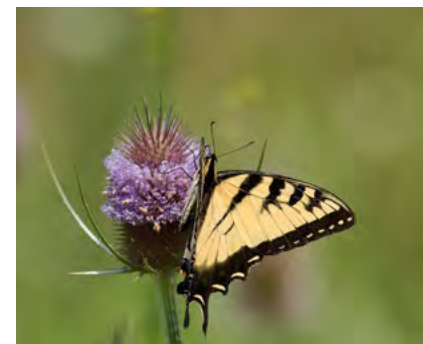2021 SUSTAINABILITY REPORT

DTE's CleanVision
Committed to creating a clean energy future for all

DTE

Table of contents

Chairman and CEO Letter

Over the past year, we've continued our journey of transformation, both in how we currently produce energy and how we plan to power the future.

Climate change remains our generation's defining public policy issue, and we continue to accelerate our progress toward net zero carbon emissions in a way that keeps our essential energy reliable and affordable for our customers and communities.

We've also seen changes across DTE's workforce. To fully live our purpose of "improving lives with our energy," we need to continue attracting and developing even more diverse, skilled and caring people who bring new insights, experience and perspectives.

In this report, I invite you to learn more about the ways we are striving to use environmental, social and governance (ESG) and sustainability strategies and initiatives to help us be the best IN the world and the best FOR the world. We know it takes all of us working together to create meaningful, impactful change, and I thank you for joining us on our journey.

Jerry Norcia
Chairman and Chief Executive Officer
DTE Energy

About this report

At DTE, we strive to do what's right for our employees, customers, communities and stakeholders, not necessarily what's easy. That means environmental, social and governance matters guide us in how we do business, including in our operations, environmental efforts, corporate governance, corporate citizenship and human capital management. We believe in transparently sharing our sustainability strategies and ensuring data accuracy to help drive progress across the communities we serve and in our industry.

DTE manages its sustainability priorities in a thoughtful way, intentionally engaging stakeholders to understand changing opportunities and expectations. Our reporting aims to be research-based, cross-functional, stakeholder-centered and inclusive, and we monitor progress through management dashboards to track metrics.

For additional information, see our appendix section.

Information relating to forward-looking statements

Unless otherwise specified, references to "DTE, our company, we, and our" in this Report reflect information for DTE Energy and its affiliates, consolidated subsidiaries or its sources of information (collectively, the "Company"). References to DTE Electric, DTE Gas and DTE Vantage refer to information that is applicable only to such businesses, unless otherwise stated. Certain information presented herein includes "forward-looking statements" within the meaning of the Private Securities Litigation Reform Act of 1995 with respect to the financial condition, results of operations, and businesses of the Company. Statements that do not relate strictly to historical or current facts are based on current expectations, estimates, projections, opinions or beliefs of the Company as of the date of this Report. Words such as "aim," "hope," "strategy," "future," "opportunity," "target," "commit," "seek," "strive," "anticipate," "estimate," "could," "would," "will," "will be," "will continue," "should," "may," "forecast," "approximate," "expect," "project," "intend," "plan," "believe," "aspiration," "goals" and other words of similar meaning, or the negative thereof, in connection with any discussion of future operating or financial matters, signify forward-looking statements. Forward-looking statements are not guarantees of future results and conditions, but rather are subject to numerous assumptions, risks, and uncertainties that may cause actual future results to be materially different from those contemplated, projected, estimated, or budgeted. Many factors may impact forward-looking statements of the Company. New factors emerge from time to time. The Company cannot predict what factors may arise or how such factors may cause results to differ materially from those contained in any forward-looking statement. The factors, risks and uncertainties that may affect the operations, performance and results of DTE's business and forward-looking statements include, but are not limited to, those set forth in this Report and in the reports the Company files from time to time with the Securities and Exchange Commission (the "SEC"). Any forward-looking statements speak only as of the date on which such statements are made. The Company undertakes no obligation to correct or update any forward-looking statement, to reflect events or circumstances after the date on which such statement is made or to reflect the occurrence or unanticipated events.

There can be no assurance that the Company's environmental, social and governance ("ESG") and sustainability policies,

procedures, initiatives and goals (including climate-related initiatives and goals) as described in this Report will continue; such policies, procedures, initiatives and goals could change, even materially. The Company is permitted to determine in its discretion that it is not feasible or practical to implement or complete certain of its ESG and sustainability policies, procedures, initiatives and goals based on cost, timing, or other considerations.

Additionally, terms such as "ESG," "impact," "best for the world" and "sustainability" can be subjective in nature, and there is no representation or guarantee that these terms, as used in the report, will reflect the beliefs or values, policies, principles, frameworks or preferred practices of any particular investor or other third-party or reflect market trends. The ESG, sustainability, best for the world, climate or impact goals, commitments, incentives and initiatives outlined in this report are purely voluntary, are not binding on the Company's business or investment decisions and/or management and do not constitute a guarantee, promise or commitment regarding actual or potential positive impacts or outcomes. In particular, among other statements, statements relating to the Company's climate-related policies, procedures, initiatives or goals (including, for the avoidance of doubt, net zero goals) and the Company's targets, aims and objectives in connection with those ambitions (including greenhouse gas emissions reduction objectives), and to the Company's expectations, targets and aims for capital expenditure (including the proportion of investment allocated to and capital employed in energy transition investments, coal plant retirements, renewable energy investments, energy efficiency enhancements, and emerging technological solutions), are aspirational and not guarantees or promises that all targets, aims and objectives will be met. Statistics and metrics relating to ESG and climate-related matters are estimates and may be based on assumptions or developing standards. The data contained herein has not been verified or otherwise assured by an independent third party. The Company has established, and may in the future establish, certain ESG, sustainability, best for the world, climate or impact goals, commitments, incentives and initiatives, including but not limited to those relating to greenhouse gas emissions reductions. The Company makes no representation or warranty, express or implied, with respect to the accuracy, fairness, reasonableness or completeness of any of the information contained herein, and expressly disclaims any responsibility or liability therefor. Actual results may differ materially from any forward-looking statements.

Awards

Recognized as one of the top 50 community-minded companies as an honoree of The Civic 50 by Points of Light

Best Employers: Excellence in Health & Well-Being from the Business Group on Health 2021 Michigan Works! Impact Award

Named a Gallup Exceptional Place to Work winner for 10 consecutive years

Earned a top score of 100 on the **nation's Disability Equality Index Best Places to Work for Disability Inclusion**

Diversity Inc.'s list of **top utility companies for diversity**

Named Best and Brightest in Wellness by Best and Brightest

Named Metro Detroit's Best and Brightest Companies to Work For by Best and Brightest

Rated as Gold-Level Veteran-Friendly employer by the Michigan Veterans Affairs Agency

National Minority Supplier Development Council Class II **Corporation of the Year**

Earned 10 supplier diversity industry awards

2021 Year in Review

DTE

Affordability & assistance
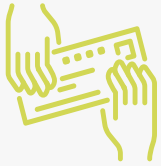
Helped to connect

$120 million

in funds for customer assistance to more than 111,000 customers

Contributed over

$5 million

in corporate and employee donations to energy assistance

Environment

More than 43,000 residential customers and 450 business customers enrolled in MIGreenPower

Added two new wind parks and one solar park, increasing our clean energy capacity by 29%

Launched CleanVision Natural Gas Balance voluntary program for DTE Gas customers to offset their emissions from natural gas use

Permanently retired River Rouge coal-fired plant

Reliability

3,091 utility poles inspected and upgraded

9,692 wood cross arms upgraded to fiberglass on overhead circuits

1,743 miles of aging circuits upgraded

60-70% increase in electric reliability improvement in southeast Michigan*

LOS ANGELES

DETROIT

5,700 miles of trees trimmed **This is equivalent to the distance from Detroit to Los Angeles and back**
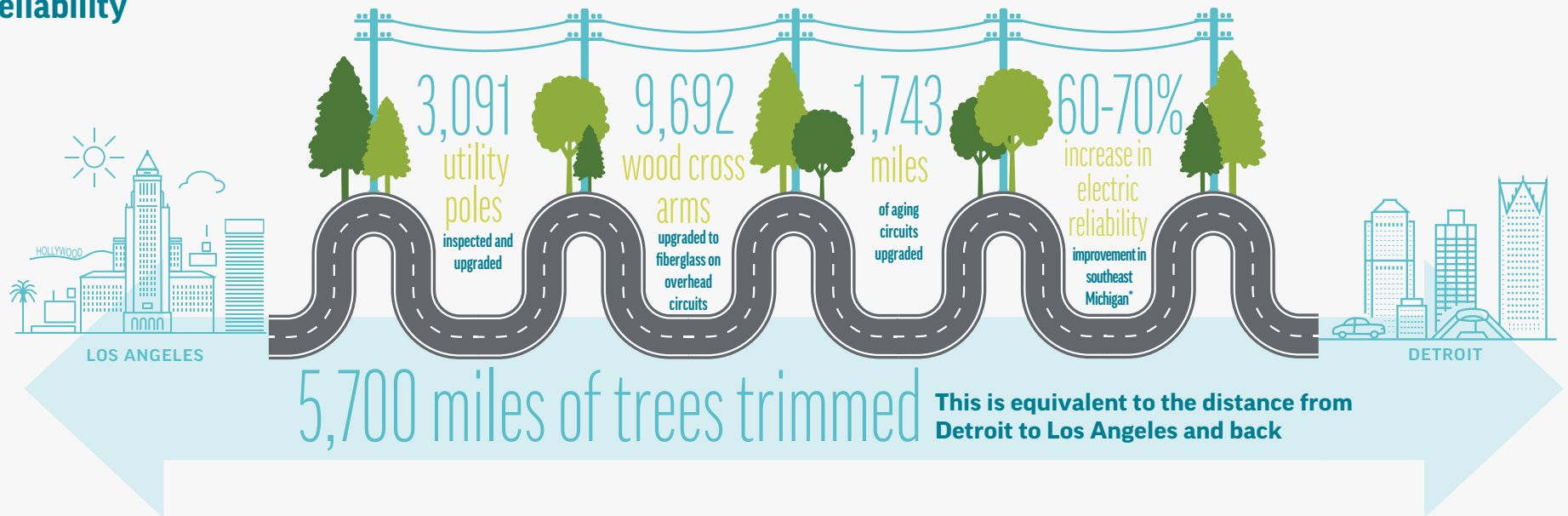
Compared to 2019

Community impact & corporate citizenship

Volunteerism

3,620 volunteers

944 organizations served

70,274 hours volunteered

Supply Chain

$2.2 billion **in local spending**

$747 million **in diverse supplier spending**

10,000 new jobs **created and sustained in Michigan**
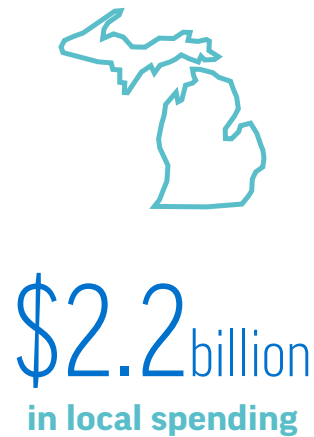
Sustainability oversight

Board of directors governance

At DTE, the ultimate oversight of our company's sustainability efforts – including risk management – rests with the board of directors and permeates all levels of corporate executive leadership.

"The DTE Board of Directors has a critical role in understanding and evaluating the risks and value-creation opportunities posed by sustainability factors, including how these factors affect corporate strategy, business operations, financial performance and DTE's contribution to society in the long-term. It is a matter of value – and values."

Ruth Shaw, lead independent director, DTE Energy

The Board is committed to creating long-term value for all stakeholders while operating in an ethical, legal, environmentally sensitive and socially responsible manner. The Board follows shareholder-focused and comprehensive governance practices:

- All but one of DTE's directors are independent; our chairman, president and chief executive officer is the only management director.

- All board committees are composed exclusively of independent directors.

- We have implemented a proxy access provision, which makes it possible for a group of shareholders meeting certain criteria to nominate and include a candidate for the board in our company's proxy material.

- We have a lead independent director, elected by the independent members of the board. The lead independent director maintains final approval authority for board agendas, meeting materials and schedules. The lead independent director is also available for consultation and direct communication with large shareholders.

- All of our directors are elected annually. The board and its committees conduct annual self-assessments. In addition, each independent director who has served for one year or more undergoes an annual peer review.

- Our executive officers and directors are all subject to robust stock ownership requirements. We have instituted anti-hedging policies applicable to all company directors, officers and employees.

- We limit our directors who are employed by public companies to a total of not more than two public company boards and all other directors to a total of not more than four public company boards.

- Our board's mission and governance guidelines recommend that the board consider a diversity of characteristics including experience, gender, race, ethnicity and age when evaluating nominees for the Board.

Please see the 2022 proxy statement for additional information.

Board demographics

Tenure

< 4 Years 18%
4 - 7 Years 18%
8 - 11 Years 18%
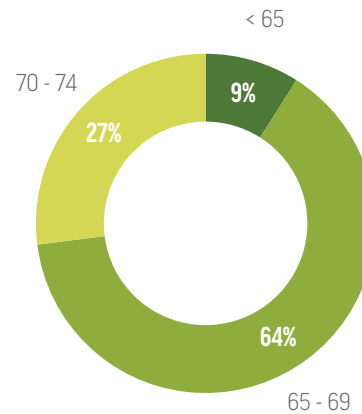> 11 Years 46%

Age

< 65 9%
65 - 69 64%
70 - 74 27%

Gender

Women 27%
Men 73%

Ethnicity

African American 18%
White 82%
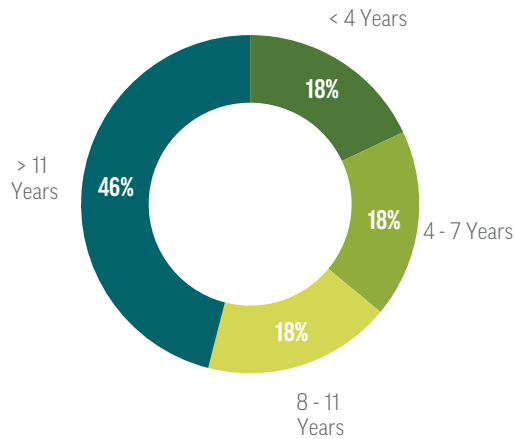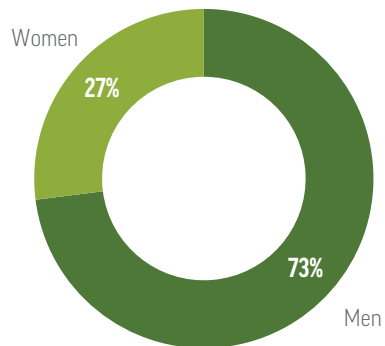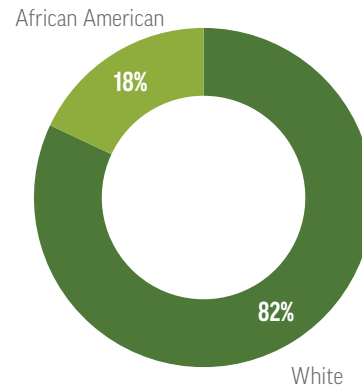
Board of directors

The board of directors meets regularly to lead our company, creating and sustaining long-term value for all stakeholders. With respect to sustainability, the board of directors:

- Bears responsibility for oversight and risk management of plans to create long-term value for shareholders while ensuring our company operates in an environmentally and socially responsible manner.

- Oversees company management and assesses the effectiveness of management policies and decisions, including management's development and execution of our company's strategies.

- Reviews all major environmental initiatives.

For additional information on DTE's board sub-committees, roles and responsibilities, see the 2022 proxy statement and the board committee charters.

Senior management

Our chairman and CEO, together with other senior leaders of the company, including the vice president of Environmental Management & Safety, provide leadership and oversight of our sustainability initiatives. Through the Executive Committee, Climate and Energy Priority Meeting, Best For the World Priority Meeting and/or other leadership committees, DTE's senior management team:

- Gathers and responds to input from investors and other key stakeholders regarding our sustainability strategies, initiatives and priorities.

- Reviews internal ESG data and disclosure documents in consultation with relevant business units.

- Executes our company's sustainability strategies, including governance, engagement and oversight initiatives, in consultation with the board of directors.

- Manages our environmental compliance processes and carbon-reduction strategy.

- Manages the progress of our diversity, equity and inclusion strategies.
- Mobilizes our employees, resources and partner organizations to strengthen and promote prosperity in our communities.
- Reports the outcomes of our sustainability initiatives to the board of directors.
- Manages risks and opportunities associated with environmental and social initiatives.
- Receives compensation tied to achievement of company goals (see the proxy statement for additional information on executive compensation).

Risk governance

The board receives, reviews and assesses reports from the board committees and from management relating to enterprise-level risks. Each board committee is responsible for overseeing and considering risk issues relating to their respective committee and reporting their assessments to the full Board at each regularly scheduled board meeting. When granting authority to management, reviewing strategies and receiving management reports, the board and committees consider, among other things, the risks we face. Each board committee reviews management's assessment of risk for that committee's respective area of responsibility. As part of its oversight function, the board addresses any risk conflicts that may arise between the committees or assigns to a committee any emerging risks that do not fall within a specific committee's responsibilities.

Additional risk governance details can be found on page 20 of DTE Energy's 2022 proxy statement here.

Achieving our CleanVision and improving reliability

Creating a clean energy future for all

DTE's mission is to create a cleaner, healthier environment today and for generations to come. We are focused on the energy transition taking place in Michigan and helping the state meet its economy-wide carbon goal of net zero by 2050. We're doing this by investing billions of dollars on behalf of customers on cleaner sources of generation, a more resilient grid and improvements to our natural gas procurement and delivery systems. Our electric and gas utilities have ambitious aspirational net zero by 2050 targets and are working to improve the reliability of our energy delivery systems to meet the needs of a 21st century economy.[1] We describe how we will meet these goals safely, reliably and affordably in the sections below.

1 Refer to the Appendix of this report for further details on our emissions metrics and targets.

DTE Electric carbon reduction goals

32% **by 2023**

65% **in 2028**

85% **in 2035**

90% **by 2040**

Net zero by 2050
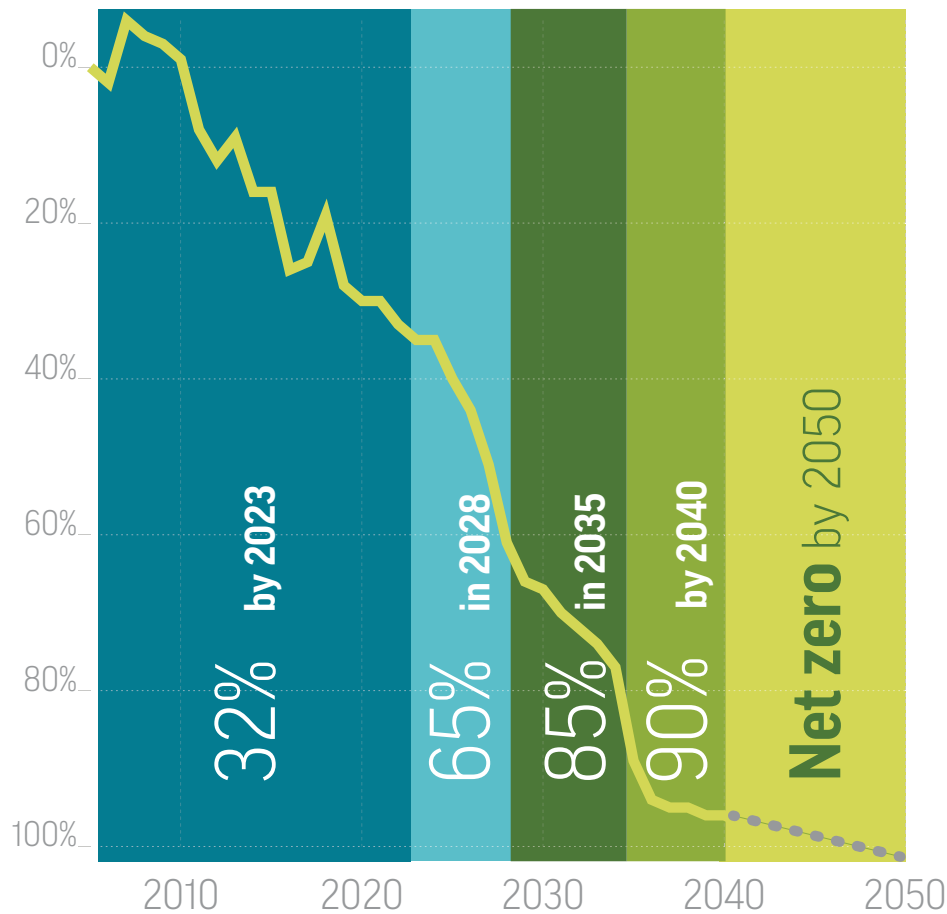
See DTE Electric's 2022 Integrated Resource Plan for details

Our focus continues to be on providing clean and reliable electricity to the residents of southeast Michigan. We are carefully planning our energy generation transformation to cleaner sources of power like natural gas and renewables. DTE aims to bring an additional 1,237 MW of renewable projects for its green pricing program online by 2026. Additionally, DTE Electric has worked to maintain the momentum our customer energy efficiency portfolio has achieved since its launch in 2009 by continuing to grow customer acceptance and adoption of energy efficiency measures. In 2021, DTE Electric exceeded its electric energy savings goal of 2% of 2020 planned retail sales.

Since 2009, we have driven investment of $4 billion in renewable energy infrastructure. By 2025, we plan to invest an additional $1.5 billion in renewable energy assets.

Natural gas will remain a critical part of Michigan's energy portfolio, in addition to wind and solar energy sources, as we journey toward a cleaner energy future and develop enough renewable energy to meet our customers' evolving needs. DTE Electric seeks to meet customer needs and provide 24/7 power by integrating clean and renewable sources, like wind and solar, with more traditional sources, like natural gas.

DTE Gas net zero commitment

In June 2020, DTE Gas announced a goal to reduce greenhouse gas emissions from its internal operations and upstream suppliers to net zero by 2050. The company's emission reduction commitments, combined with customer participation in sustainability programs offered by DTE Gas, aims to reduce annual greenhouse gas emissions substantially across the natural gas supply chain, utilizing the programs described below.

Natural Gas Balance

We will partner with customers to address up to 100% of their own natural gas carbon footprint with programs that encourage energy efficiency and participation in Natural Gas Balance. The Natural Gas Balance program offers customers a way to affordably address greenhouse gas emissions from an average home's natural gas use through a combination of carbon offsets and renewable natural gas.

Customers can address 25% to 100% of their greenhouse gas emissions from their natural gas usage (based on an average customer's usage). This is focused on protecting 24,000 acres of Michigan forests that naturally absorb carbon dioxide. More than 5,300 customers have enrolled since the program launched in early 2021.

DTE Gas decarbonization goals

Upstream
Supplier emissions

Gas Extraction, Production, Gathering, Storage and Transportation

- Encouraging transparent and consistent reporting of methane emissions

- Sourcing gas with lower methane intensities

- Pursuing programs which promote a cleaner natural gas product

- Utilizing carbon offsets to balance any remaining emissions

Net Zero GHGs by 2050

Internal Operations
DTE Gas emissions

Utility Distribution Infrastructure

- Replacing old steel and cast-iron pipes with new durable pipes

- Implementing new technologies to detect leaks more quickly

- Reducing gas being vented to the atmosphere

- Upgrading compressor stations

- Utilizing carbon offsets to negate any remaining emissions

Net Zero GHGs by 2050

Downstream
Customer-use emissions

Industry, Homes and Businesses

- Offering voluntary program - Natural Gas Balance

- Increasing energy efficiency targets

- Incorporating renewable natural gas into our system supply

- Pursuing advanced technologies such as hydrogen and carbon capture

Reduce GHGs 35% by 2040*

2021
2030
2040
2050

*from 2005 levels

Reducing emissions

Reducing emissions in our own operations

Reducing conventional air pollutants from our power plants - we have cut emissions of conventional air pollutants at our power plants by applying state of the art technology for control of these pollutants. We have already reduced emissions of sulfur dioxide, nitrogen oxides, mercury, and particulate matter by more than 80 percent since 2005, and we will reduce these pollutants more than 95 percent by 2040.

Reducing methane emissions from our gas business - Our continued commitment to replace old steel and cast-iron pipes with new durable pipes, implementing new technologies to detect leaks, reducing venting of gas during maintenance, and progressive compressor station maintenance are helping us to reduce emissions methane from leaks.

Electric solar and wind energy investments

As Michigan's leading producer of renewable electricity, DTE Electric is committed to the continued growth of our renewable energy portfolio as part of our plan to achieve net zero carbon emissions by 2050. In 2021, we added 384 megawatts of new wind and solar, increasing our renewable energy generation capacity by 29%. In 2022, we will add 376 megawatts of new wind, including a new 225-megawatt wind park that is planned to be the largest wind park in Michigan. DTE aims to bring an additional 956 MW of new solar online by 2025.

MIGreenPower

Among the largest voluntary renewable electricity programs in the country, DTE's MIGreenPower program provides customers with the ability to attribute up to 100% of their electricity use to Michigan-made wind and solar projects. Program participation accelerates the development of new renewable energy projects in Michigan. More than 43,000 residential customers and 450 businesses subscribed through the end of 2021, including several of Michigan's largest companies like Ford Motor Company and General Motors. On an annual basis, MIGreenPower customers have enrolled 1.8 million megawatt hours of clean energy in the program. In 2022, we are introducing enrollment opportunities to assist income-qualified customers and partnering with communities in Detroit, Highland Park and River Rouge on three pilot solar projects.*

*Aspects of the Charging Forward programs are a result of the changing regulatory environment.
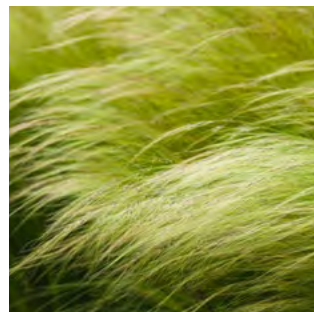
Creating a clean and green infrastructure

Improving our infrastructure is a critical component of achieving our clean energy goals, and DTE Electric and DTE Gas have outlined long-term strategies to achieve progress across our service territory.

DTE is investing in the grid of the future that supports increased electrification while providing reliable power. In 2021, DTE Electric released a distribution grid plan that includes an $8 billion investment in southeast Michigan's electric grid over five years, preparing our infrastructure for 21st century demands posed by the electrification of vehicles, increasingly severe weather and the fast-evolving needs of consumers and businesses.

While we are preparing for the future, we are also improving reliability for our customers today. On the heels of power outages caused by a historic string of severe storms and tornadoes in 2021, we began accelerating major projects to help ensure more reliable power for our customers. We have upgraded more than 1,000 miles of infrastructure since 2021 and invested an additional $90 million in tree trimming. In less than a year, we trimmed more than 5,000 miles of trees near power lines, which contributed to a 60%-70% increase in reliability. DTE will be hardening and upgrading our infrastructure – moving from a 4.8 kV system to a modern 13.2 kV system. We'll also be building substations to provide additional capacity for economic development in the communities we serve as well as our customers' move to electrification, including electric vehicles. Our investments also include increased automation, self-healing circuits, pole maintenance, tree trimming, and projects that modernize our infrastructure. For more details, see our Distribution Grid Plan.

The opportunity for consumers to shift their energy consumption during peak times, known as demand response, plays a significant role in the operation and sustainability of the electric grid through behavior-based programs and tariffs. DTE offers a variety of rates, programs and incentives that allow participants to save energy and money by reducing electricity use during periods of high demand while reducing stress on the grid.

DTE Gas is also investing $3.5 billion through 2035 to replace more than 200 miles of natural gas pipeline each year. The modernized infrastructure will help ensure we safely, affordably and reliably deliver the natural gas our 1.2 million customers rely on. In 2021, we hit a milestone of replacing 1,200 miles of older natural gas pipelines with safer, air-tight materials and completed maintenance upgrades at multiple DTE Gas compressor stations across the state.

These investments support thousands of jobs and businesses throughout the state, and a clean, modern grid of the future supports economic growth for Michigan's communities and careers for its diverse population.

Charging Forward

The future of clean mobility is electric and DTE is facilitating electric vehicle (EV) adoption through our Charging Forward and Charging Forward eFleets programs launched in 2019 and 2021 respectively.[1]

Charging Forward and eFleets' primary goals include:

- Maximizing pilot participation at a minimum cost
- Testing new technologies
- Seeking to ensure growth associated with EVs benefits all customers
- Reducing barriers to adoption
- Complementing distribution system investments
- Helping Michigan achieve its MI Healthy Climate Plan goals

DTE aims to expand Charging Forward and potentially multiple new models related to charging and emerging technology. Through continued outreach and incentive dollars aimed to create a foundational charging network (including through the 2021 Bipartisan Infrastructure Law), DTE is working with the state to help ensure the benefits of passenger and fleet EVs accrue to our customers and Michigan.

DTE Vantage

In addition to the progress on a clean energy transition by our electric and gas utilities, DTE Vantage (DTEV), our non-utility business, partners with landfill owners and dairy farmers across the country to produce marketable, renewable transportation fuel by extracting and utilizing

---

landfill and agricultural waste gas. The gas produced by DTEV is sold to off-takers along with its low carbon attributes for use as low carbon transportation fuel. In 2021, DTEV generated more than 331,000 metric tons of California Low Carbon Fuel Standard (LCFS) credits and more than 32 million CNG gallons of renewable fuels recorded under the U.S. Environmental Protection Agency's Renewable Fuel Standard (RFS) program as Renewable Identification Numbers (RINs). DTEV also generated more than 241,000 metric tons of Verified Emission Reduction (VER) credits under Climate Action Reserve's U.S. Landfill Project Protocol.

Just transition

A key part of our clean energy generation transformation and net zero carbon emissions goal involves the sequential retirement of our coal-fired power plants. DTE senior leaders established a vision to retire coal-fired power plants with PRIDE (People, Respect, Integrity, Dignity, Engagement). This vision is rooted in the concept that the plants and the employees who operate them every day have been partnering with nearby communities for nearly 75 years. The initiative seeks to ensure a thoughtful, dignified transition of these power plants, the employees and their host communities.

A key commitment DTE leaders have made in the retirement of its legacy coal plants is to avoid employee layoffs. Through the Retire with PRIDE initiative, they will seek to accomplish this through several measures that may include collaborating with union leadership to equip employees with training, skills and opportunities to succeed in other roles at our company.

We believe DTE is among the largest capital investors in Michigan, and year after year our capital projects provide the backbone for the rest of the state to grow. DTE continues to work closely with community leaders, government officials and local businesses in these communities to foster development and investment through grants and volunteer efforts.

Once plants are retired, the sites lend themselves to industrial or intermodal transportation applications due to existing electrical infrastructure, as well as rail and ship

access. Through collaboration with local and state economic development authorities, local and state governments and the public-private sector, DTE works to create opportunities that lead to new Michigan jobs, support opportunities for local communities and advance efforts that strengthen our state's economy.

Managing affordability

DTE's commitment to customers is to continue providing reliable, affordable energy while minimizing our impact on the environment, including reducing carbon emissions that affect climate change.

When the pandemic began, we kept energy flowing to all customers regardless of payment status, revised our policy for medical holds to add COVID as an eligible condition, and in the 2021-2022 fiscal year, DTE helped connect customers to $196 million in energy assistance, which greatly exceeded our forecast of $145 million. We also worked closely with the Michigan Department of Health and Human Services to directly apply aid to the accounts of some of our most vulnerable customers. Our company also earned Navigator status with MDHHS, allowing us to help customers apply for financial aid through the State of Michigan. We continue to work with customers having difficulty paying their bills through payment plans and services that provide funds for energy assistance, and we are expanding our Low-Income Energy Waste Reduction (EWR) program to assist customers in need. The program partners with local agencies to provide free energy efficiency upgrades or solutions to residential customers.

Connected customers to $196 million in energy assistance

Directly applied financial aid to vulnerable customer accounts

Environment

From the output of our power generation sources to the facilities we operate, the property we manage and the communities where we live and work, DTE seeks to embrace all aspects of sound environmental stewardship. DTE was among the first utilities in the nation to announce carbon reduction goals and has continued to accelerate that original plan. Our environmental stewardship extends beyond carbon reduction to reducing emissions of air pollutants, improved water management, more energy efficient operations and land management best practices.

DTE Electric and DTE Gas facilities, including our power plants, service centers, substations, compressor stations, and renewable energy sites are certified by a third-party registrar to the ISO 14001 standard. This designation demonstrates our commitment to rigorous environmental management based on clear expectations, allocation of resources, training, monitoring and continuous improvement. In 2022, DTE Vantage certified its first facility (Mt. Poso Cogeneration LLC) to the ISO 14001 standard and is developing plans to certify its remaining facilities.

Idling

Idling – running a vehicle's engine while it is stationary – wastes an estimated 6 billion gallons of fuel each year in the United States. A cross-functional team is reducing idle time while vehicles are parked on DTE properties. Using GPS data, we track idling events which occur when the engine is running but a vehicle is stationary at one of our facilities for more than 45 minutes. Most of the vehicles in our fleet require 15 to 20 minutes for the engine to warm up sufficiently. Moving forward, we're working toward a 50% reduction from 2019 levels by 2027, which would conserve 44,828 gallons of fuel and avoid 896,550 pounds of carbon dioxide emissions.
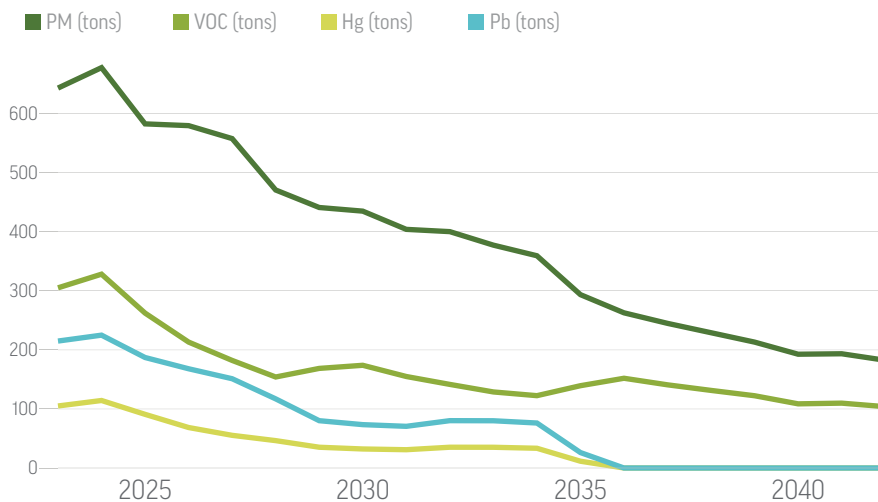
For more information visit: DTE Energy - Net Zero Carbon Emissions by 2050 (dtecleanenergy.com).

CO₂, NOx, SO₂, CO proposed reductions

Legend: CO2 (ktons) · NOx (tons) · SO2 (tons) · CO (tons)
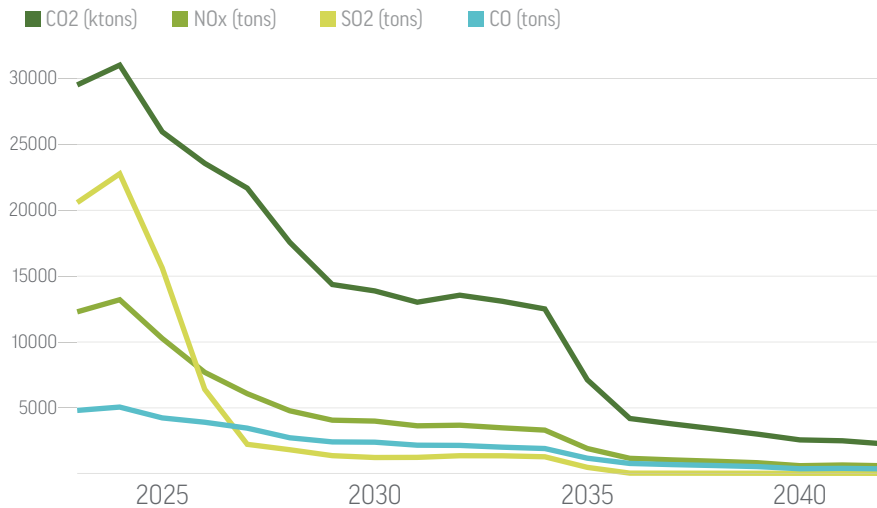
PM, VOC, Hg, Pb proposed reductions

Legend: PM (tons) · VOC (tons) · Hg (tons) · Pb (tons)

Air emissions data

Air emissions data is collected and reported in accordance with federal and state air quality regulations under the Clean Air Act and the Michigan Natural Resources and Environmental Protection Act. DTE's power plants and other emitting facilities are subject to numerous air quality regulations that include rigorous and robust quality assurance and quality control requirements and require the signature of a responsible official that certifies the accuracy and completeness of the data. These regulatory programs include the following:

- EPA's Continuous Emission Monitoring Program requirements for the monitoring, record keeping and reporting of sulfur dioxide (SO_2), nitrogen oxides (NOx) and carbon dioxide (CO_2) emissions, volumetric flow and opacity data from power plants
- The collection and reporting of operating permit data for major sources as required by Title V of the Federal Clean Air Act of 1990 and as administered by each state
- The collection and reporting of GHG emissions data as required by EPA's Greenhouse Gas Reporting Program

Water management

DTE strives to eliminate unnecessary use of water in its facilities and to improve the quality of water discharges. Water stewardship starts with operating facilities and equipment in a manner that complies with or exceeds governmental standards and protects employees, customers, and surrounding communities. DTE employs practical land-management and conservation techniques to protect and conserve water resources at facilities and properties.

Fresh water is essential for non-contact cooling at our steam electric generating plants. We could not supply electricity without this resource. DTE is retiring several coal-fired power plants, which will result in less fresh surface water withdrawals in the company's operations. DTE Electric's goal is to reduce water withdrawal 40% by 2023, 60% by 2028 and 90% by 2040.

Since 2005, DTE has reduced surface water withdrawals for power generation by 30% by retiring coal-fired power plants (e.g., Conners Creek, Harbor Beach and River Rouge Power Plants) that use water for cooling, which accomplishes 74% of the 2023 target to reduce surface water withdrawal for power generation by 40% from the 2005 baseline. DTE projects that surface water withdrawals will continue to decrease as the company commissions less water-intensive energy sources (e.g., Blue Water Energy Center, wind farms and solar arrays) and additional coal-fired power plants are retired. These water reduction goals are aligned with the company's goals to reduce carbon emissions from electric generating facilities 32% from a 2005 baseline by 2023, 65% by 2028 and 90% by 2040.[1] These numbers represent current projections and are subject to change in the future.

---

1   Refer to the Appendix of this report for further details on our emissions metrics and targets.

Reducing waste

The largest of DTE's waste streams is coal combustion residuals (CCR), which includes fly ash, bottom ash and flue gas desulfurization (FGD) materials. Fly ash and bottom ash are byproducts of the coal burned in power plants. Synthetic gypsum is a byproduct of the FGD units that reduce sulfur dioxide emissions from coal-fired plants. These 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. DTE's ash recycling rates dropped starting in 2016 as the company brought sorbent injection and activated carbon emission controls online 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.

DTE 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 state and federal laws and are

routinely inspected by state and local regulatory agencies. DTE assesses the condition of its facilities and equipment on a regular basis and conducts maintenance and repairs as necessary to maintain structural integrity and operational performance.

Through retirement of DTE's coal-fired assets, the volume of ash generated has significantly reduced since 2013 from over 1,000,000 tons generated in 2013 to approximately 694,000 tons generated in 2021, of which approximately 218,000 tons were recycled. Additional retirements of coal plants in 2022 will further reduce the anticipated CCR generation by approximately 150,000 tons annually.

Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2021, DTE recycled 90% of the gypsum produced at its power plants.

DTE performs audits of Treatment, Storage and Disposal Facility (TSDF) vendors to ensure that waste generated by the company is managed in accordance with environmental regulations for disposal of waste. The objective of the vendor audit program is to minimize DTE's environmental liability

related to disposal of wastes. An environmental risk-screening matrix is used to determine the audit frequency for vendors providing waste disposal or significant recycling services.

Restoring the past

DTE is committed to cleaning up and repurposing contaminated industrial sites such as historic manufactured gas plants (MGPs) for productive use and as part of our commitment to protecting the environment.

DTE is working to remediate 20 historic MGP-related sites that were operated by DTE's predecessors. MGP-related sites date back to the late-1800s before natural gas became widely available in the 1940s and '50s. The MGP-related sites used coal to produce manufactured gas, which was used for lighting, cooking and heating in homes and businesses that fueled the progress and development of cities in Michigan.

DTE continues to investigate and clean-up these remediation sites in collaboration with the Michigan Department of Environment, Great Lakes, and Energy (EGLE).

Biodiversity

DTE takes care of the land, water and living creatures on its properties and beyond. Among the largest landowners in Michigan, DTE voluntarily maintains 8,000 acres of land in its natural state, thereby providing habitat for hundreds of species of birds, mammals, fish and insects. The company also reclaims previously disturbed land to create and manage habitat featuring native Michigan plants such as gardens that benefit the monarch butterfly and other pollinators. It also manages about 150 acres to support biodiversity required for mitigation.

The Trenton Channel Power Plant and the Fermi II Nuclear Power Plant are both adjacent to the U.S. Fish and Wildlife Service (USFWS) International Wildlife Refuge. DTE is part of a cooperative management agreement with the Refuge for a total of 656 acres.

DTE properties are home to hundreds of species of wildlife, some of which are endangered or threatened. DTE facilities are often located on land with abundant opportunities for wildlife and DTE strives to attract and increase wildlife populations at these sites. To this end, DTE has 33 sites certified under the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife.
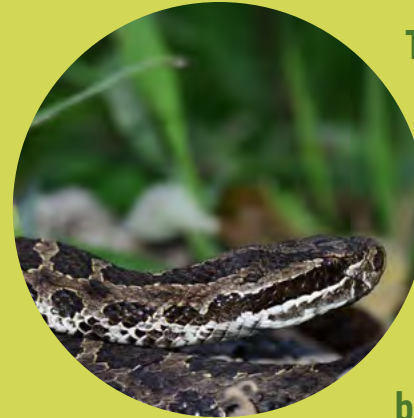
There are a handful of federally listed species we are concerned with regarding our operations company-wide: the Indiana and Northern long-eared bats, the Eastern massasauga rattlesnake, and the Karner blue butterfly. We go to lengths to ensure we do our due diligence, from a compliance perspective and from a community partner perspective, not to impact these species and all listed species either state or federal.
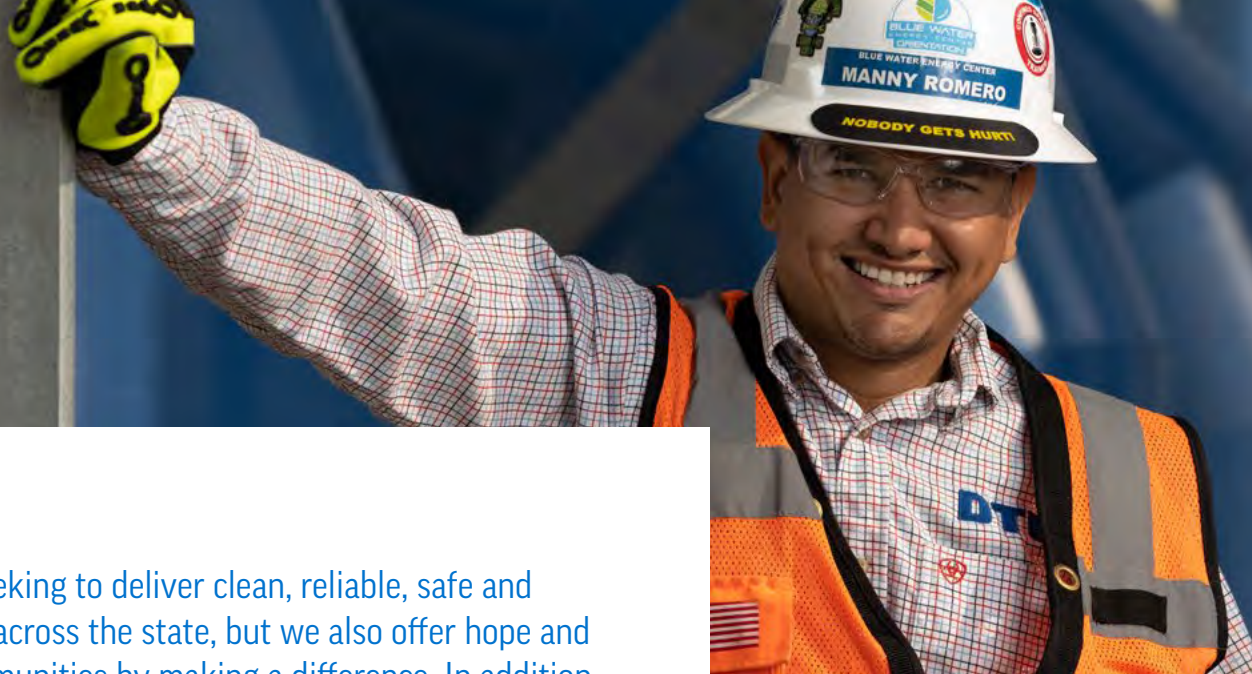
Social

Not only is DTE seeking to deliver clean, reliable, safe and affordable energy across the state, but we also offer hope and inspiration to communities by making a difference. In addition to providing gas and electric service to our customers across the state, we aspire to be the best IN the world and the best FOR the world. We demonstrate this by how we care for our employees through safety measures and human capital management efforts, and how we connect with our communities by seeking to enhance our supply chain strategies and corporate citizenship programs.

Human capital management
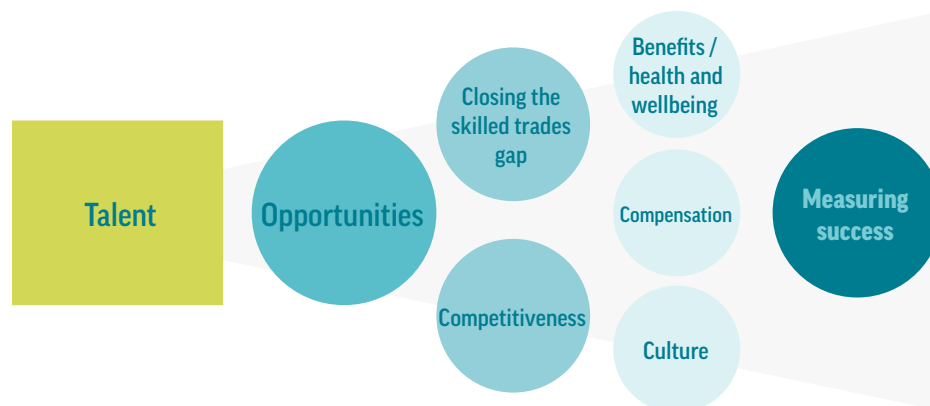
DTE's approach to talent acquisition focuses on our mission to lead with our Company's purpose, create a culture of service, and build a diverse and inclusive workforce. We are also looking for skills and expertise – in engineering, technology and skilled trades – that are in high demand and critical to our industry, while the labor market is tightening and shrinking.

Energy companies across the United States, including DTE, are managing a historic turnover in workforce as the baby boomer generation retires. DTE projects that approximately 33% of our employees will be eligible to retire during the next ten years – a period during which we will continue transforming our energy generation and distribution infrastructure.

DTE's strategic talent management objectives include:

- Attract and retain the best talent to execute our aspiration and purpose
- Develop a deep, diverse, and inclusive workforce and talent pool
- Focus on building a culture of service excellence for both internal and external customers
- Deepen our safety and wellbeing culture through training, technology and communications
- Deliver world class leadership development and technical training
- Continue to shape and implement a competitive total rewards strategy for employees

To ensure we are effective in meeting these strategic objectives, we have put in place a comprehensive governance structure that includes the board of directors, CEO and senior executive oversight of talent decisions. In addition, DTE has active committees that focus

specifically on ensuring diversity, equity and inclusion (DEI) is baked into our talent systems and cultural initiatives.

DTE's approach to human capital management can be organized by the phases of our talent pipeline – from building career awareness to retention. Our commitment to diversity, equity and inclusion applies to every step of this process, as demonstrated in the following sections.

Labor relations

Approximately half of our workforce is represented by unions. DTE's Labor Relations professionals partner with business units and union leaders to build a thriving culture, proactively address changing business conditions, resolve employee issues and support collective bargaining negotiations. We operate in compliance with the policies and regulations established by the National Labor Relations Board, the statutes of the National Labor Relations Act and the guidance of the federal Department of Labor.

Members of DTE's Labor Management Committee, comprised of union leadership and company senior leaders, meet regularly to share opportunities to improve our company's culture and systems for being safe, caring, dependable and efficient in serving customers, communities and each other – and then work together to develop and implement solutions. These types of meetings occur at all levels of leadership; open and inclusive communications is key to our successful partnership.

Workforce opportunities

To ensure we continue to attract and retain top talent amid changing employee preferences, market dynamics and business and industry needs, we are working to:

- Close the Skilled Trades Gap
- Diversify our Workforce
- Ensure our Talent Competitiveness
- Build a Culture of Diversity, Equity & Inclusion (DEI)

We seek to invest in proactive and diverse recruiting (i.e., a combination of sourcing and "high touch" outreach with potential applicants) through programs across the education pipeline, such as FIRST Robotics, high school and college youth employment programs, and partnerships with diverse professional development organizations.

We work with industry organizations, local municipal and nonprofit partners, educational institutions and community partners to identify and address gaps in our talent pipeline through training, readiness workshops and sourcing for talent.

As part of this work, we focus on creating opportunities for underserved youth and adults such as individuals with disabilities, veterans, returning citizens and others with barriers.

We are retaining our DTE talent with focus in two areas:

1. Connecting employees to our company's vibrant culture, which includes: health and wellbeing, safety, service excellence and community engagement. We continually assess employee sentiment through pulse and engagement surveys to continue strengthening a diverse, equitable and inclusive workplace reflective of our cultural values.

2. Continual evaluation of compensation, incentive and benefits package to comprehensively support employee needs.

EXTERNAL TALENT PIPELINE

Career Awareness & Guidance

Career Exploration

Career Preparation & Pre-Employment Training

Retention

Onboarding

Career Coaching and Upskilling

INTERNAL TALENT PIPELINE

We have a suite of resources to support the continued development of our team members, including:

- A mentorship program for operations leaders and field team members to advance their careers into leadership positions.

- A multi-week, virtual program designed for professionals who aspire to become leaders in the near future.

- A self-guided learning management system for all of our team members for personal development.

- A tuition assistance program for pursuing higher education, including a cost-free option at two Michigan-based colleges.
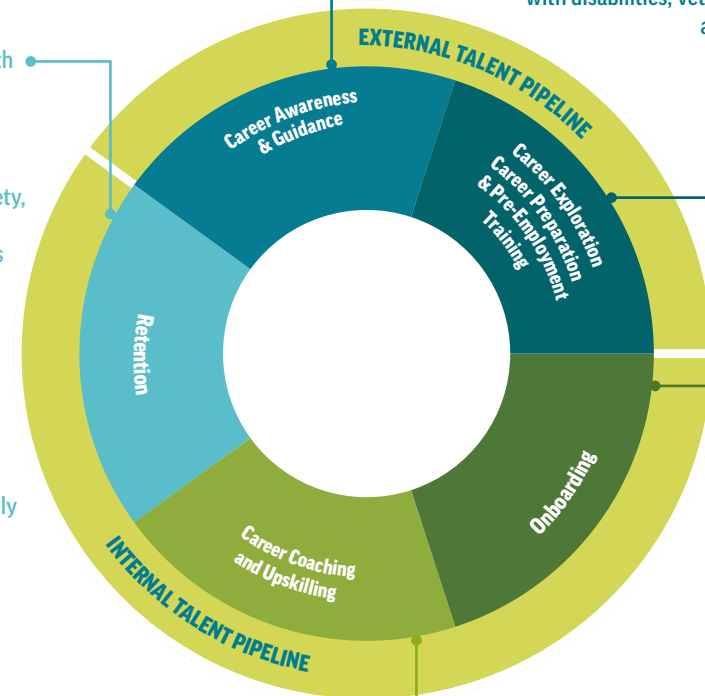
We have an onboarding process to deliberately connect new team members with the company's purpose, priorities, service keys and leadership principles. Each employee's experience spans the first six months of their tenure, starting with orientation on their first day and culminating in an interactive experience with our senior leaders.

Tree trim

DTE depends on 1,300 skilled tree trimmers to keep trees away from power lines, but Michigan continues to face a critical shortage of qualified tree trimmers for this work. In 2021, six cohorts of diverse, locally based students graduated from DTE's Tree Trim Academy in Detroit. The academy is a powerful example of DTE's partnership with government, nonprofit and labor leaders to provide opportunities for people looking for careers. Located adjacent to a 1,500-acre park in Detroit, the Tree Trim Academy will enable more than 300 individuals to join the International Brotherhood of Electrical Workers Local 17 by 2024 as apprentices working full time for tree trim companies while progressing toward journeyman status.

Closing the skilled-trades gap

Certain skilled trades jobs are consistently hard to fill, based on job qualification and test requirements. Since 2020, DTE has worked with community partners to build Readiness Workshops that help applicants prepare for these tests while building a more diverse applicant pool. These tests include Edison Electric Institute Construction and Skilled Trades test for overhead electric line workers and the EEI Technician Occupations Selection System. DTE's Workforce Development team partners with business units across the enterprise to identify key positions that are hard to fill. We work with community partners to identify potential applicants, often from underrepresented populations such as women, people of color, veterans and people with disabilities.

During 2020 and 2021, 200 people participated in eight readiness workshops. Impressively, 76% of participants completed the program and 63% passed the DTE assessments, which is a significant improvement compared to the 50% passage rate of candidates who did not participate in the workshops. Successful applicants were either offered jobs or were qualified to be hired in the future.

Diversifying our workforce

To ensure that our workforce reflects the communities we serve, we've put in place a number of practices that will help us diversify our workforce in the long run. We do this through:

- Targeted diverse recruiting
- Partnerships with diversity-based organizations
- Eliminating barriers to employment

We have been recruiting from diverse universities and organizations for years and have stepped up our recruiting and hiring from Historically Black Universities and Colleges (HBCUs), Hispanic Serving Institutions (HSIs) and other diverse organizations such as the Society of Professional Hispanic Engineers (SHPE), Society of Women Engineers, Society of Asian Scientists and Engineers, National Black MBA Association, National Association of Black Women in Construction, Electrical Workers Minority Caucus, and veterans' organizations. Through the strong relationships we created with HBCUs and HSIs, we hired 27 students from these universities in 2020 and 2021.

Our Electric company is leveraging new relationships with diverse organizations to hire diverse talent for key trades jobs like line workers, associate planners, field service representatives and others. The team increased hiring of people of color and women from 18% in 2018 to 44% in 2021.

Our Gas organization created a Gas Recruitment Improvement Team (GRIT) to hire more diverse candidates for positions like engineers, service technicians, financial analysts, and others. In 2021, 42% of hires in our Gas organization were people of color and women.

Creating opportunities while closing the skilled trades gap

2017

DTE and Henry Ford College launched the Power and Trades Pathways Program, which prepares students for high-demand jobs in the energy industry.

2018

Launched partnership with the Michigan Department of Corrections to create a first-of-its-kind tree trim training program within their newly launched Vocational Village at Parnall Correctional Facility.

2019

First Parnall Tree Trim training graduates begin International Brotherhood of Electrical Workers (IBEW) Local 17 apprenticeships with DTE vendors completing their IBEW apprenticeships.

2020

By year end, the Parnall tree trim program graduated 20 participants with several in the final stages of completing their IBEW apprenticeship and three earning their union journeyman cards.

2021

In April, we opened a Detroit-based program, Tree Trim Academy, with 60 students graduating during our inaugural year.

80% from communities of color
50% city of Detroit residents
10% women

Ensuring our talent competitiveness

Impending retirements, skilled-trades gaps, and the impact of COVID-19 on the global workforce (and remote working options) has enhanced our focus on the competitiveness of employee attraction and retention.

1. Culture of health and wellbeing

At DTE, we care about employees and their families and want them to be healthy and safe. We believe in supporting each team member on their individual health and wellbeing journeys. Our vision and approach for building a Culture of Health & Wellbeing are built into the value system of our organization. In fact, 2021 was the third year in a row where "driving a best-in-class culture of health and wellbeing" was a key priority.

We take a disciplined approach to this work: leveraging externally validated, evidence-based tools to track our progress and measure our impact.
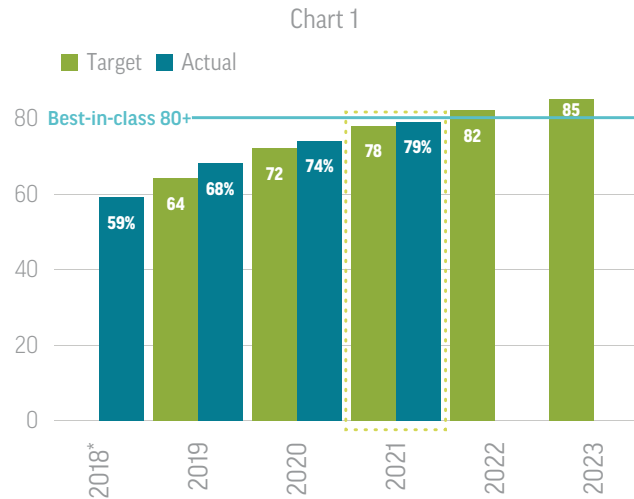
The Employer Health Opportunity Assessment (EHOA) measures how health supportive DTE is at an enterprise level. It evaluates DTE on 218 elements within the 10 Best Practices of Health & Wellbeing. We are well on our way to the "best in class" score of 700 with a target of reaching this goal by 2023 (see chart 2 on next page).

Others are taking note of our efforts. Thanks to the dedication of the over 200 Wellbeing Champions, and the collaborative efforts of our many partners, we've been recognized nationally for the health and wellbeing support we provide to everyone in our DTE family.
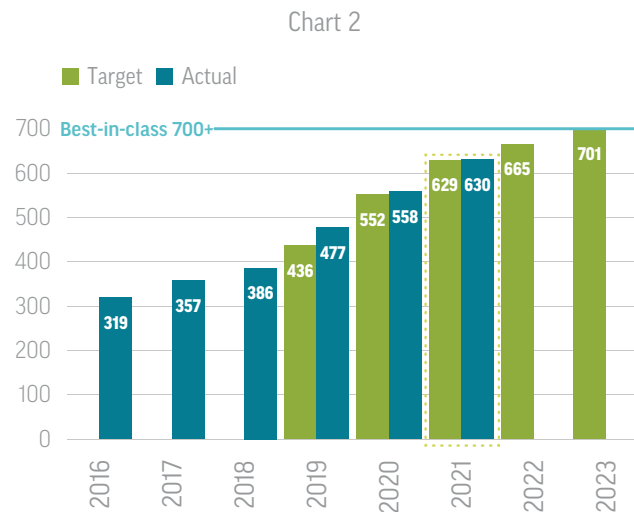
To support people's health and wellbeing, we offer extensive health, time-off and post-employment benefits that enable employees to take care of themselves and their family. We recognize employees' needs are as unique and diverse as our employees themselves. People have the flexibility, information and support needed to tailor their benefits in a way that will best contribute to their total wellbeing.

We exceeded health and wellbeing assessment targets for the third year in a row, improving support at both a local and organizational level

BOTTOM UP: Site Scan Culture Check

Chart 1

Legend: ■ Target ■ Actual

Best-in-class 80+

- 2018*: Actual 59%
- 2019: Target 64, Actual 68%
- 2020: Target 72, Actual 74%
- 2021: Target 78, Actual 79%
- 2022: Target 82
- 2023: Target 85

TOP DOWN: Employer Health Opportunity Assessment

Chart 2

Legend: ■ Target ■ Actual

Best-in-class 700+

- 2016: Actual 319
- 2017: Actual 357
- 2018: Actual 386
- 2019: Target 436, Actual 477
- 2020: Target 552, Actual 558
- 2021: Target 629, Actual 630
- 2022: Target 665
- 2023: Target 701

We take great pride in offering employees and their family members equitable and comprehensive benefits, including a variety of medical plans, parental leave and 401(k), among others.

For additional benefits for full-time employees, please refer to the Benefits page. For additional health and wellness benefits for all employees, please see our 2021 Culture of Health & Wellbeing Annual Report.

2. Ensuring competitive and equitable compensation

DTE Energy is committed to offering compensation that is competitive, market-driven and internally equitable. To remain competitive, DTE conducts an annual review of compensation practices as part of its affirmative action programs. Approximately half of DTE's employees are represented by unions, where pay is uniformly determined through collective bargaining agreements. For non-represented employees, pay ranges for each job classification are established based on market data gathered through compensation surveys. Then a competitive offer is made within the pay range to candidates based on objective factors like years of experience and extent of preferred qualifications, if applicable.
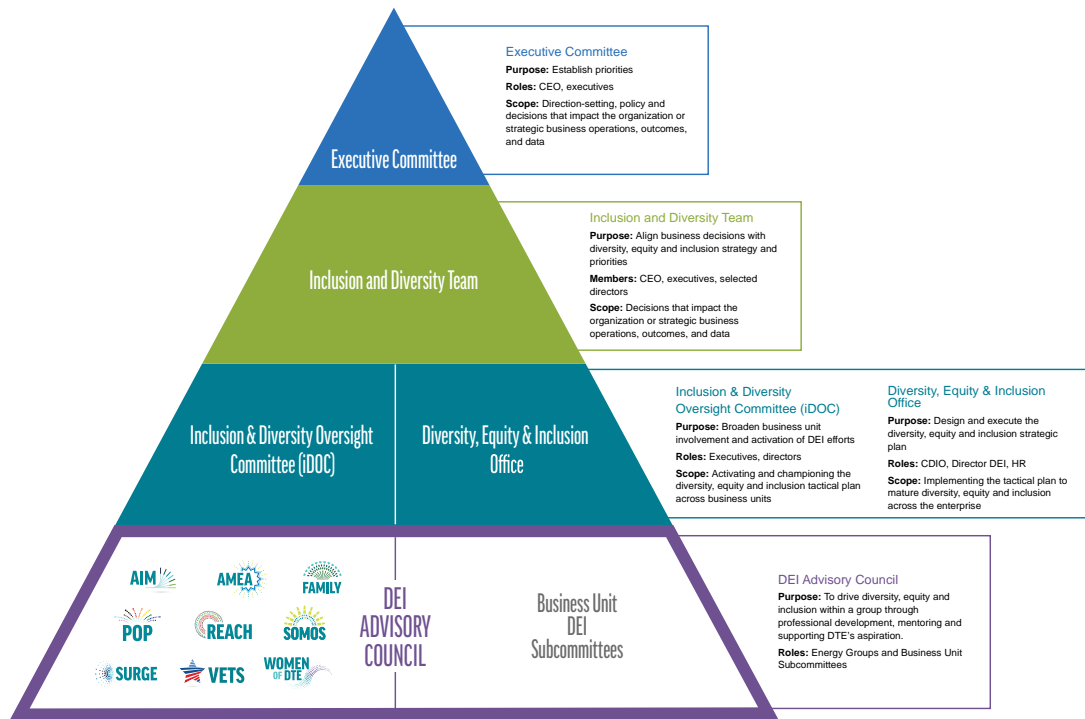
3. Service excellence & employee engagement

Our culture continues to be a differentiator in building and sustaining a top talent pool. We depend on the engagement and dedication of our 10,000+ team members to deliver on our shared purpose to improve lives with our energy. Our leaders know that to achieve our aspiration of being best in the world and best for the world, we must create an exceptional employee experience where our team members love our company because each person feels included, valued and proud of the work we are doing together.

DTE is also focused on putting our inspiring, purpose-driven culture into action through our four Service Keys, which guide our behaviors and actions in serving others. As a result, employees have developed a strong emotional connection to being Safe, Caring, Dependable and Efficient for our customers and each other. These actionable values empower employees by offering a practical way to respond to challenges and make decisions in moments of service.

Building a culture of diversity, equity & inclusion (DEI)

As a company whose purpose is to improve lives with our energy, diversity, equity and inclusion (DEI) is at the core of everything we do. Our focus on DEI guides our business practices from serving customers across our service territory and leading positive change in our communities to recruiting diverse talent, building an inclusive, welcoming culture and ensuring that all employees have opportunities to grow and develop while receiving equitable pay.

Executive Committee
Purpose: Establish priorities
Roles: CEO, executives
Scope: Direction-setting, policy and decisions that impact the organization or strategic business operations, outcomes, and data

Inclusion and Diversity Team
Purpose: Align business decisions with diversity, equity and inclusion strategy and priorities
Members: CEO, executives, selected directors
Scope: Decisions that impact the organization or strategic business operations, outcomes, and data

Inclusion & Diversity Oversight Committee (iDOC)
Purpose: Broaden business unit involvement and activation of DEI efforts
Roles: Executives, directors
Scope: Activating and championing the diversity, equity and inclusion tactical plan across business units

Diversity, Equity & Inclusion Office
Purpose: Design and execute the diversity, equity and inclusion strategic plan
Roles: CDIO, Director DEI, HR
Scope: Implementing the tactical plan to mature diversity, equity and inclusion across the enterprise

DEI Advisory Council
Purpose: To drive diversity, equity and inclusion within a group through professional development, mentoring and supporting DTE's aspiration.
Roles: Energy Groups and Business Unit Subcommittees

Our diversity, equity and inclusion governance structure

At DTE, our DEI governance structure engages all levels of the company in our DEI journey.

Our Goals

Cultivating an inclusive and diverse workforce is one of our company's top priorities. In 2021, we focused on tying DEI to our company's values and leadership principles and developed three long-term strategic goals:

1. Prioritizing the effectiveness of the underrepresented talent pipeline by diversifying our workforce, creating a more equitable and inclusive culture and removing barriers to employment for people who are underrepresented or at risk by providing training and better access to good paying jobs.

2. Creating a speak-up culture that welcomes diverse voices and encourages listening and learning so that employees can bring their best energy to work every day.

3. Making DEI a defining and pervasive message in our communications to raise awareness and advance our DEI work.

We have taken significant steps to diversify our senior leadership. In November 2021, we announced 11 appointments to our executive team, of which 45% were women and people of color.

DTE's employee energy groups

Energy Group	Membership
AIM - Abilities in Motion	Employees living with disabilities and their allies
AMEA - Asian and Middle Eastern American	Asian and Middle Eastern American employees and their allies
Family	Employees with families and their allies
POP - Power of Pride	Members of the LGBTQ+ community and their allies
REACH - Respecting Ethnic and Cultural Heritage	Black employees and their allies
SOMOS	Members of the Latino and Hispanic community and their allies
SURGE	Young professional employees and their allies
VETS	Employees who are military veterans and their allies
Women of DTE	Female employees and their allies

Employee resource groups

DTE's nine employee resource groups, which we call Energy Groups, are another way we're strengthening our culture of inclusion. In 2021, our active and engaged Energy Groups, with more than 4,500 members in total, helped build a safe and welcoming environment for people across our enterprise.

DTE's energy groups offered professional development, education and networking opportunities. They held virtual events to build awareness and education, volunteered and supported nonprofit organizations and mentored coworkers, young professionals and youth. Each Energy Group also donated a $10,000 grant, provided through the DTE Energy Foundation, to a nonprofit organization to support and advance equity for underrepresented groups in our communities.

Measuring our success

DTE continues to work toward building a skilled, sustainable and diverse workforce, with a focus on women, people of color, veterans and people with disabilities. We measure and track our progress for employees in many ways:

- Employee retention / turnover*
- Workforce representation of females, people of color, veterans, and employees with disabilities, across all levels of employees
- Diversity of governance bodies*
- Employee engagement (Gallup) including specific elements that measure a culture of inclusion*
- Number of DEI related communications and employee interaction with DEI communications
- Ranking and scores from DEI surveys
- Formal training programs, including unconscious bias training for employees and leaders
- Technical and compliance training*

  *Data available in GRI table

We have taken significant steps to diversify our senior leadership. In November 2021, we announced 11 appointments to our executive team, of which 45% were women and people of color.

Supply chain management

DTE's Supply Chain is a vital part of our commitment to provide safe and reliable energy for our customers. Our supply chain team ensures suppliers operate safely, ethically and efficiently. We are a leader in local and diverse spending, using our procurement dollars to support innovative programs that provide growth opportunities for businesses located within Michigan and those owned by minorities, women, veterans and members of the LGBT community.

Supplier pre-qualification and risk management

All DTE suppliers must undergo a rigorous pre-qualification process before they begin doing business with us. This ensures we are creating and maintaining a high-quality, cost competitive supply chain we can count on. The pre-qualification process includes legal, safety, financial and risk management review.

Code of conduct

We value the business relationships we have with our suppliers and view them as strategic business partners in our success. Our supplier code of conduct outlines the values and principles that we expect our suppliers to share. In 2021, the code of conduct was updated to align with a model developed by The Electric Utility Industry Sustainable Supply Chain Alliance. This includes adding language that clarifies our position on diversity, equity and inclusion and human rights.

Supplier safety

Through our supplier safety program, we hold ourselves and our external partners accountable for prioritizing safety above everything else. Our supplier safety handbook details each supplier's responsibility for working safely at DTE.

Supplier performance management

DTE is committed to reducing costs and driving continuous improvement by managing, analyzing and measuring supplier performance. This practice, called Supplier Performance

Management (SPM), has saved hundreds of millions of dollars over the past several years. DTE requests that, among other things, suppliers report on energy use and emissions information to help us measure progress and identify areas for potential improvement in our supply chain.

Understanding our natural gas supply

DTE is encouraging natural gas suppliers to report on their emissions using the Natural Gas Sustainability Initiative guidelines established by the Edison Electric Institute and American Gas Association in an effort to enhance transparency and emissions and reporting consistency throughout the natural gas industry. In 2019, DTE surveyed our natural gas suppliers to review their efforts to monitor and reduce methane emissions. As an active member of the Natural Gas Supplier Collaborative (NGSC), DTE Gas sent a letter to natural gas suppliers and pipelines encouraging them to begin reporting under the newly launched NGSI protocol for reporting methane intensity across the natural gas value chain.
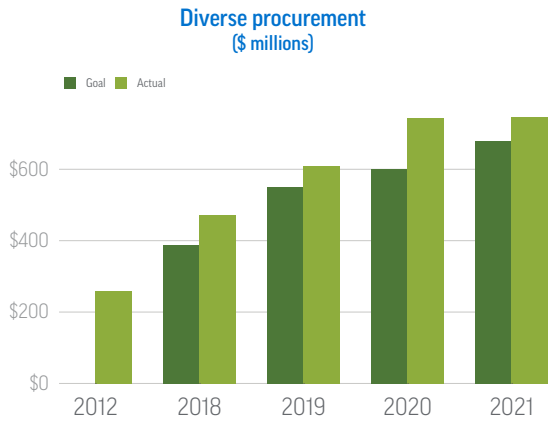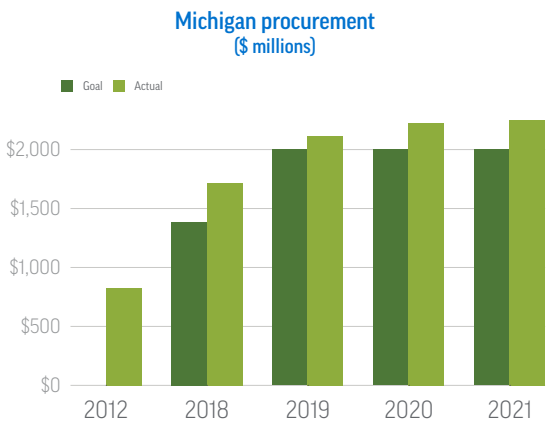
For more information, please see the Supply Chain Management overview.

Fostering a more sustainable supply chain

DTE is a charter member of the Electric Utility Industry Sustainable Supply Chain Alliance, a group of electric utilities and supplier affiliate members focused on developing a more environmentally friendly supply chain. The group shares best practices and promotes and develops sustainable solutions for businesses.

The Sustainability Project (TSP) is one of our largest Alliance initiatives. TSP is an online assessment which measures our suppliers' environmental sustainability performance. DTE encourages our suppliers to use this resource. In 2021, 112 of our top suppliers took the assessment.

For more information, please see the Supply Chain Management overview.

Michigan procurement
($ millions)

Legend: Goal, Actual

Year	Values
2012	~$800 (Actual)
2018	~$1,400 (Goal), ~$1,700 (Actual)
2019	~$2,000 (Goal), ~$2,100 (Actual)
2020	~$2,000 (Goal), ~$2,200 (Actual)
2021	~$2,000 (Goal), ~$2,250 (Actual)

Diverse procurement
($ millions)

Legend: Goal, Actual

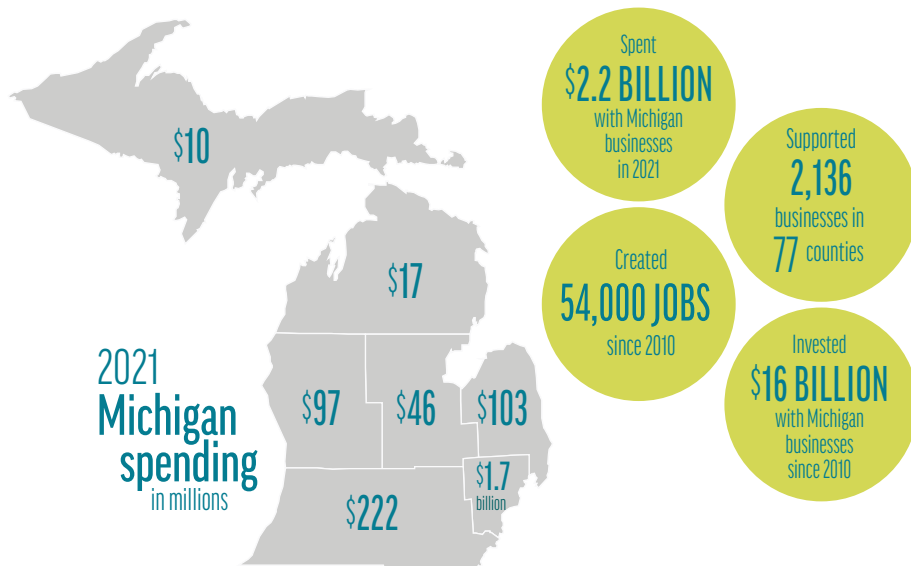| Year	Values
2012	~$260 (Actual)
2018	~$390 (Goal), ~$470 (Actual)
2019	~$550 (Goal), ~$610 (Actual)
2020	~$600 (Goal), ~$720 (Actual)
2021	~$670 (Goal), ~$720 (Actual)

Supporting Michigan businesses

More than a decade ago, DTE Energy made a commitment to support our state's economy by shifting its purchases to Michigan-based suppliers. We have delivered on that commitment every year since, continually exceeding our annual local spending goals. Along the way, we've created and sustained over 54,000 jobs and helped hundreds of local and diverse entrepreneurs succeed. Today, at least 60 cents of every dollar DTE spends externally goes to a Michigan-based company.

In 2019, DTE Energy committed to spending $10 billion with Michigan businesses over the next five years and have exceeded our annual $2 billion spend projects each year. We continued to exceed our targets in 2021, spending $2.2 billion with over 2,100 businesses across Michigan.

A leader in supporting local businesses

$10

$17

2021
**Michigan
spending**
in millions

$97 $46 $103

$222

$1.7
billion

Spent
$2.2 BILLION
with Michigan
businesses
in 2021

Supported
2,136
businesses in
77 counties

Created
54,000 JOBS
since 2010

Invested
$16 BILLION
with Michigan
businesses
since 2010

Supplier diversity

We believe we're at our best when our supply chain reflects the diversity of our customer base. Our award-winning supplier diversity program benefits our company, our suppliers and the communities we serve.

In 2019, we committed to spend at least $500 million each year on businesses owned by women and minorities, a 50% increase over 2015. And in 2020, we increased our commitment to achieving $1 billion in annual spend with diverse suppliers by year end 2026. To achieve these goals and support diverse businesses, we use outreach, advocacy, mentoring and training to seek out small and medium diverse businesses and connect them with new growth opportunities.

DTE requires that diverse suppliers undergo a review and certification process that ensures the business is minority or diversity owned and operated. This review process is completed by one of several third-party diverse business organizations.

To connect diverse suppliers with new opportunities, we are broadening our participation in conferences, networking, introduction and pitch sessions to help company representatives become familiar with potential diverse suppliers ahead of a formal bid process.

We have added a diverse spend requirement to our supplier terms and conditions. We expect our largest suppliers to dedicate at least 20% of their external spending to diverse companies, and we measure those results. In 2021, our Tier 1 suppliers spent $145 million with Tier II diverse-owned businesses.

Externally, our outreach is facilitated by involvement in groups like the Michigan Minority Supplier Development Council and the Great Lakes Women's Business Council and by supporting unique outreach opportunities, such as Michigan Diverse Supplier Showcases, where select small and medium diverse businesses are given the chance to compete for a contract opportunity with DTE. Entrepreneurs are invited to give a presentation to a panel of our buyers and business unit leaders. All presenters receive valuable and immediate feedback on their presentation and business plan. Sourcing decisions are made that day based on the presentations. These events have resulted in more than $1 million in contracts awarded to diverse businesses since 2016.

For more information on our local and diverse spending commitments, please see the Supply Chain Management overview

One supplier's story

For Detroit-based Williams Electric, a strategic partnership opened the door for new growth opportunities with DTE. Williams is an electrical contractor and certified diverse supplier with eight employees. The company helps DTE improve and maintain the underground electrical system. They work closely with Motor City Electric, a larger DTE supplier. DTE encourages suppliers like Motor City Electric to embrace a commitment to supplier diversity.

"We've been in business for 16 years, we're committed to quality, and we work with the trades, so we bring that strength to our projects," said Williams Electric Owner Rodney Williams. "When it makes sense, Motor City reaches out to us and we bid on projects along with them. It gets us to the table a lot more effectively than if we were just out here trying to bid on projects all on our own."

The recent contract with DTE has enabled Williams Electric to hire an additional staff member and purchase new equipment. They are also bringing on more temporary skilled labor from the local union hall.

Safety management

Nothing has a higher priority at DTE than the health and safety of people, especially after losing two of our coworkers last year to fatal injuries that occurred on the job. The tragic loss of life was felt throughout our company and prompted a thorough review of our safety culture and systems to help ensure that no other colleague ever dies from a work-related incident or suffers a serious injury. DTE leadership is partnering with our unions to do all we can to keep every team member safe. That's our shared commitment to our coworkers and their families. Furthermore, the safer our colleagues work, the safer they keep our customers and the communities we serve.

To help us create a safer work environment for our people, we hired an outside research company with significant energy industry experience to interview nearly 1,000 of our frontline employees and leaders. The result was transparent feedback that pointed to a needed shift to focus even more on jobs that present the greatest risk of a serious injury or fatality. We call those "Life Critical" jobs.

While we continue to monitor OSHA injury rates and recordable injuries, we also place a greater emphasis on tasks that present the greatest risk of serious injury or fatality and the manner in which direct controls (safety protocols) are used to avoid serious injuries or fatalities (SIF) should an unplanned event occur. This focused approach is based on benchmarking the strongest safety performers within and outside of the utility sector.

Our safety system is continually reviewed for effectiveness to ensure alignment with our safety strategy. Included in the review are safety committees, pre-job-briefs, safety communications, accident investigations and frontline leader development.

Safety committees connect the organization

Our safety committees involve a partnership between management and labor to ensure that the latest safety information is communicated across our population. Safety committees review key performance indicators, discuss recent injuries/incidents along with corrective actions, share learnings and extent of conditions elsewhere in the enterprise, and cascade changes in safety protocols across the various business units.

Our union partners are active participants and vital to our safety success. Union representatives co-chair safety committees and are part of the teams that investigate safety incidents within the company and help develop strategy and tactics.

Pre-job briefs focus on safety hazards

Every job or task that presents a potential hazard requires a discussion among everyone who will do the work before starting to work. We call these discussions pre-job briefs (PJBs). During PJBs, participants identify risks and hazards along with actions to mitigate them. PJBs make sure everyone is on the same page about who's doing what, what procedures will be followed, what personal protective equipment is

required and what might happen that would cause the team to stop work and reassess the conditions. All employees know they have the power – and the responsibility – to stop work any time they feel safety may be compromised for themselves or anyone around them.

Vehicle safety

Our Vehicle Safety Committee continues to educate and train employees to help improve their safe-driving skills. In 2021, we added a new coning policy and 360-degree vehicle walk-around process, as well as spotter training. We continue to leverage the Smith System, a global leader in crash-avoidance driver safety training.

DTE also has invested in technology with the goal of developing safer drivers. For example, last year a new driving simulator was introduced to enable employees to become more familiar with driving commercial vehicles. This way, they learn safe response and avoidance maneuvers in virtual scenarios without facing any real danger. In the real world, GPS data is used to identify behaviors like speeding, hard braking and rapid acceleration that create the potential for vehicle accidents so employees can receive additional coaching and training.

Maintaining a safety culture

Employees who perform Life Critical activities receive extra training and their work is evaluated through our Life Critical Assessment program. The program concentrates on field work, ensuring compliance with the Occupational Health and Safety Management System as established by the American National Standards Institute as well as DTE safety protocols. Represented and non-represented employees conduct the assessments and interview

colleagues performing the work. Strengths are shared with other organizations and gaps are identified. The gaps are tracked and a team conducts a follow-up effectiveness review to ensure gaps are closed and sustained.

Company leaders also conduct safe worker observations at least once per week to verify that employees are following safety procedures, to recognize people for working safely and to provide coaching if necessary. The observations are structured to create an opportunity for employees to raise safety concerns and offer suggestions as part of a two-way dialogue with their leaders.

Throughout the year, front-line leaders conduct focused safety meetings company-wide with all employees, which are typically based on seasonal hazards or incidents that require added attention. Individual business units conduct ad hoc safety meetings and communications as needed.

Tracking safety performance

DTE tracks a system of metrics to gauge health and safety performance and detect gaps. Metrics include OSHA recordable injuries, DART rate (which indicates the severity of an injury), incidents requiring first aid treatment, and near misses. The latter metric is especially effective at identifying conditions or procedures that may need revising to prevent a future injury. DTE also tracks all vehicle accidents regardless of severity. To further emphasize safety, all business units incorporate safety metrics into their performance goals.

	OSHA Rate[1]	Best Operated[2]	Top Decile[3]	Top Quartile[4]	Target
2018	0.51	0.52	0.71	0.88	0.4
2019	0.81	0.52	0.71	0.88	0.4
2020	0.40	0.52	0.71	0.88	0.4
2021	0.59	0.43	0.54	0.67	0.4

1   The OSHA rate listed is DTE's OSHA rate.
2   Best Operated is best-in-industry within our peer set.
3   Top Decile are the values within our industry peer set. All of these companies are utility companies.
4   Top Quartile are the values within our industry peer set. All of these companies are utility companies.

Corporate citizenship

We are passionate about our work because Michigan is home. Our decisions not only allow us to lead the way in energy, but also engage with local communities to create jobs, grow our middle class, and make life better in our state. We want to be more than just an energy provider, we want to be a resource for the communities we serve and, together, become a transformational force for good throughout the state.

With this mindset, we are committed to serving our communities through employee volunteerism, philanthropic giving and targeted community programs that address pressing, emerging and/or systemic needs. With full support and engagement of our leadership, our teams are actively out in the community, making connections, listening to their needs and identifying opportunities where we can actively provide support, ultimately strengthening the communities where we live and serve and helping them thrive.

Volunteerism is back

Despite the restrictions required through the pandemic, DTE's team is back in full force providing volunteerism support to nearly 1,000 nonprofits.

From on the ground support, such as planting trees or packing food, to our skills-based volunteerism programs, which pair employees with nonprofits in need of specific support, such as accounting aid or communications strategy, we work alongside our community partners to better their organizations.

In 2021:

- **3,620 employee and DTE alumni volunteers**
- **Volunteered 70,274 hours**
- **With 944 valued nonprofit partners**

DTE Foundation refocuses its diversity giving strategy

The DTE Foundation, a key player in Michigan corporate philanthropy, plays a pivotal role in serving the needs of Michigan communities through its grantmaking. In 2021, the DTE Energy Foundation provided more than $18.9 million in grant support with a focus on driving positive, meaningful change.

In recent years, the Foundation revised its grantmaking process to enhance how it supports social justice, while monitoring the health and sustainability of Michigan nonprofits. As the DTE Foundation continued this journey, it audited previous giving and grantmaking strategies and procedures, deepening its lens on diversity, equity and inclusion across the board. Upon completion of this review, the Foundation explicitly expressed its commitment to racial justice and social justice, implemented a standardized grant evaluation rubric and reconfirmed its commitment to use philanthropic best practices for grantmaking.

As a result of the Foundation's focused and strengthened procedures, in 2021 all organizations recommended for grants greater than $30,000 completed the Foundation's new assessment. In addition, more than 95% of these charities reported having diverse staff and/or leadership.

Recognizing that the integration of social justice into operations and programming is a continuous process, the DTE Foundation committed to ongoing education for its staff and partnered with a local firm that specializes in DEI and nonprofit organizations to create a cohort-based training for its grantees as they work towards their DEI goals.

Supporting our future workforce

In recent years, DTE has implemented long-term approaches to diversify and grow engineering talent by supporting STEM-centric programs such as FIRST Robotics and the Girls in Engineering Academy. In 2021-22, the DTE Foundation sponsored 26 high school FIRST Robotics teams and 20 middle school teams across Michigan. FIRST teams design, build and program robots in order to complete tasks in competition. Students learn technical skills along with business skills like teamwork and problem-solving.

Our Summer Youth Internship Program recruits high school students from Detroit with Grow Detroit's Young Talent to prepare young people for school, their next job and their career. Our student internship programs prepare young people by helping them learn job skills in both office environments and the skilled trades. Many receive mentorship along with skills such as financial literacy, resumé writing, and interviewing.

In 2021, we brought our college Summer Talent Exposure Program for the first time to West Michigan and hired students from our partners at Urban League and West Michigan Hispanic Chamber of Commerce.

More than 850 college and high school students participate in our summer and year-round employment programs each year, designed to prepare students for future careers.

Working to redevelop our communities and riverfront

Many of the historic electrical generation sites and Manufactured Gas Plant (MGP) related sites are located on major rivers and they are part of the local redevelopment focus on public usable riverfront spaces. As DTE's coal generation fleet continues to be retired and is replaced by natural gas and renewable energy, the former coal generation sites are being decommissioned with foresight to best serve the communities into the future. Remediation and closure have been achieved at over half of the former MGP locations, allowing the properties to be redeveloped for a variety of uses. Each site cleanup is different and involves a stakeholder team that is unique to the cleanup, and where appropriate, re-use or redevelopment.

Some redevelopment highlights include properties along the Detroit River being cleaned up to allow redevelopment into City of Detroit parks, unique commercial and residential waterfront redevelopment opportunities, and supporting the Detroit Riverfront Conservancy to expand the Riverwalk to achieve the goal of a walkable riverfront in the City of Detroit. Other successful cleanup projects have supported redevelopment that include a community college in Grand Rapids and redevelopment in downtown Muskegon. Future redevelopment and public use projects are being planned in the City of Ann Arbor that include integrating waterfront access in Downtown Ann Arbor with the regional Border-to-Border Trail goals.

DTE is committed to cleaning up these properties in a way that they can continue to be used productively in their current state or support re-use, redevelopment or other productive use in the local communities.

To learn about the full scope of our corporate citizenship efforts, commitment and impact, visit DTE Impact.

Governance

DTE Energy's corporate governance principles, responsibilities and internal structures reinforce DTE's commitment to operating in an ethical, legal and environmentally sensitive and socially responsible manner, while creating long-term value for our shareholders.

Board and employee ethics

DTE Energy promotes an ethical culture among employees firmly grounded in company values. This emphasis on ethics and values starts with DTE Energy's board of directors, its executive leadership and extends throughout the company. The DTE Energy Way Code of Conduct is available 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. An Officer Code of Business Conduct also exists for executive officers leading the company.

DTE Energy's Ethics and Compliance Office promotes a culture of integrity, respect and compliance with laws and regulations. In addition to training and communicating with employees to provide guidance and reinforcement of DTE's policies, ethics ambassadors are embedded within business groups companywide. These ambassadors are an in-department resource for employees seeking guidance.

DTE Energy employees can also access information and guidance on ethical concerns through extensive web-based resources on the company's intranet. Resources include a downloadable overview, which details ways to learn about ethical concerns at DTE Energy, offers examples of questionable behavior, and provides reporting options. This pamphlet is provided to all new DTE Energy employees during onboarding as well as at business unit training sessions to reinforce key concepts.

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 concerns and provide feedback. Visit DTE's Code of Ethics for more details.

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.

Cybersecurity

We work 24/7 to deliver safe, reliable energy to our customers. An essential part of that effort is protecting our physical and digital infrastructure. This commitment is supported by a dedicated cybersecurity team and an employee education program that puts customer and company information front and center. We have also forged trusted partnerships with companies, organizations and state and federal agencies to share best practices, tools and threat information to keep our infrastructure and our customers' information secure. This includes partnering with others in our industry to form the Electricity Subsector Coordinating

Council (ESCC). The ESCC is the principal liaison between the energy sector and the federal government in coordinating efforts to prepare for, and respond to, threats to critical infrastructure.

Working closely with other interdependent infrastructure sectors like telecommunications and transportation, DTE's Chief Information Officer oversees our cybersecurity.

DTE Energy's Information Technology (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 initiative, DTE Energy also communicates any exposures of customers' 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 are to occur as soon as reasonable, practicable and prior to any public notification.

DTE Energy's political participation

As an energy company, we are affected each day by the decisions of federal, state, and local officials. Therefore, we seek to support candidates who we believe will ensure energy policies meet the needs of our region and our customers.

DTE has a strong, bi-partisan track record of engaging in the political process. Each year, the company evaluates the various requests made and seeks to support political leaders and organizations that engage in constructive policy discussions and public conversations.

Under our corporate policy OP-10 and to ensure transparency, DTE takes proactive steps to disclose political activities. See additional information on DTE's political participation website.

To improve cybersecurity, the ESCC focuses on:

Preparing for incidents

Improving the flow of threat information

Supporting the deployment of tools

In practice, DTE Energy has communications with MPSC staff once DTE Energy is reasonably certain of the following:

How the incident happened

How the incident 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

Appendix

DTE is committed to providing ESG/Sustainability data for all stakeholders.

We maintain a dedicated reporting page on DTEimpact.com to share information on these topics. This report highlights DTE's work on key topics in ESG that are important to our customers, employees, investors and other community stakeholders, while also guiding readers to where they can access more detailed information about specific topics of interest. All data in this report is as of December 31, 2021, unless otherwise noted.

DTE references many frameworks to guide its disclosures, including the Edison Electric Institute (EEI) and American Gas Association (AGA) ESG/Sustainability templates, the Global Reporting Initiative (GRI), Task Force on Climate-related Financial Disclosures (TCFD), and Sustainable Accounting Standards Board (SASB). For more information on how we manage our ESG efforts, please see website.

EEI Sustainability Template: Quantitative Information

Disclaimer: All information below is being provided on a voluntarily basis, and as such, companies may elect to include or exclude any of the topics outlined below and customize the template to their specific needs. The decision to include data for historical and future years is at the discretion of each company and the specific years (e.g., historical baseline) should be chosen as appropriate for each company.

Parent Company: DTE Energy

Operating Company(s): DTE Electric

Business Type(s): Vertically Integrated

State(s) of Operation: Michigan

State(s) with RPS Programs: Michigan

Regulatory Environment: Regulated

Report Date: November 23, 2022

Reference Number			Baseline 2005 Actual	Last Year 2020 Actual	Current Year 2021 Actual	Next Year 2022 Forecast	Comments, Links, Additional Information and Notes
Portfolio							
1	**Owned Nameplate Generation Capacity at end of year (MW)**						
1.1	Coal		7,733	5,775	5,775		
1.2	Natural Gas		2,683	2,946	8,686		
1.3	Nuclear		1,154	1,161	1,161		
1.4	Petoleum		666	325	325		
1.5	Total Renewable Energy Resources		997	2,084	2,425		
	1.5.1	Biomass/Biogas	8	321	186		
	1.5.2	Geothermal	0	0	0		
	1.5.3	Hydroelectric	989	1,088	1,112		
	1.5.4	Solar	0	65	65		
	1.5.5	Wind	0	611	1238		
1.6	Other		0	0	0		
2	**Net Generation for the data year (MWh)**						
2.1	Coal		41,764,875	18,355,668	24,623,785		
2.2	Natural Gas		1,033,086	3,949,860	2,604,706		

Reference Number		Baseline 2005 Actual	Last Year 2020 Actual	Current Year 2021 Actual	Next Year 2022 Forecast	Comments, Links, Additional Information and Notes
2.3	Nuclear	8,753,555	5,941,638	9,222,235		
2.4	Petroleum	7,800	67,895	74,697		
2.5	Total Renewable Energy Resources	551,685	4,303,863	3,970,789		
2.5.1	Biomass/Biogas	----	489,747	460,728		
2.5.2	Geothermal	----	0	N/A		
2.5.3	Hydroelectric	----	25,046	25,087		
2.5.4	Solar	----	91,046	66,016		
2.5.5	Wind	----	3,698,024	3,418,958		
2.6	Other	----	0	N/A		
3	**Investing in the Future: Capital Expenditures, Energy Efficiency (EE) and Smart Meters**					
3.1	Total Annual Capital Expenditures (nominal dollars)	$722,000,000	$2,700,000,000	$3,000,000,000		
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	N/A	769,790	943,885		
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	N/A	$128,800,000	$181,100,000		
4	**Retail Electric Customer Count (at end of year)**					
4.1	Commercial	196,870	211,207	212,820		
4.2	Industrial	1,097	832	836		
4.3	Residential	1,982,979	2,030,033	2,043,056		
Emissions						
5	**GHG Emissions: Carbon Dioxide (CO_2) and Carbon Dioxide Equivalent (CO_2e)**					
	Note: The alternatives available below are intended to provide flexibility in reporting					
5.1	**Owned Generation**					
5.1.1	Carbon Dioxide (CO_2)					
5.1.1.1	Total Owned Generation CO_2 Emissions (MT)	38,434,949	21,088,148	26,272,524		
5.1.1.2	Total Owned Generation CO_2 Emissions Intensity (MT/Net MWh)	0.738	0.647	0.649		
5.1.2	Carbon Dioxide Equivalent (CO_2e)					
5.1.2.1	Total Owned Generation CO_2e Emissions (MT)	N/A	21,238,469	26,471,304		
5.1.2.2	Total Owned Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	0.651	0.654		
5.2	**Purchased Power**					

Reference Number		Baseline 2005 Actual	Last Year 2020 Actual	Current Year 2021 Actual	Next Year 2022 Forecast	Comments, Links, Additional Information and Notes
5.2.1	Carbon Dioxide (CO_2)					
5.2.1.1	Total Purchased Generation CO_2 Emissions (MT)	824,758	7,952,656	3,096,421		
5.2.1.2	Total Purchased Generation CO_2 Emissions Intensity (MT/Net MWh)	0.71	0.596	0.54		
5.2.2	Carbon Dioxide Equivalent (CO_2e)					
5.2.2.1	Total Purchased Generation CO_2e Emissions (MT)	N/A	8,004,145	3,119,849		
5.2.2.2	Total Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	0.543			
5.3	**Owned Generation + Purchased Power**					
5.3.1	**Carbon Dioxide (CO_2)**					
5.3.1.1	Total Owned and Purchased Generation CO_2 Emissions (MT)	39,259,707	24,552,514	29,466,531		
5.3.1.2	Total Owned and Purchased Generation CO_2 Emissions Intensity (MT/Net MWh)	0.737	0.639	0.635		
5.3.2	Carbon Dioxide Equivalent (CO_2e)					
5.3.2.1	Total Owned and Purchased Generation CO_2e Emissions (MT)	N/A	24,725,533	29,685,990		
5.3.2.2	Total Owned and Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	0.643	0.64		
5.4	**Non-Generation CO_2e Emissions of Sulfur Hexafluoride (SF6)**					
5.4.1	Total CO_2e emissions of SF6 (lbs)	N/A	N/A	N/A		
5.4.2	Leak rate of CO_2e emissions of SF6 (lbs/Net MWh)	N/A	N/A	N/A		
6	**Nitrogen Oxide (NOx), Sulfur Dioxide (SO_2), Mercury (Hg)**					
6.1	Generation basis for calculation	Total	Total	Total		
6.2	**Nitrogen Oxide (NOx)**					
6.2.1	Total NOx Emissions (MT)	58,476	11,268	17,333		
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	1.12E-3	3.45E-4	4.28E-4		
6.3	**Sulfur Dioxide (SO_2), Sulfur Dioxide (SO_2), Mercury (Hg)**					
6.3.1	Total SO_2 Emissions (MT)	194,201	22,067	38,594		
6.3.2	Total SO_2 Emissions Intensity (MT/Net MWh)	3.73E-3	6.77E-4	8.64E-4		
6.4	**Mercury (Hg)**					
6.4.1	Total Hg Emissions (kg)	724.9	36.2	125.6		
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	1.39E-5	1.11E-6	3.10E-6		

DTE

Reference Number		Baseline 2005 Actual	Last Year 2020 Actual	Current Year 2021 Actual	Next Year 2022 Forecast	Comments, Links, Additional Information and Notes
Resources						
7	**Human Resources**					
7.1	Total Number of Employees	11,360	10,986	10,733		
7.2	Percentage of Women in Total Workforce	25.30%	27.10%	28.30%		
7.3	Percentage of Minorities in Total Workforce	26.60%	28.20%	29.10%		
7.4	Total Number on Board of Directors/Trustees	13	12	11		
7.5	Percentage of Women on Board of Directors/Trustees	15.40%	25%	27%		
7.6	Percentage of Minorities on Board of Directors/Trustees	23.10%	17%	18%		
7.7	Employee Safety Metrics	---	---	---		
7.7.1	Recordable Incident Rate	N/A	0.4	0.59		
7.7.2	Lost-time Case Rate	N/A	0.12	0.19		
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	N/A	0.23	0.36		
7.7.4	Work-related Fatalities	N/A	0	2		
8	**Fresh Water Resources used in Thermal Power Generation Activities**					
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	21,082	17,677	19,059		
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	1,386,528	923,704	970,300		
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	4.05E-4	5.42E-4	4.71E-4		
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	2.66E-2	2.83E-2	2.40E-2		
9	**Waste Products**					
9.1	Amount of Hazardous Waste Manifested for Disposal (tons)	---	47.3	48.89		
9.2	Percent of Coal Combustion Products Beneficially Used	---	58.33%	54.37%		

AGA Voluntary Sustainability Metrics: Quantitative Information

Parent Company: DTE Energy

Operating Company(s):   DTE Gas

Business Type(s):   Vertically Integrated

State(s) of Operation: Michigan

Regulatory Environment: Regulated

Note: Data from operating companies is rolled up to the corporate level.

Report Date: November 23, 2022

Reference Number		Last Year (2020)	Current Year (2021)	Definitions	Comments, Links, Additional Information and Notes
	Natural Gas Distribution				
1	**Methane Emissions And Mitigation from Distribution Mains**				
1.1	Number of Gas Distribution Customers	1,290,937	1,304,614		
1.2	Distribution Mains in Service			These metrics should include all local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.	
1.2.1	Plastic (miles)	12,229	12,733		
1.2.2	Cathodically Protected Steel- Bare & Coated (miles)	5,194	5,185		
1.2.3	Unprotected Steel- Bare & Coated (miles)	1,230	1,168		
1.2.4	Cast Iron/ Wrought Iron-without upgrades (miles)	1,693	1,528		
1.3	Plan/ Commitment to Replace/ Upgrade Remaining Miles of Distribution Mains (# years to complete)			These metrics should provide the number of years remaining to take out of service, replace or upgrade catholdically unprotected steel mains, and cast iron/wrought iron mains, consistent with applicable state utility commission authorizations.	DTE is scheduled to complete the replacement/upgrade by 2035.
1.3.1	Unprotected Steel (Bare & Coated)	14	13		
1.3.2	Cast Iron/ Wrought Iron	14	13		

Reference Number		Last Year (2020)	Current Year (2021)	Definitions	Comments, Links, Additional Information and Notes
2	**Distribution CO₂e Fugitive Emissions**				
2.1	CO₂e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	423,425	390,400	Fugitive methane emissions (not CO₂ combustion emissions) stated as CO₂e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(q)(3)(ix)(C)and (D), 98.236(r)(1)(iv) and (v), and 98.236(r)(2)(v)(A) and (B). This metric should include fugitive methane emissions above the reporting threshold for all natural gas local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule	
2.2	CH4 Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	16,937	15,616	NPUT VALUE (total mt CH4) as explained in definition above. Subpart W input is CH4 (mt).	
2.21	CH4Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	882	813		
2.3	Annual Natural Gas Throughput from Gas Distribution Operations (MSCF/ year)	304,338,173	288,675	This metric provides gas throughput from distribution (quantity of natural gas delivered to end users) reported under Subpart W, 40 C.F.R. 98.236(aa)(9)(iv), as reported on the Subpart W e-GRRT integrated reporting form in the "Facility Overview" worksheet Excel form, Quantity of natural gas delivered to end users (column 4).	
2.3.1	Annual Methane Gas Throughput from Gas Distribution Operations (MMSCF/ year)	279,687	265,292		
2.4	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.001	0.001	$$\frac{E_C}{TP_C} = \frac{tonnes\ CH_4}{MMscf\ gas} \times \frac{10^6\ g\ CH_4}{tonne\ CH_4} \times \frac{g\ mole\ CH_4}{16\ g\ CH_4} \times \frac{gmol\ Nat.Gas}{0.95\ gmol\ CH_4} \times \frac{scf\ gas}{1.198\ gmol\ gas} \times \frac{MMscf\ gas\ emissions}{10^6\ scf\ gas} = \frac{MMscf\ gas\ emissions}{MMscf\ gas\ throughput} = \%$$	

	Natural Gas Transmission & Storage				
1	**Onshore Natural Gas Transmission Compression Methane Emissions**			All methane leak sources per 98.232 (e) (1-8), (f)(1-8), and (m) are included for Transmission and Storage. Combustion sources are excluded. CO₂ and N2O are excluded. Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (e) (1-8), CO₂ and N2O emissions are excluded from this section.	
1.1.1	Pneumatic Device Venting (metric tons/ year)	43	37	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4	
1.1.2	Blowdown Vent Stacks (metric tons/ year)	125	116	Value reported using calculation in 40 CFR 98 Sub W Section 236(i)(1)(iii)	
1.1.3	Transmission Storage Tanks (metric tons/ years)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(k)(2)(v	
1.1.4	Flare Stack Emission (metric tons/ year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(n)(11)	
1.1.5	Centrifugal Compressor Venting (metric tons/ year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(o)(2)(ii)(D)(2)	
1.1.6	Reciprocating Compressor Venting (metric ton/ year)	111	114	Value reported using calculation in 40 CFR 98 Sub W Section 236(p)(2)(ii)(D)(2)	
1.1.7	Equipment leaks from valves, connectors, open ended lines, pressure relief valves, and meters (metric tons/ year)	56	62	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v	
1.1.8	Other Leaks (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	

Reference Number		Last Year (2020)	Current Year (2021)	Definitions	Comments, Links, Additional Information and Notes
1.2	Total Transmission Compression Methane Emissions (metric tons/ year)	335	328		
1.3	Total Tranmission Compression Methane Emissions (CO₂e/ year)	8,378	8,202		
1.4	Total Transmission Compression Methane Emissions (MSCF/ year)	17,454	17,088	Density of Methane = 0.0192 kg/ft3 per 40 CFR Sub W EQ. W-36	
2	**Underground Natural Gas Storage Methane Emissions**			Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (f) (1-8), CO₂ and N2O emissions are excluded from this section.	2021 storage emissions are zero because these emissions were associated with DT Midstream assets that were spun off in 2021.
2.1.1	Pnuematic Device Venting (metric tons/ year)	11	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4)	
2.1.2	Flare Stack Emission (metric tons/ year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(n)(11)	
2.1.3	Centrifugal Compressor Venting (metric tons/ year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(o)(2)(ii)(D)(2)	
2.1.4	Reciprocating Compressor Venting (metric ton/ year)	13	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(p)(2)(ii)(D)(2)	
2.1.5	Equipment leaks from valves, connectors, open ended lines, pressure relief valves, and meters (metric tons/ year)	51	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
2.1.6	Other Equipment Leaks (metric tons/ year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
2.1.7	Equipment leaks from valves, connectors, open ended lines, and pressure relief valves associated with storage wellheads (metric tons/ year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
2.1.8	Other equipment leaks from components associated with storage wellheads (metric tons/ years)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 232(q)(2)(v)	
2.2	Total Storage Compression Methane Emissions (metric tons/ years)	75	0		
2.3	Total Storage Compression Methane Emissions (CO₂e/ year)	1,873	0		
2.4	Total Storage Compression Methane Emission (MSCF/ year)	3,902	0	Density of Methane = 0.0192 kg/ft3 per 40 CFR Sub W EQ. W-36	
3	**Onshore Natural Gas Transmission Pipeline Blowdowns**			Blowdown vent stacks for onshore transmission pipeline as defined in 40 CFR 98 Sub W Section 232 (m), CO₂ and N2O emissions are excluded from this section.	
3.1	Transmission Pipeline Blowdown Vent Stacks (metric tons/ year)	1,191	1,817	Value reported using calculation in 40 CFR 98 Sub W Section 232(i)(3)(ii)	
3.2	Transmission Pipeline Blowdown Vent Stacks (CO₂e/ year)	29,775	45,425		

Reference Number		Last Year (2020)	Current Year (2021)	Definitions	Comments, Links, Additional Information and Notes
3.3	Transmission Pipeline Blowdown Vent Stacks (MSCF/year)	62,031	94,635		
4	**Other Non-Sub Emissions Data**			Additional sources required by ONE Future include dehydrator vents, storage station venting transmission pipeline leaks, and storage tank methane	
4.1	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (metric tons/ year)	644	6,553		
4.2	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (CO_2e/ year)	16,100	163,825		
4.3	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (MSCF/ year)	33,542	341,302		
5	**Summary and Metrics**				
5.1	Total Transmission and Storage Methane Emissions (MMSCF/ year)	117	453		
5.2	Annual Natural Gas Throughput from Gas Transmission and Storage Operations (MSCF/ year)	526,770,173	1,213,693,400	EIA 176 throughput or other reference for other throughput selected	
5.2.1	Annual Methane Gas Throughput from Gas Transmission and Storage Operations (MMSCF/ year)	500,432	1,153,009		
5.3	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.000	0.000		
	Natural Gas Gathering & Boosting				
1	**Methane Emissions**				
1.1	Gathering and Boosting Pipelines, Blow Down Volumes, and Emissions				
1.1.1	Total Miles of Gathering Pipeline Operated by gas utility (miles)	878	0		
1.1.2	Volume of Gathering Pipeline Blow Down Emissions (scf)	229,058,357	N/A	This metric is collected to support calculations under EPA 40 CFR 98, Subpart W.	Gathering and boosting assets were associated with DT Midstream that was spun off in 2021.
1.1.3	Gathering Pipeline Blow-Down Emissions outside storage and compression facilities (metric tons CO_2e)	107,448	N/A		
2	**CO_2e Combustion Emissions For Gathering & Boosting Compression**				
2.1	CO_2e Emissions for Gathering & Boosting Compression Stations (metric tons)			CO_2 combustion emissions reported to EPA under 40 CFR 98, Subpart C, as directed in Subpart W, 98.232(k).	

Reference Number		Last Year (2020)	Current Year (2021)	Definitions	Comments, Links, Additional Information and Notes
3	CO₂e Combustion Emissions for Gathering & Boosting Compression				
3.1	Emissions reported for all permitted sources (minor or major)			The number of permitted sources for conventional emissions may not be the same number of sources reporting under the EPA GHG reporting rule. Companies may wish to describe which, or how many, sources are included in the conventional pollutants data and whether the CO₂e data reported includes all of these sources.	Gathering and boosting assets were associated with DT Midstream that was spun off in 2021.
3.1.1	Nox (metric tons per year)	529	0		
3.1.2	VOC (metric tons per year)	221	0		
	Human Resources				
1.1	Total Number of Employees				Refer EEI -- item 7.1
1.2	Percentage of Women in Total Workforce				Refer EEI -- item 7.2
1.3	Percentage of Minorities in Total Workforce				Refer EEI -- item 7.3
2.1	Total Number on Board of Directors/ Trustees				Refer EEI -- item 7.4
2.2	Percentage of Women on Board of Directors/ Trustees				Refer EEI -- item 7.5
2.3	Percentage of Minorities on Board of Directors/ Trustees				Refer EEI -- item 7.6
3	**Employee Safety Metrics**				
3.1	Recordable Incident Rate				Refer to EEI -- item 7.7.1
3.2	Lost- Time Case Rate				Refer to EEI -- item 7.7.2
3.3	Days Away, restricted, and Transfer (DART) Rate				Refer to EEI -- item 7.7.3
3.4	Work-Related Fatalities				Refer to EEI -- item 7.7.4

Climate goals

Goal Applicability	Baseline Year	Target Year	Reduction Goal Description (Short)	GHG Protocol Scope	Source (URL)	Progress on Goal Through 2021
DTE Electric	2005	2023	32% reduction in the carbon emissions of electricity delivered to DTE Electric customers.	Currently DTE Electric uses the Annual Net Short Method to set and track carbon reduction goals	DTE Energy - Net Zero Carbon Emissions DTE IRP Clean Vision and Improving Reliability	DTE measures progress on this goal using the annual net short method of calculating emissions associated with electricity delivered to customers (See Notes 2 and 3). Carbon emissions of electricity delivered to customers using annual net short method: 2005 (baseline): 37,150,000 metric tons 2021: 27,920,000 metric tons Reduction in 2021 from 2005 baseline: 25%
DTE Electric	2005	2028	65% reduction in the carbon emissions of electricity delivered to DTE Electric customers.			
DTE Electric	2005	2035	85% reduction in the carbon emissions of electricity delivered to DTE Electric customers.			
DTE Electric	2005	2040	90% reduction in the carbon emissions of electricity delivered to DTE Electric customers.			
DTE Electric	2005	2050	Net zero carbon emissions of electricity delivered to DTE Electric customers.			
DTE Gas Suppliers	2005	2050	Net zero carbon emissions for natural gas procured by DTE Gas	Scope 3 (Upstream Suppliers)	Achieving our Clean Vision and Improving Reliability	DTE Gas is working to achieve this goal by encouraging transparent and consistent reporting of methane emissions (e.g. using the NGSI methodology), working to source gas with lower methane intensities, and pursuing programs that promote a cleaner natural gas product such as EPA's Natural Gas STAR program.
DTE Gas Operations	2005	2050	Net zero carbon emissions (fugitive and combustion) from DTE Gas operations	Scope 1 (Stationary combustion and fugitive emisssions)	Achieving our Clean Vision and Improving Reliability	DTE Gas has been working to reduce emissions in our internal local distribution company (LDC) by replacing old steel and cast-iron pipes with durable plastic pipe across the service territory. DTE Gas also is implementing new technologies to upgrade compressor station components, detect leaks more quickly, and to reduce gas being vented to the atmosphere during pipeline and compressor station maintenance activities.

Goal Applicability	Baseline Year	Target Year	Reduction Goal Description (Short)	GHG Protocol Scope	Source (URL)	Progress on Goal Through 2021
DTE Gas Customers	2005	2040	35% reduction in carbon emissions from the combustion of natural gas by DTE Gas customers	Scope 3 (Customer Use)	Achieving our Clean Vision and Improving Reliability	In 2021, DTE launched its voluntary customer Natural Gas Balance program, which offers customers a way to affordably address greenhouse gas emissions from an average home's natural gas use through a combination of carbon offsets and renewable natural gas (RNG). Customers can address 25% to 100% of their greenhouse gas emissions from their natural gas usage (based on an average customer's usage). More than 5,300 customers have enrolled in the program as of 2021. DTE's energy waste reduction offerings also help customers reduce their natural gas consumption. DTE has committed to increasing its natural gas annual energy savings goals from 1.00 percent to 1.05 percent in 2023. In 2021, 115,600 metric tons of CO_2 emissions were avoided as a result of 2,179 MMcf of DTE Gas customer savings. DTE Gas is also exploring opportunities to incorporate more renewable natural gas into system supply as well as advanced fuel technologies such a hydrogen blending. We are working to develop a GHG accounting method that will demonstrate progress on our customer end-use goal and will provide more information as that is developed.

Notes:

1. Additional information on the DTE Electric and DTE Gas aspirational emissions goals listed above can be found in our sustainability report.

2. DTE Electric uses the annual net short method to establish and track its carbon reduction goals, as detailed in DTE's 2019 and 2022 Integrated Resource Plans.

3. A summary of the annual net short method is provided in the following EPRI publication: Methods to Account for Greenhouse Gas Emissions Embedded in Wholesale Power Purchases, https://www.epri.com/research/products/000000003002015044

GRI index

Standard #	Standard Description	DTE Response to Standard
GRI 100	**Universal Standards**	
GRI 102	**General Disclosures**	
GRI 102-1	Name of the organization	DTE Energy Company
GRI 102-2	Activities, brands, products and services	Please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021, pages 6-7.
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	Please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021, pages 6-7.
GRI 102-6	Markets served	For a description of DTE Electric operations, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021 page 7 and for DTE Gas operations, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021 page 10. 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. For more information, please see our webpages below. DTE Vantage Energy Trading Citizens Gas Fuel DTE Biomass Energy MERC
GRI 102-7	Scale of the organization	For information on on DTE Energy's operations, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021, pages 6-7 and Human Capital Management, page 15. Additionally, please see Human Capital Management. For additional financial detail, please see the following Consolidated Statement of Operations in DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021, page 55 and Total Capitalization (debt & equity breakdown), page 58.
GRI 102-8	Information on employees and other workers	DTE Energy's workforce in 2021 totaled approximately 10,733 full time employees, with unions representing 50% of the workforce. All DTE Energy employees work in the United States, primarily in Michigan.

Permanent and Temporary	Female	Male
Regular	2,873	7,396
Temporary	168	192
Full-time and part- time by gender	Female	Male
Full-time regular	3,028	7,583
Part-time regular	13	5

Standard #	Standard Description	DTE Response to Standard
GRI 102-9	Supply chain	See the Supply Chain Section For additional information on DTE's fuel supply management, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021: Fuel Supply and Purchased Power, page 7 and Natural Gas Supply, page 10.
GRI 102-10	Significant changes to the organization and its supply chain	Please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021, Note 4-Dispositions and Impairments, pages 82-85.
GRI 102-11	Precautionary principle or approach	For additional information on risks associated with DTE Energy's sustainability and climate change plans, see DTE Energy's annual DTE Energy's EEI/ AGA template See the DTE Energy Company 10-K for the year ending Dec. 31, 2021, Item 1A, Risk Factors, pages 18-24.
GRI 102-12	External initiatives	DTE Energy follows or subscribes to numerous voluntary environmental, social and governance charters, guidelines, and standards, including: 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 Michigan Department of Environment, Great Lakes, and Energy- Clean Corporate Citizen Michigan Michigan Business Pollution Prevention Partnership (MBP3) Electric Utility Industry Sustainable Supply Chain Alliance Michigan Economic Development Corporation Pure Michigan Business Connect Sustainability Accounting Standards Board (SASB) Task Force on Climate-related Financial Disclosures (TCFD)
GRI 102-13	Membership of associations	DTE Energy is represented in 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 in some of these organizations, and those relationships are used to communicate DTE Energy operational plans, benchmark best practices for organizational management, and understand and influence legislative and policy agendas. See Industry Associations and National Advocacy Organizations table.
GRI 102-14	Statement from senior decision maker	Refer to letter from Jerry Norcia, CEO.
GRI 102-15	Key impacts, risks, and opportunities	See DTE Energy's 10-K for year ending Dec. 31, 2021. For risk specific information, see Item 1., Risk Factors, pages 18-24. DTE Energy's EEI/ AGA template
GRI 102-16	Values, principles, standards, and norms of behavior	Learn more about DTE Energy's Aspiration and Priorities in the 2022 Proxy Statement, page 1. Learn more about DTE Energy's purpose, values and Code of Conduct in the DTE Energy Way Code of Conduct and our corporate governance webpage, Code of Ethics, Board of Directors Codes and Policies.

Standard #	Standard Description	DTE Response to Standard
GRI 102-17	Mechanisms for advice and concerns about ethics	DTE Energy promotes an ethical culture among employees firmly grounded in company values. This emphasis on ethics and values starts with DTE Energy's board of directors, its executive leadership, and extends throughout the company. The DTE Energy Code of Conduct is available on DTE Energy's public website, along with the Board of Directors Missions and Guidelines, Board Codes and Policies, and Categorical Standards for Director Independence. An Officer Code of Business Conduct also exists for executive officers leading the company.
		Led by a Chief Ethics and Compliance Officer, DTE Energy's Ethics and Compliance Office promotes a culture of integrity, respect and compliance with laws and regulations. In addition to training and communicating with all employees to provide guidance and reinforcement of DTE's policies, ethics ambassadors are embedded within business groups company wide. These ambassadors are an in-department resource for employees seeking guidance.
		Learn more about DTE Energy's Board And Employee Ethics.
GRI 102-18	Governance structure	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. Elected annually by shareholders, the DTE Energy board meets regularly to lead the company in fulfilling its mission and achieving its goals.
		Information on DTE Energy's board members, committees, bylaws and other governance resources is on the Corporate Governance page of DTE Energy's public website and in the 2022 Proxy Statement, beginning on page 6.
		Learn more about DTE Energy's Governance.
GRI 102-19	Delegating authority	Learn more about DTE Energy's Governance.
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	Learn more about DTE Energy's Governance.
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	DTE conducted a priority assessment in 2021 which informed our programming, priorities and engagement. We also consult with stakeholders on a regular basis to solicit their input and feedback. Some examples of this engagement include utilizing the Gallup employee engagement survey, implementing a Net Promoter Score measurement system to evaluate customer satisfaction, and annual community partners meetings.
GRI 102-22	Composition of the highest governance body and its committees	For more information on other significant positions held by DTE Energy board members and their competencies relating to economic, environmental and social topics, visit the 2022 Proxy Statement, page 6.
GRI 102-23	Chair of the highest governance body	Details can be found in DTE Energy's 2022 Proxy Statement under "Election on the Executive Chairman: Lead Independent Director" on page 16.
GRI 102-24	Nominating and selecting the highest governance body	Details can be found in DTE Energy's 2022 Proxy Statement under "Election of Directors and Vacancies" on page 14.
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 2022 Proxy Statement under "Board of Directors Risk Oversight Functions" on page 20, "Corporate Governance Committee" on page 19 and "Public Policy and Responsibility Committee" on page 20.
GRI 102-27	Collective knowledge of highest governance body	Details can be found in DTE Energy's 2022 Proxy Statement under "Election of Directors" on page 6 and "Public Policy and Responsibility Committee" on page 20.
GRI 102-28	Evaluating the highest governance body's performance	Details can be found in the DTE Energy 2022 Proxy Statement under "Assessment of Board and Committee Performance" on page 15.
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Details can be found in DTE Energy's 2022 Proxy Statement under "Board of Directors Risk Oversight Functions" on page 20.
GRI 102-30	Effectiveness of risk management process	Details can be found in DTE Energy's 2022 Proxy Statement under "Board of Directors Risk Oversight Functions" on page 20.
GRI 102-31	Review of economic, environmental, and social topics	Details can be found in DTE Energy's 2022 Proxy Statement under "Public Policy and Responsibility Committee" on page 20.
GRI 102-32	Highest governance body's role in sustainability reporting	Details can be found in DTE Energy's 2022 Proxy Statement under "Public Policy and Responsibility Committee" on page 20.
GRI 102-33	Communicating critical concerns	Details can be found in DTE Energy's 2022 Proxy Statement under "Communications with the Board" on page 17.

Standard #	Standard Description	DTE Response to Standard
GRI 102-34	Nature and total number of critical concerns	Details can be found in DTE Energy's 2022 Proxy Statement under "Communications with the Board" on page 17 and "Audit Committee" on page 18.
GRI 102-35	Remuneration policies	Details can be found in the DTE Energy 2022 Proxy Statement. For Board see "Board of Directors Compensation" on page 21 and for Executive see "Executive Compensation" on page 31.
GRI 102-36	Process for determining rumuneration	Details can be found in the DTE Energy 2022 Proxy Statement. For Board see "Board of Directors Compensation" on page 21 and for Executive see "Executive Compensation" on page 31.
GRI 102-37	Stakeholders' involvement in rumuneration	Details can be found in the DTE Energy 2022 Proxy Statement. For Board see "Board of Directors Compensation" on page 21 and for Executive see "Executive Compensation" on page 31 and "Proposal No. 3-Advisory Proposal- Nonbinding Vote to Approve Executive Compensation" on page 30.
GRI 102-38	Annual total compensation ratio	Details can be found in DTE Energy's 2022 Proxy Statement under "CEO Pay Ratio" on page 57.
GRI 102-39	Percentage increase in annual total compensation ratio	Details can be found in DTE Energy's 2022 Proxy Statement under "CEO Pay Ratio" on page 57.
GRI 102-40	List of stakeholder groups	DTE stakeholder groups include customers, employees, community organizations, regulatory agencies, legislative entities, board of directors, shareholders, environmental groups, among others.
GRI 102-41	Collective bargaining agreements	Learn more about DTE Energy's Labor relations.
GRI 102-42	Identifying and selecting stakeholders	DTE stakeholder groups include customers, employees, community organizations, regulatory agencies, legislative entities, board of directors, shareholders, environmental groups, among others.
GRI 102-43	Approach to stakeholder engagement	DTE conducted a priority assessment in 2021 which informed our programming, priorities and engagement. We also consult with stakeholders on a regular basis to solicit their input and feedback. Some examples of this engagement include utilizing the Gallup employee engagement survey, implementing a Net Promoter Score measurement system to evaluate customer satisfaction, and annual community partners meetings.
GRI 102-44	Key topics and concerns raised	DTE Energy communicates key topics and concerns through several channels, including Empowering Michigan blog posts, the DTE Energy website, the DTE Energy newsroom and through DTE Energy's social media presence on Facebook, LinkedIn, Twitter, Instagram, Nextdoor and YouTube. DTE Energy employee communication is primarily through OurDTE, the company's intranet, in addition to email and company-wide live webcasts hosted by DTE Chairman and CEO Jerry Norcia.
GRI 102-45	Entities included in consolidated financial statements	All entities in DTE Energy's consolidated financial statements or equivalent documents are covered in this GRI report and DTE's 10-K. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021, Consolidated Statements pages 55-61.
GRI 102-46	Defining report content and topic boundaries	This report is built around DTE Energy's material aspects and 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, its stakeholders and society at large. DTE Energy completed its most recent Sustainability Priority (materiality) Assessment in 2021 to understand the priorities, and changing needs and expectations, of stakeholders and business within 25 sustainability priorities. Stakeholder feedback on priorities was identified through 10 stakeholder interviews and survey responses from 234 stakeholders. Internal feedback from 36 employees informed the business priorities. In determining the content for the 2021 report, DTE Energy applied the principles laid out in the Global Reporting Initiative (GRI) Standards. Issued by the Global Sustainability Standards Board, 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.
GRI 102-47	List of material topics	See priority descriptions in the 2021 Sustainability Priority Assessment.
GRI 102-48	Restatements of information	There are no restatements of information in DTE Energy's report covering 2021.
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 2021.

Standard #	Standard Description	DTE Response to Standard
GRI 102-51	Date of most recent report	Published in fall of 2021, DTE's most recent report covered the 2020 year.
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	impact@dteenergy.com
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	DTE Energy seeks to manage its material issues in a thoughtful and responsible way. For each topic, the company has internal policies, goals and targets that drive improvement. DTE monitors progress through management dashboards to track metrics. The Code of Conduct- the DTE Energy Way- is publicly available in the Corporate Governance section of the company's website. Many other policies- including health and safety, cybersecurity and diversity and inclusion- are distributed internally. The company has a robust training program that covers in detail the policies relevant to each employee's duties. Through the effort of creating a comprehensive sustainability report, DTE details priorities important to DTE and its stakeholders, as identified in the Priority Assessment, DTE's management approach, goals and targets, and performance to date. Please see the Priority Assessment for more information. DTE Energy's commitment to continuous improvement (CI) provides us with a framework for evaluation of the effectiveness of the management approach. The company conducts regular reviews of activities and incorporates lessons learned in a "plan, do, check and act" CI cycle that benefits future projects. For more information on DTE Energy's policies and programs addressing key impacts and material issues, see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021 and the DTE Energy's EEI/ AGA template, which is based on the Edision Electric Institute (EEI) and American Gas Association (AGA) industry sector ESG template, and www.dteimpact.com.
GRI 103-1	Explanation of the material topic and its Boundary	Learn more in the 2021 Sustainability Priority Assessment.
GRI 103-2	The management approach and its components	Learn more in the 2021 Sustainability Priority Assessment.
GRI 103-3	Evaluation of the management approach	Learn more in the 2021 Sustainability Priority Assessment.
GRI 200	**Economic**	
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 DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021.
GRI 201-2	Financial implications and risks and opportunities due to climate change	Learn more in the CleanVision section, and Building a clean energy future-Managing affordability section. Learn more in the 10-K section on Risk Factors, starting on page 18.
GRI 201-3	Defined benefit plan obligations and other retirement plans	Refer to DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021, Note 20 to the Consolidated Financial Statements, "Retirement Benefits and Trusteed Assets".
GRI 203	**Indirect Economic Impacts**	
GRI 203-1	Infrastructure investments and services supported	Learn more in the Creating a clean energy future section of the report. Learn more in the CleanVision section, Building a clean energy future-Managing Affordability. DTE IRP

Standard #	Standard Description	DTE Response to Standard
GRI 203-2	Significant indirect economic impacts	DTE Energy is committed to the communities it serves statewide and works to make all of Michigan a better place to live, work and play. DTE Energy's efforts to foster stronger and more prosperous communities includes: • Corporate volunteerism, which provides direct support to local nonprofits and organizational capacity building through skills-based volunteerism. Learn more in the Volunteerism section. • Intentionally supporting and developing Michigan-based and diverse businesses, particularly women and minority-owned businesses. Learn more in Supply Chain Management. • Working directly with communities affected by plant retirements to support them with community and economic development. • Creating workforce development programming, fostering skill-building and career pathways for local communities, that enhances access to good jobs for all - learn more in the Human Capital Management. • Working in neighborhoods in and around DTE Energy's facilities, including Beacon Park, a former industrial site that has resulted in more than $140 million in further investment in the area to date, and partnering with neighbors in the historic North End neighborhood of Detroit on community development efforts - learn more at DTEBeaconPark.com. • Giving through the DTE Foundation, which supports the most vulnerable populations. Learn more about Foundation giving at DTEFoundation.com. • Offering programs and assistance for low-income customers, including distributing energy assistance, providing low-income energy efficiency options. To learn more about what DTE Energy is doing to be a force for growth and prosperity, visit DTEImpact.com.
GRI 204	Procurement Practices	
GRI 204-1	Proportion of spending on local suppliers	Learn more about how DTE Energy is Supporting Michigan Suppliers. Supply Chain Management.
GRI 207	Tax	
GRI 207-1	Approach to tax	DTE Energy has a formal tax policy requiring compliance with all federal, state and local tax laws. The policy requires that all tax plans and strategies be approved and implemented only if they are aligned with the overall corporate tax strategy. The Vice President and Chief Tax Officer is responsible for overseeing compliance with this formal tax policy. For a description of DTE Energy's overall tax position, see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020, Note 10 to the Consolidated Financial Statements, "Income Taxes".
GRI 300	Environmental	
GRI 301	Materials	
GRI 301-1	Materials used by weight or volume	
GRI 301-2	Recycled input materials used	In 2021, St. Clair Power Plant fired 307,136 gallons No. 6 fuel (used oil).
GRI 302	Energy	

Materials/ Fuels	Units	2021
Coal	Tons	14,358,037
Natural Gas	Mcf	26,104,669
Blast furnace gas	tcf	0
Coke oven gas	tcf	589,411
No. 2 oil	Gallons	5,648,497
No. 6 oil	Gallons	8,507
High sulfur oil	Gallons	855

Standard #	Standard Description	DTE Response to Standard
GRI 302-1	Energy consumption within the organization	1.9 million MWh
GRI 302-2	Energy consumption outside of the organization	Refer to DTE Energy's 2021 Energy Waste Reduction Report.
GRI 302-4	Reduction of energy consumption	DTE Energy has committed to reducing its utilization of energy at company headquarters, administrative offices, and service centers by 30% by year-end 2022 from the baseline year of 2017. The annual savings from energy efficiency projects in 2021 was approximately 1,670 MWh which translates to approximately 1,183 metric tons of CO_2 savings, bringing the total for period 2018-2021 to a 26.9% reduction in overall energy usage. 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 are also implemented via actual metered consumption.
GRI 302-5	Reductions in energy requirements of products and services	Refer to DTE Energy's 2021 Energy Waste Reduction Report.
GRI 303	**Water and Effluents**	
		DTE Energy strives to eliminate the unnecessary use of water in its facilities and to improve the quality of water discharges. Water stewardship starts with operating facilities and equipment in a manner that complies with or exceeds governmental standards and protects employees, customers, and surrounding communities. DTE employs practical land-management and conservation techniques to protect and conserve water resources at facilities and properties. DTE Electric's goal is to reduce water withdrawal at our electric and nuclear generating facilities by 40% in 2023, and 90% by 2040. Since 2005, DTE has reduced surface water withdrawals for power generation by 30% by retiring coal-fired power plants (e.g., Connors Creek, Harbor Beach and River Rouge Power Plants) that utilize water for cooling, which accomplishes 74% of the 2023 target. DTE projects that surface water withdrawals will continue to decrease in the future as more water efficient systems are installed (e.g., Blue Water Energy Center) and coal-fired power plants are retired. These water goals are aligned with the company's goals to reduce carbon emissions from electric generating facilities 32% from a 2005 baseline by 2023, 50% by 2030 and 80% by 2040. These numbers represent current projections and are subject to change in the future.
GRI 303-1	Interactions with water as a shared resource	Refer to DTE Energy's EEI/ AGA template
GRI 303-2	Management of water discharge-related impacts	Refer to DTE Energy's EEI/ AGA template
GRI 303-3	Water withdrawal	Refer to DTE Energy's EEI/ AGA template
GRI 303-4	Water discharge	Refer to DTE Energy's EEI/ AGA template
GRI 303-5	Water consumption	Refer to DTE Energy's EEI/ AGA template
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, Mich., and the Enrico Fermi 2 Nuclear Generating Station, located in Newport, Mich., are both adjacent to the U.S. Fish and Wildlife Service (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 the DTE Energy and managed by USFWS. Part of the refuge includes areas of high biodiversity including important coastal wetlands and forested habitat.

Standard #	Standard Description	DTE Response to Standard
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	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 and other protected natural features, as applicable. 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. 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), a nonprofit organization that helps companies manage their property for the benefit of wildlife. See Wildlife Habitat Council.
GRI 304-3	Habitat protected or restored	DTE Energy takes care of the land, water and living creatures on its 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. The company also reclaims previously disturbed land to create and manage habitat featuring native Michigan plants, such as gardens that benefit the monarch butterfly and other pollinators. The company also manages about 150 acres to support biodiversity required for mitigation. 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 33 sites certified under the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife. See Wildlife Habitat Council.
GRI 304-4	IUCN Red List species and national conservation list species with habitat in areas affected by operations	There are currently three federally listed species impacted by DTE Energy's operations: the Indiana and Northern long-eared bats, the Eastern massasauga rattle snake, and the Karner blue butterfly. We go to lengths to ensure we do our due diligence, from a compliance perspective and from a community partner perspective, not to impact these species, and all listed species either state or federal.
GRI 305	**Emissions**	
		For more information on the journey to Net Zero, visit DTECleanEnergy.com and DTE Energy's EEI/ AGA template.
GRI 305-1	Direct (Scope 1) GHG emissions	Refer to the Greenhouse Gas Emissions Summary For a breakdown of DTE Electric's direct GHG emissions which make-up more than 90% of DTE Energy's direct emissions, refer to the DTE Energy's annual EEI/ AGA ESG Template
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Refer to the Greenhouse Gas Emissions Summary
GRI 305-3	Other indirect (Scope 3) GHG emissions	Refer to the Greenhouse Gas Emissions Summary
GRI 305-4	GHG emissions intensity	Refer to DTE Energy's DTE Energy's EEI/ AGA template
GRI 305-5	Reduction of GHG emissions	Refer to DTE Energy's EEI/ AGA template DTE Energy's Climate goals. Refer to Greenhouse Gas Emissions Summary For more information on the journey to Net Zero, visit DTECleanEnergy.com.
GRI 305-7	Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	Reducing emissions Refer to the AGA ESG Template
GRI 306	**Waste**	

Standard #	Standard Description	DTE Response to Standard
GRI 306-1	Waste generation and significant waste-related impacts	DTE Energy's largest waste streams is coal combustion residuals (CCR), which includes fly ash, bottom ash, and flue gas desulfurization (FGD) materials. Fly ash and bottom ash are byproducts of the coal burned in power plants. Synthetic gypsum is a byproduct of FGD units that reduce sulfur dioxide emissions from coal-fired plants. These 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. DTE Energy's ash recycling rates dropped starting in 2016 as the company brought sorbent injection and activated carbon emission controls online 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.
GRI 306-2	Management of significant waste-related impacts	Through the retirement of DTE Energy's coal fired assets, the volume of ash generated has significantly reduced since 2013 from over 1,000,000 tons generated annually to approximately 694,044 tons generated in 2021, of which approximately 217,962 tons were recycled. Additional retirements are planned in 2022 further reducing the anticipated CCR generation by approximately 150,000 tons annually, Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2021, DTE Energy recycled 90% of the gypsum produced at its power plants. 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. DTE Energy assesses the condition of its facilities and equipment on a regular basis and conducts maintenance and repairs as necessary to maintain structural integrity and operational performance. DTE Energy's pollution prevention programs help minimize environmental 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 its gas and electric utilities. In addition, DTE Energy captured food and paper waste at its Detroit headquarters campus, diverting these waste streams from landfills. DTE performs audits of Treatment, Storage, and Disposal Facility (TSDF) vendors to ensure that waste generated by the company is managed in accordance with environmental regulations for disposal of waste. The objective of the vendor audit program is to minimize DTE Energy's environmental liability related to disposal of wastes. An environmental risk-screening matrix is used to determine the audit frequency for vendors providing waste disposal or significant recycling services. The vendor audit program assesses operational practices, permit status, employee training, housekeeping, and discussions with agency personnel, as appropriate. DTE uses shipping papers (e.g., shipping orders, bills of lading, manifests, etc.) to track the quantity and disposition of waste materials. Refer to Coal Ash/ Recycling

Standard #	Standard Description	DTE Response to Standard

GRI 306-3 — Waste generated

Hazardous Waste	Tons
Recycling	0
Recovery	0
Fuel blending	0
Incineration	2.26
Landfill	0
TOTAL	48.89

Other Wastes	Tons
Polychlorinated biphenyl (PCB)	106.58
Asbestos	73.73
Universal Waste	28.39

Other Waste Diversions	Tons
Composting	0
Waste to energy (incineration)	0
Used oil	107
Paper	13.87

Non-Hazardous Wastes (recycled)	Tons
Gypsum	370,217
Fly and bottom ash	204,736
Copper	463.3
Lead	371.9
Aluminum	166.9
Steel/ ferrous- electric operations	1,905
Steel/ ferrous- gas operations	487
Non-ferrous/ wire bundles	119.8
Non-ferrous/ (e.g. transformers)	1693.8
Miscellaneous materials	1,129
Meters- electric	11.9
Meters- gas	301.9
Outage materials (e.g. poles, wires, equipment from storms)	2,429.10
Plastic (HDPE)	12.2
Scrap electronics	5.8
Transformer oil	158
Cardboard	130.8
Wood (e.g. poles, pallets)	234.3

Standard #	Standard Description	DTE Response to Standard
GRI 306-4	Waste diverted from disposal	Refer to the table above, in GRI 306-3.
GRI 306-5	Waste directed to disposal	Refer to the table above, in GRI 306-3.
GRI 307	**Environmental Compliance**	

GRI 307-1 — Non-compliance with environmental laws and regulations

	DTE Electric	DTE Gas	DTE Vantage
Total monetary value of fines in 2021	$600	$445	$10,000
Total number of sanctions in 2021	5	1	13

Standard #	Standard Description	DTE Response to Standard
GRI 308	**Supplier Environmental Assessment**	
GRI 308-1	New suppliers that were screened using environmental criteria	Learn more about DTE's Supply chain management

![DTE]

Standard #	Standard Description	DTE Response to Standard
GRI 400	**Social**	
GRI 401	**Employment**	Learn more about DTE's Human Capital Management

2021 Hiring and Turnover Data*			
Age of New Hires*	**Number of Hires**	**Headcount (total workers in age group)**	**Percent of Total Workers in Age Group**
Under 30	313	1,118	28%
30-50	501	5,567	9%
Over 50	142	3,550	4%
Gender of New Hires	**Number of Hires**	**Headcount (total workers in group)**	**Percent of Total Workers in Group, by Gender**
Female	432	3,086	14%
Male	488	8,133	6%
Employee Turnover: Age	**Number of Departures**	**Headcount (total workers in age group)**	**Percent of Departures by Age Group (using beginning of 2020 headcount)**
Under 30	166	1,106	15%
30-50	477	5300	9%
Over 50	675	3,971	17%
Employee Turnover: Gender	**Number of Departures**	**Headcount (total workers in group)**	**Percent of Departures in Group, by Gender (using beginning of 2020 headcount)**
Female	410	3,041	13%
Male	907	7558	12%

GRI 401-1 — New employee hires and employee turnover

*Includes affiliates / Non-Regulated; does not include students/ NonEEs
*Excludes temporary employees and students

GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	For information on benefits for full-time employees, please see the brief on DTE's Human Capital Management
GRI 401-3	Parental leave	For more information on parental leave program, please see the brief on Human Capital Management
GRI 402	**Labor/ Management Relations**	Learn more about DTE's section on Labor relations
GRI 403	**Occupational Health and Safety**	Learn more about DTE's Safety
GRI 403-1	Occupational health and safety management system	Learn more about DTE's Safety
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Learn more about DTE's Safety Management Brief
GRI 403-3	Occupational health services	Learn more about DTE's Safety Management Brief
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Learn more about DTE's Safety Management Brief

Standard #	Standard Description	DTE Response to Standard
GRI 403-5	Worker training on occupational health and safety	Learn more about DTE's Safety Management Brief
GRI 403-6	Promotion of worker health	Learn more about DTE's Safety Management Brief and promotion of worker health in the 2021 Culture of Health & Wellbeing Report.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Learn more about DTE's Safety Management Brief
GRI 403-8	Workers covered by an occupational health and safety management system	Learn more about DTE's Safety Management Brief

GRI 403-9	Work-related injuries		2021
		OSHA recordable incident	0.59
		DART	0.36
		Fatalities	DTE Energy had 2 fatalities in 2021.

Injury Type	2021 Incidents
Burns	1
Caught in, crushed, pinched	3
Cut by object	2
Exposure-arc flash	2
Exposure- caustics, noxious, or toxic	2
Exposure- insects	6
Eye injury	4
Fall from elevation	1
Overexertion	12
Slip, trip, fall	2
Struck by/ against	12

GRI 404	**Training and Education**

GRI 404-1	Average hours of training per year per employee		

Type of Training	Number of Hours
Technical and compliance training	295,077
Average number of hours per employee (including full time and contractors)	19

Average hours are based on 15,357 employees, including contractors, co-ops, and those who retired in 2021.

GRI 404-2	Programs for upgrading employee skills and transition assistance programs	For more information on developing talent see DTE's human capital management.

Standard #	Standard Description	DTE Response to Standard
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, mid-year evaluations to review progress toward performance and development goals, and year-end reviews that focus on performance and development. Depending upon when an employee is hired 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**	
GRI 405-2	Ratio of basic salary and remuneration of women to men	Learn more about DTE's Human Capital Management
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. Refer to GRI 102-17 for DTE's policy on ethics and compliance.
GRI 407	Freedom of Association and Collective Bargaining	Learn more about the company's commitment to employees in the Labor relations
GRI 413	**Local Communities**	
GRI 413-2	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 annual EEI/ AGA Template and on DTE impact website.
GRI 414	**Supplier Social Assessment**	
GRI 414-1	New suppliers that were screened using social criteria	Learn about supplier safety in the Safety management and Supply chain management sections.
GRI 415	**Public Policy**	
GRI 415-1	Political contributions	Learn more about DTE's political contribution on the Political participation page on DTE's Corporate Governance website.
GRI 416	**Customer Health Safety**	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	100% of DTE's gas and electric operations are continuously being monitored for health and safety improvements. Learn more about DTE's Safety management
GRI 418	**Customer Privacy**	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	DTE Energy's Information Technology (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, DTE Energy communicates any exposures of customers' 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, are 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: -How the incident happened. -How the incident was discovered. -What specific information was exposed or accessed. -How many customers were affected. -What is being done to remedy the situation for customers. -How DTE Energy will ensure that it doesn't occur again.

Standard #	Standard Description	DTE Response to Standard
Standard #	Standard Description	
Sector Specific	Electric Utilities Sector Supplement	
GRI EU1	Installed capacity	Refer to DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021, Properties-page 8.
GRI EU2	Net energy output	EEI/ AGA ESG Template
GRI EU3	Number of residential, industrial, institutional and commercial customer accounts	For electric customers, refer to DTE Energy's annual EEI Template For gas customers, refer to DTE Energy's annual AGA Template Natural Gas Distribution
GRI EU4	Length of above and underground transmission and distribution lines	Refer to DTE Energy's 10-K for the fiscal year ending Dec. 31, 2021, Properties-page 8.
GRI EU5	Allocation of CO_2e emissions allowances	DTE Electric operates entirely within the state of Michigan and is not covered by CO_2e emissions trading program.
GRI EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	DTE Electric Company's planned capacity and projected electricity demand is discussed in the regulatory proceedings related to the company's Integrated Resource Plan (IRP) that was submitted to the Michigan Public Service Commission (MPSC) IRP_Executive_Summary.pdf (dtecleanenergy.com). A graphical summary of the pathways to meet future generations needs that were proposed in the 2021 IRP is provided on pages 8 and 9 of the IRP Summary document located here: IRP_Executive_Summary.pdf (dtecleanenergy.com). This summary describes planned generation additions, energy efficiency and demand response to meet projected load demand in the short-term (2019-2024), medium-term (2025-2030), long-term (2031-2040). DTE Electric continues to refine the company's generation planning strategy and is required to submit its next IRP in 2024.

Generator or Power Plant	Heat Rate Net [BTUKW]
Belle River 1	10,626
Belle River 2	10,699
Dearborn	7,816
Monroe 1	10,306
Monroe 2	10,163
Monroe 3	10,210
Monroe 4	10,598
River Rouge Plant *	NA
St. Clair 2	12,609
St. Clair 3	12,421
St. Clair 6	11,213
St. Clair 7	11,110
Trenton Channel 9	11,372
Fermi 2	10,479

GRI EU11 — Average generation efficiency of thermal plants by energy source and by regulatory regime

Standard #	Standard Description	DTE Response to Standard
GRI EU12	Distribution line losses	A loss factor of 7.23% was approved by the Michigan Public Service Commission, on May 8th, 2020 (see U-20561 Order, page 181).

Standard #	Standard Description	DTE Response to Standard
GRI EU13	Biodiversity of offset habitats compared to the biodiversity of the affected areas	DTE Energy has been required by the Michigan Department of Environment, Great Lakes, and Energy, to offset impacts to habitats, specifically wetland impacts, due to construction activities. DTE's mitigation activities have included creation of wetland habitat as well as placing large DTE owned parcels in conversation easements. The mitigation wetlands require at least 5 years of monitoring and need to meet specific biodiversity targets (e.g. number of native wetland species). The largest of the mitigation wetland projects include the creation of more than a combined total 30 acres of wetland habitat and 40 acres of forested wetland (0.3 km2) in conservation easements. Where temporary impacts are part of construction projects, DTE includes a diverse native seed mix to be used in order to restore habitat to its original state and in most instances exceeds the original habitat quality.
GRI EU15	Percentage of employees eligible to retire in the next 5-10 years	Using Social Security requirements (which identify retirement age as between 65-67), about 24% will be at or above retirement age within 10 years; 12% within 5 years. (This does not take into consideration DTE specific retirement benefits/policy)
GRI EU28	Power outage frequency	The System Average Interruption Frequency Index (SAIFI) measures the average number of power outages that a customer experienced in a year. -All-weather SAIFI: 1.58 -Excluding major event days: .92
GRI EU29	Average power outage duration	The System Average Interruption Duration Index (SAIDI) measures the average number of minutes a customer was without power in a year. SAIDI: 927 minutes The Customer Average Interruption Duration Index (CAIDI) measures the average number of minutes a customer experiences interruption. CAIDI (Including major events): 587 minutes

Non-priority issues

Not identified as a priority (material) issue for DTE Energy

DTE Energy is not reporting on the following topics as they are not identified as priority (material) sustainability issues for DTE.

GRI 201-4	Financial assistance received from government
GRI 202-2	Ratios of standard entry level wage by gender compared to local minimum wage
GRI 205-1	Proportion of senior management hired from the local community
GRI 205-2	Operations assessed for risks related to corruption
GRI 205-3	Confirmed incidents of corruption and action taken
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices
GRI 207-2	Tax governance, control, and risk management
GRI 207-3	Stakeholder engagement and management of concerns related to tax
GRI 207-4	Country-by-country reporting
GRI 301-3	Reclaimed products and their packaging materials
GRI 302-3	Energy intensity
GRI 305-6	Emissions of ozone-depleting substances (ODS)
GRI 308-2	Negative environmental impacts in the supply chain and actions taken
GRI 402-1	Minimum notice periods regarding operational changes
GRI 403-10	Work-related ill health
GRI 407-1	Operations and suppliers in which the right to freedom association and collective bargaining may be at risk
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor

GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor
GRI 410-1	Security personnel trained in human rights policies or procedures
GRI 411-1	Incidents of violations involving rights of indigenous peoples
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments
GRI 412-2	Employee training on human rights policies or procedures
GRI 412-3	Significant investment agreements and contracts that include human right clauses or that underwent human rights screening
GRI 414-2	Negative social impacts in the supply chain and actions taken
GRI 417-1	Requirements for product and service information and labeling
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling
GRI 417-3	Incidents of non-compliance concerning marketing communications
GRI 419-1	Non-compliance with laws and regulations in the social and economic area

DTE Energy does not report this information at this time

GRI 413-2	Operations with significant actual and potential negative impacts on local communities
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services

Industry Associations and National Advocacy Organizations

Name of Organization	Stakeholder Group
American Gas Association	Industry Association
American Iron and Steel Institute	Industry Association
Ann Arbor Spark	Business Partner
Biomass Power Association	Industry Association
Business Leaders for Michigan	Business Partner
Center on Executive Compensation	Business Partner
Chamber of Commerce of the US	Chamber of Commerce
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
Energy Storage Association	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
Metro Detroit Visitors & Convention Bureau	Business Partner
Metropolitan Affairs Coalition	Nonprofit
Michigan Association of Counties	Government

Name of Organization	Stakeholder Group
Michigan Association of Planning	Government
Michigan Chamber of Commerce	Chamber of Commerce
Michigan Economic Development Corporate	Econ Development
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
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
The Right Place	Nonprofit
West Michigan Policy Forum	Business Partner

Wildlife Habitat Council Certified Sites
GRI Standard 304-3

Wildlife Habitat Council Site	Location	Initial Certification	Certified Through	Certification Status
Allen Road Service Center Complex	Melvindale	2008	2021	Certified
Alpena Service Center	Alpena	2009	2021	Certified
Ashley Mews	Ann Arbor	2007	2021	Silver
Belle River Mills Compressor Station	East China Twp.	2008	2021	Certified
Belle River Power Plant	East China Twp.	1996	2021	Silver
Big Rapids Service Station	Big Rapids	2010	2021	Certified
Cadillac Service Center	Cadillac	2010	2021	Certified
Citizen's Gas	Adrian	2016	2022	Certified
Detroit Headquarters Complex	Detroit	2000	2002	Silver
Escanaba Service Center	Escanaba	2015	2021	Certified
Fermi 2 Nuclear Power Plant	Newport	2000	2021	Certified
Gaylord Transmission & Storage Operations Service Station	Gaylord	2012	2021	Silver
Greenwood Energy Center	Kenockee	2004	2021	Gold
Huron Renewable Energy Center	Bad Axe	2018	2022	Certified
Kalkaska T&SO	Kalkaska	2009	2022	Silver
Kingsford Service Center	Kingsford	2015	2022	Certified
Ludington Service Center	Ludington	2009	2021	Silver

Wildlife Habitat Council Site	Location	Initial Certification	Certified Through	Certification Status
Lynch Road Service Center	Detroit	2019	2021	Silver
Michigan Avenue Service Center	Ypsilanti	2008	2022	Certified
Milford Compressor Station	Milford	2009	2021	Silver
Monroe Power Plant	Monroe	1999	2021	Gold
Mt. Pleasant Service Center	Mt. Pleasant	2008	2021	Silver
Muskegon Service Center	Muskegon	2009	2023	Silver
Newport Service Center	Monroe	2016	2022	Certified
Petoskey Service Center	Petoskey	2015	2021	Certified
River Rouge Power Plant	River Rouge	2004	2021	Gold
Sault Ste. Marie Service Center	Sault Ste. Marie	2015	2021	Certified
St. Clair Power Plant	East China Twp.	2001	2021	Certified
Tawas Service Center	Tawas	2009	2021	Certified
Traverse City Gas Operations	Traverse City	2009	2021	Certified
Trenton Channel Power Plant and Sibley Quarry	Trenton	2002	2022	Certified
W.C. Taggart Compressor Station	Six Lakes	2003	2022	Certified
Western Wayne Service Center	Belleville	2005	2023	Silver

2021-2022 Sustainability Accounting Standards Board (SASB)

Disclosures	SASB Code	Accounting Metric	2021-2022 Response
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	(1) Gross global Scope 1 emissions, percentage covered under, (2) emissions-limiting regulations and (3) emissions-reporting regulations	(1) Refer to Greenhouse Gas Emissions Summary (2) N/A (3) 99.8% (Approximately 0.2% of Scope 1 emissions are from fleet vehicles that are not reported under any regulation).
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries.	EEI Section 5.3 (5.3.2.1)
	IF-EU-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets.	Creating a clean energy future for all, CO_2 reduction graphic
	IF-EU-110a.4	(1) Number of customers served in markets subject to renewable portfolio standards (RPS) and (2) percentage fulfillment of RPS target by market.	EEI - 4.1, EEI - 4.2, EEI - 4.3
Air Quality	IF-EU-120a.1	Air emissions from the following pollutants: (1) Nox (excluding N20),	EEI - 6.2.1
		(2) Sox,	EEI - 6.3.1
		(3) particulate matter (PM10),	N/A
		(4) lead (Pb), and	N/A
		(5) mercury (Hg); percentage of each in or near areas of dense population	EEI - 6.4.1
Water Management	IF-EU-140a.1	(1) Total water withdrawn,	EEI - section 8
		(2) total water consumed; percentage of each in regions with high or extremely high baseline water stress.	EEI/AGA
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/ or quality permits, standards, and regulations.	For 2021, 0 incidents of non-compliance associated with water permits and $0 in fines for DTE Electric.
	IF-EU-140a.3	Description of water-management risks and discussion of strategies and practices to mitigate those risks.	EEI/AGA
Coal Ash Management	IF-EU-150a.1	Amount of combustion residuals (CCR) generated	GRI - section 306
		and percentage recycled.	EEI - 9.2
	IF-EU-150a.2	Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment.	Coal Combustion Residual Rule Compliance Data And Information

Disclosures	SASB Code	Accounting Metric	2021-2022 Response
Energy Affordability	IF-EU-240a.1	Average retail electric rate for (USD/ kwh): (1) residential (2) commercial and (3) industrial customers.	(1) $0.179 (2) $0.119 (3) $0.074
	IF-EU-240a.2	Typical monthly electric bill for residential customers for (USD/ month) (1) 500 kWh and (2) 1,000 kWh of electricity delivered per month.	(1) $90.47 (2) $182.26
	IF-EU-240a.3	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days (meter level).	173,077 (meter level) Reconnect data not reported because restores are not directly correlated to disconnects for non-payment.
	IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory.	DTE Energy's 10-K for fiscal year ending Dec. 31, 2021, Item 1A, Risk Factors Managing affordability
Workforce Health and Safety	IF-EU-320a.1	(1) Total recordable incident rate (TRIR),	EEI - 7.7.1
		(2) fatality rate and	EEI - 7.7.4
		(3) near miss frequency rate (NMFR)	EEI - section 7
End-Use Efficiency and Demand	IF-EU-420a.1	Percentage of utility revenues from the rate structures that are (1) decoupled and (2) contain a lost revenue adjustment mechanism (LRAM)	We do not, by law, have such mechanisms at the electric company.
	IF-EU-420a.2	Percentage of electric load served by smart grid technology.	EEI - section 3
	IF-EU-420a.3	Customer electricity savings from efficiency measures, by market.	2021 Energy Waste Reduction Report
Nuclear Safety & Emergency Management	IF-EU-540a.1	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column.	DTE Energy's 10-k
	IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness.	DTE Energy's 10-k
Grid Resilience	IF-EU-550a.1	Number of incidents of non-compliance with physical and/ or cybersecurity standards or regulations.	GRI - 418-1
	IF-EU-550a.2	(1) System Average Interruption Duration Index (SAIDI)	GRI - EU 29
		(2) System Average Interruption Frequency Index (SAIFI) and	GRI - EU 28
		(3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	GRI - EU 29

Disclosures	SASB Code	Accounting Metric	2021-2022 Response
	SASB Code	Activity Metric	
	IF-EU-000.A	Number of: (1) residential, (2) commercial and (3) industrial customers served.	Refer to EEI Section 4
	IF-EU-000.B	Total electricity delivered to (MWh): (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers.	DTE Energy's 10-k for fiscal year ending Dec. 31, 2021
	IF-EU-000.C	Length of transmission and distribution lines (km).	DTE Energy's 10-k for fiscal year ending Dec. 31, 2021
	IF-EU-000.D	Total electricity generated, percentage by major energy source, percentage in regulated markets.	EEI - section 2
	IF-EU-000.E	Total wholesale electricity purchased (MWh).	7,682,403

Activity metrics

Topic	SASB Code	Accounting Metric	
Energy Affordability	IF-GU-240a.1	Average retail gas rate for (USD. MMBtu): (1) residential, (2) commercial, (3) industrial customers and (4) transportation services only.	(1) $7.32 (2) $6.75 (3) N/A (4) N/A
	IF-GU-240a.2	Typical monthly gas bill for residential customers for (USD/ month) (1) 50 MMBtu and (2) 100 MMBtu of gas delivered per year.	(1) $42 (2) $70
	IF-GU-240a.3	Number of residential customer gas disconnections for non-payment, percentage reconnected within 30 days (meter level).	17,461 (meter level) Reconnect data not reported because restores are not directly correlated to disconnects for non-payment.
	IF-GU-240a.4	Discussion of impact of external factors on customer affordability of gas, including the economic conditions of the service territory.	DTE Energy's 10-k for fiscal year ending Dec. 31, 2021, Item 1A, Risk Factors Managing affordability
End-Use Efficiency	IF-GU-420a.1	Percentage of gas utility revenues from rate structures that (1) are decoupled or (2) contain a lost revenue adjustment mechanism (LRAM).	90%
	IF-GU-420a.2	Customer gas savings from efficiency measures by market (MMBtu).	2021 Energy Waste Reduction Report
Integrity of Gas Delivery and Infrastructure	IF-GU-540a.1	Number of (1) reportable pipeline incidents, (2) Corrective Action Orders (CAO) and (3) Notices of Probable Violation (NOPV).	(1) 5 (2) 0 (3) 0
	IF-GU-540a.2	Percentage of distribution pipeline that is (1) cast and/ or wrought iron and (2) unprotected steel.	(1) 7.41% (2) 5.67%

Disclosures	SASB Code	Accounting Metric	2021-2022 Response
	IF-GU-540a.3	Percentage of gas (1) transmission and (2) distribution pipelines inspected.	(1) 61% (2) N/A
	IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions.	Refer to EEI/AGA Template Refer to Gas Graphic on page 14

Activity Metrics

	SASB Code	Activity Metric	Response
	IF-GU-000.A	Number of: (1) residential, (2) commercial and (3) industrial customers served.	(1) Residential: 1,214,778 (2) Commercial: 90,117 (3) Industrial: 404
	IF-GU-000.B	Amount of natural gas delivered to: (1) residential customers, (2) commercial customers, (3) industrial customers, and (4) transferred to a third party.	DTE Energy's 10-k for fiscal year ending Dec. 31, 2021
	IF-GU-000.C	Length of gas (km) (1) transmission and (2) distribution pipelines	(1) 3,100 (2) 32,992

2021-2022 Task Force on Climate-related Financial Disclosures (TCFD) Report

ALL SECTOR FINANCIAL DISCLOSURES

Disclosure Focus Area	Recommended Disclosure	Source
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate related risks and opportunities.	Refer to DTE Energy's 10-K (Risk Factors) Board of Directors and Risk Governance Proxy Statement
	Describe the management's role in assessing and managing climate-related risks and opportunities.	Refer to DTE Energy's 10-K (Risk Factors) Senior Management and Risk Governance Proxy Statement
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Refer to DTE Energy's 10-K Achieving our CleanVision
	Describe the impact of climate-related risks and opportunities on the organization's businesses.	Refer to DTE Energy's 10-K Achieving our CleanVision; Environment; and Supply Chain Management
IRP	Describe the potential impact of different scenarios, including a 2 degrees C scenario, on the organization's businesses, strategy and financial planning.	DTE Electric conducted a climate change sensitivity analysis as part of its IRP using increased temperature trends as measured from 1960 to 2021 to project future changes in load.
Risk Management		
Disclosure how the organization identifies, assesses and manages climate-related risks.	Describe the organization's process for identifying and assessing climate-related risks.	Refer to DTE Energy's 10-K Proxy Statement Risk Governance
	Describe the organization's processes for managing climate-related risks.	Refer to DTE Energy's 10-K Proxy Statement Risk Governance
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	Refer to DTE Energy's 10-K Link to Proxy Statement Risk Governance
Metrics and Targets		
Disclose the metrics and targets used to assess and damage relevant climate-related risks and opportunities.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.	EEI/ AGA Climate Goals Refer to DTE Energy's 10-K (Goals) Achieving our CleanVision
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Refer to the Greenhouse Gas Emissions Summary

Disclosure Focus Area	Recommended Disclosure	Source
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Refer to EEI/AGA Template Refer to DTE Energy's 10-K (Goals) Achieving our CleanVision

Financial Category	Climate-Related Category	Recommended Disclosure	DTE's Response Mapping
Revenues	GHG Emissions	Estimated Scope 3 emissions, including methodologies and emissions used.	Refer to Greenhouse Gas Emissions Summary
Revenues	Risk Adaptation & Mitigation	Revenues/ savings from investments in low-carbon alternatives (e.g. R&D, equipment, products or services).	Refer to DTE Energy's 10-K Achieving our CleanVision
Expenditures	GHG Emissions	Describe current carbon price or range of prices used.	The IRP Reference case uses DTE Electric's gas forecast and incorporates its CO_2 goals and CO_2 price beginning in 2027 at $5 per ton continuing up to $11 per ton in 2040 (real 2020$). See pages 19-20 of IRP Executive Summary
Expenditures	Water	Percent water withdrawn in regions with high or extremely high baseline water stress.	Refer to EEI/AGA Template
Assets	Water	Assets committed in regions with high or extremely high baseline water stress.	Refer to EEI/AGA Template
Assets	Risk Adaptation & Mitigation	Investment (CapEx) in low-carbon alternatives (e.g., capital equipment or assets).	Refer to DTE Energy's 10-K Achieving our CleanVision
Capital	Risk Adaptation & Mitigation	Capital payback periods or return on capital deployed.	Refer to DTE Energy's 10-K Achieving our CleanVision

2021 DTE Energy Greenhouse Gas Emissions Summary

(metric tons CO$_2$e, unless otherwise noted)

DTE Electric Company	2005 Baseline	2021
Scope 1 - Stationary Combustion from DTE Electric Company	38,000,000	26,500,000
Scope 2 - Purchased Power T&D Line Loss on DTE System	251,000	188,000
Scope 3 - Purchased Power Emissions	3,400,000	2,200,000

DTE Gas Company		
Scope 1 - Combustion and Fugitive Emissions from DTE Gas Company		770,000
Scope 3 - Upstream DTE Gas Supplier Emissions		TBD
Scope 3 - Natural Gas Delivered (CO$_2$e from customer use)		12,500,000

DTE Non-utility Operations		
Scope 1 - Stationary Combustion from DTE Vantage		711,000

Standards, protocols and methodologies used to collect activity data and calculate emissions:

The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)

US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources

US EPA Mandatory Greenhouse Gas Reporting Rule

US EPA Emissions & Generation Resource Integrated Database (eGRID)

US EPA GHG Emissions Factors Hub

Greenhouse Gas Emissions Accounting for Electric Companies: A Compendium of Technical Briefing Papers and Frequently Asked Questions. EPRI, Palo Alto, CA: 2021. 3002022366

California Mandatory Greenhouse Gas Reporting Regulation