



# DTE's CleanVision 2022 Sustainability Report



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## Chairman and CEO Letter

Our economy is riding a technology and electrification revolution unmatched since the early 1900s.

Today, we are more connected to smart phones, smart homes, their workplaces, fully electric automobiles, and other electronic devices. While we continue to make progress, too many of these connections are still supported by an electric grid built to sustain the industrial revolution of the last century.

At the same time, climate change continues to be one of the defining issues of our time. Severe weather in our state and around the country has become more extreme and unpredictable. From high winds to ice storms, what was once considered historic seems to regularly occur.

To meet these dual challenges, we're investing more than ever to upgrade infrastructure and build the energy grid of the future. In the last five years, we invested \$5 billion and we plan to invest an additional \$9 billion in the next five years to modernize the grid and provide customers the resiliency and reliability they deserve. We're also continuing to invest in cleaner sources of power generation, like our Blue Water Energy Center natural gas plant that went online in 2022. We're also significantly expanding our renewable portfolio, and strive to achieve net zero carbon emissions by 2050.

We're doing this all while continuing to build and invest in our greatest asset – our team. Continuing to attract and develop diverse, skilled and caring individuals who put our customers first is paramount to meeting our goals of providing reliable, cleaner and affordable energy.

In this report I invite you to learn more about how we're protecting our planet, planning for the future, supporting our people and communities – all in the name of serving our customers and our state.

Thank you for joining us on our journey.

A handwritten signature in blue ink that reads "Jerry Norcia". The signature is fluid and cursive, with a large initial "J" and "N".

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 other stakeholders. 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 of 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.



## 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 Board’s commitment to sustainability has been and continues to be effectuated through its committee structure. As further described in our proxy statement, the Public Policy and Responsibility Committee maintains primary oversight for sustainability matters generally, while the Audit, Organization & Compensation, and Corporate Governance Committees oversee those matters within their expertise, and the entire Board remains committed to and updated on these matters regularly.

Please see the [2023 proxy statement](#) for additional information.



# Environment

## Creating a clean energy future for all

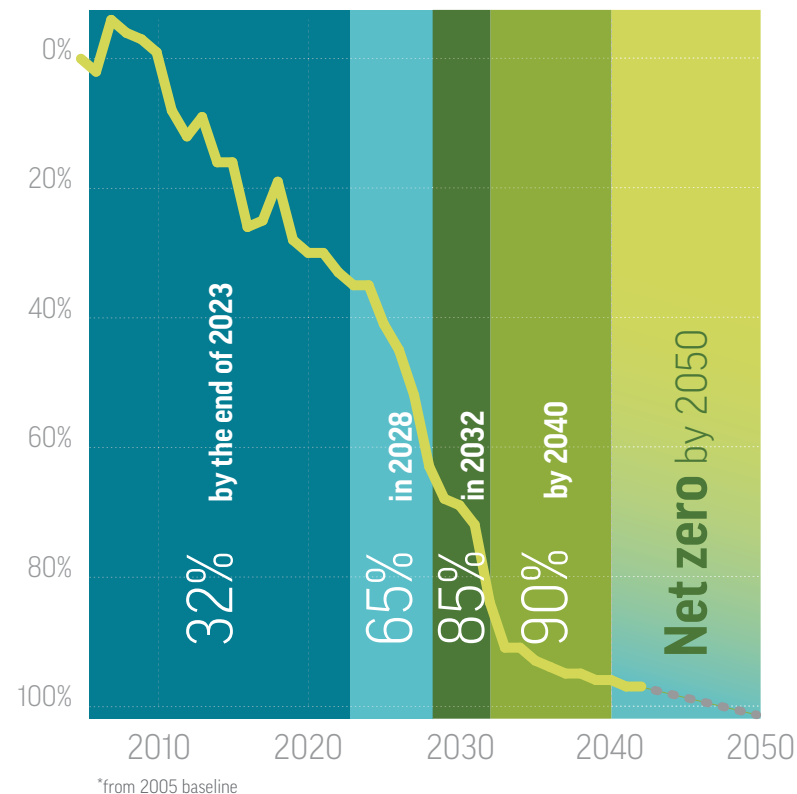
DTE is laser focused on creating a cleaner, healthier environment today and for generations to come. We're doing this by investing billions of dollars on behalf of customers in cleaner sources of energy generation, a more resilient grid and improvements to our natural gas supply and delivery systems. Our electric and gas operations have ambitious aspirational goals to achieve net zero by 2050 and are working to improve the reliability of our energy delivery systems to meet the needs of a 21st century economy. We describe how we will meet these goals safely, reliably and affordably in the sections below.

### DTE Electric carbon reduction goals

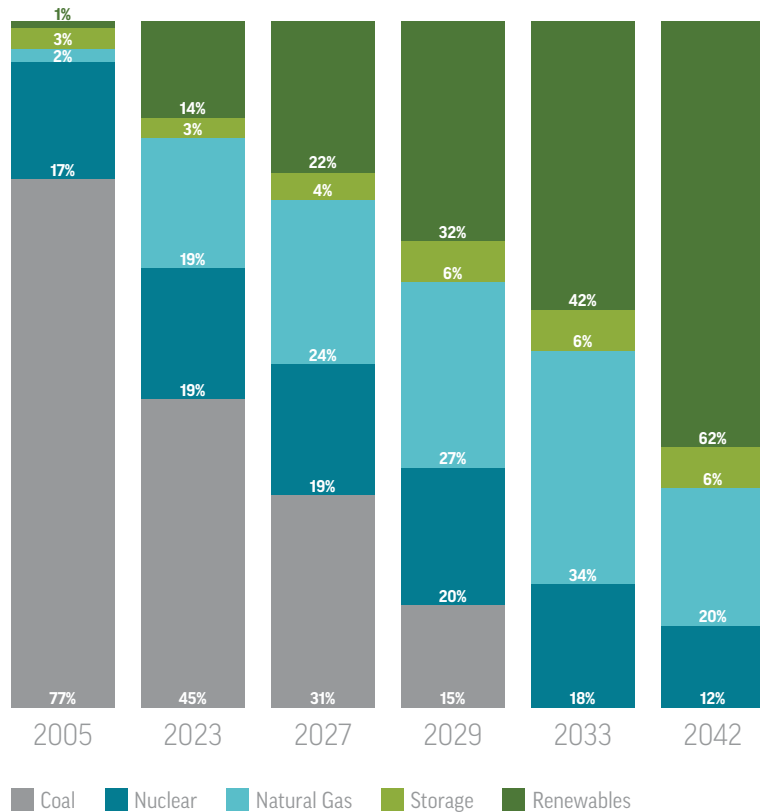
Climate change is one of the defining issues of our era and DTE Electric is proposing to fundamentally transform the way we generate power to reduce carbon emissions. Last fall DTE Electric issued our 2022 CleanVision Integrated Resource Plan (IRP), proposing to accelerate coal plant retirements and investing in cleaner Michigan-made energy – including wind and solar parks – to accelerate reductions in carbon emissions. On July 12, 2023, we announced a historic settlement agreement with nearly two dozen organizations from across Michigan further accelerating the retirement of coal and the deployment of renewable energy that we laid out in the original IRP proposal. On July 26, 2023, the settlement was approved by the Michigan Public Service Commission. You can find more information, including the approved IRP at [DTECleanEnergy.com](https://www.dtecleanenergy.com).

We're also providing options for customers to save money and energy through our energy efficiency and demand response programs and are offering residential and business customers the opportunity to buy more clean energy to meet their own sustainability goals.

### Electric CO2 Reductions



## Proposed generation mix (2005-2042 MWh%)



Our bold net zero carbon emissions goal in our CleanVision IRP sets the framework to accelerate our prior carbon emissions targets and reach 65% in 2028 and 90% by 2040<sup>1</sup>.

We are carefully planning our energy generation transformation to cleaner sources of power like natural gas and renewables. DTE plans to bring over 1,200 megawatts of renewable energy online by the end of 2026 for our MIGreenPower program. We're maintaining 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 2022, 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 \$3 billion in renewable energy assets.

[1] DTE Electric's proposal was approved by the Michigan Public Service Commission on July 26, 2023

In addition to wind and solar energy sources, natural gas will remain a critical part of Michigan's energy portfolio, as we work to ensure generation keeps up with demand. Our CleanVision IRP calls for repurposing existing infrastructure at the Belle River Power Plant by converting its fuel source from coal to natural gas. The Belle River plant will run during periods of high customer demand, such as in extreme summer heat and when other supplies are unavailable. This economical approach will be a fraction of the cost of building a brand-new natural gas plant and reduce emissions by 90-95% from current coal operations at Belle River, while protecting electric reliability.

Converting Belle River to natural gas also allows DTE to add thousands of megawatts of renewables onto the grid in advance of the first two units of Monroe Power Plant retiring in 2028, protecting customer affordability and system reliability. Our Blue Water Energy Center (BWEC), located in East China Township, came online June 1, 2022, and is a state-of-the-art 1,150 MW natural gas combined-cycle plant that provides 24/7, always available, power generation. BWEC supported the retirement of three coal-fired power plants without impacting system reliability and while sharply reducing carbon emissions.

## Electric solar and wind energy investments

As Michigan's leading investor in and producer of renewable electricity, DTE 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 2022, we added more than 150 megawatts of new wind and solar generation. On April 18, 2023, we announced that Meridian Wind Park was operational, adding an additional 225 megawatts. With the commissioning of Meridian Wind Park, we have 20 wind parks and 33 solar parks in our renewable energy portfolio, which is enough clean energy to power roughly 750,000 homes. We plan to add approximately 1,000 megawatts of new renewable energy each year starting in the middle part of the decade.

## MIGreenPower

DTE's CleanVision MIGreenPower program helps customers reduce their carbon footprint and meet their personal or business sustainability goals by attributing more of their electricity use to our wind and solar projects, beyond the 15% we already provide. Per a National Renewable Energy Laboratory 2021 survey, MIGreenPower is among the largest voluntary renewable energy programs in the country. At the end of 2022, program subscribers included more than 75,000 residential customers, 800 businesses and 65 industrial customers. On an annual basis, MIGreenPower customers have enrolled four million megawatts hours of clean energy in the program, which has the environmental benefit equivalent to taking more than 630,000 gasoline-powered vehicles off the road. Also in 2022, based on BloombergNEF's Corporate PPA Database, we closed the largest and second largest renewable energy purchases through a utility in U.S. history with Ford Motor Company and Stellantis, respectively. Through these MIGreenPower clean energy purchases, we will add more than 1,050 megawatts of new solar energy to the grid by the end of 2026.



# Clean energy transition

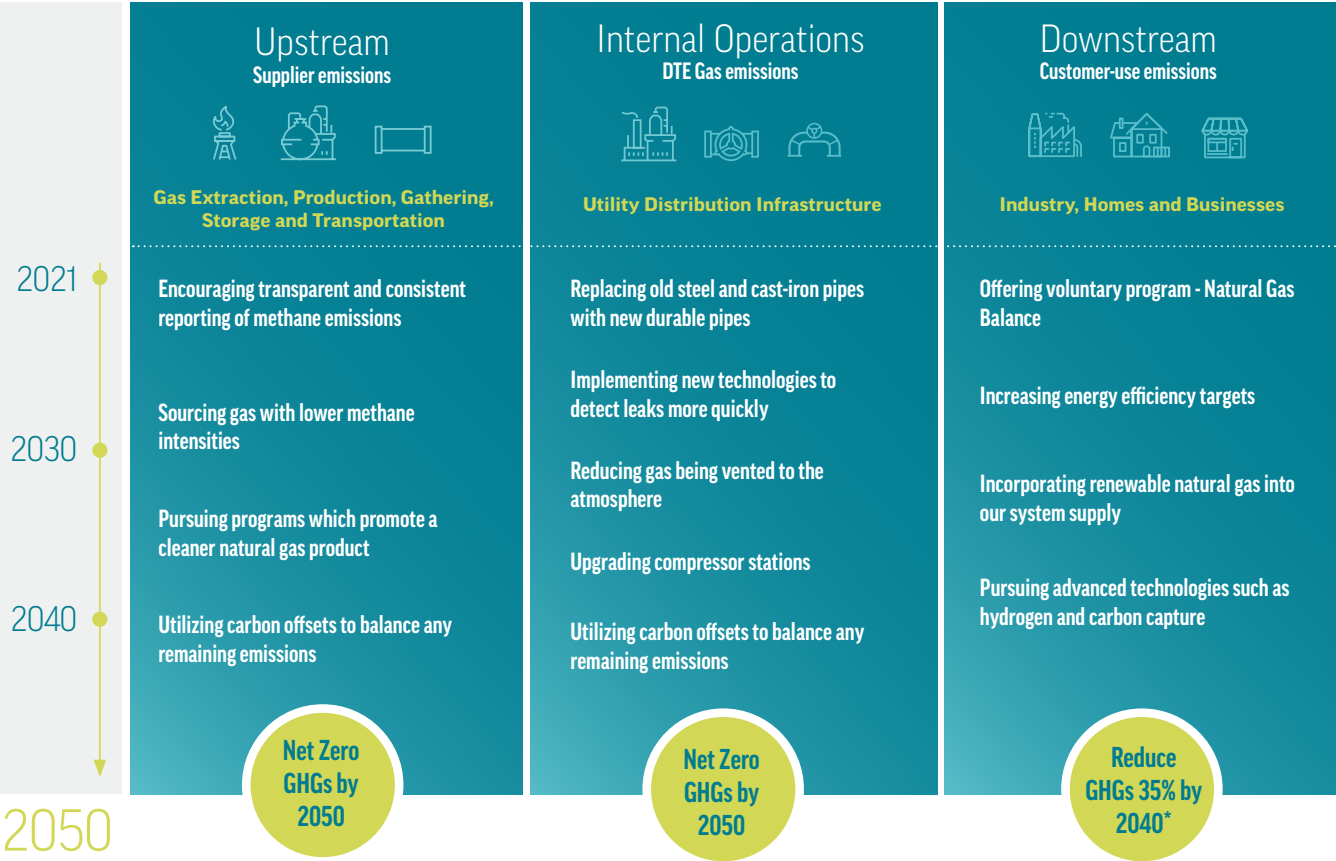
A key part of our clean energy generation transformation and net zero carbon emissions goal involves the sequential retirement of our coal-fired power plants. Our senior leaders established a vision to retire coal-fired power plants with PRIDE (People, Respect, Integrity, Dignity and Engagement). This 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 100 years. The initiative seeks to ensure a thoughtful, dignified transition of these power plants, the employees and their host communities. A key commitment we have made in the retirement of our legacy coal plants is to avoid employee layoffs. Through the Retire with PRIDE initiative, we 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 continue 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, we work to create opportunities that lead to new Michigan jobs, support opportunities for local communities and advance efforts that strengthen our state's economy.

# DTE Gas net zero commitment

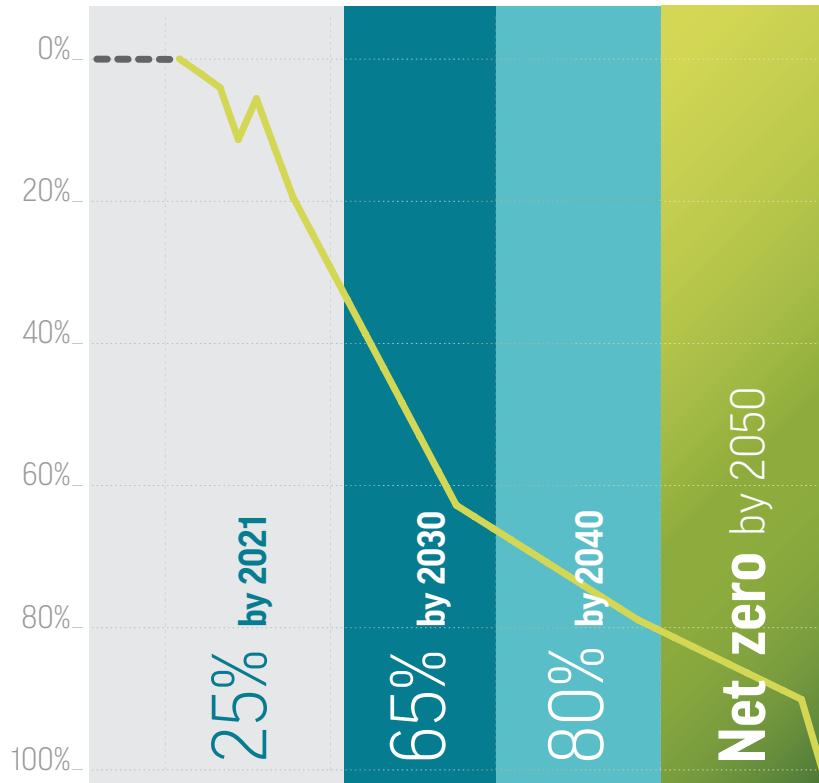
The company's emission reduction commitments, combined with customer participation in sustainability programs offered by DTE Gas, aim to reduce annual greenhouse gas emissions substantially across the natural gas supply chain, utilizing the programs described below.

## DTE Gas decarbonization goals



\*from estimated 2005 levels

## Gas CO2-e Reductions



DTE Gas carbon related plans are for carbon emission reductions from its gas utility operations. DTE's target is net zero by 2050 and the interim reductions shown are based off our latest plans but are not set commitments.

## Natural Gas Balance

We are partnering with customers to balance their own natural gas carbon footprint with programs that encourage energy efficiency and participation in Natural Gas Balance. The CleanVision Natural Gas Balance program offers customers a way to affordably balance greenhouse gas emissions from an average home's natural gas usage through supporting the development of renewable natural gas (RNG) and the purchase of carbon offsets that protect forests in Michigan's Upper Peninsula.

Customers can balance between 25% and 100% of their greenhouse gas emissions from natural gas usage (based on an average customer's usage). More than 10,000 customers have enrolled since the program launched in early 2021.

## A cleaner and sustainable natural gas supply

DTE is incorporating Responsibly Sourced Gas (RSG) into our supply portfolio. DTE Gas made its first purchase of RSG – natural gas that is third-party verified as meeting robust standards and practices to minimize environmental impact – in summer 2022. In doing so we intend to encourage the adoption of RSG more broadly throughout the industry. Further, we are joining ONE Future, a coalition of 56 companies representing the natural gas value chain focused on implementing innovative performance-based approaches to managing methane emissions. The ONE Future methane intensity goal of less than 1% across the natural gas value chain by 2025 has been consistently met by members for five consecutive years. These efforts are part of our drive to advance transparency and consistency in methane intensity reporting and to encourage our natural gas suppliers to do the same. We are working with industry associations to encourage the use of the Natural Gas Sustainability Initiative (NGSI) Methane Emissions Intensity Protocol to standardize reporting of methane emissions across the natural gas value chain.

## Reducing emissions

We have cut emissions of conventional air pollutants at our operating power plants by applying state-of-the-art technology for control of these pollutants and through the retirement of previously operational coal plants. We have already reduced emissions of sulfur dioxide, nitrogen oxides, mercury and particulate matter, by more than 80% since 2005, and we will reduce these pollutants by more than 90% by 2040<sup>1</sup>.

Our continued commitment to replacing old steel and cast-iron pipes with new, more efficient polyethylene main lines, implementing new technologies to detect leaks, reducing venting of gas during maintenance and progressive compressor station maintenance are helping us to reduce emissions of methane from leaks.

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

## Infrastructure investments

DTE is investing in both its electric grid and natural gas infrastructure to provide safe, reliable and affordable energy to customers.

In 2021, DTE Electric released a distribution grid plan that includes a \$9 billion investment in our 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. We continue to upgrade our electric infrastructure and

have invested an additional \$580 million in tree trimming. In 2022, we trimmed more than 6,500 miles of trees near power lines, which contributed to a 40% to 70% increase in reliability in the trimmed areas. Our investments also include increased automation, self-healing circuits, pole maintenance and other projects that modernize our infrastructure. For up to date details, please see our recently published 2023 [Distribution Grid Plan](#).

DTE Gas is also investing \$3.5 billion 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 relied on by 1.3 million customers. By the time work is completed statewide in 2035, all obsolete natural gas pipes will be upgraded, which will reduce greenhouse gas emissions by an estimated 500,000 metric tons on annual basis – the equivalent of permanently taking 100,000 cars off the road. By the end of 2022, we hit a milestone of having replaced 1,400 miles of older natural gas pipes with these more durable lines.

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.

## Water management

Water stewardship starts with operating facilities and equipment in compliance with governmental standards. We strive to exceed the standards that are incorporated into facility-specific water permits by eliminating unnecessary use of water in facilities and closely monitoring water discharge quality.

Fresh water is essential for non-contact cooling at our steam electric generating plants. As we retire coal-fired power plants, less fresh surface water withdrawals will occur. We've recently updated our water withdrawal goals to align with the accelerated carbon reduction targets announced in our 2022 Integrated Resource Plan. DTE Electric's revised goals are to reduce water withdrawal by 40% (from a 2005 baseline) in 2023, 65% by 2028, 90% by 2032 and greater than 90% by 2040.

Since 2005, we have reduced surface water withdrawals for power generation by 32% by retiring coal-fired power plants (e.g., Conners Creek, Harbor Beach, Trenton Channel, St. Clair Power Plant and River Rouge Power Plants) that use water for cooling. This accomplishes 80% of the 2023 target to reduce surface water withdrawal for power generation by 40% from the 2005 baseline. We project that surface water withdrawals will continue to decrease as we commission less water-intensive energy sources (e.g., Blue Water Energy Center, wind farms, solar projects and battery storage facilities) and additional coal-fired power plants are retired.

## Reducing waste

The largest of our 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 of 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 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 the retirement of our coal-fired assets, the volume of ash generated has significantly reduced since 2013 from over 1,000,000 tons generated in 2013 to approximately 576,000

tons generated in 2022, of which approximately 137,000 tons were recycled.

Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2022, DTE recycled 100% 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 the disposal of waste. An environmental risk-screening matrix is used to determine the audit frequency for vendors providing waste disposal or significant recycling services.

## Biodiversity

Among the largest landowners in Michigan, DTE voluntarily maintains thousands of acres of land in its natural state, thereby providing habitat for hundreds of species of birds, mammals, fish and insects. We also reclaim previously disturbed land to create and manage habitats featuring native Michigan plants such as gardens that benefit the monarch butterfly and other pollinators. We also manage about 150 acres to support the 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. We are part of a cooperative management agreement with the Refuge covering over 650 acres.

Our properties are home to hundreds of species of wildlife, some of which are endangered or threatened. Our facilities are often located on land with abundant opportunities for wildlife and we strive to attract and increase wildlife populations at these sites. To this end, we have 30 sites certified under the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife.



# Social

## Customers

### Managing affordability

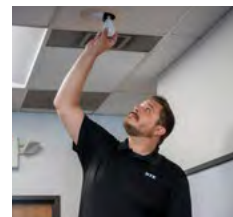
DTE's commitment to our customers is to provide reliable, affordable energy while minimizing our impact on the environment, including carbon emissions that affect climate change. We know some of our customers experience financial challenges, and we're doing everything in our power to help keep bills affordable. We don't mark up the cost of the fuel used to generate electricity or the natural gas we deliver to homes and businesses. DTE Gas secures its natural gas supply up to three years before delivering it to homes and businesses, which protects customers from sudden price spikes due to fluctuating supply and demand. DTE Electric protects against price increases by securing long-term, low-cost contracts for the fuel that the Company uses in its power plants. Approximately 14% of the Company's power comes from renewables and DTE has existing uranium fuel contracts to support safe Fermi 2 operations into 2028.

We recently launched a variety of energy usage tools to help customers learn how changes to their home and energy usage can save them money on their bills. In addition, we work closely with our federal, state and agency partners to get aid to our most vulnerable customers. In the 2021-2022 fiscal year, we connected our customers to nearly \$200 million in financial aid for their energy bills. We also work closely with the Michigan Department of Health and Human Services to directly apply aid to the accounts of some of our most vulnerable customers, [as spotlighted by the White House](#).

We also continue to work with customers having difficulty paying their bills through payment plans and have expanded our income-qualified Energy Efficiency Assistance (EEA) program to assist customers in making their homes more energy efficient and reducing their energy

bills. The EEA program pays 100% of costs and is delivered through more than 30 nonprofit and community action agencies and has served more than 50,000 customers since its inception.

DTE Gas is taking steps to bring the benefits of affordable natural gas to more Michigan homes, businesses and local economies with a project funded by Michigan's bipartisan Low Carbon Infrastructure Enhancement and Development Grant program. The new infrastructure will stretch between the Mesick and Buckley communities in Northern Michigan, expanding access to natural gas for up to 1,500 homes and businesses, helping them greatly reduce their energy costs. The local school district alone is expected to save \$70,000 annually thanks to this expansion.



# Human capital management

## Talent acquisition

DTE's approach to talent acquisition is focused on creating an organizational culture of service implemented by a diverse, inclusive workforce.

We engage those with the high-demand skills and expertise – in engineering, technology, and skilled trades – that are critical to our industry, all while the labor market is tightening and shrinking. Energy companies across the United States, including DTE, are managing a historic shift in their workforce as the baby boomer generation retires. With about 20% of our employees eligible to retire across the next decade, our drive to recruit and retain talent coincides with the transformation of our energy generation and distribution infrastructure to deliver cleaner, more reliable power to our customers and communities.

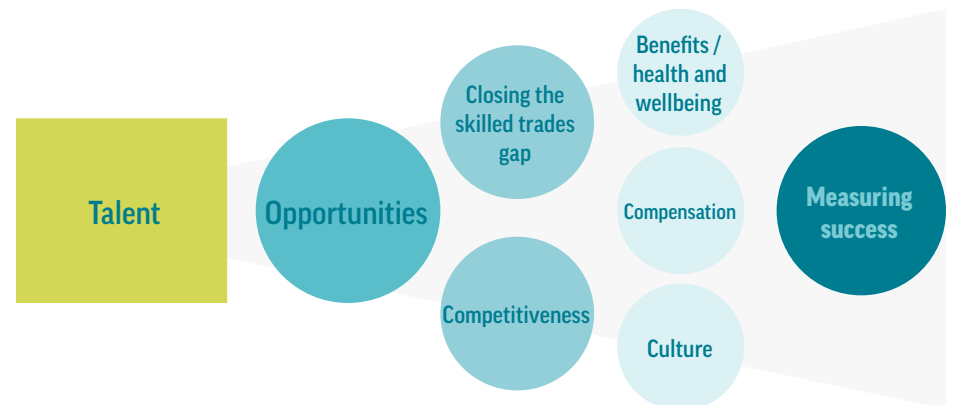
DTE's strategic talent management objectives include:

- 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, we have committees that focus specifically on ensuring diversity, equity and inclusion (DEI) are woven into our talent systems and cultural initiatives. Our 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.

## Human capital management



# Labor relations

Approximately half of DTE’s workforce is represented by unions. Our 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 our 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 communication is key to our successful partnership.

As part of our ongoing commitment to safety, business unit leaders, union officials and union safety representatives participate in safety sessions geared towards identifying safety improvement opportunities to work in collaboration with our union partners through the Executive Safety Committee.

# Ensuring our talent competitiveness

Impending retirements, skilled trades gaps and remote working options have enhanced our focus on the competitiveness of employee attraction and retention. Our key areas of focus for our employees are:

1. Culture of health and wellbeing
2. Ensuring competitive and equitable compensation
3. Service excellence and employee engagement
4. Diversity, equity and inclusion

For more in-depth information on these focus areas, check out our [Health and Wellbeing Report](#).

# Employee Resource Groups and Business Resource Groups

DTE’s nine Employee Resource Groups, which we call Energy Groups, are another way we’re strengthening our culture of inclusion. Our active and engaged Energy Groups, with more than 4,500 members in total, help build a safe and welcoming environment for people across our enterprise.

Our Energy Groups offer professional development, education, and networking opportunities. They hold events to build awareness and education, volunteer and support nonprofit organizations, and mentor coworkers, young professionals and youth.

# DTE’s employee energy groups

## Energy Group

## Membership



Employees living with disabilities and their allies



Asian and Middle Eastern American employees and their allies



Employees with families and their allies



Members of the LGBTQ+ community and their allies



Black employees and their allies



Members of the Latino and Hispanic community and their allies



Young professional employees and their allies



Employees who are military veterans and their allies



Female employees and their allies



In 2022, we also activated 20 Business Resource Groups across our company. These groups are bringing our diversity, equity and inclusion priorities to life within their individual teams through learning activities, courageous conversations, communications, events, recruiting and hiring.

Learn more about the passionate team members behind our ERGs in [this video](#).

## Our diversity, equity and inclusion governance structure

Our DEI governance structure engages all levels of the company in our DEI journey. Our People in Culture Priority Committee, comprised of the Chairman and CEO and other senior executives, provides strategic oversight of DEI efforts and programming across the company. Additionally, our DEI office and Inclusion Diversity Oversight Committee – a team of key leaders from across the company, all nine Employee Resource Groups (ERGs) and our 20 DEI Business Resource Groups – drive our strategic priorities forward..

## Our goals

Cultivating an inclusive and diverse workforce is one of our company's top priorities. We are building an inclusive architecture that links our DEI efforts to every part of our workforce and business strategies, so it is embedded into everything we do.

In 2022, we connected DEI to our company's operating model so that it is tied to our aspiration, purpose, service keys and leadership principles. Specifically, we incorporated inclusive behaviors into our company's Service Keys and Leadership Principles to ensure we are inclusive in our everyday interactions with our team members, customers and communities. We also focused on 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.

## Diversifying our workforce

To ensure that our workforce reflects the communities we serve, we have practices and programs in place to help us continue to build a pipeline of qualified and diverse candidates. We do this through:

- Targeted diverse recruiting
- Partnerships with diversity-based organizations
- Programs for underserved youth and young adults to develop their skills and prepare them for employment opportunities
- Programs designed to eliminate barriers to employment for youth and adults

We have recruited from diverse universities and organizations for years but we amplified 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 Master of Business Administration (MBA) Association, Access for All, Center for Employment Opportunities and veterans' organizations.

## Employee safety/safety management

### Safety committees connect the organization

Our safety committees involve a partnership between management and labor to ensure all team members are aware of the latest safety information. Safety committees review key performance indicators, discuss recent incidents along with corrective actions, share learnings and extent of conditions 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.

### Safety management

At DTE, health and safety remain our top priority.

Following benchmarking, research and culture assessment work in 2022, we introduced a new DTE Energy Safety Model. This model is focused on tasks where high energy is present – high voltage, high temperatures, high elevation, high pressure – the tasks most likely to cause serious injuries. An important element of the new model is a job aid called the Energy Wheel to help identify these high-energy hazards on the job site before beginning work. Crews then put controls in place to keep people safe when an unexpected release of high energy occurs.

### Pre-job briefs focus on safety hazards

Jobs or tasks that present a potential hazard require a discussion among everyone who will do the work prior to beginning work. We call these discussions pre-job briefs (PJBs). During PJBs, participants identify risks and hazards along with controls to eliminate or mitigate the hazards. PJBs are intended to align employees regarding who is doing



what, what procedures will be followed and what personal protective equipment is required and what might happen that would cause the team to stop work and reassess 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.

### Maintaining a safety culture

Employees who perform high-energy 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. They share strengths with other organizations and identify gaps. A team tracks these gaps and conducts follow-up effectiveness reviews 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, all front-line leaders conduct focused proactive safety discussions with all of their team members focusing on upcoming seasonal hazards, new procedures or other safety information. They also conduct reactive discussions as needed to share incidents that require added attention.

### Tracking safety performance

DTE tracks a system of metrics to gauge health and safety performance and detect gaps. With our new Safety Energy Model strategy, we are tracking High-Energy Serious Injury or Fatality (HSIF) events, Potential Serious Injury or Fatality (PSIF) events, and capacity events where direct controls enabled everyone to remain safe despite the release of high energy. We also continue to track Occupational Safety and Health Administration (OSHA) recordable injuries, DART rate (Days Away, Restrictions or Transfers, which indicate the severity of an injury), incidents requiring first aid treatment, near misses and all vehicle accidents regardless of severity. Our suppliers' safety performance is also reviewed to assist in ensuring that our business partners are working in a safe manner. To further emphasize safety, all business units incorporate safety metrics into their performance goals.

## 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 prioritize local and diverse spending, using our procurement dollars to provide growth opportunities for businesses located within Michigan and those owned by minorities, women, veterans and members of the LGBTQ+ 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.

### 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.

### 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.

### Fostering a more sustainable supply chain

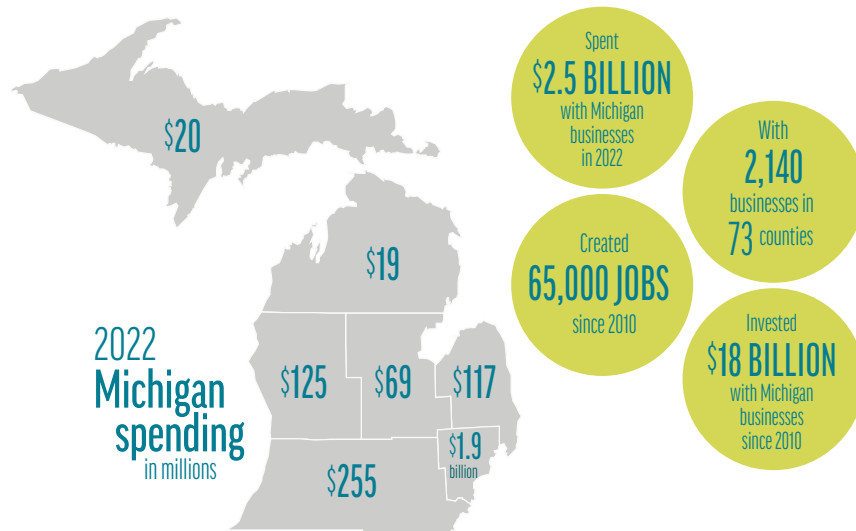
DTE is a charter member of The [Sustainable Supply Chain Alliance](#). The Alliance is a group of electric utilities and supplier affiliate members focused on developing a more environmentally friendly supply chain. The group shares best practices and promotes and develops sustainable solutions for businesses. [The Sustainability Project](#) (TSP) is one of our largest Alliance initiatives. TSP is an online assessment that measures our suppliers' environmental sustainability performance. We encourage our suppliers to use this resource. In 2022, 117 of our top suppliers took the assessment.

## Supporting Michigan businesses

DTE invests nearly three times more with local businesses than we did a decade ago. Today, at least 60 cents of every dollar we spend goes to a Michigan company.

In 2022, we spent \$2.5 billion with 2,140 Michigan businesses, continuing to exceed the five-year \$10 billion spending goal we set in 2019.

### A leader in supporting local businesses



## 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. Our spend with diverse suppliers has grown by 244 percent from 2012 through 2022. And in 2020, we increased our commitment to achieving \$1 billion in annual spend with diverse suppliers by year-end 2026. Outreach, advocacy, mentoring and training enable us to achieve these goals and seek out diverse businesses to connect them with new growth opportunities.

We require 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. 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 2022, our Tier 1 suppliers spent \$171 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. An example is our participation in the BuyDetroit program. These events connect Detroit's largest companies with local suppliers looking for new opportunities. We also support a multi-year mentoring program that leverages the expertise of our leaders. Select suppliers meet periodically with our executives and supply chain professionals to review metrics and get advice. The goal is to position suppliers to take advantage of new opportunities – either with DTE or with another corporation – and grow their business.

For more information on Supply Chain, safety, quality, procurement or local and diverse spending commitment, please see the [Supply Chain Management overview](#).

## Volunteerism

DTE strives 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 the 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.

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 total, in 2022 over 4,600 DTE employees volunteered over 85,000 hours, with approximately 2,000 valued nonprofit partners.





# Governance

## Board and employee ethics

DTE Energy's corporate governance principles, responsibilities and internal structures reinforce our commitment to operating in an ethical, legal and environmentally sensitive and socially responsible manner, while creating long-term value for our employee ethics. DTE Energy promotes an ethical culture among employees firmly grounded in company values. This emphasis on ethics and values starts with our Board of Directors, and its executive leadership and extends throughout the company. The DTE Energy Way Code of Conduct is available on our public website, along with the Board of Directors Mission and Guidelines, Board Code of Business Conduct and Ethics and Categorical Standards for Director Independence. An Officer Code of Business Conduct also exists for executive officers leading the company. Our 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 our policies, ethics ambassadors are embedded within business groups companywide. These ambassadors are an in-department resource for employees seeking guidance.

Our 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 employees during onboarding as well as at business unit training sessions to reinforce key concepts.

Our 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 and our union partners jointly manage a grievance procedure which is defined by the collective bargaining agreements for represented employees. Additionally, we manage a dispute resolution process for non-represented employees.

## 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 [2023 proxy statement](#) and the board committee charters.

## Senior leadership

Our chairman and CEO, together with other senior leaders of the company, including the vice president of Environmental Management and Safety, provide leadership and oversight of our sustainability initiatives.

Through enterprise priority meetings and/or other leadership committees, DTE's senior management team:

- Gather and respond to input from investors, regulating bodies and other key stakeholders regarding our sustainability strategies, initiatives and priorities
- Review internal sustainability data and disclosure documents in consultation with relevant business units
- Execute our company's sustainability strategies, including governance, engagement and oversight initiatives, in consultation with the Board of Directors
- Manage our environmental compliance processes and carbon-reduction strategy
- Manage the progress of our diversity, equity and inclusion strategies
- Mobilize our employees, resources and partner organizations to strengthen and promote prosperity in our communities
- Report the outcomes of our sustainability initiatives to the Board of Directors
- Manage risks and opportunities associated with environmental and social initiatives
- Receive compensation tied to the achievement of company goals (see the [2023 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 and assigns any emerging risks that do not fall within a specific committee's responsibilities to the most relevant committee.

Additional risk governance details can be found on the [2023 proxy statement](#).



## Political participation

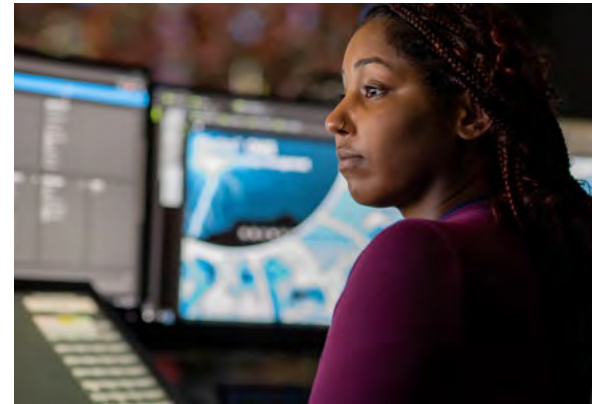
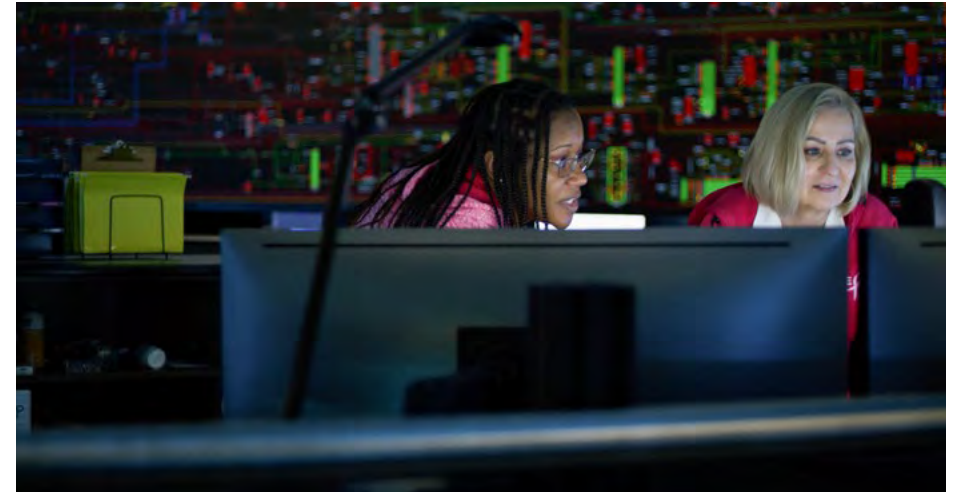
As an energy company, we are affected each day by the decisions of federal, state and local officials. Therefore, we seek to support candidates who we believe will ensure energy policies meet the needs of our region and our customers. DTE has a strong, bi-partisan track record of engaging in the political process. Each year, we evaluate the various requests made and seek to support political leaders and organizations that engage in constructive policy discussions and public conversations.

Under our corporate policy and to ensure transparency, we take proactive steps to disclose political activities. See additional information on [DTE's political participation website](#).

## 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. Our 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, we also communicate any exposures of customers' personally identifiable information (PII) to MPSC staff, and any cyber-attacks to both the 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.



**To improve cybersecurity, the ESCC focuses on:**

Preparing  
for incidents

Supporting  
the deployment  
of tools

Improving the  
flow of threat  
information





# Appendix

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## 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: October 17, 2023

Reference Number		Baseline 2005 Actual	Last Year 2021 Actual	Current Year 2022 Actual	Next Year 2023 Forecast	Comments, Links, Additional Information and Notes
<b>Portfolio</b>						
<b>1</b>	<b>Owned Nameplate Generation Capacity at end of year (MW)</b>					
1.1	Coal	7,733	5,775	5,715		
1.2	Natural Gas	2,683	8,686	8,626		
1.3	Nuclear	1,154	1,161	1,161		
1.4	Petroleum	666	325	325		
1.5	Total Renewable Energy Resources	997	2,611*	2,611		
1.5.1	Biomass/Biogas	8	186	186		
1.5.2	Geothermal	0	0	0		
1.5.3	Hydroelectric	989	1,112	1,122		
1.5.4	Solar	0	65	65		
1.5.5	Wind	0	1,238	1,238		
1.6	Other	0	0	0		
<b>2</b>	<b>Net Generation for the data year (MWh)</b>					
2.1	Coal	41,764,875	24,623,785	23,874,596		
2.2	Natural Gas	1,033,086	2,604,706	4,876,678		

Reference Number		Baseline 2005 Actual	Last Year 2021 Actual	Current Year 2022 Actual	Next Year 2023 Forecast	Comments, Links, Additional Information and Notes
2.3	Nuclear	8,753,555	9,222,235	7,016,628		
2.4	Petroleum	7,800	74,697	62,914		
2.5	Total Renewable Energy Resources	551,685	3,970,789	5,678,771		
2.5.1	Biomass/Biogas	----	460,728	367,441		
2.5.2	Geothermal	----	0	0		
2.5.3	Hydroelectric	----	25,087	14,897		
2.5.4	Solar	----	66,016	236,070		
2.5.5	Wind	----	3,418,958	5,060,363		
2.6	Other	----	0	0		
<b>3</b>	<b>Investing in the Future: Capital Expenditures, Energy Efficiency (EE) and Smart Meters</b>					
3.1	Total Annual Capital Expenditures (nominal dollars)	\$722,000,000	\$3,000,000,000	\$2,600,000,000		
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	N/A	943,885	886,849		
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	N/A	\$181,100,000	\$174,688,620		
<b>4</b>	<b>Retail Electric Customer Count (at end of year)</b>					
4.1	Commercial	196,870	212,820	213,108		
4.2	Industrial	1,097	836	836		
4.3	Residential	1,982,979	2,043,056	2,047,960		
<b>Emissions</b>						
<b>5</b>	<b>GHG Emissions: Carbon Dioxide (CO<sub>2</sub>) and Carbon Dioxide Equivalent (CO<sub>2</sub>e)</b>					
	Note: The alternatives available below are intended to provide flexibility in reporting					
5.1	Owned Generation					
5.1.1	Carbon Dioxide (CO <sub>2</sub> )					
5.1.1.1	Total Owned Generation CO <sub>2</sub> Emissions (MT)	38,434,095	26,279,276*	25,172,219		
5.1.1.2	Total Owned Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWh)	0.738	0.649	0.607		
5.1.2	Carbon Dioxide Equivalent (CO <sub>2</sub> e)					
5.1.2.1	Total Owned Generation CO <sub>2</sub> e Emissions (MT)	N/A	26,476,208*	25,359,331		CO <sub>2</sub> e was not considered in 2005. DTE does not provide a target for CO <sub>2</sub> e.
5.1.2.2	Total Owned Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWh)	N/A	0.654	0.611		CO <sub>2</sub> e was not considered in 2005. DTE does not provide a target for CO <sub>2</sub> e.
5.2	Purchased Power					



Reference Number		Baseline 2005 Actual	Last Year 2021 Actual	Current Year 2022 Actual	Next Year 2023 Forecast	Comments, Links, Additional Information and Notes
5.2.1	Carbon Dioxide (CO <sub>2</sub> )					
5.2.1.1	Total Purchased Generation CO <sub>2</sub> Emissions (MT)	4,526,780	4,860,975*	5,175,308		
5.2.1.2	Total Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWh)	3.899	0.836*	0.595		
5.2.2	Carbon Dioxide Equivalent (CO <sub>2</sub> e)					
5.2.2.1	Total Purchased Generation CO <sub>2</sub> e Emissions (MT)	N/A	3,483,937*	4,546,433		CO <sub>2</sub> e was not considered in 2005. DTE does not provide a target for CO <sub>2</sub> e.
5.2.2.2	Total Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWh)	N/A	0.599*	0.523		CO <sub>2</sub> e was not considered in 2005. DTE does not provide a target for CO <sub>2</sub> e.
5.3	Owned Generation + Purchased Power					
5.3.1	Carbon Dioxide (CO <sub>2</sub> )					
5.3.1.1	Total Owned and Purchased Generation CO <sub>2</sub> Emissions (MT)	42,960,874	31,140,251*	30,354,450		
5.3.1.2	Total Owned and Purchased Generation CO <sub>2</sub> Emissions Intensity (MT/Net MWh)	0.806	0.672*	0.605		
5.3.2	Carbon Dioxide Equivalent (CO <sub>2</sub> e)					
5.3.2.1	Total Owned and Purchased Generation CO <sub>2</sub> e Emissions (MT)	N/A	29,960,146*	29,905,764		CO <sub>2</sub> e was not considered in 2005. DTE does not provide a target for CO <sub>2</sub> e.
5.3.2.2	Total Owned and Purchased Generation CO <sub>2</sub> e Emissions Intensity (MT/Net MWh)	N/A	0.647*	0.596		CO <sub>2</sub> e was not considered in 2005. DTE does not provide a target for CO <sub>2</sub> e.
5.4	Non-Generation CO <sub>2</sub> e Emissions of Sulfur Hexafluoride (SF <sub>6</sub> )					
5.4.1	Total CO <sub>2</sub> e emissions of SF <sub>6</sub> (lbs)	N/A	N/A	N/A		Below threshold for reporting to EPA.
5.4.2	Leak rate of CO <sub>2</sub> e emissions of SF <sub>6</sub> (lbs/Net MWh)	N/A	N/A	N/A		Below threshold for reporting to EPA.
<b>6</b>	<b>Nitrogen Oxide (NO<sub>x</sub>), Sulfur Dioxide (SO<sub>2</sub>), Mercury (Hg)</b>					
6.1	Generation basis for calculation	Total	Total	Total		
6.2	Nitrogen Oxide (NO <sub>x</sub> )					
6.2.1	Total NO <sub>x</sub> Emissions (MT)	58,476	17,333	12,060		2020 NO <sub>x</sub> emissions were 81% below 2005 emissions
6.2.2	Total NO <sub>x</sub> Emissions Intensity (MT/Net MWh)	1.12E-03	4.28E-04	2.91E-04		
6.3	Sulfur Dioxide (SO <sub>2</sub> ), Sulfur Dioxide (SO <sub>2</sub> ), Mercury (Hg)					
6.3.1	Total SO <sub>2</sub> Emissions (MT)	194,201	35,007*	26,346		2020 SO <sub>2</sub> emissions were 89% below 2005 emissions
6.3.2	Total SO <sub>2</sub> Emissions Intensity (MT/Net MWh)	3.73E-03	8.64E-04	6.35E-04		
6.4	Mercury (Hg)					
6.4.1	Total Hg Emissions (kg)	724.9	125.7	44.3		2020 NO <sub>x</sub> emissions were 95% below 2005 emissions
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	1.39E-05	3.10E-06	1.07E-06		

Reference Number		Baseline 2005 Actual	Last Year 2021 Actual	Current Year 2022 Actual	Next Year 2023 Forecast	Comments, Links, Additional Information and Notes
<b>Resources</b>						
<b>7</b>	<b>Human Resources</b>					
7.1	Total Number of Employees	11,360	10,733	10,678		This metric is for all of DTE Energy (not specifically the Electric Company).
7.2	Percentage of Women in Total Workforce	25.30%	28.3%	28.8%		This metric is for all of DTE Energy (not specifically the Electric Company).
7.3	Percentage of Minorities in Total Workforce	26.60%	29.1%	29.6%		This metric is for all of DTE Energy (not specifically the Electric Company).
7.4	Total Number on Board of Directors/Trustees	13	12*	10		This metric is for all of DTE Energy (not specifically the Electric Company).
7.5	Percentage of Women on Board of Directors/Trustees	15.40%	25.0%	20.0%		This metric is for all of DTE Energy (not specifically the Electric Company).
7.6	Percentage of Minorities on Board of Directors/Trustees	23.10%	16.7%	20.0%		This metric is for all of DTE Energy (not specifically the Electric Company).
7.7	Employee Safety Metrics	---	---	---		
7.7.1	Recordable Incident Rate	N/A	0.59	0.55		This metric is for all of DTE Energy (not specifically the Electric Company).
7.7.2	Lost-time Case Rate	N/A	0.19	0.19		This metric is for all of DTE Energy (not specifically the Electric Company).
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	N/A	0.36	0.39		This metric is for all of DTE Energy (not specifically the Electric Company).
7.7.4	Work-related Fatalities	N/A	2	0		This metric is for all of DTE Energy (not specifically the Electric Company).
<b>8</b>	<b>Fresh Water Resources used in Thermal Power Generation Activities</b>					
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	21,179	19,142*	17,520		
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	1,386,687	970,548*	929,200		
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	4.06E-04	4.73E-04	4.22E-04		
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	2.66E-02	2.40E-02	2.23E-02		
<b>9</b>	<b>Waste Products</b>					
9.1	Amount of Hazardous Waste Manifested for Disposal (tons)	---	48.89	59.3		
9.2	Percent of Coal Combustion Products Beneficially Used	---	54.37%	55.48%		

\*Numbers updated after publication in 2021 Sustainability Report

## AGA Voluntary Sustainability Metrics: Quantitative Information

Disclaimer: All information below is being provided on a voluntary 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. © American Gas Association. All rights reserved.

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: October 17, 2023

Reference Number		Last Year (2021)	Current Year (2022)	Definitions	Comments, Links, Additional Information and Notes
<b>Natural Gas Distribution</b>					
<b>1</b>	<b>Methane Emissions And Mitigation from Distribution Mains</b>				
1.1	Number of Gas Distribution Customers	1,312,496	1,323,954		
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)	12733	13266		
1.2.2	Cathodically Protected Steel- Bare & Coated (miles)	5186	5202		
1.2.3	Unprotected Steel- Bare & Coated (miles)	1168	1082		
1.2.4	Cast Iron/ Wrought Iron-without upgrades (miles)	1528	1356		
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 cathodically 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)	13	13		
1.3.2	Cast Iron/ Wrought Iron	13	13		



Reference Number		Last Year (2021)	Current Year (2022)	Definitions	Comments, Links, Additional Information and Notes
2	Distribution CO <sub>2</sub> e Fugitive Emissions				
2.1	CO <sub>2</sub> e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	390,400	357,425	Fugitive methane emissions (not CO <sub>2</sub> combustion emissions) stated as CO <sub>2</sub> e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(a)(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	CH <sub>4</sub> Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	15,616	14,297		
2.21	CH <sub>4</sub> Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	813	745		INPUT VALUE (total mt CH <sub>4</sub> ) as explained in definition above. Subpart W input is CH <sub>4</sub> (mt).
2.3	Annual Natural Gas Throughput from Gas Distribution Operations (MSCF/ year)	291,152,000*	312,367,592	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-GRRR 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)	267,569*	291,407		
2.4	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.00134	0.00114	$\frac{E_r}{TP_r} = \frac{\text{tonnes CH}_4}{\text{MMscf gas}} \times \frac{10^6 \text{ g CH}_4}{\text{tonne CH}_4} \times \frac{\text{g mole CH}_4}{16 \text{ g CH}_4} \times \frac{\text{gmol Nat Gas}}{0.95 \text{ gmol CH}_4} \times \frac{\text{scf gas}}{1.196 \text{ gmol gas}} \times \frac{\text{MMscf gas emissions}}{10^6 \text{ scf gas}} = \frac{\text{MMscf gas emissions}}{\text{MMscf gas throughput}} = 96\%$	
Natural Gas Transmission & Storage					
1	Onshore Natural Gas Transmission Compression Methane Emissions			<p>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. CO<sub>2</sub> and N<sub>2</sub>O are excluded.</p> <p>Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (e) (1-8), CO<sub>2</sub> and N<sub>2</sub>O emissions are excluded from this section.</p>	
1.1.1	Pneumatic Device Venting (metric tons/ year)	37	55	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4)	
1.1.2	Blowdown Vent Stacks (metric tons/ year)	116	73	Value reported using calculation in 40 CFR 98 Sub W Section 236(j)(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)	114	580	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)	62	129	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	

Reference Number		Last Year (2021)	Current Year (2022)	Definitions	Comments, Links, Additional Information and Notes
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)	
1.2	Total Transmission Compression Methane Emissions (metric tons/ year)	328	836		
1.3	Total Transmission Compression Methane Emissions (CO <sub>2</sub> e/ year)	8,202	20,903		
1.4	Total Transmission Compression Methane Emissions (MSCF/ year)	17,088	43,548	Density of Methane = 0.0192 kg/ft <sup>3</sup> per 40 CFR Sub W EQ. W-36	
<b>2</b>	<b>Underground Natural Gas Storage Methane Emissions</b>			Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (f) (1-8), CO <sub>2</sub> and N <sub>2</sub> O 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	Pneumatic Device Venting (metric tons/ year)	0	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)	0	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)	0	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)	0	0		
2.3	Total Storage Compression Methane Emissions (CO <sub>2</sub> e/ year)	0	0		
2.4	Total Storage Compression Methane Emission (MSCF/ year)	0	0	Density of Methane = 0.0192 kg/ft <sup>3</sup> per 40 CFR Sub W EQ. W-36	
<b>3</b>	<b>Onshore Natural Gas Transmission Pipeline Blowdowns</b>			Blowdown vent stacks for onshore transmission pipeline as defined in 40 CFR 98 Sub W Section 232 (m), CO <sub>2</sub> and N <sub>2</sub> O emissions are excluded from this section.	
3.1	Transmission Pipeline Blowdown Vent Stacks (metric tons/ year)	1,817	1,800	Value reported using calculation in 40 CFR 98 Sub W Section 232(i)(3)(ii)	
3.2	Transmission Pipeline Blowdown Vent Stacks (CO <sub>2</sub> e/ year)	45,425	45,000		

Reference Number		Last Year (2021)	Current Year (2022)	Definitions	Comments, Links, Additional Information and Notes
3.3	Transmission Pipeline Blowdown Vent Stacks (MSCF/ year)	94,635	93,750		
<b>4</b>	<b>Other Non-Sub Emissions Data</b>			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)	6,553	6,132		
4.2	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (CO <sub>2</sub> e/ year)	163,825	153,300		
4.3	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (MSCF/ year)	341,302	319,375		
<b>5</b>	<b>Summary and Metrics</b>				
5.1	Total Transmission and Storage Methane Emissions (MMSCF/ year)	453	457		
5.2	Annual Natural Gas Throughput from Gas Transmission and Storage Operations (MSCF/ year)	1,213,693,384	1,189,338,008	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)	1,153,009	1,129,871		
5.3	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.00039	0.00040		
<b>Natural Gas Gathering &amp; Boosting</b>					
<b>1</b>	<b>Methane Emissions</b>				
1.1	Gathering and Boosting Pipelines, Blow Down Volumes, and Emissions				
1.1.1	Total Miles of Gathering Pipeline Operated by gas utility (miles)	0	0		
1.1.2	Volume of Gathering Pipeline Blow Down Emissions (scf)	N/A	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 <sub>2</sub> e)	N/A	N/A		
<b>2</b>	<b>CO<sub>2</sub>e Combustion Emissions For Gathering &amp; Boosting Compression</b>				
2.1	CO <sub>2</sub> e Emissions for Gathering & Boosting Compression Stations (metric tons)	N/A	N/A	CO <sub>2</sub> combustion emissions as reported to EPA under 40 CFR 98, Subpart C, as directed in Subpart W, 98.232(k).	



Reference Number		Last Year (2021)	Current Year (2022)	Definitions	Comments, Links, Additional Information and Notes
3	CO <sub>2</sub> e 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 CO <sub>2</sub> e 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)	0	0		
3.1.2	VOC (metric tons per year)	0	0		
Human Resources					
1.1	Total Number of Employees				Refer to EEI – <a href="#">item 7.1</a>
1.2	Percentage of Women in Total Workforce				Refer to EEI – <a href="#">item 7.2</a>
1.3	Percentage of Minorities in Total Workforce				Refer to EEI – <a href="#">item 7.3</a>
2.1	Total Number on Board of Directors/ Trustees				Refer to EEI – <a href="#">item 7.4</a>
2.2	Percentage of Women on Board of Directors/ Trustees				Refer to EEI – <a href="#">item 7.5</a>
2.3	Percentage of Minorities on Board of Directors/ Trustees				Refer to EEI – <a href="#">item 7.6</a>
3	Employee Safety Metrics				
3.1	Recordable Incident Rate				Refer to EEI – <a href="#">item 7.7.1</a>
3.2	Lost- Time Case Rate				Refer to EEI – <a href="#">item 7.7.2</a>
3.3	Days Away, restricted, and Transfer (DART) Rate				Refer to EEI – <a href="#">item 7.7.3</a>
3.4	Work-Related Fatalities				Refer to EEI – <a href="#">item 7.7.4</a>
*Numbers updated after publication of 2021 Sustainability Report					

## Climate goals

Goal Applicability	Baseline Year	Target Year	Reduction Goal Description (Short)	GHG Protocol Scope	Source (URL)	Progress on Goal Through 2022
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	<a href="#">DTE Energy - Net Zero Carbon Emissions</a> <a href="#">DTE IRP</a> <a href="#">CleanVision and Improving Reliability</a>	<p>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:</p> <p>2005 (baseline): 37,150,000 metric tons</p> <p>2022: 27,830,000 metric tons</p> <p>Reduction in 2022 from 2005 baseline: 25 percent</p>
DTE Electric	2005	2028	65% reduction in the carbon emissions of electricity delivered to DTE Electric customers.			
DTE Electric	2005	2032	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)	<a href="#">Achieving our CleanVision and Improving Reliability</a>	DTE Gas expects to achieve this goal by encouraging transparent and consistent reporting of methane emissions intensity (e.g. via ONE Future), 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 emissions)	<a href="#">Achieving our CleanVision and Improving Reliability</a>	DTE Gas has been reducing emissions in our internal local distribution company (LDC) by replacing aging steel and cast-iron pipe 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 2022
DTE Gas Customers	2005	2040	35% reduction in carbon emissions from the combustion of natural gas by DTE Gas customers	Scope 3 (Customer Use)	<a href="#">Achieving our CleanVision and Improving Reliability</a>	DTE launched its voluntary customer Natural Gas Balance program in 2021 that provides residential and small commercial customers the option of addressing up to 100 percent of their combustion emissions through forestry offsets and renewable natural gas (RNG). More than 5,300 customers have enrolled in the program. 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 2022, 110,686 metric tons of CO2 emissions were avoided as a result of 2,086 MMcf of DTE Gas customer savings. DTE Gas is also exploring opportunities to incorporate more renewable natural gas into the distribution system as well as advanced fuel technologies such as 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 the 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
<b>GRI 2</b>	<b>General Disclosures</b>	
GRI 2-1	Organizational details	<p>a. DTE Energy Company</p> <p>b. Please see <a href="#">DTE Energy's 10-k for the fiscal year ending Dec. 31, 2022, pages 6-7</a></p> <p>c. Detroit, Michigan, United States</p> <p>d. United States and Ontario, Canada</p>
GRI 2-2	Entities included in the organization's sustainability reporting	<p>Entities in DTE Energy's consolidated financial statements or equivalent documents are generally covered in this GRI report and DTE's 10-K.</p> <p>See <a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022, Consolidated Statements pages 56-62</a>.</p>
GRI 2-3	Reporting period, frequency and contact point	<p>Annual Reporting Calendar year 2022 <a href="mailto:impact@dteenergy.com">impact@dteenergy.com</a></p>
GRI 2-4	Restatements of information	There are no restatements of information in DTE Energy's report covering 2022.
GRI 2-5	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 2-6	Activities, value chain and other business relationships	<p>Please see <a href="#">DTE Energy's 10-k for the fiscal year ending Dec. 31, 2022, pages 6-7</a>.</p> <p>For a description of DTE Electric operations, please see <a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022 page 7</a> and for DTE Gas operations, please see <a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022 page 11</a>.</p> <p>In addition to utility operations in Michigan, the DTE Energy portfolio includes non-utility operations focused on renewable natural gas projects and providing custom energy solutions to industrial, commercial, and institutional customers, and energy marketing and trading operations. For more information, please see our webpages below.</p> <p><a href="#">DTE Vantage</a></p> <p><a href="#">Energy Trading</a></p> <p><a href="#">Citizens Gas Fuel</a></p> <p><a href="#">MERC</a></p> <p>For a description of DTE's supply chain please see <a href="#">Supply Chain section</a> within this report and our <a href="#">Supply Chain page</a>.</p> <p>No significant changes reported</p>



Standard #	Standard Description	DTE Response to Standard																		
GRI 2-7	Employees	<p>DTE Energy's workforce in 2022 totaled approximately 10,678 full time employees including students and temporary workers, with unions representing 50% of the workforce. All DTE Energy employees work in the United States, primarily in Michigan.</p> <table> <tr> <th>Permanent and Temporary</th><th>Female</th><th>Male</th></tr> <tr> <td>Regular</td><td>2,938</td><td>7,281</td></tr> <tr> <td>Temporary</td><td>140</td><td>220</td></tr> <tr> <td>Full-time and part- time by gender</td><td>Female</td><td>Male</td></tr> <tr> <td>Full-time regular</td><td>3,066</td><td>7,495</td></tr> <tr> <td>Part-time regular</td><td>12</td><td>6</td></tr> </table>	Permanent and Temporary	Female	Male	Regular	2,938	7,281	Temporary	140	220	Full-time and part- time by gender	Female	Male	Full-time regular	3,066	7,495	Part-time regular	12	6
Permanent and Temporary	Female	Male																		
Regular	2,938	7,281																		
Temporary	140	220																		
Full-time and part- time by gender	Female	Male																		
Full-time regular	3,066	7,495																		
Part-time regular	12	6																		
GRI 2-8	Workers who are not employees	Information unavailable – this data is not readily available and is not tracked today																		
GRI 2-9	Governance structure and composition	<p>The DTE Energy governance structure consists of a board of directors and committees of the board of directors. The full Board of Directors, along with Organization and Compensation and Public Policy and Responsibility Committees are responsible for decision-making and oversight of the management organization's impacts on the economy, environment, and people.</p> <p>Information on DTE Energy's governance structure, committees, bylaws, and other governance resources is located on the <a href="#">Corporate Governance page</a> of DTE Energy's public website and in the <a href="#">2023 Proxy Statement</a>, beginning on page 8.</p>																		
GRI 2-10	Nomination and selection of the highest governance body	Details can be found in <a href="#">DTE Energy's 2023 Proxy Statement</a> under "Election of Directors and Vacancies" on page 16.																		
GRI 2-11	Chair of the highest governance body	Details can be found in <a href="#">DTE Energy's 2023 Proxy Statement</a> under "Election on the Chairman and CEO; Lead Independent Director" on page 18.																		
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	Details can be found in DTE Energy's 2023 Proxy Statement under " <a href="#">Environmental, Social and Governance ("ESG") Commitment</a> ," starting on page 3, " <a href="#">Board of Directors Risk Oversight Functions</a> " on page 22, " <a href="#">Corporate Governance Committee</a> " on page 21, " <a href="#">Public Policy and Responsibility Committee</a> " on page 22, and <a href="#">2021 Sustainability Priority Assessment</a>																		
GRI 2-13	Delegation of responsibility for managing impacts	Details on the delegation of responsibility for managing impacts can be found in the 2023 Proxy Statement under " <a href="#">Board Of Directors Risk Oversight Functions</a> " on page 22, and <a href="#">Board Committee Descriptions</a> , beginning on page 21.																		
GRI 2-14	Role of the highest governance body in sustainability reporting	Details can be found in DTE Energy's 2023 Proxy Statement under " <a href="#">Public Policy and Responsibility Committee</a> " on page 22																		
GRI 2-15	Conflicts of interest	Details can be found on <a href="#">DTE Energy's Corporate Governance page</a> , under "Code of Ethics."																		
GRI 2-16	Communication of critical concerns	Details can be found in DTE Energy's 2023 Proxy Statement under " <a href="#">Communications with the Board</a> " on page 19																		
GRI 2-17	Collective knowledge of the highest governance body	Details can be found in DTE Energy's 2022 Proxy Statement under " <a href="#">Election of Directors</a> " on page 8. Also, refer to the Board Missions and Responsibilities on the <a href="#">DTE Energy Governance website</a> .																		

Standard #	Standard Description	DTE Response to Standard												
GRI 2-18	Evaluation of the performance of the highest governance body	Details can be found in the DTE Energy 2023 Proxy Statement under " <a href="#">Assessment of Board and Committee Performance</a> " on page 17.												
GRI 2-19	Remuneration policies	Details can be found in the DTE Energy 2023 Proxy Statement. For Board see " <a href="#">Board of Directors Compensation</a> " on page 23 and for Executives see " <a href="#">Executive Compensation</a> " on page 36												
GRI 2-20	Process to determine remuneration	Details can be found in the DTE Energy 2023 Proxy Statement. For Board see " <a href="#">Board of Directors Compensation</a> " on page 23 and for Executives see " <a href="#">Executive Compensation</a> " on page 36 and " <a href="#">Proposal No. 3-Advisory Proposal- Nonbinding Vote to Approve Executive Compensation</a> " on page 34.  At the 2023 annual meeting, shareholders supported an advisory vote on executive compensation with 96.2% of those voting in favor. See the full results in DTE <a href="#">Energy's Form 8-K</a> filed on May 10, 2023.												
GRI 2-21	Annual total compensation ratio	Details can be found in DTE Energy's 2023 Proxy Statement under " <a href="#">CEO Pay Ratio</a> " on page 62  Information on annual remuneration change is not tracked or reported.												
GRI 2-22	Statement on sustainable development strategy	Refer to <a href="#">letter from Jerry Norcia</a> , CEO.												
GRI 2-23	Policy commitments	Learn more about DTE Energy's Aspiration and Priorities in the <a href="#">2023 Proxy Statement</a> , page 1.  Learn more about DTE Energy's purpose, values and Code of Conduct in the <a href="#">DTE Energy Way Code of Conduct</a> and our <a href="#">Corporate Governance webpage</a> .												
GRI 2-24	Embedding policy commitments	Learn more in our <a href="#">DTE Code of Conduct</a> , <a href="#">Supplier Code of Conduct</a> , and from our <a href="#">Environmental Policies</a> .												
GRI 2-25	Processes to remediate negative impacts	See <a href="#">DTE's Code of Conduct</a> , <a href="#">DTE Proxy</a> , and <a href="#">DTE 10k</a> .												
GRI 2-26	Mechanisms for seeking advice and raising concerns	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 <a href="#">DTE Energy Code of Conduct</a> is available on DTE Energy's public website, along with the <a href="#">Board of Directors Mission and Guidelines</a> , <a href="#">Board Codes and Policies</a> , and <a href="#">Categorical Standards for Director Independence</a> . An Officer Code of Business Conduct also exists for executive officers leading the company.  Led by an independent 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 companywide. These ambassadors are an in-department resource for employees seeking guidance.  Learn more about <a href="#">DTE Energy's Board And Employee Ethics</a> .												
GRI 2-27	Compliance with laws and regulations	<table><tr><th></th><th>DTE Electric</th><th>DTE Gas</th><th>DTE Vantage</th></tr><tr><td>Total monetary value of fines in 2022</td><td>\$0</td><td>\$0</td><td>\$12,161</td></tr><tr><td>Total number of sanctions in 2022</td><td>2</td><td>1</td><td>10</td></tr></table>		DTE Electric	DTE Gas	DTE Vantage	Total monetary value of fines in 2022	\$0	\$0	\$12,161	Total number of sanctions in 2022	2	1	10
	DTE Electric	DTE Gas	DTE Vantage											
Total monetary value of fines in 2022	\$0	\$0	\$12,161											
Total number of sanctions in 2022	2	1	10											
GRI 2-28	Membership associations	DTE Energy is represented in various associations, councils and organizations. These memberships allow DTE Energy to communicate operational plans to peers and stakeholders, benchmark best practices for organizational management, and understand and influence legislative and policy agendas. 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.  <a href="#">Industry Associations and National Advocacy Organizations</a>												
GRI 2-29	Approach to stakeholder engagement	DTE conducted a <a href="#">priority assessment</a> 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.												

Standard #	Standard Description	DTE Response to Standard
GRI 2-30	Collective bargaining agreements	4,872 (50%) excludes temps/interns Learn more about <a href="#">DTE Energy's Labor relations</a>
GRI 3-1	Process to determine material topics	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 2022 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 3-2	List of material topics	See the <a href="#">2021 Sustainability Priority Assessment</a>
GRI 3-3	Management of material topics	Learn more about DTE Energy's Aspiration and Priorities in the <a href="#">2023 Proxy Statement, page 1</a> . Learn more about DTE Energy's purpose, values and Code of Conduct in the <a href="#">DTE Energy Way Code of Conduct</a> and our <a href="#">Corporate Governance webpage</a> .
<b>GRI 200</b>	<b>Economic</b>	
<b>GRI 201</b>	<b>Economic Performance</b>	
GRI 3-3	Management of material topics	<a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022</a>
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 <a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022</a> .
GRI 201-2	Financial implications and risks and opportunities due to climate change	Learn more in <a href="#">DTE's IRP</a> . Learn more in the 10-K section on <a href="#">Risk Factors</a> , starting on page 19.
GRI 201-3	Defined benefit plan obligations and other retirement plans	Refer to <a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022</a> , Note 20 to the Consolidated Financial Statements, "Retirement Benefits and Trusteed Assets".
<b>GRI 203</b>	<b>Indirect Economic Impacts</b>	
GRI 3-3	Management of material topics	See <a href="#">Environment Section</a> of this Report See <a href="#">DTE's IRP</a>
GRI 203-1	Infrastructure investments and services supported	Learn more in <a href="#">Environment Section</a> of this report Learn more in <a href="#">DTE's IRP</a> .

Standard #	Standard Description	DTE Response to Standard
GRI 203-2	Significant indirect economic impacts	<p>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:</p> <ul style="list-style-type: none"> <li>• Corporate volunteerism, which provides direct support to local nonprofits and organizational capacity building through skills-based volunteerism. Learn more in the <a href="#">volunteerism</a> section.</li> <li>• Intentionally supporting and developing Michigan-based and diverse businesses, particularly women and minority-owned businesses. Learn more in the <a href="#">Supply Chain Management</a> section.</li> <li>• 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 <a href="#">Human Capital Management</a> section.</li> <li>• Working in neighborhoods in and around DTE Energy's facilities, including Beacon Park, a former industrial site, and partnering with neighbors in the historic North End neighborhood of Detroit on community development efforts - learn more at <a href="#">DTEBeaconPark.com</a>.</li> </ul> <p>Giving through the DTE Foundation, which supports the most vulnerable populations. Learn more about Foundation giving at <a href="#">DTEFoundation.com</a>.</p> <ul style="list-style-type: none"> <li>• Offering programs and assistance for low-income customers, including distributing <a href="#">energy assistance</a>, providing <a href="#">low-income energy efficiency options</a>.</li> </ul> <p>To learn more about what DTE Energy is doing to be a force for growth and prosperity, visit <a href="#">DTEImpact.com</a>.</p>
<b>GRI 204</b>	<b>Procurement Practices</b>	
GRI 3-3	Management of material topics	See <a href="#">Supply Chain</a> section of this report
GRI 204-1	Proportion of spending on local suppliers	<p>(1) Dollar spend on Michigan suppliers: \$2,487,6421,576</p> <p>(2) Dollar spend on Michigan suppliers as a percentage of total procurement: 58.3%</p>
<b>GRI 207</b>	<b>Tax</b>	
GRI 3-3	Management of material topics	<a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022</a>
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 <a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022</a> , Note 10 to the Consolidated Financial Statements, "Income Taxes".



Standard #	Standard Description	DTE Response to Standard																								
<b>GRI 300</b>	<b>Environmental</b>																									
<b>GRI 301</b>	<b>Materials</b>																									
GRI 3-3	Management of material topics	See <a href="#">Environment Section</a> of this Report																								
GRI 301-1	Materials used by weight or volume	<table> <tr> <th>Materials/ Fuels</th><th>Units</th><th>2022</th></tr> <tr> <td>Coal</td><td>Tons</td><td>12,467,661</td></tr> <tr> <td>Natural Gas</td><td>Mcf</td><td>71,124,869</td></tr> <tr> <td>Blast furnace gas</td><td>tcf</td><td>0</td></tr> <tr> <td>Coke oven gas</td><td>tcf</td><td>0</td></tr> <tr> <td>No. 2 oil</td><td>Gallons</td><td>4,465,915</td></tr> <tr> <td>No. 6 oil</td><td>Gallons</td><td>7,971</td></tr> <tr> <td>High sulfur oil</td><td>Gallons</td><td>517</td></tr> </table>	Materials/ Fuels	Units	2022	Coal	Tons	12,467,661	Natural Gas	Mcf	71,124,869	Blast furnace gas	tcf	0	Coke oven gas	tcf	0	No. 2 oil	Gallons	4,465,915	No. 6 oil	Gallons	7,971	High sulfur oil	Gallons	517
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GRI 301-2	Recycled input materials used	In 2022, St. Clair Power Plant fired 48,846 gallons No. 6 fuel (used oil).																								
<b>GRI 302</b>	<b>Energy</b>																									
GRI 3-3	Management of material topics	See <a href="#">DTE GHG Summary Table</a> See <a href="#">DTE's Energy's 2022 Energy Waste Reduction Report</a>																								
GRI 302-1	Energy consumption within the organization	1.67 million MWh																								
GRI 302-2	Energy consumption outside of the organization	DTE Energy does not measure energy consumption outside of the organization. DTE's relevant Scope 3 emissions associated with value chain emissions are provided in the <a href="#">Greenhouse Gas Summary Table</a> .																								
GRI 302-4	Reduction of energy consumption	<p>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 2022 was approximately 2,570 MWh which translates to approximately 1,821 metric tons of CO2 savings, bringing the total for period 2018-2022 to a reduction of 21,302 MWh and 15,097 metric tons of carbon reduced or avoided. This reduction in greenhouse gas emissions is equivalent to switching 572,177 incandescent bulbs to LED or removing 3,359 cars from the road for a year (source: epa.gov). Between 2018 and 2022, DTE reduced overall energy usage (electric, steam, and natural gas) by 30%.</p> <p>DTE Energy utilizes industry standards and methodologies from various organizations such as ASHRAE (The American Society of Heating, Refrigerating and Air-Conditioning Engineers, a global professional association seeking to advance heating, ventilation, air conditioning and refrigeration systems design and construction) and IESNA (Illuminating Engineering Society of North America, a recognized technical and educational authority on illumination) to develop baseline consumption and calculate energy savings. Measurement and verification are also implemented via actual metered consumption.</p>																								
GRI 302-5	Reductions in energy requirements of products and services	Refer to <a href="#">DTE Energy's 2022 Energy Waste Reduction Report</a> .																								

Standard #	Standard Description	DTE Response to Standard
<b>GRI 303</b>	<b>Water and Effluents</b>	
GRI 3-3	Management of material topics	<p>See <a href="#">DTE's 2023 CDP Water Security</a></p> <p>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.</p> <p>DTE Electric's goal is to reduce water withdrawal at our electric and nuclear generating facilities by 40% in 2023, and 90% by 2040.</p> <p>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.</p> <p>See <a href="#">DTE's 2023 CDP Water Security, CDP W1</a></p> <p>See <a href="#">DTE's Water Policy</a></p>
GRI 303-1	Interactions with water as a shared resource	<p>See <a href="#">DTE's 2023 CDP Water Security</a></p> <p><a href="#">CDP W1</a></p> <p><a href="#">CDP W3</a></p> <p><a href="#">CDP W5</a></p> <p><a href="#">CDP W8</a></p>
GRI 303-2	Management of water discharge-related impacts	See <a href="#">DTE's 2023 CDP Water Security, CDP W1</a>
GRI 303-3	Water withdrawal	<p>See DTE Energy's <a href="#">EEI Section 8</a></p> <p>See <a href="#">DTE's 2023 CDP Water Security, CDP W5.1</a></p>
GRI 303-4	Water discharge	<p>See DTE Energy's <a href="#">EEI Section 8</a></p> <p>See <a href="#">DTE's 2023 CDP Water Security, CDP W5.1</a></p>
GRI 303-5	Water consumption	<p>See DTE Energy's <a href="#">EEI Section 8</a></p> <p>See <a href="#">DTE's 2023 CDP Water Security, CDP W5.1</a></p>
<b>GRI 304</b>	<b>Biodiversity</b>	
GRI 3-3	Management of material topics	See <a href="#">Biodiversity section</a> of this report
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	<p>DTE Energy performs due diligence evaluations on real estate acquisitions or before major construction projects begin on existing properties owned and/ or maintained by DTE Energy. These due diligence evaluations include reviews of potential impacts to threatened and endangered species 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.</p> <p>Activities that positively impact biodiversity, such as installation of pollinator gardens, native prairie plantings, birdhouses, or bat houses are captured in reports that are submitted to the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife.</p> <p>See <a href="#">Wildlife Habitat Council</a>.</p>
GRI 304-3	Habitat protected or restored	<p>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.</p> <p>DTE Energy properties are home to hundreds of species of wildlife, some of which are endangered or threatened. DTE Energy facilities are often located on properties with abundant opportunities for wildlife and DTE Energy is helping to attract and increase wildlife populations at these sites. To this end, DTE Energy has 30 sites certified under the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife.</p> <p>See <a href="#">Wildlife Habitat Council</a>.</p>
GRI 304-4	IUCN Red List species and national conservation list species with habitat in areas affected by operations	<p>There are currently four federally listed species that could potentially be impacted by DTE Energy's operations: Indiana bat, northern long-eared bat, eastern massasauga rattle snake, and Karner blue butterfly. DTE has a long history of environmental stewardship, and avoids or minimizes potential impacts to sensitive species and their habitat to the extent practicable.</p>
<b>GRI 305</b>	<b>Emissions</b>	
GRI 3-3	Management of material topics	<p>See DTE <a href="#">GHG Summary Table</a>, <a href="#">Climate Goals</a>, and <a href="#">EEI/AGA</a> Section of this report</p> <p>Visit <a href="#">DTECleanEnergy.com</a></p> <p>For more information on the journey to Net Zero, visit <a href="#">DTECleanEnergy.com</a> and DTE Energy's <a href="#">EEI/AGA template</a></p>
GRI 305-1	Direct (Scope 1) GHG emissions	For a breakdown of DTE Electric's direct GHG emissions refer to the DTE Energy's annual <a href="#">EEI/AGA ESG Template</a> and the <a href="#">Greenhouse Gas Emissions Summary</a>
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Refer to the <a href="#">Greenhouse Gas Emissions Summary</a>
GRI 305-3	Other indirect (Scope 3) GHG emissions	Refer to the <a href="#">Greenhouse Gas Emissions Summary</a>
GRI 305-4	GHG emissions intensity	Refer to DTE Energy's <a href="#">DTE Energy's EEI/ AGA template</a>
GRI 305-5	Reduction of GHG emissions	<p>Refer to DTE Energy's <a href="#">EEI/ AGA template</a></p> <p><a href="#">DTE Energy's Climate goals</a>.</p> <p>Refer to <a href="#">Greenhouse Gas Emissions Summary</a></p> <p>For more information on the journey to Net Zero, visit <a href="#">DTECleanEnergy.com</a>.</p>
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Zero, DTE does not import, export or produce ODS.

Standard #	Standard Description	DTE Response to Standard																																																																									
GRI 305-7	Nitrogen oxides (Nox), sulfur oxides (SOx), and other significant air emissions	a) So <sub>2</sub> - 86.4% b) Nox - 79.4% c) HG - 92.1% d) PM - 84.0%																																																																									
GRI 306	Waste																																																																										
GRI 3-3	Management of material topics	See <a href="#">Environment Section</a> of this report																																																																									
GRI 306-1	Waste generation and significant waste-related impacts	Refer to <a href="#">Reducing Waste section</a> of this report																																																																									
GRI 306-2	Management of significant waste-related impacts	Refer to <a href="#">Reducing Waste section</a> of this report																																																																									
GRI 306-3	Waste generated	<table><tr><th>Hazardous Waste</th><th>Tons</th></tr><tr><td>Recycling</td><td>0</td></tr><tr><td>Recovery</td><td>0</td></tr><tr><td>Fuel blending</td><td>0.22</td></tr><tr><td>Incineration</td><td>0.23</td></tr><tr><td>Landfill</td><td>2.52</td></tr><tr><td>Uncategorized</td><td>56.37</td></tr><tr><td>TOTAL</td><td>59.34</td></tr></table> <table><tr><th>Other Wastes</th><th>Tons</th></tr><tr><td>Polychlorinated biphenyl (PCB)</td><td>204.87</td></tr><tr><td>Asbestos</td><td>723.47</td></tr><tr><td>Universal Waste</td><td>44.44</td></tr></table> <table><tr><th>Other Waste Diversions</th><th>Tons</th></tr><tr><td>Composting</td><td>0</td></tr><tr><td>Waste to energy (incineration)</td><td>0</td></tr><tr><td>Used oil</td><td>62</td></tr></table>	Hazardous Waste	Tons	Recycling	0	Recovery	0	Fuel blending	0.22	Incineration	0.23	Landfill	2.52	Uncategorized	56.37	TOTAL	59.34	Other Wastes	Tons	Polychlorinated biphenyl (PCB)	204.87	Asbestos	723.47	Universal Waste	44.44	Other Waste Diversions	Tons	Composting	0	Waste to energy (incineration)	0	Used oil	62	<table><tr><th>Non-Hazardous Wastes (recycled)</th><th>Tons</th></tr><tr><td>Gypsum</td><td>473,143</td></tr><tr><td>Fly and bottom ash</td><td>576,189</td></tr><tr><td>Copper</td><td>904.2</td></tr><tr><td>Lead</td><td>587.6</td></tr><tr><td>Aluminum</td><td>227.6</td></tr><tr><td>Steel/ ferrous- electric operations</td><td>2,137.90</td></tr><tr><td>Steel/ ferrous- gas operations</td><td>494.9</td></tr><tr><td>Non-ferrous/ wire bundles</td><td>160.3</td></tr><tr><td>Non-ferrous/ (e.g. transformers)</td><td>2,001.40</td></tr><tr><td>Miscellaneous materials</td><td>1,503.70</td></tr><tr><td>Meters- electric</td><td>42</td></tr><tr><td>Meters- gas</td><td>212.4</td></tr><tr><td>Outage materials (e.g. poles, wires, equipment from storms)</td><td>1,576.70</td></tr><tr><td>Plastic (HDPE)</td><td>0</td></tr><tr><td>Scrap electronics</td><td>0</td></tr><tr><td>Transformer oil</td><td>72.1</td></tr><tr><td>Cardboard</td><td>65.7</td></tr><tr><td>Wood (e.g. poles, pallets)</td><td>97</td></tr><tr><td>Paper</td><td>20</td></tr></table>	Non-Hazardous Wastes (recycled)	Tons	Gypsum	473,143	Fly and bottom ash	576,189	Copper	904.2	Lead	587.6	Aluminum	227.6	Steel/ ferrous- electric operations	2,137.90	Steel/ ferrous- gas operations	494.9	Non-ferrous/ wire bundles	160.3	Non-ferrous/ (e.g. transformers)	2,001.40	Miscellaneous materials	1,503.70	Meters- electric	42	Meters- gas	212.4	Outage materials (e.g. poles, wires, equipment from storms)	1,576.70	Plastic (HDPE)	0	Scrap electronics	0	Transformer oil	72.1	Cardboard	65.7	Wood (e.g. poles, pallets)	97	Paper	20
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GRI 306-4	Waste diverted from disposal	Refer to the table above, in <a href="#">GRI 306-3</a> .																																																																									



Standard #	Standard Description	DTE Response to Standard					
GRI 306-5	Waste directed to disposal	Refer to the table above, in <a href="#">GRI 306-3</a> .					
GRI 307	Environmental Compliance						
GRI 3-3	Management of material topics	See <a href="#">DTE's Proxy Statement</a>					
GRI 308	Supplier Environmental Assessment						
GRI 3-3	Management of material topics	See <a href="#">DTE Supplier Resource Center</a>					
GRI 308-1	New suppliers that were screened using environmental criteria	5% Learn more about <a href="#">DTE's Supply chain management</a>					
GRI 400	Social						
GRI 401	Employment	Learn more about <a href="#">DTE's Human Capital Management</a>					
GRI 3-3	Management of material topics	See <a href="#">Human Capital Management</a> section of this report					
GRI 401-1	New employee hires and employee turnover	GRI Metric #	Metric Description	2022 Hiring and Turnover Data*			
		GRI 401-1	Total number and rate of new employee hires during the reporting period, by age group	Age of New Hires*	Number of Hires	Headcount (total workers in age group)	Percent of Total Workers in Age Group
				Under 30	347	1,142	30%
				30-50	571	5,608	10%
				Over 50	125	3,466	4%
		GRI 401-1	Total number and rate of new employee hires during the reporting period, by gender	Gender of New Hires	Number of Hires	Headcount (total workers in group)	Percent of Total Workers in Group, by Gender
				Female	476	3,077	15%
				Male	565	7,496	8%
		GRI 401-1	Total number and rate of employee turnover during the reporting period, by age group	Employee Turnover: Age	Number of Departures	Headcount (total workers in age group)	Percent of Departures by Age Group (using beginning of 2022 headcount)
				Under 30	164	1,142	14%
				30-50	377	5,608	7%
				Over 50	633	3,466	18%
		GRI 401-1	Total number and rate of employee turnover during the reporting period, by gender	Employee Turnover: Gender	Number of Departures	Headcount (total workers in group)	Percent of Departures in Group, by Gender (using beginning of 2022 headcount)
				Female	447	3,077	15%
				Male	727	7,496	10%

\*Includes affiliates / Non-Regulated; does not include students/ NonEEs

\*Excludes temporary employees and students

Standard #	Standard Description	DTE Response to Standard															
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>DTE takes 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.</p> <p>For additional benefits for full-time employees, please refer to the <a href="#">Benefits page</a>. For additional health and wellness benefits for all employees, please see our <a href="#">2022 Culture of Health &amp; Wellbeing Annual Report</a>.</p>															
GRI 401-3	Parental leave	<div>Parental Leave</div> <p>Total number of employees that were entitled to parental leave</p> <p>The total number eligible is 187. Based on those that reported a birth and requested leave.</p> <table> <tr> <th></th><th>Female</th><th>Male</th></tr> <tr> <td>Total number of employees that took parental leave</td><td>80</td><td>107</td></tr> <tr> <td>Total number of employees that returned to work in the reporting period after parental leave ended</td><td>79</td><td>103</td></tr> <tr> <td>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work</td><td>77</td><td>101</td></tr> <tr> <td>Return to work and retention rates of employees that took parental leave</td><td>96%</td><td>94%</td></tr> </table>		Female	Male	Total number of employees that took parental leave	80	107	Total number of employees that returned to work in the reporting period after parental leave ended	79	103	Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	77	101	Return to work and retention rates of employees that took parental leave	96%	94%
	Female	Male															
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Return to work and retention rates of employees that took parental leave	96%	94%															
GRI 402	Labor/ Management Relations	Learn more about DTE's section on <a href="#">Labor relations</a>															
GRI 403	Occupational Health and Safety	Learn more about <a href="#">DTE's Safety</a>															
GRI 3-3	Management of material topics	<p>See Safety section of this report</p> <p><a href="#">2022 Culture of Health &amp; Wellbeing Report</a></p>															
GRI 403-1	Occupational health and safety management system	Learn more about <a href="#">DTE's Safety</a>															
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Learn more about <a href="#">DTE's Safety</a>															
GRI 403-3	Occupational health services	Learn more about <a href="#">DTE's Safety</a> and promotion of worker health in the <a href="#">2022 Culture of Health &amp; Wellbeing Report</a> .															
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Learn more about <a href="#">DTE's Safety</a> and promotion of worker health in the <a href="#">2022 Culture of Health &amp; Wellbeing Report</a> .															
GRI 403-5	Worker training on occupational health and safety	Learn more about <a href="#">DTE's Safety</a> and promotion of worker health in the <a href="#">2022 Culture of Health &amp; Wellbeing Report</a> .															
GRI 403-6	Promotion of worker health	Learn more about <a href="#">DTE's Safety</a> and promotion of worker health in the <a href="#">2022 Culture of Health &amp; Wellbeing Report</a> .															
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Learn more about <a href="#">DTE's Safety</a> and promotion of worker health in the <a href="#">2022 Culture of Health &amp; Wellbeing Report</a> .															
GRI 403-8	Workers covered by an occupational health and safety management system	<p>Learn more about <a href="#">DTE's Safety</a></p> <p>All our workers are covered by DTE's occupational health and safety management system.</p>															

Standard #	Standard Description	DTE Response to Standard																																
GRI 403-9	Work-related injuries	<table><tr><th colspan="2">2022</th></tr><tr><td>OSHA recordable incident</td><td>0.55</td></tr><tr><td>DART</td><td>0.39</td></tr><tr><td>Fatalities</td><td>0</td></tr><tr><th>Injury Type</th><th>2022 Incidents</th></tr><tr><td>Burns</td><td>0</td></tr><tr><td>Caught in, crushed, pinched</td><td>5</td></tr><tr><td>Cut by object</td><td>0</td></tr><tr><td>Exposure-arc flash</td><td>1</td></tr><tr><td>Exposure- caustics, noxious, or toxic</td><td>0</td></tr><tr><td>Exposure- insects</td><td>0</td></tr><tr><td>Eye injury</td><td>0</td></tr><tr><td>Fall from elevation</td><td>1</td></tr><tr><td>Overexertion</td><td>11</td></tr><tr><td>Slip, trip, fall</td><td>4</td></tr><tr><td>Struck by/ against</td><td>14</td></tr></table>	2022		OSHA recordable incident	0.55	DART	0.39	Fatalities	0	Injury Type	2022 Incidents	Burns	0	Caught in, crushed, pinched	5	Cut by object	0	Exposure-arc flash	1	Exposure- caustics, noxious, or toxic	0	Exposure- insects	0	Eye injury	0	Fall from elevation	1	Overexertion	11	Slip, trip, fall	4	Struck by/ against	14
2022																																		
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Struck by/ against	14																																	
GRI 404	Training and Education																																	
GRI 3-3	Management of material topics	See <a href="#">Human Capital Management section</a> of this report																																
GRI 404-1	Average hours of training per year per employee	<table><tr><th>Type of Training</th><th>Number of Hours</th></tr><tr><td>Technical and compliance training</td><td>458,767</td></tr><tr><td>Average number of hours per employee (including full time and contractors)</td><td>26</td></tr></table> <p>Average hours are based on 17,446 employees, including contractors, co-ops, and those who retired in 2022.</p>	Type of Training	Number of Hours	Technical and compliance training	458,767	Average number of hours per employee (including full time and contractors)	26																										
Type of Training	Number of Hours																																	
Technical and compliance training	458,767																																	
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GRI 404-2	Programs for upgrading employee skills and transition assistance programs	For more information on developing talent see <a href="#">DTE's human capital management</a>																																
GRI 404-3	Percentage of employees receiving regulate 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 3-3	Management of material topics	See <a href="#">DTE's DE&amp;I Page</a> <a href="#">EEL Section</a> of this report																																

Standard #	Standard Description	DTE Response to Standard					
GRI 405-1	Diversity of governance bodies and employees		Male	Female	Under 30 years of age	30-50 years of ag	Over 50 years of age
		DTE Energy Board	80%	20%	0%	0%	100%
		Executives and senior leaders	72%	28%	0%	24%	76%
GRI 405-2	Ratio of basic salary and remuneration of women to men	DTE Energy is committed to offering compensation that is competitive, market driven and internally equitable. To ensure this, DTE Energy conducts an annual review of compensation practices as part of its affirmative action programs. Approximately half of DTE Energy's employees are represented by unions through which pay is uniformly determined through contracts regardless of an employee's gender. For non-represented employees, DTE Energy's human resources professionals establish pay ranges for each job classification and work with hiring leaders to make competitive offers within the range to candidates based on objective factors like years of experience and strength of skills relevant to the job.					
		<a href="#">Section 7 of EEI Report</a>					
GRI 406	Non-Discrimination						
GRI 3-3	Management of material topics	See <a href="#">DTE's Proxy Statement</a>					
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 <a href="#">2-26</a> 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 <a href="#">Labor relations</a>					
GRI 413	Local Communities						
GRI 3-3	Management of material topics	See <a href="#">DTE's Impact website</a>					
GRI 413-1	Operations with local community engagement, impact assessment, and development programs	100% of DTE Gas and DTE Electric operations perform local community engagement, impact assessment, and/ or development programs. Additional information can on <a href="#">DTE's Impact website</a> .					
GRI 414	Supplier Social Assessment						
GRI 3-3	Management of material topics	See <a href="#">DTE's Impact website</a>					
GRI 414-1	New suppliers that were screened using social criteria	Learn about supplier safety in the <a href="#">Safety Management</a> and <a href="#">Supply Chain Management</a> sections.					
GRI 415	Public Policy						
GRI 3-3	Management of material topics	See <a href="#">DTE's Political Participation</a> page					
GRI 415-1	Political contributions	Learn more about DTE's political contribution in the <a href="#">Political Participation</a> section and on the <a href="#">Political Participation</a> page on DTE's Corporate Governance website.					
GRI 416	Customer Health Safety						
GRI 3-3	Management of material topics	See <a href="#">Safety section</a> of this report					
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 <a href="#">DTE's Safety Management</a>					
GRI 418	Customer Privacy						
GRI 3-3	Management of material topics	See <a href="#">Cybersecurity section</a> of this report					



Standard #	Standard Description	DTE Response to Standard
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>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:</p> <ul style="list-style-type: none"> <li>-How the incident happened</li> <li>-How the incident was discovered.</li> <li>-What specific information was exposed or accessed.</li> <li>-How many customers were affected.</li> <li>-What is being done to remedy the situation for customers.</li> <li>-How DTE Energy will ensure that it doesn't occur again.</li> </ul>

Standard #	Standard Description	
<b>Sector Specific</b>	<b>Electric Utilities Sector Supplement</b>	
GRI EU1	Installed capacity	Refer to <a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022, Properties-page 9.</a>
GRI EU2	Net energy output	Refer to <a href="#">DTE Energy's EEI/ AGA template</a>
GRI EU3	Number of residential, industrial, institutional and commercial customer accounts	<p>For electric customers, refer to <a href="#">EEI 4</a></p> <p>For gas customers, refer to <a href="#">AGA 1.1</a></p>
GRI EU4	Length of above and underground transmission and distribution lines	Refer to <a href="#">DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022, Properties-page 10.</a>
GRI EU5	Allocation of CO2e emissions allowances	DTE Electric operates entirely within the state of Michigan and is not covered by CO2e emissions trading program.
GRI EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	<p>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) <a href="#">IRP_Executive_Summary.pdf</a> (<a href="#">dtecleanenergy.com</a>). 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: <a href="#">IRP_Executive_Summary.pdf</a> (<a href="#">dtecleanenergy.com</a>). 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.</p> <p>For most up to date IRP information see DTE's IRP settlement <a href="#">here</a></p>

Standard #	Standard Description	DTE Response to Standard																														
GRI EU11	Average generation efficiency of thermal plants by energy source and by regulatory regime	<table><tr><th>Generator or Power Plant</th><th>Heat Rate Net [BTUKW]</th></tr><tr><td>Belle River 1</td><td>10,478</td></tr><tr><td>Belle River 2</td><td>10,914</td></tr><tr><td>Dearborn</td><td>8,549</td></tr><tr><td>Monroe 1</td><td>10,223</td></tr><tr><td>Monroe 2</td><td>10,182</td></tr><tr><td>Monroe 3</td><td>10,272</td></tr><tr><td>Monroe 4</td><td>10,243</td></tr><tr><td>River Rogue Plant *</td><td>NA</td></tr><tr><td>St. Clair 2</td><td>12,378</td></tr><tr><td>St. Clair 3</td><td>13,149</td></tr><tr><td>St. Clair 6</td><td>11,267</td></tr><tr><td>St. Clair 7</td><td>10,584</td></tr><tr><td>Trenton Channel 9</td><td>10,647</td></tr><tr><td>Fermi 2</td><td>10,566</td></tr></table>	Generator or Power Plant	Heat Rate Net [BTUKW]	Belle River 1	10,478	Belle River 2	10,914	Dearborn	8,549	Monroe 1	10,223	Monroe 2	10,182	Monroe 3	10,272	Monroe 4	10,243	River Rogue Plant *	NA	St. Clair 2	12,378	St. Clair 3	13,149	St. Clair 6	11,267	St. Clair 7	10,584	Trenton Channel 9	10,647	Fermi 2	10,566
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		Trenton Channel 9	10,647																													
		Fermi 2	10,566																													
GRI EU12	Distribution line losses	A loss factor of 7.31% was approved by the Michigan Public Service Commission, on November 25th, 2022 ( <a href="#">U-20836, T-6 920</a> )																														
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 22% will be at or above retirement age within 10 years; 11% 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: 1.25  -Excluding major event days: .98																														
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: 584 minutes  The Customer Average Interruption Duration Index (CAIDI) measures the average number of minutes a customer experiences interruption.  CAIDI (Including major events): 467 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 Biogas Council	Industry Association
American Clean Power	Industry Association
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
California Biomass Energy Alliance	Industry Association
Carbon Capture Coalition	Industry Association
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
Coalition for Renewable Natural Gas	Industry Association
Detroit Regional Chamber	Chamber of Commerce
Edison Electric Institute	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

Name of Organization	Stakeholder Group
Metropolitan Affairs Coalition	Nonprofit
Michigan Association of Counties	Government
Michigan Association of Planning	Government
Michigan Chamber of Commerce	Chamber of Commerce
Michigan Economic Development Corporation	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
Nuclear Energy Institute	Industry Association
National Energy and Utility 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
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
W.C. Taggart Compressor Station	Six Lakes	2003	2022	Certified
Western Wayne Service Center	Belleville	2005	2023	Silver



## 2022-2023 Sustainability Accounting Standards Board (SASB)

Disclosures	SASB Code	Accounting Metric	2022-2023 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) 0% - DTE Electric, which operates only in Michigan, is not subject to broad-based GHG emissions limiting regulations such as a mandatory GHG reduction requirement or a cap and trade system. (3) The majority of reported Scope 1 emissions from DTE Electric are subject to EPA's mandatory GHG reporting rule. Emissions from small sources (e.g. peaking units) that do not meet the 25,000 metric ton threshold for reporting and fleet vehicles are not subject to GHG reporting requirements.
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries.	27,833,104
	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.	The majority of reported Scope 1 emissions from DTE Electric are subject to EPA's mandatory GHG reporting rule. Emissions from small sources (e.g. peaking units) that do not meet the 25,000 metric ton threshold for reporting and fleet vehicles are not subject to GHG reporting requirements.
	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.	<a href="#">EEI - 4.1</a> , <a href="#">EEI - 4.2</a> , <a href="#">EEI - 4.3</a>
Air Quality	IF-EU-120a.1	Air emissions from the following pollutants: (1) Nox (excluding N2O),	<a href="#">EEI 6.2.1</a>
		(2) SOx,	<a href="#">EEI 6.3.1</a>
		(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	<a href="#">EEI 6.4.1</a>
Water Management	IF-EU-140a.1	(1) Total water withdrawn,	(1) 946,910
		(2) total water consumed; percentage of each in regions with high or extremely high baseline water stress.	(2) 17,801
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/ or quality permits, standards, and regulations.	For 2022, 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.	See <a href="#">DTE's 2023 CDP Water Security, CDP W4</a>
Coal Ash Management	IF-EU-150a.1	Amount of combustion residuals (CCR) generated	1,049,332 tons
		and percentage recycled.	55.48%

Disclosures	SASB Code	Accounting Metric	2022-2023 Response
	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
Energy Affordability	IF-EU-240a.1	Average retail electric rate for (USD/ kwh): (1) residential (2) commercial and (3) industrial customers.	(1) \$0.184 (2) \$0.122 (3) \$0.077
	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) \$92.53 (2) \$185.79
	IF-EU-240a.3	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days (meter level).	208,993 (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.	Refer to our <a href="#">Managing Affordability</a> section in this report
Workforce Health and Safety	IF-EU-320a.1	(1) Total recordable incident rate (TRIR),	<a href="#">EEI Report- 7.7.1</a>
		(2) fatality rate and	<a href="#">EEI Report- 7.7.4</a>
		(3) near miss frequency rate (NMFR)	<a href="#">EEI - Section 7</a>
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.	<a href="#">EEI - Section 3</a>
	IF-EU-420a.3	Customer electricity savings from efficiency measures by market.	<a href="#">2022 Energy Efficiency Report</a>
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.	Refer to our <a href="#">Fermi page</a> and our <a href="#">Emergency Preparedness booklet</a>
	IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness.	Refer to our <a href="#">Fermi page</a> and our <a href="#">Emergency Preparedness booklet</a>
Grid Resilience	IF-EU-550a.1	Number of incidents of non-compliance with physical and/ or cybersecurity standards or regulations.	<a href="#">GRI 418-1</a>
	IF-EU-550a.2	(1) System Average Interruption Duration Index (SAIDI)	<a href="#">GRI EU29</a>
		(2) System Average Interruption Frequency Index (SAIFI) and	<a href="#">GRI EU28</a>
		(3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	<a href="#">GRI EU29</a>

Disclosures	SASB Code	Accounting Metric	2022-2023 Response
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#### Activity metrics

Topic	SASB Code	Accounting Metric	
	IF-EU-000.A	Number of: (1) residential, (2) commercial and (3) industrial customers served.	Refer to <a href="#">EEI Section 4</a>
	IF-EU-000.B	Total electricity delivered to (MWh): (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers.	<a href="#">DTE Energy's 10-K for fiscal year ending Dec. 31, 2022, page 33</a>
	IF-EU-000.C	Length of transmission and distribution lines (km).	<a href="#">DTE Energy's 10-K for fiscal year ending Dec. 31, 2022, page 10</a>
	IF-EU-000.D	Total electricity generated, percentage by major energy source, percentage in regulated markets.	<a href="#">EEI - section 2</a>
	IF-EU-000.E	Total wholesale electricity purchased (MWh).	8,692,357

#### 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) \$8.75 (2) \$8.39 (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) \$49 per month (2) \$84 per month
	IF-GU-240a.3	Number of residential customer gas disconnections for non-payment, percentage reconnected within 30 days (meter level).	16,985 (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.	Refer to our <a href="#">Managing Affordability</a> section in this report
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).	2,072,109
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) 2 (2) 0 (3) 1

Disclosures	SASB Code	Accounting Metric	2022-2023 Response
	IF-GU-540a.2	Percentage of distribution pipeline that is (1) cast and/ or wrought iron and (2) unprotected steel.	(1) 6.5% (2) 5.2%
	IF-GU-540a.3	Percentage of gas (1) transmission and (2) distribution pipelines inspected.	(1) 61.70% (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 <a href="#">EEI/AGA Template</a> Refer to <a href="#">Gas Graphic</a> .

### Activity Metrics

	SASB Code	Activity Metric	Response
	IF-GU-000.A	Number of: (1) residential, (2) commercial and (3) industrial customers served.	(1) Residential: 1,232,831 (2) Commercial: 90,712 (3) Industrial: 411
	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.	<a href="#">DTE Energy's 10-K for fiscal year ending Dec. 31, 2022, page 35</a>
	IF-GU-000.C	Length of gas (km) (1) transmission and (2) distribution pipelines	<a href="#">DTE Energy's 10-K for fiscal year ending Dec. 31, 2022, page 12</a>

# 2022-2023 Task Force on Climate-related Financial Disclosures (TCFD) Report

## All Sector Financial Disclosures

Disclosure Focus Area	Recommended Disclosure	Source
<b>Governance</b>		
Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate related risks and opportunities.	<a href="#">2023 CDP Climate Change, CDP C1.1</a> See <a href="#">Governance section</a> of this report See <a href="#">DTE's Proxy Statement</a>
	Describe the management's role in assessing and managing climate-related risks and opportunities.	<a href="#">2023 CDP Climate Change, CDP C1.2</a> See <a href="#">Governance section</a> of this report See <a href="#">DTE's Proxy Statement</a>
<b>Strategy</b>		
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.	<a href="#">2023 CDP Climate Change, CDP C2</a> See <a href="#">DTE's 10k</a> See <a href="#">Environment section</a> of this report
	Describe the impact of climate-related risks and opportunities on the organization's businesses.	<a href="#">2023 CDP Climate Change, CDP C2.3a</a> See <a href="#">DTE's 10k</a> See <a href="#">Environment</a> and <a href="#">Supply Chain section</a> of this report
	Describe the potential impact of different scenarios, including a 2 degrees C scenario, on the organization's businesses, strategy and financial planning.	<a href="#">2023 CDP Climate Change, CDP3</a> See <a href="#">DTE's IRP</a>
<b>Risk Management</b>		
Disclose how the organization identifies, assesses and manages climate-related risks.	Describe the organization's process for identifying and assessing climate-related risks.	<a href="#">2023 CDP Climate Change, CDP C2.2</a> See <a href="#">DTE's 10k</a> See <a href="#">DTE's Proxy Statement</a> See <a href="#">Risk Governance</a> section in this report
	Describe the organization's processes for managing climate-related risks.	<a href="#">2023 CDP Climate Change, CDP C2.2</a> See <a href="#">DTE's 10k</a> See <a href="#">DTE's Proxy Statement</a> See <a href="#">Risk Governance</a> section in this report



Disclosure Focus Area		Recommended Disclosure	Source
		Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	<a href="#">2023 CDP Climate Change, CDP C2.2</a> See <a href="#">DTE's 10k</a> See <a href="#">DTE's Proxy Statement</a> See <a href="#">Risk Governance</a> section in this report
Metrics and Targets			
Disclose the metrics and targets used to assess and manage 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.	<a href="#">2023 CDP Climate Change, C4</a> See the <a href="#">EEI/AGA</a> and <a href="#">Climate Goals</a> section of this report See <a href="#">DTE's 10k</a> See <a href="#">Environment Section</a> of this report See the <a href="#">GHG Emissions Summary</a> in this report
		Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	<a href="#">2023 CDP Climate Change, CDP C6</a> See the <a href="#">GHG Emissions Summary</a> in this report See the <a href="#">EEI/AGA</a> section of this report
		Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	<a href="#">CDP C4</a> See the <a href="#">EEI/AGA</a> and <a href="#">Climate Goals</a> section of this report See <a href="#">DTE's 10k</a> See <a href="#">Environment Section</a> of this report
Financial Category	Climate-Related Category	Recommended Disclosure	DTE's Response Mapping
Revenues	GHG Emissions	Estimated Scope 3 emissions, including methodologies and emissions used.	<a href="#">2023 CDP Climate Change, CDP C6.5</a> See the <a href="#">GHG Emissions Summary</a> in this report
Revenues	Risk Adaptation & Mitigation	Revenues/ savings from investments in low-carbon alternatives (e.g. R&D, equipment, products or services).	See <a href="#">DTE's 10k</a> See <a href="#">Environment Section</a> of this report
Expenditures	GHG Emissions	Describe current carbon price or range of prices used.	<a href="#">2023 CDP Climate Change, CDP C11</a>
Expenditures	Water	Percent water withdrawn in regions with high or extremely high baseline water stress.	<a href="#">2023 CDP Water Security, CDP W1.2d</a> See the <a href="#">EEI/AGA</a> section of this report
Assets	Water	Assets committed in regions with high or extremely high baseline water stress.	<a href="#">2023 CDP Water Security, CDP W1.2d</a> See the <a href="#">EEI/AGA</a> section of this report
Assets	Risk Adaptation & Mitigation	Investment (CapEx) in low-carbon alternatives (e.g., capital equipment or assets).	See <a href="#">DTE's 10k</a> See <a href="#">Environment Section</a> of this report
Capital	Risk Adaptation & Mitigation	Capital payback periods or return on capital deployed.	See <a href="#">DTE's 10k</a> See <a href="#">Environment Section</a> of this report

## 2022 DTE Energy Greenhouse Gas Emissions Summary

(metric tons CO<sub>2</sub>e, unless otherwise noted)

<b>DTE Electric Company</b>	<b>2005 Baseline</b>	<b>2022</b>
Scope 1 - Stationary Combustion from DTE Electric Company	38,010,000	25,424,000
Scope 1 - Mobile Combustion from DTE Electric Company	-----	33,000
Scope 2 - Purchased Power T&D Line Loss on DTE System	253,000	197,000
Scope 3 - Purchased Power Emissions	3,396,000	3,666,000
<b>DTE Gas Company</b>		
Scope 1 - Combustion and Fugitive Emissions from DTE Gas Company	-----	777,000
Scope 1 - Mobile Combustion from DTE Gas Company	-----	15,000
Scope 3 - Upstream DTE Gas Supplier Emissions	-----	564,000
Scope 3 - Combustion of gas sold to DTE customers	-----	8,869,000
<b>DTE Non-utility Operations</b>		
Scope 1 - Stationary Combustion from DTE Vantage	-----	833,000

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](#)