oversight Functions" (p.19)
GRI 102-31	Review of economic, environmental, and social topics	Details can be found in DTE Energy's 2019 Proxy Statement under "Public Policy and Responsibility Committee" (p.18)
GRI 102-32	Highest governance body's role in sustainability reporting	Details can be found in DTE Energy's 2019 Proxy Statement under "Public Policy and Responsibility Committee" (p.18)
GRI 102-33	Communicating critical concerns	Details can be found in DTE Energy's 2019 Proxy Statement under "Communications with the Board" (p.16)
GRI 102-34	Nature and total number of critical concerns	Details can be found in DTE Energy's 2019 Proxy Statement under "Communications with the Board" (p.16)
GRI 102-35	Remuneration policies	Details can be found in DTE Energy's 2019 Proxy Statement for Board see "Board of Directors Compensation" (p.20) and for Executives see "Executive Compensation" (p.31)
GRI 102-36	Process for determining	Details can be found in DTE Energy's 2019 Proxy Statement for Board see "Board of Directors Compensation" (p.20) and for Executives see "Executive Compensation" (p.31)
GRI 102-37	Stakeholders' involvement in remuneration	Details can be found in DTE Energy's 2019 Proxy Statement for Board see "Board of Directors Compensation" (p.20) and for Executives see "Executive Compensation" (p.31) and "Proposal No. 3 - Advisory Proposal - Nonbinding Vote to Approve Executive Compensation" (p.30)
GRI 102-38	Annual total compensation ratio	Details can be found in DTE Energy's 2019 Proxy Statement under "CEO Pay Ration" (p.48)
GRI 102-39	Percentage increase in annual total compensation ratio	Details can be found in DTE Energy's 2019 Proxy Statement under "CEO Pay Ration" (p.48)

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 102-40	List of stakeholder groups	<p>We engage our stakeholders through a variety of mechanisms that provide meaningful dialogue around topics of mutual interest. The table listed in the appendix highlights some of the most significant ways in which we communicate with stakeholders. The last column in the table describes the material issues that each group is most interested in, based on our interactions and what we hear from our stakeholders. Click on each topic to view the report section that discusses DTE Energy's programs and performance in that area.</p> <p>Please see the Stakeholder Engagement Table</p>
GRI 102-41	Collective bargaining agreements	49% of DTE Energy's full-time employees are covered by collective bargaining agreements
GRI 102-42	Identifying and selecting stakeholders	<p>DTE Energy's stakeholder engagement process involves outreach to people and organizations that affect or can be affected by company decisions. The stakeholders with whom DTE Energy interacts may support or oppose company decisions, but regardless of their stance, DTE Energy believes everyone benefits from the exchange of factual information and open dialogue. DTE Energy's ongoing membership and participation in energy policy organizations, state and national trade associations, industry and customer advocacy coalitions and other groups helps the company identify stakeholders, particularly as new issues emerge in the industry.</p> <p>DTE Energy's Community Outreach Team engages hundreds of neighborhood groups, nonprofits, multicultural organizations, and faith institutions throughout the company's service area to understand and elevate community issues relevant to DTE Energy's operations.</p> <p>DTE Energy maintains a Community Advisory Council, which consists of 16 community leaders who meet three times a year along with DTE Energy's C-suite members and Corporate External Affairs teams. The council enables DTE Energy to identify emerging issues, better understand local perceptions of DTE Energy and improve community relationships.</p> <p>We identify elected and appointed government officials at the local, state, and federal levels as well as business leaders through our Government Affairs Team, who is charged with identifying those government, political, and business leaders critical to our business, services, and customers. DTE Energy's Regulatory Affairs Team identifies and engages regulatory stakeholders.</p> <p>DTE Energy executive leaders identify potential stakeholders through their service as board members of approximately 100 nonprofit and other organizations located in DTE Energy's service territory. DTE Energy's Supplier Diversity Advisory Council helps identify suppliers with which DTE Energy might do business.</p> <p>DTE Energy also engages with environmental non-governmental organizations (NGOs) to foster working relationships to enhance the environment and wellbeing of the communities where we live and serve. Working together to develop mutual solutions to environmental issues is in everyone's best interest. We engage and serve on the boards of environmental NGOs such as The Nature Conservancy and Southwest Detroit Environmental Vision to bring DTE Energy's environmental perspective and technical expertise to help address environmental issues.</p>
GRI 102-43	Approach to stakeholder engagement	<p>We engage our stakeholders through a variety of mechanisms that provide meaningful dialogue around topics of mutual interest. For additional information on our approach to stakeholder engagement, please see the Stakeholder Engagement Table and Industry and National Advocacy Associations tables.</p>

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 102-44	Key topics and concerns raised with stakeholders	<p>DTE Energy communicates on key topics and concerns with stakeholder groups through several channels including our Corporate Citizenship Highlights, Empowering Michigan blog posts, the DTE Energy website, the DTE Energy newsroom, and through DTE Energy's social media presence on Facebook, LinkedIn, Twitter, and YouTube. DTE Energy employee communication is primarily through Quest, the company's internal website, and email.</p> <p>For key topics and concerns, please see the Stakeholder Engagement Table.</p>
GRI 102-45	Entities included in consolidated financial statements	<p>See DTE Energy Company 10-K for Year Ending 12-31-18, Consolidated Statements pages 59-73.</p> <p>All entities in DTE Energy's consolidated financial statements or equivalent documents are covered in this GRI report and DTE Energy's 10-K.</p>
GRI 102-46	Defining report content and topic boundaries	<p>This Corporate Citizenship Report is built around DTE Energy's material aspects or topics that have a direct or indirect impact on the company's ability to create, preserve or erode economic, environmental and social value for DTE Energy, our stakeholders and society at large.</p> <p>DTE Energy updated its materiality assessment for the 2016-2017 Corporate Citizenship Report to evaluate and prioritize key sustainability issues for its business and stakeholders. This included a benchmarking of five peer companies, interviews with external stakeholders from a variety of organizations and a survey completed by stakeholders within DTE Energy as well as outside the company. We believe that the issues identified by our stakeholders in the 2017 assessment are still relevant.</p> <p>In determining the content for this year's Corporate Citizenship Report, DTE Energy applied the principles laid out in the Global Reporting Initiative (GRI) Standards. Issued by the Global Sustainability Standards Board in late 2016, the GRI Standards are a voluntary global framework, intended for use by organizations to report about their impacts on the economy, the environment and society.</p>
GRI 102-47	List of material topics	See Materiality in 2016-2017 Corporate Citizenship Report .
GRI 102-48	Restatements of information	There are no restatements of information in DTE Energy's report covering 2018.
GRI 102-49	Changes in reporting	There are no changes in reporting in material topics or reporting boundaries compared to last year's report.
GRI 102-50	Reporting period	Calendar year 2018
GRI 102-51	Date of most recent report	Published in summer 2018, DTE Energy's previous report covered the 2017 calendar year.
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	DTEImpact.com .

GRI 100: Universal Standards *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 102-54	Claims of reporting in accordance with the GRI Standards	In accordance with GRI Standards Core option
GRI 102-55	GRI content index	This report lists every GRI Standard disclosure, in numerical order, and includes references to other documents where appropriate. See the Table of Contents at the front of this report to navigate to specific sections and pages.
GRI 102-56	External assurance	DTE Energy applied the GRI Standards as the basis for this Corporate Citizenship Report, in accordance with the Core option. This report was reviewed by internal subject matter experts in each GRI disclosure area.
GRI 103	Management Approach	<p>DTE Energy manages its material issues in a thoughtful and responsible way. For each of our material topics, we have internal policies, goals and targets that drive improvement. We monitor progress through management dashboards to track metrics. Our code of business conduct and ethics – the DTE Energy Way – is publicly available in the Corporate Governance section of our website. Many other policies – including health and safety, cybersecurity and diversity and inclusion – are distributed internally. We have a robust training program that covers in detail the policies relevant to each employee's duties.</p> <p>Our commitment to Continuous Improvement (CI) provides us with a framework for evaluating the effectiveness of our management approach. We conduct regular reviews of our activities and incorporate lessons learned in a “plan, do, check and act” CI cycle that benefits future projects.</p> <p>For more information on DTE Energy's policies and programs addressing key impacts and material issues, see our 10-K filing with the U.S. Securities and Exchange Commission and our 2019 Environmental, Social, Governance, and Sustainability Report, Volume 1, which is based on the Edison Electric Institute industry sector template; and DTEImpact.com.</p>
GRI 103-1	Explanation of the material topic and its boundary	See the 2016-2017 Materiality assessment for more information .
GRI 103-2	The management approach and its components	See the 2016-2017 Materiality assessment for more information .
GRI 103-3	Evaluation of the management approach	See the 2016-2017 Materiality assessment for more information .

GRI 200: Economic



Standard #	Standard Description	DTE Response to Standard
GRI 201	Economic Performance	
GRI 201-1	Direct economic value generated and distributed	Direct economic value generated (revenues), economic value distributed (operating costs, employee wages and benefits, payments to providers of capital, etc.) and economic value retained ("direct economic value generated" less "economic value distributed") can be found in our 10-K filing .
GRI 201-2	Financial implications and risks and opportunities due to climate change	Please see DTE Energy's 2019 Environmental, Social, Governance, and Sustainability Report (pages 3-6) . Please see DTE Energy's 2019 CDP Climate Change Report – C2.3a and C2.4a (pages 11-23) . Please see DTE Energy's 2019 Integrated Resource Plan Summary (pages 2-12) .
GRI 201-3	Defined benefit plan obligations and other retirement plans	Refer to DTE Energy's 10-K for the fiscal year ending December 31, 2008, Footnote 20 – Retirement Benefits and Trusteed Assets pages 127-138 .
GRI 201-4	Financial assistance received from government	Not identified as a material issue for DTE Energy.
GRI 202	Market Presence	
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	Not identified as a material issue for DTE Energy.
GRI 202-2	Proportion of senior management hired from the local community	Not identified as a material issue for DTE Energy.

GRI 200: Economic *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 203	Indirect Economic Impacts	
GRI 203-1	Infrastructure investments and services supported	<p>We will achieve our commitment to reduce carbon emissions through aggressive investment in energy efficiency, renewables, a new state-of-the-art natural gas combined-cycle plant, our voluntary renewable programs and earlier coal plant retirements. In our 2019 Integrated Resource Plan, we demonstrate we can do this in a way that ensures our energy sources remain reliable and the power they produce affordable. The plan, submitted to the Michigan Public Service Commission per Michigan's 2016 energy law, focuses on the next five years and considers the most affordable and reliable mix of generation sources that are available today. We will continue to revisit and refine our plan as technology develops, customer desires and trends become more clear, and costs decline.</p> <p>DTE Energy will also invest nearly \$4.2 billion in electric infrastructure upgrades over the next five years. These investments are a win for our customers and communities. They will improve and strengthen the power grid that delivers safe, reliable and affordable energy to homes and businesses to better prepare Michigan for the future, and will bring jobs through both DTE Energy hires and partnerships with local contractors and businesses. Additionally, improved quality of energy delivery and fewer outages are estimated to provide more than \$6 billion-\$9 billion of economic benefits to our customers.</p> <p>Additional details can be found in the following documents:</p> <ul style="list-style-type: none"> • DTE Energy's 2019 Integrated Resource Plan Summary • DTE Energy's 2019 Environmental, Social, Governance and Sustainability Report, Volume 1 • DTE Energy Electric Infrastructure Report
GRI 203-2	Significant indirect economic impacts	<p>While we are headquartered in Detroit, we are deeply committed to the communities we serve statewide, and we work to make all of Michigan a better place to live, work and play. We believe that our efforts are making our state, our cities and our communities better, stronger and more prosperous.</p> <p>Our employees serve with their energy in communities where they live and work by volunteering thousands of hours at nonprofit organizations across the state, contributing more than \$6 million in value to our communities. More than 50% of our employees are now engaged in volunteerism, including skills-based volunteerism where their passions can match their purpose, making DTE Energy a "world class" volunteerism company.</p> <p>Our work in neighborhoods in and around DTE Energy facilities is making a notable impact. We opened DTE Energy's Beacon Park in the summer of 2017 on a parcel of land that was formerly an industrial site surrounded by barbed wire fencing. The park has already attracted more than a million visitors with family-friendly events and concerts. Most importantly, the development of Beacon Park has lived up to its name acting as a beacon to others to invest in the area – more than \$140 million to-date. We also serve with our energy beyond downtown Detroit. We're working in partnership with neighbors in the historic North End neighborhood of Detroit to help make the vision they have for their neighborhood a reality. We're working hand-in-hand with the community to beautify it, make it safer and tie it to workforce development efforts.</p>

GRI 200: Economic *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 203-2	Significant indirect economic <i>(cont.)</i>	<p>We've become intentional about supporting Michigan businesses by recruiting them to our supplier base to play our own role in economic development. In 2011, we spent \$475 million with Michigan-based suppliers. Today, we spend nearly \$1.8 billion, a four-fold increase. Since making this commitment, we have created and sustained more than 24,000 local jobs. And, since 2013, we have spent \$2.4 billion with women and minority-owned businesses, including \$1.8 billion with Detroit suppliers. And to ensure affordability and reliability of electricity far into the future, we're diversifying our energy sources by building one of the nation's most efficient natural gas plants and retiring three coal plants by 2022.</p> <p>To learn more about what DTE Energy is doing to be a force for growth and prosperity, visit our website at DTEImpact.com. Watch our latest video to see how DTE Energy serves with its energy.</p>
GRI 204	Procurement Practices	
GRI 204-1	Proportion of spending on local suppliers	<p>DTE Energy spent \$1.7 billion with Michigan businesses in 2018, creating and sustaining more than 8,000 jobs across the state and exceeding its in-state spending goal by \$800,000. DTE Energy also spent \$472 million with certified diverse suppliers and captured 11 industry-wide supplier diversity achievement awards.</p> <p>Click here for a DTE blog post on our Michigan spend in 2018</p> <p>For more information, please visit DTE Energy's 2019 Environmental, Social, Governance and Sustainability Report, Volume 1 beginning on page 8.</p> <p>For additional and historical details, refer to the Performance Data Table.</p>
GRI 205	Anti-Corruption	
GRI 205-1	Operations assessed for risks related to corruption	Not identified as a material issue for DTE Energy.
GRI 205-2	Communication and training about anti-corruption policies and procedures	Not identified as a material issue for DTE Energy.
GRI 205-3	Confirmed incidents of corruption and action taken	Not identified as a material issue for DTE Energy.
GRI 206	Anti-Competitive Behavior	
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	Not identified as a material issue for DTE Energy.

GRI 300: Environmental

Standard #	Standard Description	DTE Response to Standard
------------	----------------------	--------------------------

GRI 301 Materials

GRI 301-1 Materials used by weight or volume

Below is a list of the materials/fuel used to produce electricity for DTE Energy in 2018.

Materials/Fuels	Units	2018
Coal	Tons	15,846,695
Natural Gas	Mcf	27,117,333
Blast Furnace Gas	tcf	4,473,078
Coke Oven Gas	tcf	2,893,332
No. 2 Oil	Gallons	6,025,998
No. 6 Oil	Gallons	5,913
High Sulfur Oil	Gallons	584

GRI 301-2 Recycled input materials used

In 2018, the St. Clair Power Plant fired 732,879 gallons of #6 Fuel Oil (Used Oil).

GRI 301-3 Reclaimed products and their packaging materials

Not identified as a material issue for DTE Energy.

GRI 302 Energy

GRI 302-1 Energy consumption within the organization

Refer to DTE Energy's ["2019 CDP – Climate Change" – Item C8. "Energy"](#).

GRI 302-2 Energy consumption outside of the organization

Not identified as a material issue for DTE Energy.

GRI 300: Environmental *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 302-3	Energy intensity	Not identified as a material issue for DTE Energy.
GRI 302-4	Reduction of energy consumption	<p>In 2018, DTE Energy Headquarters and Service Centers reduced their electricity usage by 1.55 million kilowatt-hours (5.74% over 2017 electricity usage) as a direct result of conservation and efficiency initiatives. DTE Energy has a companywide goal to reduce electricity usage by 25% by 2022, from a baseline year of 2017. The 2018 electricity reduction accounts for 56% of the 25% goal.</p> <p>DTE Energy utilizes industry standards and methodologies from various organizations such as ASHRAE (The American Society of Heating, Refrigerating and Air-Conditioning Engineers, a global professional association seeking to advance heating, ventilation, air conditioning and refrigeration systems design and construction) and IESNA (Illuminating Engineering Society of North America, a recognized technical and educational authority on illumination) to develop baseline consumption and calculate energy savings. Measurement and verification is also implemented via actual metered consumption.</p>
GRI 302-5	Reductions in energy requirements of products and services	Refer to DTE's Energy Waste Reduction Annual Report .
GRI 303	Water	<p>We use water from lakes and rivers to cool our thermal electric power plants. Our power plants withdraw and return water to Michigan's surface waters under the authority of permits issued by the State of Michigan. In addition, our Taggart gas facility in Six Lakes, Michigan withdraws water for cooling of the gas compressors at the site.</p>
GRI 303-1	Water withdrawal by source	Refer to DTE Energy's "2019 CDP - Water Security Report" – Item W1.2h. "Total Water Withdrawal" .
GRI 303-2	Water sources significantly affected by withdrawal of water	Not identified as a material issue for DTE Energy.
GRI 303-3	Water recycled and reused	Refer to DTE Energy's "2019 CDP - Water Security Report" – Item W1.2i. "Total Water Discharge" and Item W1.2j "Proportion of Total Waste Use Recycled or Reused" .
GRI 304	Biodiversity	
GRI 304-1	Operations sights owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The Trenton Channel Power Plant (located in Trenton, Michigan) and the Enrico Fermi II Nuclear Generating Station (located in Newport, Michigan) are both adjacent to the USFWS International Wildlife Refuge. DTE Energy is part of a cooperative management agreement with the refuge for a total of 656 acres. This property is owned by DTE Energy and managed by USFWS. Part of the refuge includes areas of high biodiversity including important coastal wetlands and forested habitat.

GRI 300: Environmental *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	<p>DTE Energy performs due diligence evaluations on real estate acquisitions or before major construction projects begin on existing properties owned and/or maintained by DTE Energy. These due diligence evaluations include reviews of potential impacts to threatened and endangered species, or other protected natural features. If threatened and endangered species or other regulated features are detected at a site, DTE Energy conducts mitigation activities to avoid and or minimize the impacts in accordance with state or federal law.</p> <p>Activities that positively impact biodiversity, such as installation of pollinator gardens, native prairie plantings, birdhouses, or bat houses are captured in reports that are submitted to the Wildlife Habitat Council (WHC) for DTE Energy's 34 WHC-Certified sites. These reports describe site specific biodiversity goals and metrics that are required by WHC to maintain certification.</p>
GRI 304-3	Habitats protected or restored	<p>At DTE Energy, we work to take care of the land, water and living creatures on our properties and beyond. Among the largest landowners in Michigan, DTE Energy voluntarily maintains 8,000 acres of land in its natural state, thereby providing habitat for hundreds of species of birds, mammals, fish and insects. We also reclaim previously disturbed land to create and manage habitat featuring native Michigan plants, such as gardens that benefit the monarch butterfly and other pollinators. We also manage about 140 acres to support biodiversity required for mitigation.</p> <p>Wildlife Habitat Council Certified Sites</p> <p>DTE Energy properties are home to hundreds of species of wildlife, some of which are endangered or threatened. DTE Energy facilities are often located on properties with abundant opportunities for wildlife and DTE Energy is helping to attract and increase wildlife populations at these sites. To this end, DTE Energy has 34 sites certified under the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife.</p> <p>Please refer to the table in the appendix.</p>
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>There are currently three federally listed species impacted by DTE Energy's operations. These species include: Indiana Bat (endangered), Northern Long-eared Bat (threatened), and Eastern Massasauga (threatened). The Eastern Massasauga can be found at the Fermi II Nuclear Power Plant. It should be noted that the site operations may actually benefit the species due to large areas of habitat created on site, as well as an information and awareness campaign.</p>
GRI 305	Emissions	
GRI 305-1	Direct (Scope 1) GHG emissions	<p>Refer to DTE Energy's "2019 CDP - Climate Change Report" – Item C5. "Emissions Methodology".</p> <p>Refer to DTE Energy's "2019 CDP - Climate Change Report" – Item C6.1. "Scope 1 Emissions".</p> <p>Refer to DTE Energy's "2019 CDP - Climate Change Report" – Items C6.7. and C6.7a. "Biologically Sequestered Carbon".</p> <p>Refer to DTE Energy's "2019 CDP - Climate Change Report" – Item C7.1a. "Scope 1 Emissions by Greenhouse Gas Type".</p> <p>Refer to DTE Energy's "2019 CDP - Climate Change Report" – Item C7.3a. "Scope 1 Emissions by Business Division".</p>

GRI 300: Environmental *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 305-1	Direct (Scope 1) GHG emissions	For a breakdown of DTE Electric's direct GHG emissions which make-up more than 90% of DTE Energy's direct emissions, refer to DTE Energy's annual "Environmental, Social, Governance and Sustainability Report, Volume 1", EEI ESG Sustainability Template – Section 2: Quantitative Information - Emissions, page 12.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Refer to DTE Energy's "2019 CDP - Climate Change Report" – Item C6.3. "Scope 2 Emissions" .
GRI 305-3	Other indirect (Scope 3) GHG emissions	Refer to DTE Energy's "2019 CDP - Climate Change Report" – Item C6.5. "Scope 3 Emissions" .
GRI 305-4	GHG emissions intensity	Refer to DTE Energy's "2019 CDP - Climate Change Report" – Item C6.10. "Combined Scope 1 and 2 Emissions Intensity" .
GRI 305-5	Reduction of GHG emissions	Refer to DTE Energy's "2019 CDP - Climate Change Report" – Item C4.1a. "Emissions Targets and Progress" . Refer to DTE Energy's annual "Environmental, Social, Governance and Sustainability Report, Volume 1", Environmental, page 3. Refer to DTE Energy's "Our Journey to 80" website. Refer to DTE Energy's "2019 Integrated Resource Plan Executive Summary" .
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Not identified as a material issue for DTE Energy.
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SO), and other significant air emissions	Refer to DTE Energy's annual "Environmental, Social, Governance and Sustainability Report, Volume 1", – Section 2: Quantitative Information - Emissions (page 13).
GRI 306	Effluents and Waste	<p>Fly ash and bottom ash are byproducts of the coal burned in our power plants. Synthetic gypsum is a byproduct of the flue gas desulfurization (FGD) units that reduce sulfur dioxide emissions from coal-fired plants. These coal combustion residual (CCR) materials – ash and synthetic gypsum – are recycled to the greatest extent possible. The portion of the CCR not recyclable is disposed in state and federally regulated landfills and impoundments. Our ash recycling rates dropped starting in 2016 as we brought sorbent injection and activated carbon emission controls on line to meet the Mercury and Air Toxic Standards (MATS) rule. The presence of sorbents and activated carbon in coal ash reduces its acceptability for beneficial reuse.</p> <p>Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2018, we recycled 100% of the gypsum produced at DTE Energy power plants.</p>

GRI 300: Environmental *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 306	Effluents and Waste <i>(cont.)</i>	DTE Energy operates three licensed landfills to dispose of unrecycled fly ash and CCR. Each coal plant has on-site facilities for managing CCR before it is recycled or disposed. These landfills operate in compliance with applicable state and federal laws and are routinely inspected by state and local regulatory agencies. We assess the condition of our facilities and equipment on a regular basis and conduct maintenance and repairs as necessary to maintain structural integrity and operational performance.
GRI 306-1	Water discharge by quality and destination	Refer to DTE Energy's "2019 CDP - Water Security Report" – Item W1.2i. "Total Water Discharge" .
GRI 306-2	Waste by type and disposal method	DTE Energy's pollution prevention programs help to minimize impacts and conserve resources by reducing the volume of waste that would otherwise go to landfills for disposal. DTE Energy also recovers used oil for energy across our gas and electric utilities. In addition, DTE Energy captured food and paper waste at its Detroit headquarters campus, diverting these waste streams from landfills.

Hazardous Waste	Tons
Recycling	0
Recovery	0
Fuel Blending	3.1
Incineration	11.8
Landfill	39.2
Total	54.1

Other Wastes	Tons
Polychlorinated Biphenyl (PCB)	84
Asbestos	202
Universal Waste	43
Non-Hazardous Wastes (Recycled)	Tons
Gypsum	443,899
Fly and Bottom Ash	203,702
Copper	483
Lead	366
Aluminum	265
Steel / Ferrous – Electric Operations	2,582

GRI 300: Environmental *(cont.)*

Standard #	Standard Description	DTE Response to Standard	
GRI 306-2	Waste by type and disposal method (cont.)	Non-Hazardous Wastes (Recycled)	Tons
		Steel / Ferrous – Gas Operations	501
		Non-Ferrous / Wire Bundles	347
		Non-Ferrous (e.g. transformers)	2,764
		Miscellaneous Metals	1,366
		Meters – Electric	60
		Meters – Gas	358
		Outage Materials (e.g. poles, wires, equipment from storms)	1,841
		Plastic (HDPE)	25
		Scrap Electronics	12
		Transformer Oil	312 (83,260 gallons)
		Cardboard	217
		Wood (e.g. poles, pallets)	447
		Paper	268
		Other Waste Diversions	
		Composting	31.6 tons
		Waste to energy (incineration)	344 tons
		Used Oil	199,401 gallons
		GRI 306-3	Significant spills
GRI 306-4	Transport of hazardous waste	Not identified as a material issue for DTE Energy.	
GRI 306-5	Water bodies affected by water discharges and/or runoff	Not identified as a material issue for DTE Energy.	

GRI 300: Environmental *(cont.)*

Standard #	Standard Description	DTE Response to Standard			
GRI 307	Environmental Compliance				
GRI 307-1	Non-compliance with environmental laws and regulations		DTE Electric; DTE Gas; and Gas Storage and Pipeline	DTE Power and Industrial	Total
		Total monetary value of fines in 2018	\$3,250	\$25,300	\$28,550
		Total number of sanctions in 2018	24 violation notices	7 violation notices	31 violation notices
GRI 308	Supplier Environmental Assessment				
GRI 308-1	New suppliers that were screened using environmental criteria	<p>DTE Energy is a founding member of the Electric Utility Industry Sustainable Supply Chain Alliance (EUISSCA), an organization of utilities and suppliers working together to advance sustainability best practices in utility supply chain activities and supplier networks. The Alliance's goal is to work with industry suppliers and other interested parties to improve environmental performance while advancing sustainable business. We are an active member of the Alliance's survey and knowledge sharing platform teams. DTE Energy has participated on panels at the conference the last several years and is the recipient of the EUISSCA Supplier Outstanding Achievement Award in 2018.</p> <p>In addition to EUISSCA, DTE Energy is involved with The Sustainability Project (TSP), a survey tool introduced in 2018 and designed to educate suppliers on environmental best practices and benchmark their sustainability progress. We pushed for changing the survey tool to provide a formula for our suppliers to improve their sustainability performance. We measured suppliers' environmental sustainability performance with a tool named Ecodesk since 2013 and increased our participation rate from 16 suppliers to 95 suppliers in 2018. We currently use the RFP Supplier Sustainability questionnaire on high impact contract sourcing. This allows us to use sustainability scoring in our sourcing decisions.</p> <p>In response to a knowledge gap in this area among diverse supplier community, we developed and launched sustainability training at the 2019 Michigan Minority Supplier Development Council Conference (MMSDC). A link to the webinar is now available on the MMSDC's website so this knowledge is readily available to all members.</p> <p>Internally, we formed a DTE Energy Supply Chain Sustainability Team with members from Supply Chain and the business units. This team meets monthly and is responsible for championing sustainability within their business units and with their suppliers.</p> <p>Visit the DTE Energy Supplier Resource site for more details.</p>			
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	Not identified as a material issue for DTE Energy.			



GRI 400:Social

Standard #	Standard Description	DTE Response to Standard
------------	----------------------	--------------------------

GRI 401	Employment	
---------	------------	--

DTE Energy aspires to create an irresistible organization that furthers our journey to becoming the best operated energy company in North America and a force for growth and prosperity in the communities where we live and serve.

The strategic objectives include:

- Attract and retain the best talent to execute our aspiration and purpose
- Create a culture of service and care for both external customers and internal partners
- Deepen our safety and well-being culture through training, technology and communications
- Deliver a world-class technical training and development experience
- Position all leaders to “own” [Diversity & Inclusion](#)
- Flawless execution of the HR technology roadmap
- Ramp up internal HR service delivery as a key driver to overall service excellence

GRI 401-1	New employee hires and employee turnover	Age of New Hires Excluding Temps and Students	Number	Percent of Total
		Under 30	438	44%
		30-50	488	50%
		Over 50	59	6%
		Gender of New Hires	Number	Percent of Total
		Female	290	29%
		Male	695	71%
		Totals	985	100%

GRI 400: Social *(cont.)*

Standard #	Standard Description	DTE Response to Standard		
GRI 401-1	New employee hires and employee turnover <i>(cont.)</i>	Employee Turnover Age	Number of Departures	Percent of Beginning of 2018 Headcount
		Under 30	94	6%
		30-50	175	4%
		Over 50	380	9%
		Employee Turnover Gender	Number of Departures	Percent of Beginning of 2018 Headcount
		Female	220	8%
		Male	425	6%
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	DTE Energy provides competitive, customizable benefits for all of its regular full-time and regular part-time (and, in the case of health care, temporary) employees, and is committed to providing employees with the resources they need to lead healthier lifestyles, including an onsite clinic and fitness center.		
		<p>DTE Energy offers a Healthy Behavior Incentive Program, which rewards employees in terms of reduced medical premiums for biometric screenings, completion of a Health Risk Assessment, and participation in health education on disease management programs. DTE Energy offers Consumer Driven Health Plans (CDHPs) in addition to our regular programs. CDHPs provide benefits that actually help consumers maintain and improve their health. CDHPs offer a full array of products giving employers and their employees more options. They provide customized transitional products and integrated Health Savings Accounts with the same typical benefits of a PPO plan plus a chance to earn dollars by taking steps that can help you achieve your health potential.</p> <p>Additional innovative compensation and benefits initiatives at DTE Energy include:</p> <ul style="list-style-type: none"> • A 401(k) plan/ESOP that is available to all regular full-time and regular part-time employees • Automatic enrollment of new hires in the 401(k) plan • Automatic annual escalation of employee 401(k) contributions, up to 10% of pay • Generous 401(k) matching contributions • Annual participation in America Saves Week, with daily financial education messages and the opportunity to participate in a challenge to win up to 50 shares of DTE Energy stock • Child bonding leaves of absence • Additional vacations days are available for employee purchase • Competitive incentive plans are offered to all non-represented employees to create alignment of corporate and individual goals 		

GRI 400: Social *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees <i>(cont.)</i>	<p>We offer several programs and services that target a variety of chronic conditions and lifestyle behaviors. Specifically, we offer telephone, online and onsite coaching programs, monthly educational webinars, and physical activity online tools. Through our wellbeing partner, employees, retirees and their families are offered a number of opportunities to get engaged through different mediums, flexible operating hours, and targeted programming to meet the needs of each individual. Employees and spouses can earn entries in quarterly drawings for significant prizes such as shopping sprees, gym membership, fitness related equipment or gift cards.</p> <p>For additional benefits for full time employees: Please refer to the Benefits page.</p> <p>For additional health and wellness benefits for all employees: Please refer to the Health and wellness page.</p>
GRI 401-3	Parental leave	<p>At DTE Energy, we are committed to supporting employees who are experiencing the life-changing journey of expanding their families, whether through birth, adoption, fostering or guardianship. In 2018, DTE Energy implemented a Parental Leave Program which is designed to provide paid-time off to eligible employees for these events and is intended to be a supplement to the Non-Represented Time Off Program. This program is for regular full-time and regular part-time non-represented employees of DTE Energy and its subsidiaries. Eligible employees receive up to four weeks of company-paid child-bonding leave that can be taken all at once or intermittently, on a schedule agreed upon in advance between an employee and their leader, as a supplement to the non-represented employees time off program.</p>
GRI 402	Labor/Management Relations	<p>DTE Energy has regular meetings where union and company leaders share opportunities for improving operations, customer service and employee engagement – and then work together to develop and implement solutions. These meetings occur at all levels of leadership, and the open and inclusive communication is key to our successful partnership.</p>
GRI 402-1	Minimum notice periods regarding operational changes	<p>Not identified as a material issue for DTE Energy.</p>
GRI 403	Occupational Health and Safety	
GRI 403-1	Workers representation in formal joint management worker health and safety committees	<p>The health and safety of people is DTE Energy's top priority. Our employees are empowered to stop work – or decide not to begin it – if they determine the job is unsafe. The safer we work, the safer we keep our employees, customers and the public – helping to ensure the delivery of vital energy that fuels the communities we serve.</p> <p>Our safety culture is maintained and strengthened with the help of multiple safety committees spanning all levels of the company. Members include union representatives, DTE Energy executives, office workers and field employees. Concerns are welcomed and suggestions for improvement are encouraged. Seasonal safety plans are developed and implemented to address the unique challenges of each business unit.</p>

GRI 400: Social *(cont.)*

Standard #	Standard Description	DTE Response to Standard																																			
GRI 403-1	Workers representation in formal joint management worker health and safety committees (cont.)	All workplace injuries – and incidents that could have caused an injury – are documented and thoroughly reviewed for potential preventive measures. We know that each of us is responsible for our own safety and the safety of everyone around us. In 2018, we expanded our safety culture to include our contractors who are held to the same standards.																																			
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<table><tr><th></th><th>2018</th></tr><tr><td>OSHA recordable incident</td><td>0.51</td></tr><tr><td>DART</td><td>0.21</td></tr><tr><td>Fatalities</td><td>DTE Energy had no fatalities in 2018</td></tr></table> Historic OSHA Rates		2018	OSHA recordable incident	0.51	DART	0.21	Fatalities	DTE Energy had no fatalities in 2018	<table><tr><th>Injury Type</th><th>2018 Incidents</th></tr><tr><td>Animal Bite</td><td>1</td></tr><tr><td>Arc Flash</td><td>2</td></tr><tr><td>Burns</td><td>5</td></tr><tr><td>Caught In, Under or Between</td><td>6</td></tr><tr><td>Cut by Object</td><td>8</td></tr><tr><td>Eye Injury</td><td>2</td></tr><tr><td>Fall from Elevation</td><td>1</td></tr><tr><td>Insect Bite</td><td>5</td></tr><tr><td>No Accident</td><td>1</td></tr><tr><td>Overexertion</td><td>11</td></tr><tr><td>Slip, Trip, Fall</td><td>6</td></tr><tr><td>Struck By/Against</td><td>10</td></tr></table>	Injury Type	2018 Incidents	Animal Bite	1	Arc Flash	2	Burns	5	Caught In, Under or Between	6	Cut by Object	8	Eye Injury	2	Fall from Elevation	1	Insect Bite	5	No Accident	1	Overexertion	11	Slip, Trip, Fall	6	Struck By/Against	10
	2018																																				
OSHA recordable incident	0.51																																				
DART	0.21																																				
Fatalities	DTE Energy had no fatalities in 2018																																				
Injury Type	2018 Incidents																																				
Animal Bite	1																																				
Arc Flash	2																																				
Burns	5																																				
Caught In, Under or Between	6																																				
Cut by Object	8																																				
Eye Injury	2																																				
Fall from Elevation	1																																				
Insect Bite	5																																				
No Accident	1																																				
Overexertion	11																																				
Slip, Trip, Fall	6																																				
Struck By/Against	10																																				
GRI 403-3	Workers with high incidence or high risk of diseases related to their occupation	Industrial hygiene is an area of employee occupational health and safety that receives intense focus. In addition to thorough training about such potential hazards as lead, mercury and asbestos, certain employees – due to the nature of their jobs – receive periodic precautionary testing to ensure they are not absorbing unhealthy levels of harmful substances.																																			
GRI 403-4	Health and safety topics covered in formal agreements with trade unions	Please refer to GRI standard 403-1, paragraph 2 .																																			

GRI 400: Social (cont.)

Standard #	Standard Description	DTE Response to Standard
GRI 404	Training and Education	<p>Utilities across the country, including DTE Energy, are managing the largest turnover in our workforce as the baby boomer generation retires. Over half of the energy workforce in Michigan will be eligible to retire in the next seven years. As a result, DTE Energy is focused on working with industry and community partners to both improve educational outcomes for students and create employment pipelines to good paying jobs that support Michigan's economic vitality. Our work has a strong focus on at-risk communities in Detroit and across Michigan, including populations with barriers to employment, such as minorities, people who are differently-abled, veterans and returning citizens. While we're building our talent pipeline, we're also developing our workforce through training and education.</p> <p>Youth and adult employment</p> <p>Annually, more than 900 college and high school students participate in our summer and year-round employment programs, designed to prepare students for future careers. Some students are provided mentors and services such as resume writing, interview skills, financial literacy and transportation.</p> <p>DTE Energy is the only business to host Project Search students in Detroit, a program that helps students with disabilities gain meaningful employability skills as they transition out of the public-school system.</p> <p>DTE Energy partners with the Autism Alliance of Michigan (AAoM) to recruit and place people with autism into employment opportunities here at our company, which include student internships and temporary and full-time positions.</p> <p>DTE Energy is partnering with Career and Technical Centers in Detroit, including Randolph, Breithaupt, and Southeastern, as well as technical schools around Michigan, to update their programs, add new equipment, and rebuild their infrastructure to help prepare young people for a career in skilled trades.</p> <p>DTE Energy and the DTE Energy Foundation have been decade-long supporters of FIRST of Michigan, which encourages students to explore the world of STEM, essential fields for the energy industry. By sponsoring 23 high school (FIRST Robotics Competition) and 21 middle school (FIRST Tech Challenge) teams across the state, we build early, lasting relationships with youth and encourage them to pursue careers in energy and with DTE Energy.</p> <p>Hiring people with barriers to employment</p> <p>Faced with current and projected skilled trades needs in the energy sector, the Michigan Energy Workforce Development Consortium (MEWDC) leveraged its partnerships with education, industry and workforce development agencies in Michigan to create awareness and educational pathways for students in the energy industry. These efforts laid the foundation for the energy talent pipeline efforts in Michigan.</p> <ul style="list-style-type: none"> • The MEWDC completed critical work in February 2016 by establishing a 17th "career cluster" focused on energy for career and technical education (CTE). • Through this work, high school students enrolled in the Energy Industry Fundamentals (EIF) in CTE high schools became eligible for "dual college credit" at partnering higher educational institutions such as Henry Ford College, Lansing Community College and Alpena College.

GRI 400: Social *(cont.)*

Standard #	Standard Description	DTE Response to Standard						
GRI 404	Training and Education (cont.)	<p>In 2017, in partnership with DTE Energy, Henry Ford College launched its Power and Trades Pathways Program that provides certificate and associate degree programs that benefits multiple career pathways in skilled trades such as electric operations, gas operations, construction and engineering.</p> <p>By year end 2019, Henry Ford College anticipates 23 students completing pre-apprentice certificates in Natural Gas Distribution and Transmission and Overhead Lineworker. Additional information can be found at Discover Skilled Trades.</p> <p>DTE Energy depends on 1,300 skilled tree trimmers to keep trees away from power lines, but Michigan continues to face a critical shortage of qualified people. At the same time, people coming out of prison have an unemployment rate of 60 percent – more than 15 times the overall state rate – and without stable employment, roughly one-third will reoffend. In 2018, to close DTE Energy’s employment gap and provide job opportunities to returning citizens, DTE Energy began working closely with the International Brotherhood of Electrical Workers (IBEW) Local 17 and the Michigan Department of Corrections to design and install a climbing structure and training curriculum for the program at Parnall Vocational Village.</p> <p>Returning citizens will be eligible to join IBEW Local 17 as Line Clearance Tree Trim apprentices after they complete the program and earn parole. Students will learn to safely climb trees, use tree trim equipment and obtain a commercial driver’s license in the program.</p> <p>Since the program’s launch in June 2019, 19 individuals have enrolled in the program to-date. We expect 40 people per year to graduate from this program. Once we can demonstrate the success of this program, we will expand to other career paths at DTE Energy while evaluating other opportunities to expand and scale tree trim training programming.</p> <p>See the Scope of DTE Energy’s youth and adult talent pipeline programs</p>						
GRI 404-1	Average hours of training per year per employee	<table><tr><th>Type of training</th><th>Number of hours</th></tr><tr><td>Technical and compliance training</td><td>378,788 hours</td></tr><tr><td>Average number of hours per employee (including full time employees and contractors)</td><td>33 hours</td></tr></table> <p>Training is offered to more than just full-time employees. Average hours are based on 11,790 employees, including contractors, co-ops, and those who retired in 2018.</p>	Type of training	Number of hours	Technical and compliance training	378,788 hours	Average number of hours per employee (including full time employees and contractors)	33 hours
Type of training	Number of hours							
Technical and compliance training	378,788 hours							
Average number of hours per employee (including full time employees and contractors)	33 hours							
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	<p>At DTE Energy, we know that continuous learning impacts employee performance and engagement. Employees can learn more about opportunities to pursue their learning and development and access training courses in an annual learning brochure and on our intranet site. Our foundational capabilities learning curriculum offers about 200 free instructor-led and online courses in nine specialty areas, strategically designed to support our corporate priorities. Employees can register for courses of interest on our intranet site. This year, we launched our new learning management system, which provides a more user-friendly experience for our employees, integrating development planning and learning in one system.</p>						

GRI 400: Social *(cont.)*

Standard #	Standard Description	DTE Response to Standard																																			
GRI 404-2	Programs for upgrading employee skills and transition assistance programs (cont.)	<p>DTE Energy offers two leadership development curriculums: Aim2Lead is a part of the Strong Leadership Foundational capability, a custom-built training program designed for Individual Contributors who are inspired to become future leaders at our company. Leading with Energy is a comprehensive development program for front-line leaders new to their leadership role at DTE Energy. Leaders gain insight, feedback and personal growth, while learning about the company’s competencies and foundational capabilities that are critical to exceptional leadership and achieving our company’s aspiration.</p> <p>We launched a partnership with Davenport University to offer employees corporate education scholarships. DTE Energy employees can enroll in a Davenport undergraduate or graduate business or technology program and receive a scholarship of up to \$5,000 per year, in addition to reimbursement provided by DTE Energy. All active, represented and non-represented full-time employees of DTE Energy utility companies are eligible to participate in the tuition reimbursement program up to an annual maximum reimbursement of \$5,250 for undergraduate degrees, certificate programs and individual coursework and \$7,500 for graduate degrees. Active part-time employees are eligible for annual maximum reimbursement is \$2,625 for undergraduate degrees, certificate programs and individual coursework, and \$3,750 for graduate degrees.</p>																																			
GRI 404-3	Percentage of employees receiving regular performance reviews and career development reviews	100% of non-represented, regular employees have an opportunity to participate in goal-setting at the beginning of the year, a mid-year evaluation to review progress on performance and development goals, and a year-end review on performance and development. Depending on when an employee hires into the company, the full annual review process may be pushed to the next review period. “Regular” employees do not include temporary personnel, contractors, interns, students, or seasonal staff.																																			
GRI 405	Diversity and Equal Opportunity																																				
GRI 405-1	Diversity of governance bodies and employees	<table><tr><th></th><th>Male</th><th>Female</th><th>Under 30 years of Age</th><th>30-50 Years of Age</th><th>Over 50 Years of Age</th><th>Minority Percentage</th></tr><tr><td>DTE Energy Board</td><td>75%</td><td>25%</td><td>0%</td><td>0%</td><td>100%</td><td>25%</td></tr><tr><td>Executives and Seniors Leaders</td><td>81%</td><td>19%</td><td>0%</td><td>24%</td><td>76%</td><td>25%</td></tr><tr><td>Managers and Supervisors</td><td>77%</td><td>23%</td><td>2%</td><td>55%</td><td>44%</td><td>22%</td></tr><tr><td>Individual Contributors/Workers</td><td>73%</td><td>27%</td><td>13%</td><td>48%</td><td>38%</td><td>29%</td></tr></table>		Male	Female	Under 30 years of Age	30-50 Years of Age	Over 50 Years of Age	Minority Percentage	DTE Energy Board	75%	25%	0%	0%	100%	25%	Executives and Seniors Leaders	81%	19%	0%	24%	76%	25%	Managers and Supervisors	77%	23%	2%	55%	44%	22%	Individual Contributors/Workers	73%	27%	13%	48%	38%	29%
	Male	Female	Under 30 years of Age	30-50 Years of Age	Over 50 Years of Age	Minority Percentage																															
DTE Energy Board	75%	25%	0%	0%	100%	25%																															
Executives and Seniors Leaders	81%	19%	0%	24%	76%	25%																															
Managers and Supervisors	77%	23%	2%	55%	44%	22%																															
Individual Contributors/Workers	73%	27%	13%	48%	38%	29%																															
GRI 405-2	Ratio of basic salary and remuneration of women to men	DTE Energy is committed to offering compensation that is competitive, market-driven and internally equitable. To ensure this, DTE Energy conducts an annual review of compensation practices as part of its affirmative action programs. Approximately half of DTE Energy’s employees are represented by unions, where pay is uniformly determined through contracts regardless of an employee’s gender. For non-represented employees, DTE Energy’s Human Resources professionals establish pay ranges for each job classification, and then work with hiring leaders to make competitive offers within the range to candidates based on objective factors like years of experience and strength of skills relevant to the job.																																			

GRI 400: Social *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 406	Non-Discrimination	
GRI 406-1	Incidents of discrimination and corrective actions taken	DTE Energy takes all reports of discrimination, harassment, and retaliation seriously. All reported concerns are fully investigated, and appropriate action is taken in every situation where inappropriate behavior is substantiated.
GRI 407	Freedom of Association and Collective Bargaining	<p>At DTE Energy, we are committed to providing all employees, including 49% who are members of labor unions, with competitive wages and benefits, safe working conditions and opportunities to learn and grow while we work together toward achieving our aspiration to be the best-operated energy company and a force for growth and prosperity in the communities where we live and serve.</p> <p>DTE Energy has regular meetings where union and company leaders share opportunities for improving operations, customer service and employee engagement – and then work together to develop and implement solutions. These meetings occur at all levels of leadership, and the open and inclusive communication is key to our successful partnership.</p>
GRI 407-1	Operations and suppliers in which the right to freedom of association and collective bargaining may be at risk	Not identified as a material issue for DTE Energy.
GRI 408	Child Labor	
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor	Not identified as a material issue for DTE Energy.
GRI 409	Forced or Compulsory Labor	
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	Not identified as a material issue for DTE Energy.
GRI 410	Security Practices	
GRI 410-1	Security personnel trained in human rights policies or procedures	Not identified as a material issue for DTE Energy.

GRI 400: Social *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 411	Rights Of Indigenous Peoples	
GRI 411-1	Incidents of violations involving rights of indigenous peoples	Not identified as a material issue for DTE Energy.
GRI 412	Human Rights Assessment	
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments	Not identified as a material issue for DTE Energy.
GRI 412-2	Employee training on human rights policies or procedures	Not identified as a material issue for DTE Energy.
GRI 412-3	Significant investment agreements and contracts that include human rights clauses or that underwent human rights screening	Not identified as a material issue for DTE Energy.
GRI 413	Local Communities	
GRI 413-1	Operations with local community engagement, impact, assessment and development programs	100% of DTE Gas and DTE Electric operations perform local community engagement, impact assessment, and/or development programs. Additional information can be found in DTE Energy's 2019 Environmental, Social, Governance, and Sustainability Report, Volume 1 and on DTEimpact.com
GRI 413-2	Operations with significant actual and potential negative impacts on local communities	DTE Energy does not report this information.
GRI 414	Supplier Social Assessment	
GRI 414-1	New suppliers that were screened using social criteria	In 2018, DTE Energy introduced a safety program in which contractors must participate to remain – or become – business partners with the company. They are required to maintain a certain level of safety and report their safety metrics in Avetta, a tracking system used by companies globally to monitor and audit performance. DTE Energy works with contractors individually and as a group to help them adhere

GRI 400: Social (cont.)

Standard #	Standard Description	DTE Response to Standard
		<p>to safety standards and improve their processes for the benefit of their employees, DTE Energy's employees and customers, and the public. Contractors can find safety standards in DTE Energy's Safety Handbook for Contractors and Contractor Employees or Agents.</p> <p>The DTE Energy Corporate Safety Department has since added a safety element to the Diverse Supplier Mentorship Program by initiating Occupational Safety & Health Workshops. These collaborative efforts are designed to share proven utility-based programs with the supply base to raise overall safety performance, thus expanding our 200% accountability (100% accountability for oneself and 100% accountability for those around you) to all workers at DTE Energy sites.</p>
GRI 414-2	Negative social impacts in the supply chain and actions taken	Not identified as a material issue for DTE Energy.
GRI 415	Public Policy	
GRI 415-1	Political contributions	<p>Formed in 1977, the DTE Energy Company Political Action Committee (PAC) is a voluntary, non-partisan committee promoting and supporting responsible government through contributions to candidates for election to federal, state and local offices. The DTE Energy PAC enables employees to support candidates and key policymakers who support DTE Energy's mission, business goals, and, most importantly, the best interests of DTE Energy customers and employees. It provides DTE Energy employees with an effective, convenient way to participate in the democratic process and have their voices heard on key issues. The DTE Energy PAC is guided by a steering committee comprised of company employees elected every two years by members of the PAC. Information about DTE Energy PAC contributions can be obtained via the Federal Election Commission website and the Michigan Secretary of State's Bureau of Elections website.</p> <p>For more information on 501c5 contributions and corporate donations, reference the links below:</p> <p>2017 Disclosure</p> <p>Corporate Disclosure Policy</p> <p>Lobbying Disclosures House ID: 31815000</p>
GRI 416	Customer Health Safety	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	100% of our gas and electric operations are continuously being monitored for health and safety improvements.
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	DTE Energy does not disclose this information at this time.

GRI 400: Social *(cont.)*

Standard #	Standard Description	DTE Response to Standard
GRI 417	Marketing and Labeling	
GRI 417-1	Requirements for product and service information and labeling	Not identified as a material issue for DTE Energy.
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling	Not identified as a material issue for DTE Energy.
GRI 417-3	Incidents of non-compliance concerning marketing communications	Not identified as a material issue for DTE Energy.
GRI 418	Customer Privacy	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>DTE Energy IT and Ethics personnel hold an annual meeting with members of the Michigan Public Service Commission (MPSC) staff to provide a verbal report that addresses the company's cybersecurity and IT risk planning. In addition to this, DTE Energy communicates any exposures of customer personally identifiable information, or PII, to MPSC staff, and any cyber-attacks to both MPSC staff and the Michigan Fusion Center, which is a collaboration between the Michigan State Police, FBI, Michigan Department of Health and Human Services, and other organizations. The timing of these communications, per the order, is to occur as soon as reasonable, practicable and prior to any public notification. In practice, DTE Energy has these communications with MPSC staff once DTE Energy is reasonably certain of the following:</p> <ul style="list-style-type: none"> • How the incident happened • How it was discovered • What specific information was exposed or accessed • How many customers were affected • How many customers were at risk of being affected • What is being done to remedy the situation for customers • How DTE Energy will ensure that it doesn't occur again
GRI 419	Socioeconomic Compliance	
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	Not identified as a material issue for DTE Energy.

Sector Specific Reporting: Electric Utilities Sector Supplement



Standard #	Standard Description	DTE Response to Standard
GRI EU1	Installed capacity	Refer to DTE Energy's 10-K for the fiscal year ending December 31, 2018, Section "Properties" (page 10) .
GRI EU2	Net energy output	Refer to DTE Energy's annual " Environmental, Social, Governance and Sustainability Report, Volume 1 " – Section 2: Quantitative Information - Portfolio, (page 11) .
GRI EU3	Number of residential, industrial, institutional and commercial customer accounts	For electric customers, refer to DTE Energy's annual " Environmental, Social, Governance and Sustainability Report, Volume 1 " – Section 2: Quantitative Information - Portfolio, (page 12) . For gas customers, refer to DTE Energy's annual " Environmental, Social, Governance and Sustainability Report, Volume 1 ", AGA Voluntary Sustainability Metrics: Quantitative Information – Natural Gas Distribution, (page 15) .
GRI EU4	Length of above and underground transmission and distribution lines	Refer to DTE Energy's 10-K for the fiscal year ending December 31, 2018, Section "Properties" (page 11) .
GRI EU5	Allocation of CO2e emissions allowances	DTE Electric operates entirely within the state of Michigan and is not covered by a CO2e emissions trading program.
GRI EU12	Distribution line losses	The line loss factor of 6.8% used in 2018 can be found in case U-18014 Exhibit A-10 , Schedule C4, line 2. In the 2019 rate case that was filed July 8th, 2019, the loss factor was increased to 7.3% to be applied starting in 2020 (see U-20561 Exhibit A-13 , Schedule C4 line 2).
GRI EU15	Percentage of employees eligible to retire	More than 50% of DTE Energy's employees will be eligible to retire in the next five years (by 2024). We are looking for people with great ideas and positive energy to join our company – together we will imagine the next generation of energy – and build it.
GRI EU28	Power outage frequency	Power Outage Frequency <ul style="list-style-type: none"> • All-weather SAIFI: 1.36 • Excluding major event days: 0.86
GRI EU29	Average power outage duration	485 minutes

Supplemental Materials

Industry Associations and National Advocacy Organizations

Name of Organization	Stakeholder Group
American Gas Association	Industry Association
American Iron and Steel Institute	Industry Association
Biomass Power Association	Industry Association
Business Leaders for Michigan	Business Partner
Center on Executive Compensation	Business Partner
Citizens Research Council	Business Partner
Coalition to Keep Michigan Warm	Nonprofit
Detroit Regional Chamber	Chamber of Commerce
Edison Electric Institute	Industry Association
Electric Reliability Coordinating Council	Industry Association
Human Resources Policy Association	Business Partner
Interstate Natural Gas Association of America	Industry Association
Local Chambers - Over 65 across the state	Chamber of Commerce
Marcellus Shale Coalition	Industry Association
Metropolitan Affairs Coalition	Nonprofit
Michigan Association of Counties	Government
Michigan Association of Planning	Government
Michigan Chamber of Commerce	Chamber of Commerce
Michigan Economic Development Corporate	Econ Development

Name of Organization	Stakeholder Group
Michigan Electric and Gas Association	Industry Association
Michigan Manufacturers Association	Business Partner
Michigan Municipal Electric Association	Industry Association
Michigan Municipal League	Government
Michigan Retailers Association	Business Partner
Michigan Township Association	Government
Metro Detroit Visitors & Convention Bureau	Business Partner
National Association of Manufacturers	Business Partner
National Energy and Affordability Coalition	Nonprofit
Northern Michigan Chamber Alliance	Chamber of Commerce
Nuclear Energy Institute	Industry Association
Nuclear Waste Strategy Coalition	Industry Association
Public Affairs Council	Business Partner
Small Business Association of Michigan	Business Partner
Spark Ann Arbor	Business Partner
The Right Place	Nonprofit
U.S. Chamber of Commerce	Chamber of Commerce
West Michigan Policy Forum	Business Partner

Supplemental Materials *(cont.)*

Stakeholder Engagement Table *(See GRI standards 102-40, 102-43, and 102-44)*

We engage our stakeholders through a variety of mechanisms that provide meaningful dialogue around topics of mutual interest. The table below highlights some of the most significant ways in which we communicate with stakeholders. The last column in the table describes the material issues that each group is most interested in, based on our interactions and what we hear from our stakeholders. Click on each topic to go to the report section that discusses DTE Energy's programs and performance in that area.

Stakeholder Group	Type of Engagement	Frequency	Topics Raised
Communities			
	Community Advisory Council meetings	Tri-annual (March, July, November)	Customer Service and Assistance Programs
	Community Partners meeting	Annual meetings in Southeast Michigan and Greater Michigan	Community Outreach (organizations, events, partnerships) Jobs and Employment (training, access, hiring process)
	External partnerships (nonprofits, chambers, associations, clubs attending/supporting events & programs) faith-based organizations	Regularly throughout the year	Political Involvement (lobbying, advocacy) Diversity and Inclusion Economic Development (entrepreneurship, small business support)
	Volunteering (board service, events, long-term programs)	Regularly throughout the year	Energy Efficiency
	Neighborhood stakeholder meetings	Quarterly	Reliability and Infrastructure Public Safety Neighborhood development
Customers			
	DTE Energy website, Empowering Michigan blog, DTE Impact website	Updated regularly	Customer satisfaction Cybersecurity
	Billing statements and messaging	Monthly	Economic development
	Press releases and local media	Regularly throughout the year	Energy affordability Energy efficiency
	Customer feedback via online comments and phone hotline	Continuous dialogue	Greenhouse gases Reliability and infrastructure
	Account management for large commercial and industrial customers	Continuous dialogue	Renewables
	J.D. Power survey	Twice annually	Safety Volunteerism Corporate Citizenship

Supplemental Materials *(cont.)*

Stakeholder Engagement Table *(See GRI standards 102-40, 102-43, and 102-44)*

Stakeholder Group	Type of Engagement	Frequency	Topics Raised
Employees			
	Company intranet (Quest)	Updated regularly	Community assistance
	Training events	Ongoing throughout the year	Volunteerism
	Town Hall meetings	Regularly throughout the year	Cybersecurity
	Employee feedback via online comments	Continuous dialogue	Diversity and inclusion
	Gallup engagement survey	Semi-Annual	Employee engagement
	Volunteerism	Ongoing throughout the year	Safety
	Employee Energy Groups	Monthly	Environment
	Performance reviews	Annual, with mid-year check-ins	Corporate Citizenship
Facility neighbors			
	Press releases and local media	Regularly throughout the year	Air emissions
	Community meetings associated with specific facility projects or events	Periodically as needed	Community assistance
	Program partner newsletters and communications	Periodically as needed	Economic development
	Community meetings associated with ongoing neighborhood work and programming	Regularly throughout the year	Habitat and biodiversity
			Reliability and infrastructure
			Renewables
			Safety
			Waste management
			Public Safety
			Education
			Jobs and Employment
			Transportation
			Beautification

Supplemental Materials *(cont.)*

Stakeholder Engagement Table (See GRI standards [102-40](#), [102-43](#), and [102-44](#))

Stakeholder Group	Type of Engagement	Frequency	Topics Raised
Government (local, state, federal)			
	Attendance at state agency meetings and legislative hearings	Continuous dialogue	Community assistance Customer satisfaction
	Attendance at meetings and hearings with federal regulators and policymakers	Continuous dialogue	Cybersecurity Economic development
	Volunteer events	Regularly throughout the year	Energy affordability
	Press releases and local media	Regularly throughout the year	Energy efficiency
	Facility tours for legislators	Regularly throughout the year	Greenhouse gas emissions Reliability and infrastructure Renewables Safety Environment
Industry Associations			
	Attendance at regular meetings and conferences. For example:	Regularly throughout the year (monthly, quarterly and annual)	Air emissions Cybersecurity
	• Edison Electric Institute		Energy efficiency
	• Nuclear Energy Institute		Greenhouse gases
	• American Gas Association		Habitat and biodiversity
	• Interstate Natural Gas Association of America		Reliability and infrastructure
	• Michigan Manufacturers Association		Renewables
	• Michigan Chamber of Commerce		Waste management
	• Detroit Regional Chamber		
	Ongoing discussions around specific topics of concern to DTE Energy	Continuous dialogue on a project or case by case basis	

Supplemental Materials *(cont.)*

Stakeholder Engagement Table *(See GRI standards 102-40, 102-43, and 102-44)*

Stakeholder Group	Type of Engagement	Frequency	Topics Raised
Environmental groups			
	Attendance at regular meetings and conference, including: <ul style="list-style-type: none"> • The Nature Conservancy • Wildlife Habitat Council • Detroiters Working for Environmental Justice Habitat and Biodiversity • Southwest Detroit Environmental Vision 	Regularly throughout the year	Air emissions Energy efficiency Greenhouse gases Renewables Waste management
	Ongoing discussions around specific topics of concern to environmental groups related to DTE Energy activities	Continuous dialogue on a project or case by case basis	
Shareholders			
	Investor calls	Quarterly	GHG emissions
	Press releases	Periodically throughout the year	Reliability and infrastructure
	DTE Energy Investor Relations website	Updated regularly	Renewables
	Investor Relations Day	2-5 years	Safety Financial performance
Suppliers			
	Supplier meetings, symposiums, executive reviews	Weekly, Monthly, Quarterly and/or Annually	Cybersecurity
	Supplier scorecards	Weekly, Monthly, Quarterly and/or Annually	Diversity and inclusion Economic development Energy efficiency Energy affordability Reliability and infrastructure Renewables Safety Waste management

Supplemental Materials *(cont.)*

Wildlife Habitat Council Certified Sites *(See GRI 304-3)*

Wildlife Habitat Council Site	Location	Initial Certification	Certified Through	Certification Status
Allen Road Service Center Complex	Melvindale	2008	2019	Gold
Alpena Service Center	Alpena	2009	2019	Certified
Ashley Mews	Ann Arbor	2007	2019	Gold
Belle River Mills Compressor Station	East China Twp.	2008	2019	Gold
Belle River Power Plant	East China Twp.	1996	2019	Silver
Big Rapids Service Station	Big Rapids	2010	2019	Gold
Cadillac Service Center	Cadillac	2010	2019	Silver
Citizen's Gas	Adrian	2016	2020	Certified
Coolidge Service Center	Wayne	2018	2020	Silver
Detroit Headquarters Complex	Detroit	2000	2020	Silver
Escanaba Service Center	Escanaba	2015	2019	Silver
Fermi 2 Nuclear Power Plant	Newport	2000	2019	Gold
Gaylord Transmission & Storage Operations Service Station	Gaylord	2012	2019	Silver
Grayling Service Center	Grayling	2008	2019	Silver
Greenwood Energy Center	Kenoskee	2004	2021	Gold
Huron Renewable Energy Center	Bad Axe	2018	2020	Silver
Kalkaska T&SO	Kalkaska	2009	2020	Silver
Kingsford Service Center	Kingsford	2015	2020	Gold
Ludington Service Center	Ludington	2009	2019	Silver

Wildlife Habitat Council Site	Location	Initial Certification	Certified Through	Certification Status
Michigan Avenue Service Center	Ypsilanti	2008	2020	Gold
Milford Compressor Station	Milford	2009	2019	Silver
Monroe Power Plant	Monroe	1999	2021	N/A
Mt. Pleasant Service Center	Mt. Pleasant	2008	2019	Silver
Muskegon Service Center	Muskegon	2009	2019	Gold
Newport Service Center	Monroe	2016	2020	Silver
Petoskey Service Center	Petoskey	2015	2019	Certified
River Rouge Power Plant	River Rouge	2004	2021	N/A
Sault Ste. Marie Service Center	Sault Ste. Marie	2015	2019	Certified
St. Clair Power Plant	East China Twp.	2001	2019	Silver
Tawas Service Center	Tawas	2009	2019	Silver
Traverse City Gas Operations	Traverse City	2009	2019	Silver
Trenton Channel Power Plant and Sibley Quarry	Trenton		2020	Gold
W.C. Taggart Compressor Station	Six Lakes	2003	2020	Gold
Washington-10 Compressor Station	Romeo	2008	2019	Gold
Wealthy Street Station	Grand Rapids	2012	2020	Silver
Western Wayne Service Center	Belleville		2019	Silver

Supplemental Materials *(cont.)*

Performance Data Table

Performance Metric	Unit	2014	2015	2016	2017	2018
Employees						
Employee Engagement Gallup Grand Mean Score	~	4.28	4.27	4.33	4.38	4.38
Occupational Safety and Health Administration (OSHA) Recordable Rate	~	0.99	0.77	0.45	0.67	0.51
Customers						
Reliability Duration Index (minutes)	~	793	277	239	1,063	485
Enrollment in Low-Income Self-Sufficiency Plan	~	22,000	34,000	35,000	40,000	34,344
Community						
Spending in Michigan (million dollars)	\$	\$922	\$945	\$1,300	\$1,700	\$1,710
Total spend of total procurement	%	47.76%	42.28%	46.13%	68%	58%
Total number of volunteers	#	N/A	1,100	2,300	3,500	5,100
Total number of volunteer hours	#	N/A	12,000	21,750	57,681	90,582
Total amount of skills-based volunteer hours	#	N/A	N/A	N/A	18,500	33,690
Climate Change						
Net gas energy savings - customer programs	MMcf	1,413	1,480	1,620	1,735	1,750
Required gas savings	MMcf	1,209	1,178	1,301	1,305	1,286
Net electricity energy savings - customer programs	GWh	682	621	631	762	728
Required electricity savings	GWh	478	485	481	485	471
CO2 emissions	million tons	36.6	34.5	29.7	31.1	32.9

Supplemental Materials *(cont.)*

Performance Data Table *(cont.)*

Performance Metric	Unit	2014	2015	2016	2017	2018
Environment <small>NOTE1</small>						
NOx emissions	tons	32,185	24,405	19,740	20,354	21,783
SO2 emissions	tons	83,447	67,064	48,375	44,483	46,004
Particulate emissions	tons	1,105	764	530	516	557
Mercury emissions	tons	0.522	0.479	0.115	0.082	0.077
Water withdrawal	billion gallons	1,242	1,196	1,042	1,050	1,095
Water consumption	billion gallons	18.8	19.63	18.67	19.62	20.03
Coal ash generation	million tons	0.92	0.90	0.71	0.76	0.75
Recycling rates for ash	%	42%	41.08%	25.76%	22.59%	27.05%
Gypsum generation	million tons	0.28	0.39	0.36	0.41	0.44
Recycling rates for gypsum	%	100%	93.89%	100%	99.86%	100%
Recycling rates (combined ash and gypsum)	%	55%	57.08%	50.77%	49.91%	54.11%
Our Company						
Operating Earnings Per Share (EPS)	\$	\$4.60	\$4.82	\$5.28	\$5.59	\$6.30
Annual Growth Rate in Operating EPS	%	12.47%	4.78%	9.54%	5.87%	12.70%
Annual Shareholder Return (percent)	%	34.61%	-3.77%	26.33%	14.6%	4.2%
Funds from operations ("FFO")/debt ratio	%	Debt/Capital: 51% FFO/Debt: 25%	Debt/Capital: 51% FFO/Debt: 21%	Debt/Capital: 51% 51% FFO/Debt: 21%	Debt/Capital: 51% FFO/Debt: 20%	Debt/Capital: 52% FFO/Debt: 19%
Diluted earnings per common share (dollars)	\$	\$5.10	\$4.05	\$4.83	\$6.32	\$6.17
Net income (million dollars)	\$	\$905	\$727	\$868	\$1,112	\$1,120
Operating revenue (billion dollars)	\$	\$12.3	\$10.3	\$10.6	\$12.6	\$14.2

Supplemental Materials *(cont.)*

DTE Energy's youth and adult talent pipeline programs

