

Focus on Future Generations



DTE

In accordance with Global Reporting Initiative standards

Dear fellow stakeholder,

On behalf of DTE Energy and its more than 10,000 employees, I thank you for your interest in our company's Environmental, Social and Governance (ESG) strategy. At DTE, our approach to doing business is rooted in our aspirations of being a force for growth in the communities where we live and serve – and being the best-operated energy company in North America; I'm proud to share the progress we made toward our aspirations in 2019.

One of our most significant areas of focus is our ongoing commitment to produce cleaner, greener energy, which better positions us to fight climate change – one of the defining public policy issues of our time. As you may be aware, DTE Energy is Michigan's largest investor in, and producer of, renewable energy. In 2017, we were the first energy company in Michigan, and one of two in the nation, to commit to an 80% carbon reduction goal in our electric business. In 2019, we accelerated our commitment, moving our carbon reduction goal up 10 years and pledging to reduce carbon emissions 80% by 2040. We also pledged to achieve net-zero carbon emissions in our electric business by 2050.

I'm also proud to share that in June 2020, our natural gas business announced it, too, will achieve net-zero carbon emissions by 2050 – the equivalent of removing 1,350,000 automobiles from the road. We'll cover this commitment in more detail in next year's report, but I encourage you to click [here](#) to learn more in the meantime.

Just as we always have, our team – from executive officers to frontline employees and first-day co-ops – stands united in approaching our ESG commitments strategically and holistically, with the interests of employees, customers, communities and investors in mind.

From workforce development, education and job creation to placemaking and beautification, our team worked hand-in-hand with residents, suppliers and community organizations to make our neighborhoods healthier and more vital last year. Furthermore, 2020 and its many

challenges have unlocked new opportunities for us to continue our servant leadership in new ways.

The DTE Foundation has contributed more than \$21 million to COVID-19 relief efforts to date (in 2020). These efforts include providing basic human necessities to our neighbors in need, and donating more than 2 million KN95 masks to first responders and essential service providers thanks to the diligent work of our company's team of procurement experts; much of our procurement work occurred during a severe supply shortage in the early weeks of the pandemic. And we continue to work alongside 40 faith-based partners in more than 20 zip codes to support community efforts – including COVID-19 testing – to help our state continue to flatten the curve, and to provide support to our neighbors who need it most. I invite you to visit DTEimpact.com/covidcommunity to explore our COVID-19 relief efforts further.

While the past year has brought significant political, social and economic change to our state and nation, I'm proud to say our company has dug in its heels and continued to lead. We don't know what challenges the remainder of 2020 will bring, however, we do know we will be anchored by our core values of delivering safe, caring, dependable and efficient service to our customers, communities and co-workers.

In subsequent pages, we highlight several of our company's ESG initiatives and our commitment to creating and sustaining long-term value for all stakeholders.

More information about DTE's sustainability performance is available [here](#).

If you're a DTE employee, we thank you for your service to our customers and communities. If you're a DTE customer, we thank you for the opportunity to serve you. If you're an investor, we thank you for trusting us with your resources. If you're one of our partners, we thank you for working alongside us.

Jerry Norcia
President and Chief Executive Officer
DTE Energy



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GRI 100: Universal Standards



> GRI 200: ECONOMIC

> GRI 300: ENVIRONMENTAL

> GRI 400: SOCIAL

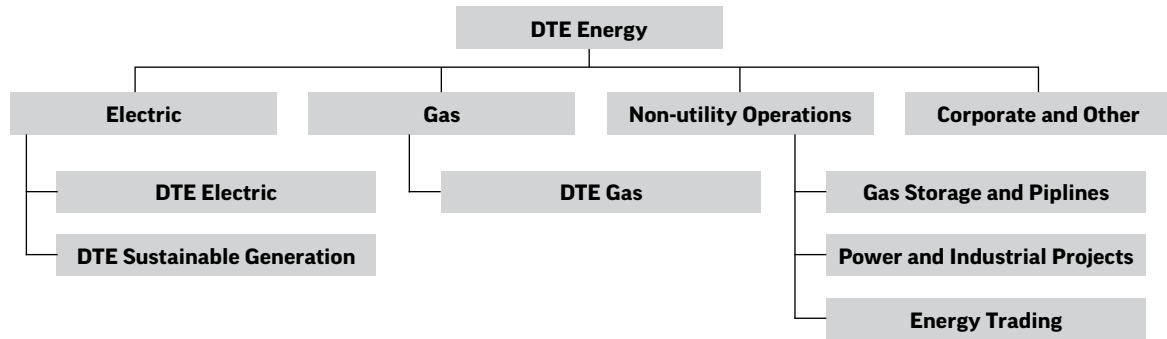
> SECTOR SPECIFIC: ELECTRIC UTILITIES SECTOR SUPPLEMENT

> SUPPLEMENTAL MATERIALS

GRI 100: Universal Standards


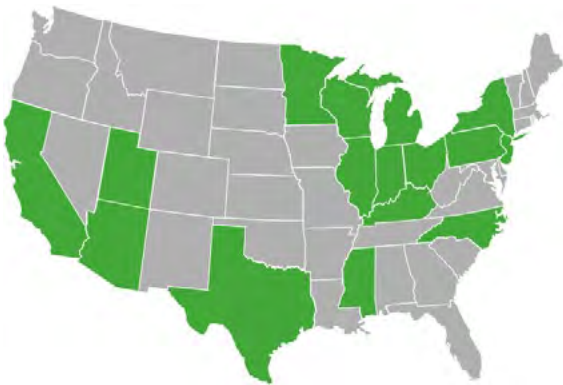
STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 100	UNIVERSAL STANDARDS	
GRI 102	GENERAL DISCLOSURES	
GRI 102-1	Name of the organization	DTE Energy Company
GRI 102-2	Activities, brands, products and services	<p>DTE Energy Company is a publicly traded (NYSE: DTE) diversified energy company involved in the development and management of energy-related businesses and services nationwide. Our largest operating subsidiaries are DTE Electric and DTE Gas. More than three million residential, business and industrial customers throughout Michigan are customers of DTE Electric, DTE Gas or both regulated utility companies.</p> <p>Additional information can be found in DTE Energy's 10-K for the fiscal year ending Dec. 31, 2019 pages 7-8.</p>
GRI 102-3	Location of headquarters	Detroit, Michigan, United States
GRI 102-4	Location of operations	United States and Ontario, Canada
GRI 102-5	Ownership and legal form	<p>DTE Energy is a holding company. DTE Electric is a Michigan corporation and is a wholly owned subsidiary of DTE Energy. DTE Gas is a Michigan corporation and is a wholly owned subsidiary of DTE Energy. DTE Energy's other businesses are involved in 1) natural gas pipelines, gathering, and storage; 2) power and industrial projects; and 3) energy marketing and trading operations.</p> <p>DTE Electric and DTE Gas are regulated by the Michigan Public Service Commission. Certain activities of DTE Electric and DTE Gas, as well as various other aspects of businesses under DTE Energy, are regulated by the Federal Energy Regulatory Commission. DTE Electric and DTE Gas are regulated by other federal and state agencies, including the Nuclear Regulatory Commission, the Environmental Protection Agency, the Michigan Department Environment, Great Lakes and Energy; and, for DTE Energy, the U.S. Commodity Futures Trading Commission. A section of the Vector Natural Gas Pipeline is located in Ontario, Canada, and is regulated by provincial and Canadian federal authorities.</p> <p>Additional information can be found in DTE Energy's 10-K for the fiscal year ending Dec. 31, 2019 pages 7-8.</p>
GRI 102-6	Markets served	<p>DTE Electric serves 2.2 million residential, business, commercial and industrial customers in a service territory encompassing 7,600 square miles in southeastern Michigan. DTE Gas serves 1.3 million residential, business, commercial and industrial customers in a distribution territory of approximately 20,300 square miles in Michigan.</p> <p>The DTE Gas Storage and Pipeline segment, DTE's natural gas pipeline transmission network, connects markets in the Midwest, Northeast and eastern Canada. These pipelines connect producing regions to market areas to meet rising demand for clean, reliable natural gas. These pipelines also access underground storage fields in Michigan and Dawn, Ontario, to provide critical supply - particularly during the coldest winter months.</p>

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-6	Markets served (cont.)	<p>In addition to utility operations in Michigan, the DTE Energy portfolio includes non-utility energy businesses focused on power and industrial projects, natural gas pipelines, gathering and storage, and energy marketing and trading in 24 states.</p> <p>Power and Industrial</p> <p>Gas Storage and Pipeline</p> <p>Energy Trading</p> <p>Citizens Gas Fuel</p> <p>DTE Biomass Energy</p> <p>MERC</p> <p>In addition to work in the United States, a section of DTE Energy's Vector Pipeline is located in Ontario, Canada. The pipeline transports natural gas from Illinois to Indiana and Michigan, and into Ontario, Canada, linking storage fields in Michigan and Ontario to markets across the Midwest, eastern Canada and the Northeast.</p>
GRI 102-7	Scale of the organization	<p>Employees DTE Energy and its subsidiaries had approximately 10,700 employees as of Dec. 31, 2019, of which approximately 49% were represented by unions.</p> <p>Operations</p>  <pre> graph TD DTEEnergy[DTE Energy] --> Electric[Electric] DTEEnergy --> Gas[Gas] DTEEnergy --> NonUtility[Non-utility Operations] DTEEnergy --> Corporate[Corporate and Other] Electric --> DTEElectric[DTE Electric] Electric --> DTESustainable[DTE Sustainable Generation] Gas --> DTEGas[DTE Gas] NonUtility --> GasStorage[Gas Storage and Pipelines] NonUtility --> PowerIndustrial[Power and Industrial Projects] NonUtility --> EnergyTrading[Energy Trading] </pre>

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
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GRI 102-7	Scale of the organization (cont.)	<div> <div>DTE Gas Pipelines</div>  </div> <div> <div>DTE Energy Service Territories</div>  </div>
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Net Revenue and Total Capitalization

The following Consolidated Statement of Operations is for the year ending Dec. 31, 2019. Numbers are in millions except for per-share amounts. For additional financial detail, please see DTE Energy's [10-K for the fiscal year ending Dec. 31, 2019](#).

Total Capitalization (debt & equity breakdown):

For additional financial detail, please see DTE Energy's [10-K for the fiscal year ending Dec. 31, 2019](#).

GRI 102-8	Information on employees and other workers	<p>DTE Energy's workforce in 2019 totaled approximately 10,700 full time employees, with unions representing 49% of this workforce. All DTE Energy employees work in the United States - primarily in Michigan.</p> <table> <tr> <th>PERMANENT AND TEMPORARY EMPLOYEES</th><th>FEMALE</th><th>MALE</th></tr> <tr> <td>Regular</td><td>2,803</td><td>8,013</td></tr> <tr> <td>Temporary</td><td>153</td><td>202</td></tr> <tr> <th>FULL-TIME AND PART-TIME EMPLOYEES BY GENDER</th><th>FEMALE</th><th>MALE</th></tr> <tr> <td>Full-time Regular</td><td>2,781</td><td>7,925</td></tr> <tr> <td>Part-time Regular</td><td>17</td><td>4</td></tr> </table>	PERMANENT AND TEMPORARY EMPLOYEES	FEMALE	MALE	Regular	2,803	8,013	Temporary	153	202	FULL-TIME AND PART-TIME EMPLOYEES BY GENDER	FEMALE	MALE	Full-time Regular	2,781	7,925	Part-time Regular	17	4
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GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD																		
GRI 102-9	Supply chain	<p>DTE Energy views its suppliers as strategic partners in the company’s success. DTE Energy expects those with whom the company does business to share the same values and principles that enable DTE Energy to enjoy an excellent reputation within the communities it serves. DTE Energy’s supply chain includes products and services to support operations, fuel supply (including natural gas and nuclear) and purchase power.</p> <p>Products and Services</p> <p>In 2019, 4,381 suppliers were in DTE Energy’s companywide supply chain. The following includes the supplier count associated with DTE Energy’s lines of business. Some DTE Energy suppliers contract with multiple lines of DTE Energy businesses.</p> <table><tr><td>Corporate Services</td><td>382</td></tr><tr><td>Distribution Operations</td><td>493</td></tr><tr><td>Energy Gas</td><td>51</td></tr><tr><td>Energy Waste Reduction</td><td>424</td></tr><tr><td>Fossil Generation</td><td>682</td></tr><tr><td>Gas Storage and Pipelines</td><td>46</td></tr><tr><td>Major Enterprise Projects</td><td>515</td></tr><tr><td>Nuclear Generation</td><td>370</td></tr><tr><td>Power and Industrial</td><td>1,418</td></tr></table> <p>DTE’s 4,381 suppliers in 2019 were located in 47 states. The monetary value of payments made to suppliers by DTE Energy in 2019 was more than \$3.4 billion. DTE Energy managed supplier relationships and expectations through more than 140 supplier performance scorecards and periodic executive reviews to measure performance and develop corrective actions. In addition, DTE also conducted executive forums and reviews with top suppliers and senior leadership.</p> <p>DTE Energy is a nationwide leader in supplier diversity, emphasizing the importance of contracting with women-, veteran- and minority-owned firms, which have diversified the company’s supplier base. In 2019, DTE Energy spent \$609 million with diverse vendors and earned 14 industry-wide awards for its commitment to supplier diversity. We encourage suppliers to have the same commitment in their use of materials and services from their own base of diverse suppliers and contractors.</p>	Corporate Services	382	Distribution Operations	493	Energy Gas	51	Energy Waste Reduction	424	Fossil Generation	682	Gas Storage and Pipelines	46	Major Enterprise Projects	515	Nuclear Generation	370	Power and Industrial	1,418
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GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD																											
GRI 102-9	Supply chain (cont.)	<p>In 2019, DTE Energy contracted with suppliers providing products and services in 30 standard categories:</p> <table> <tr> <td>Bulk Gas and Chemicals</td><td>Construction</td><td>Electrical</td></tr> <tr> <td>Engineering</td><td>Environmental</td><td>Equipment</td></tr> <tr> <td>Facilities</td><td>Fleet Materials</td><td>Fleet Services</td></tr> <tr> <td>Heating-Ventilation-Air Conditioning</td><td>Home Protection Program</td><td>Information Technology</td></tr> <tr> <td>Instrumentation</td><td>Maintenance</td><td>Maintenance Materials</td></tr> <tr> <td>Metering Services</td><td>Meters</td><td>Miscellaneous-Other</td></tr> <tr> <td>Maintenance, Repair and Operations</td><td>Oil Filled Equipment</td><td>Personnel</td></tr> <tr> <td>Petroleum</td><td>Pipes, Valves and Fittings</td><td>Power Generation Production Materials</td></tr> <tr> <td>Professional Services</td><td>Pumps, Motors and Generators</td><td>Safety</td></tr> </table> <p>Fuel Supply and Natural Gas Supply For additional information on DTE's supply chain, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2019: Fuel Supply and Purchased Power, page 9 and Natural Gas Supply, page 12.</p> <p>Learn more about DTE's supply chain management.</p>	Bulk Gas and Chemicals	Construction	Electrical	Engineering	Environmental	Equipment	Facilities	Fleet Materials	Fleet Services	Heating-Ventilation-Air Conditioning	Home Protection Program	Information Technology	Instrumentation	Maintenance	Maintenance Materials	Metering Services	Meters	Miscellaneous-Other	Maintenance, Repair and Operations	Oil Filled Equipment	Personnel	Petroleum	Pipes, Valves and Fittings	Power Generation Production Materials	Professional Services	Pumps, Motors and Generators	Safety
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GRI 102-10	Significant changes to the organization and its supply chain	<p>Gulf Coast Region In December 2019, DTE's Gas Storage and Pipelines business completed the acquisition of the Blue Union gathering system and LEAP gathering pipeline in the Haynesville shale formation of Louisiana, which provide access to growing Gulf Coast markets. The assets serve multiple markets, including Louisiana, the nation's third largest natural gas consumer, and the Gulf Coast, where demand for natural gas is rapidly increasing in the power, industrial and liquified natural gas (LNG) export sectors. Furthermore, they are strategically located to meet this increasing demand given their proximity and access to multiple major downstream pipelines with bi-directional capability.</p> <p>See the DTE Energy Company 10-K for the Year Ending Dec. 31, 2019, Note 4 - Acquisitions, pages 85-89.</p>																											
GRI 102-11	Precautionary Principle or approach	<p>For additional information on risks associated with DTE Energy's sustainability and climate change plans, see DTE Energy's annual Environmental, Social, Governance and Sustainability Report.</p> <p>See the DTE Energy Company 10-K for the Year Ending Dec. 31, 2019, Item 1A., Risk Factors, pages 20-25.</p>																											

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-12	External initiatives	<p>DTE Energy follows or subscribes to numerous voluntary environmental, social and governance charters, guidelines and standards including:</p> <ul style="list-style-type: none"> • ISO 14001 Environmental Management System • CEO Climate Dialogue • Environmental Protection Agency Natural Gas Star and Methane Challenge Programs • Edison Electric Institute and American Gas Association ESG Template • Wildlife Habitat Council Certification • Environmental Protection Agency WasteWise • Michigan Department of Environment, Great Lakes, and Energy - Clean Corporate Citizen Michigan • Business Pollution Prevention Partnership (MBP3) • Electric Utility Industry Sustainable Supply Chain Alliance • Michigan Economic Development Corporation Pure Michigan Business Connect • CDP (formerly the Carbon Disclosure Project)
GRI 102-13	Membership of associations	<p>DTE Energy has representation in various associations, councils and organizations involving and representing stakeholders of industry and professional importance. The list of organizations to which DTE Energy belongs represents affiliations with leading utility-relevant industry and professional groups. DTE Energy representatives are board members in some of these organizations and those relationships are used to communicate DTE Energy operational plans, benchmark best practices for organizational management, and understand and influence legislative and policy agendas.</p> <p>See Industry Associations and National Advocacy Organizations table.</p>
GRI 102-14	Statement from senior decision maker	<p>Video message from Jerry Norcia, president and chief executive officer, DTE Energy</p>
GRI 102-15	Key impacts, risks, and opportunities	<p>See DTE Energy's 10-K for Year Ending Dec. 31, 2019. For risk-specific information, see: Item 1A., Risk Factors, pages 20-25.</p> <p>Also see DTE Energy's annual Environmental, Social, Governance, and Sustainability Report.</p> <p>A description of DTE Energy's material sustainability issues is included in this GRI Report under Standard 102-47.</p>

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-16	Values, principles, standards, and norms of behavior	<p>Aspiration DTE Energy strives to be the best-operated energy company in North America and a force for growth and prosperity in the communities where its employees live and serve. Building upon a 150-year history, DTE is progressing toward this aspiration by continually emphasizing collaboration among employees, urging all to stay connected to the company's purpose by focusing on DTE Energy's seven company priorities and expecting every employee to integrate company values in their daily work.</p> <p>Purpose "We serve with our energy, the lifeblood of communities and the engine of progress." This sense of purpose – remembering why DTE Energy exists – gives work at DTE Energy a unique meaning for every employee. It is a source of inspiration and strength.</p> <p>Values Intended to guide how DTE Energy employees and contractors think about the company, the way they work and how they interact with one another, these "rules of the road" are meant to guide all decisions and actions; to be intentionally embraced and acted upon with conviction.</p> <p>We put the health and safety of people first... and know this responsibility rests with each of us.</p> <p>We act with integrity and show respect... and understand this defines our company's character.</p> <p>We see our work through the eyes of those we serve... and know that our work is a powerful means to serve others.</p> <p>We bring our best energy and focus to our work... and are fully engaged and accountable for results.</p> <p>We believe that improvement is our daily responsibility... and know those we serve have the right to expect that from us.</p> <p>We play to win as a team... and put the needs of our enterprise first.</p> <p>We are passionate about the success of our company... and know that its health and growth generate prosperity.</p> <p>Priorities Used to drive toward achieving DTE Energy's aspiration, these seven connected company priorities interact and influence one another as a reinforcing system. These priorities summarize DTE Energy's corporate priorities as strategic drivers and how they connect to propel the company toward a strong, sustainable future. Success depends in large part upon growth and prosperity among the customers and communities served by DTE Energy.</p> <p>Code of Conduct The DTE Energy Way, the code of conduct on which all employees are trained beginning the first day on the job, is the highest level of policy for all employees. It guides how employees behave on the job to ensure their activities are consistent with DTE Energy values. The DTE Energy Way is detailed in an extensive section on DTE's intranet; the content highlights several focus areas, including defining DTE Energy values, asking questions, seeking help and reporting concerns of harassment, conflicts of interest, and insider trading. DTE Energy also has a supplier code of conduct to ensure its business partners adhere to the same standards.</p>

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-17	Mechanisms for advice and concerns about ethics	<p>DTE Energy promotes an ethical culture among employees properly grounded in company values. This emphasis on ethics and values starts with DTE Energy's board of directors and extends throughout the company. The DTE Energy Code of Ethics is published on DTE Energy's public website, along with the Board of Directors Mission and Guidelines, Board Codes and Policies, and Categorical Standards for Director Independence. An officer code of business conduct also exists for executive officers leading the company.</p> <p>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.</p> <p>A list of ethics ambassadors, including names, titles and email addresses, is published on DTE's intranet. Beyond these peer experts assigned in every DTE Energy business unit, DTE Energy employees can learn about and seek information on ethical concerns through extensive web-based resources on the company's intranet. Resources include a downloadable DTE Energy Ethics in Action pamphlet, which details ways to learn about ethical concerns at DTE Energy, pinpoints examples of questionable behavior and provides reporting options. Provided to all new DTE Energy employees during onboarding as well as at business unit training sessions, this pamphlet and additional content comprise an Ethics and Compliance section on the company's intranet.</p> <p>DTE Energy's Ethics in Action Program, administered by the Ethics and Compliance Office, promotes a "speak-up" culture by providing mechanisms for employees, retirees, vendors, customers, shareholders and the public to report suspected non-compliance or work practices inconsistent with DTE Energy standards and values. This independent system for questionable, unethical and illegal behavior has five reporting pathways including through the company's intranet and public website, via phone (24/7), by mail and directly informing the business unit leader, Human Resources, or the DTE Energy Ethics and Compliance Office. An independent third party operates DTE Energy's Ethics in Action Helpline through which individuals can make confidential and, if desired, anonymous reports. This third-party vendor, NAVEX Global, operates EthicsPoint® web and phone reporting channels. These hotlines are open to the public. Anyone can report any issue of concern, including a potential violation of policy, inappropriate use of DTE Energy equipment, concerns about purchasing practices, or harassment, among others. Every contact is acted upon and investigated.</p> <p>In addition to Ethics and Compliance programs, DTE Energy and its unions jointly manage a grievance procedure which is defined by the collective bargaining agreements for represented employees. Additionally, DTE Energy manages a dispute resolution process for non-represented employees.</p>
GRI 102-18	Governance structure	<p>The DTE Energy governance structure consists of a board of directors and committees of the board of directors. The DTE Energy Bylaws describe how the company will operate with regard to shareholders, the board of directors and board committees, officers, stock and other matters. Elected annually by shareholders, the DTE Energy board meets regularly to lead the company in fulfilling its mission and achieving its goals. With respect to economic, environmental and social issues, the DTE Energy board:</p> <ul style="list-style-type: none"> • Bears responsibility for oversight of plans to create long-term value for shareholders while ensuring that the company operates in an environmentally sensitive and socially responsible manner. • Oversees company management and assesses the effectiveness of management policies and decisions, including management's development and execution of the company's strategies. • Approves all major environmental initiatives.

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-18	Governance structure (cont.)	<p>Information on DTE Energy's board members, committees, bylaws and other governance resources is on the Governance page of DTE Energy's public website and in the 2020 Proxy Statement, beginning on page 12.</p> <p>The Corporate Governance Committee is tasked with reviewing risks associated with the company's governance practices and the interaction of the company's governance with enterprise risk-level management. The Organization and Compensation Committee is responsible for reviewing and assessing the effectiveness of the policies and programs promoting diversity, equity and inclusion among DTE's employees and officers.</p> <p>The Public Policy and Responsibility Committee (PPRC) is tasked with reviewing the company's performance as a responsible corporate citizen and promoting policies to enable the company to respond appropriately to its social responsibilities. The PPRC advises the Board of Directors on emerging ESG issues, including climate change.</p> <p>The Board sub-committees report related topics to the full board of directors at every board meeting.</p> <p>DTE senior management team:</p> <ul style="list-style-type: none"> • Executes the company's ESG strategy in consultation with the board of directors. • Manages environmental compliance processes and carbon-reduction strategy. • Manages the progress of diversity and inclusion strategy through the oversight of the Executive Diversity, Equity and Inclusion Steering Committee. • Mobilizes employees, resources and partner organizations to strengthen and promote prosperity in our communities. • Reports the outcomes of ESG initiatives to the Board of Directors. • Manages risks and opportunities associated with environmental and sustainability initiatives. • Receives compensation tied to achievement of company goals, including ESG targets. <p>Also see DTE Energy's annual "Environmental, Social, Governance, and Sustainability Report", Governance, page 14.</p>
GRI 102-19	Delegating Authority	See DTE Energy's annual "Environmental, Social, Governance, and Sustainability Report", Governance, page 14.
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	See DTE Energy's annual "Environmental, Social, Governance, and Sustainability Report", Governance, page 14.

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-22	Composition of the highest governance body	<p>All but two of DTE's directors are independent; the company's executive chairman and president and chief executive officer are the only management directors.</p> <div> <div> <p>TENURE</p> <p>Average Tenure: 8.1 years</p> </div> <div> <p>AGE</p> <p>Average Age: 65.2 years</p> </div> <div> <p>GENDER</p> </div> <div> <p>ETHNICITY</p> </div> </div>
GRI 102-22	Composition of the highest governance body (cont.)	<p>Board Diversity</p> <p>For information on other significant positions held by DTE Energy board members and their competencies relating to economic, environmental and social topics, visit the 2020 Proxy Statement, on page 12.</p>
GRI 102-23	Chair of the highest governance body	Details can be found in DTE Energy's 2020 Proxy Statement under " Election of the Chairman and the CEO; Lead independent Director " on page 28.
GRI 102-24	Nominating and selecting the highest governance body	Details can be found in DTE Energy's 2020 Proxy Statement under " Election of Directors and Vacancies " on page 26.
GRI 102-25	Conflicts of interest	Details can be found on DTE Energy's Corporate Governance page .
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Details can be found in DTE Energy's 2020 Proxy Statement under " Board of Directors Risk Oversight Functions " on page 33, " Corporate Governance " on page 31 and " Public Policy and Responsibility Committee " on page 32.
GRI 102-27	Collective knowledge of highest governance body	Details can be found in DTE Energy's 2020 Proxy Statement under " Election of Directors and Vacancies " on page 12 and " Public Policy and Responsibility Committee " on page 32.
GRI 102-28	Evaluating the highest governance body's performance	Details can be found in DTE Energy's 2020 Proxy Statement under " Assessment of Board and Committee Performance " on page 28.
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Details can be found in DTE Energy's 2020 Proxy Statement under " Board of Directors Risk Oversight Functions " on page 33.
GRI 102-30	Effectiveness of risk management process	Details can be found in DTE Energy's 2020 Proxy Statement under " Board of Directors Risk Oversight Functions " on page 33.
GRI 102-31	Review of economic, environmental, and social topics	Details can be found in DTE Energy's 2020 Proxy Statement under " Public Policy and Responsibility Committee " on page 32.

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-32	Highest governance body's role in sustainability reporting	Details can be found in DTE Energy's 2020 Proxy Statement under "Public Policy and Responsibility Committee" on page 32.
GRI 102-33	Communicating critical concerns	Details can be found in DTE Energy's 2020 Proxy Statement under "Communications with the Board" on page 30.
GRI 102-34	Nature and total number of critical concerns	Details can be found in DTE Energy's 2020 Proxy Statement under "Communications with the Board" on page 30.
GRI 102-35	Remuneration policies	Details can be found in DTE Energy's 2020 Proxy Statement. For Board see "Board of Directors Compensation" on page 34 and for Executives see "Executive Compensation" on page 45.
GRI 102-36	Process for determining remuneration	Details can be found in DTE Energy's 2020 Proxy Statement. For Board see "Board of Directors Compensation" on page 34 and for Executives see "Executive Compensation" on page 45.
GRI 102-37	Stakeholders' involvement in remuneration	Details can be found in DTE Energy's 2020 Proxy Statement. For Board see "Board of Directors Compensation" on page 34 and for Executives see "Executive Compensation" on page 45 and "Proposal No. 3 - Advisory Proposal - Nonbinding Vote to Approve Executive Compensation" on page 43.
GRI 102-38	Annual total compensation ratio	Details can be found in DTE Energy's 2020 Proxy Statement under "CEO Pay Ratio" on page 72.
GRI 102-39	Percentage increase in annual total compensation ratio	Details can be found in DTE Energy's 2020 Proxy Statement under "CEO Pay Ratio" on page 72.
GRI 102-40	List of stakeholder groups	<p>DTE Energy engages stakeholders through a variety of channels that facilitate meaningful dialogue around topics of mutual interest. The table listed in the appendix highlights some of the most significant ways we communicate with stakeholders. The last column in the table describes the material issues each group is most interested in, based on interactions and what we hear from stakeholders. Click each topic to view the report section that covers DTE Energy's programs and performance in that area.</p> <p>Please see the Stakeholder Engagement Table.</p>
GRI 102-41	Collective bargaining agreements	49% of DTE Energy's full-time employees are covered by collective bargaining agreements.
GRI 102-42	Identifying and selecting stakeholders	DTE Energy's stakeholder engagement process involves outreach to people and organizations that affect or can be affected by company decisions. The stakeholders with whom DTE Energy interacts may support or oppose company decisions, but regardless of their stance, DTE Energy believes everyone benefits from the exchange of information and open dialogue. DTE Energy's ongoing membership and participation in energy policy organizations, state and national trade associations, industry and customer advocacy coalitions, and other groups, help the company identify stakeholders, particularly as new issues emerge in the industry.

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-42	Identifying and selecting stakeholders (cont.)	<p>DTE Energy's community outreach and regional manager teams engage hundreds of neighborhood groups, nonprofits, multicultural organizations and faith-based institutions throughout the company's service area, to understand and elevate community issues relevant to DTE Energy's operations.</p> <p>These teams are also activated to support specific projects, such as the demolition of Conners Creek Power Plant in Detroit in 2019. To ensure the local community was aware of the demolition and felt safe and supported throughout the process, DTE conducted direct outreach to nearby residents, attended local community meetings and provided a direct channel to DTE to address questions, concerns and impacts related to the demolition. As a result of proactive outreach, customer concerns were addressed, yielding positive reaction from the residents and no legislative or MPSC complaints.</p> <p>DTE Energy maintains Community Advisory Councils in southeast Michigan and western Michigan, each of which consist of 10-15 community leaders who meet several times a year along with DTE Energy's c-suite and Corporate External Affairs teams, comprising the company's Corporate Communications, Corporate and Government Affairs and Public Affairs organizations. The council enables the company to identify emerging issues, better understand local perceptions of DTE and improve community relationships.</p> <p>DTE identifies elected and appointed government officials at the local, state and federal levels as well as business leaders through the Government Affairs team, which is charged with identifying those government, political and business leaders critical to business, services and customers. DTE Energy's Regulatory Affairs team identifies and engages regulatory stakeholders.</p> <p>DTE Energy executives identify potential stakeholders through their service as board members of approximately 100 nonprofits and other organizations located in the company's service territory. DTE's Supplier Diversity Advisory Council helps identify suppliers with which DTE Energy might do business.</p> <p>The company also engages with environmental non-governmental organizations (NGOs) to foster working relationships to enhance the environment and well-being of the communities. Working together to develop mutual solutions to environmental issues is in everyone's best interest, DTE engages and serves on the boards of environmental NGOs such as The Nature Conservancy and Southwest Detroit Environmental Vision to bring DTE Energy's environmental perspective and technical expertise to help address environmental issues.</p>
GRI 102-43	Approach to stakeholder engagement	<p>DTE Energy engages stakeholders through a variety of mechanisms that provide meaningful dialogue around topics of mutual interest. For additional information about our approach to stakeholder engagement, please see the Stakeholder Engagement Table and Industry and National Advocacy Associations table.</p>
GRI 102-44	Key topics and concerns raised with stakeholders	<p>DTE Energy communicates key topics and concerns through several channels, including the Corporate Citizenship Highlights, Empowering Michigan blog posts, the DTE Energy website, the DTE Energy newsroom and through DTE Energy's social media presence on Facebook, LinkedIn, Twitter, Instagram and YouTube. DTE Energy employee communication is primarily through Quest, the company's internal website, email and through all enterprise live broadcasts hosted by DTE President and CEO Jerry Norcia.</p> <p>For key topics and concerns, please see the Stakeholder Engagement Table.</p>

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-45	Entities included in consolidated financial statements	All entities in DTE Energy's consolidated financial statements or equivalent documents are covered in this GRI report and DTE's 10-K. See DTE Energy Company 10-K for Year Ending Dec. 31, 2019, Consolidated Statements pages 60-73 .
GRI 102-46	Defining report content and topic boundaries	This Corporate Citizenship 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 and its stakeholders and society at large. DTE Energy updated its materiality assessment for the 2016-2017 Corporate Citizenship Report to evaluate and prioritize key sustainability issues for its business and stakeholders. This update included a benchmarking of five peer companies, interviews with external stakeholders from a variety of organizations and surveys completed by stakeholders within DTE Energy and outside the company. DTE Energy believes the issues identified by stakeholders in the 2017 assessment are still relevant. In determining the content for the 2019 Corporate Citizenship Report, DTE Energy applied the principles laid out in the Global Reporting Initiative (GRI) Standards. Issued by the Global Sustainability Standards Board in late 2016, the GRI Standards are a voluntary global framework, intended for use by organizations to report about their impacts on the economy, the environment and society.
GRI 102-47	List of material topics	See Materiality in 2016-2017 Corporate Citizenship Report .
GRI 102-48	Restatements of information	There are no restatements of information in DTE Energy's report covering 2018.
GRI 102-49	Changes in reporting	There are no changes in reporting in material topics or reporting boundaries compared to last year's report.
GRI 102-50	Reporting period	Calendar year 2019.
GRI 102-51	Date of most recent report	Published in summer 2019, DTE Energy's previous report covered the 2018 calendar year.
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	impact@dteenergy.com
GRI 102-54	Claims of reporting in accordance with the GRI Standards	In accordance with GRI Standards Core option.
GRI 102-55	GRI content index	This report lists every GRI Standard disclosure, in numerical order, and includes references to other documents where appropriate. See the Table of Contents at the front of this report to navigate to specific sections and pages.
GRI 102-56	External assurance	DTE Energy applied the GRI Standards as the basis for this Corporate Citizenship Report, in accordance with the Core option. This report was reviewed by internal subject matter experts in each GRI disclosure area.

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 103	MANAGEMENT APPROACH	<p>DTE Energy manages its material issues in a thoughtful and responsible way. For each topic, the company has internal policies, goals and targets that drive improvement. DTE monitors progress through management dashboards to track metrics. The code of business conduct and ethics – the DTE Energy Way – is publicly available in the Corporate Governance section of the company's website. Many other policies – including health and safety, cybersecurity and diversity and inclusion – are distributed internally. The company has a robust training program that covers in detail the policies relevant to each employee's duties.</p> <p>To accompany the 2019 report cycle, DTE has developed a set of narrative briefs that detail various priorities important to DTE and its stakeholders. To see the collection of briefs, visit the sustainability performance site.</p> <p>DTE Energy's commitment to continuous improvement (CI) provides us with a framework for evaluating the effectiveness of the management approach. The company conducts regular reviews of activities and incorporates lessons learned in a "plan, do, check and act" CI cycle that benefits future projects.</p> <p>For more information on DTE Energy's policies and programs addressing key impacts and material issues, see the 10-K filing with the U.S. Securities and Exchange Commission and the annual Environmental, Social, Governance, and Sustainability Report, which is based on the Edison Electric Institute (EEI) industry sector template, and www.dteimpact.com.</p>
GRI 103-1	Explanation of the material topic and its boundary	See the 2016-2017 Materiality assessment for more information.
GRI 103-2	The management approach and its components	See the 2016-2017 Materiality assessment for more information.
GRI 103-3	Evaluation of the management approach	See the 2016-2017 Materiality assessment for more information.

GRI 200: Economic



> [GRI 100: UNIVERSAL STANDARDS](#)

> [GRI 300: ENVIRONMENTAL](#)

> [GRI 400: SOCIAL](#)

> [SECTOR SPECIFIC: ELECTRIC UTILITIES SECTOR SUPPLEMENT](#)

> [SUPPLEMENTAL MATERIALS](#)

GRI 200: Economic

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 200	ECONOMIC	
GRI 201	ECONOMIC PERFORMANCE	
GRI 201-1	Direct economic value generated and distributed	Direct economic value generated (revenues), economic value distributed (operating costs, employee wages and benefits, payments to providers of capital, etc.) and economic value retained ("direct economic value generated" less "economic value distributed") can be found in the 10-K filing .
GRI 201-2	Financial implications and risks and opportunities due to climate change	Please see DTE Energy's annual "Environmental, Social, Governance, and Sustainability Report", Environmental, pages 3-10 . Refer to DTE Energy's "2020 CDP Climate Change" Report – Items C2.3a and C2.4a , pages 7-17 .
GRI 201-3	Defined benefit plan obligations and other retirement plans	Refer to DTE Energy's 10-K for the fiscal year ending Dec. 31, 2019, Note 21 to the Consolidated Financial Statements, "Retirement Benefits and Trusteed Assets" .
GRI 203	INDIRECT ECONOMIC IMPACTS	
GRI 203-1	Infrastructure investments and services supported	<p>DTE is pleased the Michigan Public Service Commission (MPSC) has approved the company's Integrated Resource Plan (IRP). The company looks forward to continuing to lead and advance Michigan's transition to a clean energy economy. DTE Energy is the largest investor in, and producer of, renewable energy in Michigan, driving \$3 billion in solar and wind energy infrastructure; these are investments that deliver power to serve more than 500,000 households. As one of the first U.S. energy companies to announce a net-zero carbon emissions goal by 2050, DTE is grateful the approved IRP supports the company's commitment to cut carbon emissions 50% by 2030 and 80% by 2040.</p> <p>DTE Energy is also investing nearly \$4.2 billion in electric infrastructure upgrades over the next four years. These investments are a win for customers and communities. They will improve and strengthen the energy grid that delivers safe, reliable and affordable energy to homes and businesses; better prepare Michigan for the future; and create jobs through both DTE Energy hires and partnerships with local contractors and businesses. Improved power quality and reliability, and fewer outages, are expected to provide more than \$6 billion-\$9 billion of economic benefits to customers.</p> <p>Additional details on our sustainability stewardship and infrastructure investments can be found in the following documents:</p> <ul style="list-style-type: none"> • DTE Energy's annual "Environmental, Social, Governance and Sustainability Report", Environmental, pages 3-10. • DTE Energy Electric Infrastructure Report.
GRI 203-2	Significant indirect economic impacts	<p>While DTE Energy is headquartered in Detroit, the company is deeply committed to the communities it serves statewide and works to make all of Michigan a better place to live, work and play. DTE believes its efforts are making cities and communities, and the state, better, stronger and more prosperous.</p> <p>DTE's employees serve with their energy in communities where they live and work by volunteering thousands of hours at nonprofit organizations across the state, contributing more than \$6 million in value to our communities. More than 50% of employees are now engaged in volunteerism, including skills-based volunteerism where their passions can match their purpose, making DTE Energy a "world class" volunteerism company.</p>

GRI 200: Economic (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 203-2	Significant indirect economic impacts (cont.)	<p>The company's work in neighborhoods in and around DTE Energy facilities is making a notable impact. DTE Energy's Beacon Park opened in the summer of 2017 on a parcel of land that was formerly an industrial site surrounded by barbed wire fencing. The park has already attracted more than one million visitors with family-friendly events and concerts. Most importantly, the development of Beacon Park has lived up to its name acting as a beacon to others to invest in the area – more than \$140 million to-date. DTE is also working in partnership with neighbors in the historic North End neighborhood of Detroit to help make the vision they have for their neighborhood a reality, working hand-in-glove with the community to beautify the area, make it safer and provide workforce development efforts.</p> <p>DTE is intentional about supporting Michigan businesses by recruiting them to its supplier base to play our own role in economic development. In 2011, the company spent \$475 million with Michigan-based suppliers. Today, DTE spends over \$2 billion, a four-fold increase. Since making this commitment, the company has created and sustained more than 34,000 local jobs. Since 2013, DTE has spent \$2.4 billion with women and minority-owned businesses, including \$1.8 billion with Detroit suppliers. To ensure affordability and reliability of electricity far into the future, DTE is diversifying energy sources by building one of the nation's most efficient natural gas plants and retiring three coal plants by 2022.</p> <p>To learn more about what DTE Energy is doing to be a force for growth and prosperity, visit DTEImpact.com.</p> <p>Watch our latest video from our Chairman to see how DTE Energy serves with its energy.</p>
GRI 204	PROCUREMENT PRACTICES	
GRI 204-1	Proportion of spending on local suppliers	<p>DTE Energy spent \$2.1 billion with Michigan businesses in 2019, creating and sustaining more than 9,800 jobs across the state and exceeding the in-state spending goal it made in the spring of 2019 by \$600 million. The company also spent \$609 million with certified diverse suppliers and captured 14 industry-wide supplier diversity achievement awards. Learn more about DTE's supply chain management.</p> <p>To learn more about DTE's 2019 Michigan Spend, read here.</p> <p>For more information, please visit DTE Energy's annual "Environmental, Social, Governance and Sustainability Report", Social, page 12.</p> <p>For additional and historical details, refer to the Performance Data Table.</p>

GRI 300: Environmental

A photograph of several wind turbines in a field at sunset. The sun is a bright, glowing orb on the right side of the frame, casting a warm orange and yellow light across the sky. The turbines are silhouetted against this light, with the largest one in the center-left foreground. The ground is a dark, flat field, and some trees are visible on the right side. In the bottom right corner, there is a decorative graphic of white lines radiating from a semi-circle.

> GRI 100: UNIVERSAL STANDARDS

> GRI 200: ECONOMIC

> GRI 400: SOCIAL

> SECTOR SPECIFIC: ELECTRIC UTILITIES SECTOR SUPPLEMENT

> SUPPLEMENTAL MATERIALS

GRI 300: Environmental

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD																								
GRI 300	ENVIRONMENTAL																									
GRI 301	MATERIALS																									
GRI 301-1	Materials used by weight or volume	<p>Below is a list of the materials/fuel used to produce electricity for DTE Energy in 2019.</p> <table> <tr> <th>Materials/Fuels</th><th>Units</th><th>2019</th></tr> <tr> <td>Coal</td><td>Tons</td><td>14,140,100</td></tr> <tr> <td>Natural gas</td><td>Mcf</td><td>25,703,186</td></tr> <tr> <td>Blast furnace gas</td><td>tcf</td><td>6,271,999</td></tr> <tr> <td>Coke oven gas</td><td>tcf</td><td>2,820,179</td></tr> <tr> <td>No. 2 oil</td><td>Gallons</td><td>4,621,511</td></tr> <tr> <td>No. 6 oil</td><td>Gallons</td><td>6,080</td></tr> <tr> <td>High sulfur oil</td><td>Gallons</td><td>607</td></tr> </table>	Materials/Fuels	Units	2019	Coal	Tons	14,140,100	Natural gas	Mcf	25,703,186	Blast furnace gas	tcf	6,271,999	Coke oven gas	tcf	2,820,179	No. 2 oil	Gallons	4,621,511	No. 6 oil	Gallons	6,080	High sulfur oil	Gallons	607
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GRI 301-2	Recycled input materials used	In 2019, the St. Clair Power Plant fired 157,513 gallons of No. 6 fuel oil (used oil).																								
GRI 302	ENERGY																									
GRI 302-1	Energy consumption within the organization	Refer to DTE Energy's "2020 CDP - Climate Change" - Item C8. "Energy" .																								
GRI 302-3	Energy consumption outside of the organization	Read more about DTE's energy efficiency management .																								
GRI 302-4	Reduction of energy consumption	<p>In 2019, DTE Energy headquarters and service centers reduced their electricity usage by 1.48 million kilowatt-hours (2% compared to 2017 electricity usage) as a direct result of conservation and efficiency initiatives. DTE Energy has a company-wide goal to reduce electricity usage by 25% by 2022, from a baseline year of 2017. The 2019 energy reduction accounts for 8% of the 25% goal.</p> <p>DTE Energy utilizes industry standards and methodologies from various organizations such as the American Society of Heating, Refrigerating and Air-Conditioning Engineers (ASHRAE), a global professional association seeking to advance heating, ventilation, air conditioning and refrigeration systems design and construction, and the Illuminating Engineering Society of North America (IESNA), 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 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 302-4	Reduction of energy consumption (cont.)	<p>Vehicle Idling</p> <p>A cross-functional team is helping to reduce idle time using GPS data while vehicles are parked on DTE properties. Last year, DTE reduced on-property idling by 12%, which saved \$600,000 in fuel costs and prevented 4.7 million of tons of carbon dioxide from being discharged into the air; these savings are enough to offset the emissions of 461 passenger cars driven for a year.</p> <p>Learn more about DTE's efforts to reduce vehicle idling.</p>
GRI 302-5	Reductions in energy requirements of products and services	Refer to DTE Energy's "2019 Energy Waste Reduction Annual Report" .
GRI 303	WATER	<p>DTE Energy strives to eliminate unnecessary use of water in its facilities and to improve the quality of water discharges. Water stewardship starts with operating our 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's goal is to reduce water withdrawal by 40% in 2023, 60% in 2030, and 90% by 2040.</p> <p>Since 2005, DTE has reduced surface water withdrawals for power generation by 21% by retiring coal-fired power plants (e.g., Conners Creek and Harbor Beach Power Plants) that utilize water for cooling, which accomplishes 53% 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., Greenwood's closed-loop cooling water system) 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>
GRI 303-1	Water withdrawal by source	Refer to DTE Energy's "2020 CDP - Water Security Report" – Item W1.2h. "Total Water Withdrawal" .
GRI 303-2	Water sources significantly affected by withdrawal of water	Refer to DTE Energy's "2020 CDP - Water Security Report" – Item W5 "Facility-Level Water Accounting" .
GRI 303-3	Water recycled and reused	Refer to DTE Energy's "2020 CDP - Water Security Report" – Item W1.2i. "Total Water Discharge" .
GRI 304	BIODIVERSITY	
GRI 304-1	Operations sights owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The Trenton Channel Power Plant, located in Trenton, Mich., and the Enrico Fermi II 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 DTE Energy and managed by USFWS. Part of the refuge includes areas of high biodiversity including important coastal wetlands and forested habitat.

GRI 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	<p>DTE Energy performs due diligence evaluations on real estate acquisitions or before major construction projects begin on existing properties owned and/or maintained by DTE Energy. These due diligence evaluations include reviews of potential impacts to threatened and endangered species, or other protected natural features. If threatened and endangered species or other regulated features are detected at a site, DTE Energy conducts mitigation activities to avoid and or minimize the impacts in accordance with state or federal law.</p> <p>Activities that positively impact biodiversity, such as installation of pollinator gardens, native prairie plantings, birdhouses or bat houses, are captured in reports that are submitted to the Wildlife Habitat Council (WHC) for DTE Energy's 35 WHC-Certified sites. These reports describe site specific biodiversity goals and metrics that are required by WHC to maintain certification.</p>
GRI 304-3	Habitats protected or restored	<p>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. It also manages about 140 acres to support biodiversity required for mitigation.</p> <p>Wildlife Habitat Council Certified Sites</p> <p>DTE Energy properties are home to hundreds of species of wildlife, some of which are endangered or threatened. DTE Energy facilities are often located on properties with abundant opportunities for wildlife and DTE Energy is helping to attract and increase wildlife populations at these sites. To this end, DTE Energy has 34 sites certified under the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife.</p> <p>Please refer to the table in the appendix.</p>
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	<p>There are currently three federally listed species impacted by DTE Energy's operations. These species include the Indiana bat (endangered), northern long-eared bat (threatened) and Eastern Massasauga bat (threatened). The Eastern Massasauga bat can be found at the Fermi II Nuclear Power Plant. It should be noted the site's operations may actually benefit the species due to large areas of habitat created on site, as well as an information and awareness campaign.</p>
GRI 305	EMISSIONS	<p>For more information on the journey to Net Zero, visit DTECleanEnergy.com and DTE Energy's annual "Environmental, Social, Governance and Sustainability Report", Environmental, pages 3- 10.</p> <p>Read more about DTE's clean energy transformation.</p>
GRI 305-1	Direct (Scope 1) GHG emissions	<p>Refer to DTE Energy's "2020 CDP - Climate Change Report" – Item C5. "Emissions Methodology".</p> <p>Refer to DTE Energy's "2020 CDP - Climate Change Report" – Item C6.1. "Scope 1 Emissions".</p> <p>Refer to DTE Energy's "2020 CDP - Climate Change Report" – Item C7.1a. "Scope 1 Emissions by Greenhouse Gas Type".</p> <p>Refer to DTE Energy's "2020 CDP - Climate Change Report" – Item C7.3a. "Scope 1 Emissions by Business Division".</p>

GRI 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD																									
GRI 305-1	Direct (Scope 1) GHG emissions (cont.)	<p>Reducing vehicle idling and carbon emissions</p> <p>In 2019, DTE reduced the amount of on-property vehicle idle time by 12%, avoiding 4.7 million pounds of carbon dioxide emissions and saving \$600,000 in fuel costs. The company prioritized reducing idling times of vehicles parked on DTE properties, which represent 65% of total idle time. Because workers must start their trucks to operate job-critical auxiliary functions, the on-property focus avoided work-site interruptions and improved fuel efficiency.</p> <p>DTE accomplished this reduction using a variety of tactics including GPS analysis, low-cost employee communications such as posters and best-practice sheets and behavior modifications. DTE is continuing this focus in 2020.</p> <p>For a breakdown of DTE Electric's direct GHG emissions which make-up more than 90% of DTE Energy's direct emissions, refer to DTE Energy's annual "Environmental, Social, Governance and Sustainability Report", EEI ESG/Sustainability Template – Section 2: Quantitative Information - Emissions, page 16.</p>																									
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Refer to DTE Energy's "2020 CDP - Climate Change Report" – Item C6.3. "Scope 2 Emissions".																									
GRI 305-3	Other indirect (Scope 3) GHG emissions	Refer to DTE Energy's "2020 CDP - Climate Change Report" – Item C6.5. "Scope 3 Emissions".																									
GRI 305-4	GHG emissions intensity	Refer to DTE Energy's "2020 CDP - Climate Change Report" – Item C6.10. "Combined Scope 1 and 2 Emissions Intensity".																									
GRI 305-5	Reduction of GHG emissions	<p>Refer to DTE Energy's "2020 CDP - Climate Change Report" – Item C4.1a. "Emissions Targets and Progress".</p> <p>Refer to DTE Energy's annual "Environmental, Social, Governance and Sustainability Report," Environmental, page 3.</p> <p>For more information on the journey to Net Zero, visit DTECleanEnergy.com.</p>																									
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SO), and other significant air emissions	<p>DTE Energy has reduced its annual carbon emissions nearly 30% since 2005 and plans to achieve net-zero carbon emissions in its electric utility by 2050. This net-zero goal sets the framework for DTE to go beyond existing commitments to reduce carbon emissions 50% by 2030 and 80% by 2040 as it retires its last coal plant.</p> <p>Percent Reduction from 2005:</p> <table><tr><th></th><th>2019</th><th>2023</th><th>2031</th><th>2040</th></tr><tr><td>SO2</td><td>82%</td><td>87%</td><td>>99%</td><td>>99%</td></tr><tr><td>NOx</td><td>73%</td><td>80%</td><td>93%</td><td>96%</td></tr><tr><td>Hg</td><td>91%</td><td>92%</td><td>>99%</td><td>>99%</td></tr><tr><td>PM</td><td>83%</td><td>85%</td><td>86%</td><td>95%</td></tr></table>		2019	2023	2031	2040	SO2	82%	87%	>99%	>99%	NOx	73%	80%	93%	96%	Hg	91%	92%	>99%	>99%	PM	83%	85%	86%	95%
	2019	2023	2031	2040																							
SO2	82%	87%	>99%	>99%																							
NOx	73%	80%	93%	96%																							
Hg	91%	92%	>99%	>99%																							
PM	83%	85%	86%	95%																							

GRI 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SO), and other significant air emissions (cont.)	<p>Improving air quality in the communities where DTE's employees live and serve is among the company's top priorities. DTE Energy invested more than \$2.4 billion in environmental control technologies to reduce emissions from power plants through 2017. These efforts have reduced emissions of sulfur dioxide (SO₂) by 82%, nitrogen oxide (NO_x) by 73%, mercury by 91% and particulate matter by 83% in 2019 when compared to a 2005 baseline. These emissions will continue to decrease as DTE retires its coal plants. In addition, the company's internal environmental audit programs help keep DTE accountable and drive improvement. DTE Energy's International Organization for Standardization (ISO) 14001 certified facilities undergo annual environmental management system conformance audits as well. See emissions reduction chart on the previous page.</p> <p>Refer to DTE Energy's annual "Environmental, Social, Governance and Sustainability Report", EEI ESG Sustainability Template – Section 2: Quantitative Information - Emissions, page 20.</p>
GRI 306	EFFLUENTS AND WASTE	
		<p>Fly ash and bottom ash are byproducts of the coal burned in power plants. Synthetic gypsum is a byproduct of the flue gas desulfurization (FGD) units that reduce sulfur dioxide emissions from coal-fired plants. These coal combustion residual (CCR) materials – ash and synthetic gypsum – are recycled to the greatest extent possible. The portion of the CCR not recyclable is disposed in state and federally regulated landfills and impoundments. DTE Energy's ash recycling rates dropped starting in 2016 as the company brought sorbent injection and activated carbon emission controls online to meet the Mercury and Air Toxic Standards (MATS) rule. The presence of sorbents and activated carbon in coal ash reduces its acceptability for beneficial reuse.</p> <p>Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2019, DTE Energy recycled 100% of the gypsum produced at its power plants.</p> <p>DTE Energy operates three licensed landfills to dispose of unrecycled fly ash and CCR. Each coal plant has on-site facilities for managing CCR before it is recycled or disposed. These landfills operate in compliance with applicable state and federal laws and are routinely inspected by state and local regulatory agencies. DTE Energy assesses the condition of its facilities and equipment on a regular basis and conducts maintenance and repairs as necessary to maintain structural integrity and operational performance.</p> <p>Read more about DTE's remediation in "A Clean Start from the Ground Up".</p>
GRI 306-1	Water discharge by quality and destination	Refer to DTE Energy's "2020 CDP - Water Security Report" – Item W1.2i. "Total Water Discharge" .
GRI 306-2	Waste by type and disposal method	<p>DTE Energy's pollution prevention programs help minimize environmental impacts and conserve resources by reducing the volume of waste that would otherwise go to landfills for disposal. DTE Energy also recovers used oil for energy across the its gas and electric utilities. In addition, DTE Energy captured food and paper waste at its Detroit headquarters campus, diverting these waste streams from landfills.</p> <p>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.</p>

GRI 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD	
GRI 306-2	Waste by type and disposal method (cont.)	HAZARDOUS WASTE	TONS
		Recycling	0.08
		Recovery	0.00
		Fuel Blending	0.13
		Incineration	10.34
		Landfill	9.77
		TOTAL	20.31
		OTHER WASTES	TONS
		Polychlorinated Biphenyl (PCB)	78.87
		Asbestos	125.24
		Universal Waste	74.59
		OTHER WASTE DIVERSIONS	
		Composting	42 tons
		Waste to energy (incineration)	264 tons
		Used Oil	213,279 gallons
		NON-HAZARDOUS WASTES (RECYCLED)	TONS
		Gypsum	428,901
		Fly and Bottom Ash	229,163
		Copper	740
		Lead	804
		Aluminum	208
		Steel / Ferrous – Electric Operations	2,407
		Steel / Ferrous – Gas Operations	432
		Non-Ferrous / Wire Bundles	266


GRI 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD				
GRI 306-2	Waste by type and disposal method (cont.)	NON-HAZARDOUS WASTES (RECYCLED) (cont.)				TONS
		Non-Ferrous (e.g. transformers)				1,549
		Miscellaneous Metals				1,530
		Meters – Electric				61
		Meters – Gas				304
		Outage Materials (e.g. poles, wires, equipment from storms)				1,677
		Plastic (HDPE)				32
		Scrap Electronics				60
		Transformer Oil				386 (102,998 gallons)
		Cardboard				257
		Wood (e.g. poles, pallets)				387
		Paper				310
GRI 306-5	Water bodies affected by water discharges and/or runoff	Refer to DTE Energy's "2020 CDP - Water Security Report" – Item W5 "Facility-Level Water Accounting" .				
GRI 307	ENVIRONMENTAL COMPLIANCE					
GRI 307-1	Non-compliance with environmental laws and regulations		DTE Electric and DTE Gas	Gas Storage and Pipeline	DTE Power and Industrial	Total
		Total monetary value of fines in 2019	\$0	\$0	\$8,500	\$8,500
		Total number of sanctions in 2019	14 violation notices	8 violation notices	10 violation notices	32 violation notices

GRI 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 308	SUPPLIER ENVIRONMENTAL ASSESSMENT	
GRI 308-1	New suppliers that were screened using environmental criteria	<p>Because many of the products and services DTE purchases are unique to its industry, DTE Energy is a charter member of The Electric Utility Industry Sustainable Supply Chain Alliance. Formed more than 10 years ago, the alliance is a group of electric utilities focused on developing a more environmentally friendly supply chain. The group shares best practices and promotes and develops sustainable solutions for businesses.</p> <p>The Sustainability Project (TSP) is one of the largest initiatives with the alliance. TSP is an online survey tool to help suppliers identify, benchmark, plan and prioritize sustainable business practices. DTE encourages suppliers to complete the survey and implement an improvement plan to advance their carbon emission reductions. In 2019, 89 suppliers completed the TSP survey and 30% of them completed an improvement action plan.</p> <p>Supplier sustainability 2019 highlights:</p> <ul style="list-style-type: none"> • In March, DTE Energy sponsored a webinar on sustainable business practices through the Michigan Minority Supplier Development Council. Participants learned about the benefits of sustainability and gained understanding on how to prepare for customer inquiries about sustainable business practices. • In August, DTE Energy sent a letter to 200 of the largest suppliers explaining the benefits of the company's MIGreenPower voluntary renewable energy program. • In November, Chief Procurement Officer Tony Tomczak was named 2020 chairman of the alliance for the second time. He also served as chairman in 2017 and 2018. <p>Learn more about DTE's supply chain management.</p>

GRI 400: Social

A large group of approximately 50 people of various ages and ethnicities are posed in several rows outdoors. They are all wearing bright, solid-colored sweaters in the colors of the rainbow (red, orange, yellow, green, blue, and purple). Many are smiling and have their arms around each other. In the background, there is a brick building with some trees and a sign that says "PRIVATE GARAGE".

> GRI 100: UNIVERSAL STANDARDS

> GRI 200: ECONOMIC

> GRI 300: ENVIRONMENTAL

> SECTOR SPECIFIC: ELECTRIC UTILITIES SECTOR SUPPLEMENT

> SUPPLEMENTAL MATERIALS

GRI 400: Social

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD		
GRI 400	SOCIAL			
GRI 401	EMPLOYMENT	Learn more about DTE's human capital management .		
GRI 401-1	New employee hires and employee turnover	GENDER OF NEW HIRES	NUMBER	PERCENT OF TOTAL
		Female	242	27%
		Male	671	73%
		EMPLOYEE TURNOVER AGE	NUMBER OF DEPARTURES	PERCENT OF BEGINNING OF 2019 HEADCOUNT
		Under 30	110	9%
		30-50	194	4%
		Over 50	520	12%
		EMPLOYEE TURNOVER GENDER	NUMBER OF DEPARTURES	PERCENT OF BEGINNING OF 2019 HEADCOUNT
		Female	256	9%
		Male	586	7%
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>DTE Energy provides competitive, customizable benefits for all regular full-time and regular part-time (and, in the case of health care, temporary) employees and is committed to providing employees with the resources they need to lead healthier lifestyles, including an on-site clinic and fitness center.</p> <p>DTE Energy offers a Healthy Behavior Incentive Program, which rewards employees in terms of reduced medical premiums for biometric screenings, completion of a Health Risk Assessment and participation in health education on disease management programs. DTE Energy offers Consumer Driven Health Plans (CDHPs) in addition to regular programs. CDHPs provide benefits that help consumers maintain and improve their health. CDHPs offer a full array of products giving employers and their employees more options. They provide customized transitional products and integrated Health Savings Accounts with the same typical benefits of a PPO plan plus a chance to earn dollars by taking steps that can help you achieve your health potential.</p> <p>Additional innovative compensation and benefits initiatives at DTE Energy include:</p> <ul style="list-style-type: none"> • A 401(k) plan/ESOP that is available to all regular full-time and regular part-time employees. • Automatic enrollment of new hires in the 401(k) plan. 		

GRI 400: Social (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees (cont.)	<ul style="list-style-type: none"> Automatic annual escalation of employee 401(k) contributions, up to 10% of pay. Generous 401(k) matching contributions. Annual participation in America Saves Week, with daily financial education messages and the opportunity to participate in a challenge to win up to 50 shares of DTE Energy stock. Child bonding leaves of absence. Additional vacations days are available for employee purchase. Competitive incentive plans are offered to all non-represented employees to create alignment of corporate and individual goals. <p>DTE Energy offers several programs and services that target a variety of chronic conditions and lifestyle behaviors. Specifically, telephone, online and on-site coaching programs, monthly educational webinars and physical activity online tools. Through the company's well-being partner, DTE employees, retirees and their families are offered a number of opportunities to get engaged through different mediums, flexible operating hours and targeted programming to meet the needs of each individual. Employees and spouses can earn entries in quarterly drawings for significant prizes such as shopping sprees, gym membership, fitness related equipment and more or, alternatively, gift cards.</p> <p>For additional benefits for full-time employees: Please refer to the Benefits page.</p> <p>For additional health and wellness benefits for all employees: Please refer to the Health and wellness page.</p>
GRI 401-3	Parental leave	<p>DTE Energy is committed to supporting employees who are experiencing the life-changing journey of expanding their families, whether through birth, adoption, fostering or guardianship. In 2018, DTE Energy implemented a Parental Leave Program which is designed to provide paid time off to eligible employees for these events and is intended to be a supplement to the Non-Represented Time Off Program. This program is for regular full-time and regular part-time non-represented employees of DTE Energy Company and its subsidiaries. Eligible employees receive up to four weeks of company-paid child-bonding leave that can be taken all at once or intermittently, on a schedule agreed upon in advance between an employee and their leader, as a supplement to the non-represented employees time off program.</p>
GRI 402	LABOR/MANAGEMENT RELATIONS	<p>DTE Energy has regular meetings during which union and company leaders share opportunities for improving operations, customer service and employee engagement – and work together to develop and implement solutions. These meetings occur at all levels of leadership, and the open and inclusive communication is key to a successful partnership.</p> <p>Read more about DTE's labor management.</p>

GRI 400: Social (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD																																
GRI 403	OCCUPATIONAL HEALTH AND SAFETY																																	
GRI 403-1	Workers representation in formal joint management-worker health and safety committees	The health and safety of people is DTE Energy's top priority. Employees are empowered to stop work – or decide not to start it – if they determine the job is unsafe. The safer everyone works, the safer employees, customers and the public are– helping to ensure the delivery of vital energy that fuels the communities the company serves.																																
GRI 403-1	Workers representation in formal joint management-worker health and safety committees (cont.)	<p>DTE Energy's safety culture is maintained and strengthened with the help of multiple safety committees spanning all levels of the company. Members include union representatives, DTE Energy executives, office workers and field employees. Concerns are welcomed and suggestions for improvement are encouraged. Seasonal safety plans are developed and implemented to address the unique challenges of each business unit.</p> <p>All workplace injuries – and incidents that could have caused an injury – are documented and thoroughly reviewed for potential preventive measures. Employees know they are responsible for their own safety and the safety of everyone around them. In 2018, the company expanded its safety culture to include contractors who are held to the same standards.</p> <p>Learn more about how DTE practices safety during a crisis.</p>																																
GRI 403-2	Types of injury and rates of injury, occupational diseases, lost days, and absenteeism, and number of work-related fatalities	<table><tr><th></th><th>2019</th></tr><tr><td>OSHA recordable incident</td><td>0.81</td></tr><tr><td>DART</td><td>0.52</td></tr><tr><td>Fatalities</td><td>DTE Energy had no fatalities in 2019</td></tr></table> <table><tr><th>Injury Type</th><th>2019 Incidents</th></tr><tr><td>Burns</td><td>3</td></tr><tr><td>Caught in, Crushed, Pinched</td><td>7</td></tr><tr><td>Cut by Object</td><td>16</td></tr><tr><td>Exposure - Arc Flash</td><td>3</td></tr><tr><td>Exposure - caustics, noxious, or toxic</td><td>2</td></tr><tr><td>Exposure - Insects</td><td>3</td></tr><tr><td>Eye Injury</td><td>5</td></tr><tr><td>Fall from elevation</td><td>4</td></tr><tr><td>Overexertion</td><td>17</td></tr><tr><td>Slip, Trip, Fall</td><td>14</td></tr><tr><td>Struck by/against</td><td>13</td></tr></table>		2019	OSHA recordable incident	0.81	DART	0.52	Fatalities	DTE Energy had no fatalities in 2019	Injury Type	2019 Incidents	Burns	3	Caught in, Crushed, Pinched	7	Cut by Object	16	Exposure - Arc Flash	3	Exposure - caustics, noxious, or toxic	2	Exposure - Insects	3	Eye Injury	5	Fall from elevation	4	Overexertion	17	Slip, Trip, Fall	14	Struck by/against	13
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GRI 400: Social (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD						
GRI 403-3	Workers with high incidence or high risk of diseases related to their occupation	Industrial hygiene is an area of employee occupational health and safety that receives intense focus. In addition to thorough training about such potential hazards as lead, mercury and asbestos, certain employees – due to the nature of their jobs – receive periodic precautionary testing to ensure they are not absorbing unhealthy levels of harmful substances.						
GRI 403-4	Health and safety topics covered in formal agreements with trade unions	Please refer to GRI standard 403-1, paragraph 2 .						
GRI 404	TRAINING AND EDUCATION	For more information on DTE Energy’s scope of youth and adult talent pipeline programs see DTE’s human capital management .						
GRI 404-1	Average hours of training per year per employee	Type of training					Number of hours	
		Technical and compliance training					416,271	
		Average number of hours per employee (including full time employees and contractors)					28.33	
		Average hours are based on 14,692 employees, including contractors, co-ops, and those who retired in 2019.						
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	For more information on developing our talent see DTE’s human capital management .						
GRI 404-3	Percentage of employees receiving regular performance reviews and career development reviews	100% of non-represented, regular employees have an opportunity to participate in goal setting at the beginning of the year, mid-year evaluations to review progress toward performance and development goals, and year-end reviews that focus on performance and development. Depending when an employee is hired into the company, the full, annual review process may be pushed to the next review period. “Regular” employees do not include temporary personnel, contractors, interns, students or seasonal staff.						
GRI 405	DIVERSITY AND EQUAL OPPORTUNITY							
GRI 405-1	Diversity of governance bodies and employees		Male	Female	Under 30 years of Age	30-50 Years of Age	Over 50 Years of Age	Minority Percentage
		DTE Energy Board	77%	23%	0%	0%	100%	23%
		Executives and Seniors Leaders	81%	19%	0%	13%	88%	19%
		Managers and Supervisors	77%	23%	2%	57%	41%	23%
		Individual Contributors/Workers	73%	27%	14%	50%	36%	30%

GRI 400: Social (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
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.
GRI 406	NON-DISCRIMINATION	
GRI 406-1	Incidents of discrimination and corrective actions taken	<p>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.</p> <p>Refer to 102-17 for DTE's policy on ethics and compliance.</p>
GRI 407	FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING	
		<p>DTE Energy, is committed to providing all employees, including 49% who are members of labor unions, with competitive wages and benefits, safe working conditions and opportunities to learn and grow while working together toward achieving the company's aspiration to be the best-operated energy company in North America and a force for growth and prosperity in the communities where employees live and serve.</p> <p>DTE Energy has regular meetings where union and company leaders share opportunities for improving operations, customer service and employee engagement – and work together to develop and implement solutions. These meetings occur at all levels of leadership, and the open and inclusive communication is key to successful partnerships.</p>
GRI 413	LOCAL COMMUNITIES	
GRI 413-1	Operations with local community engagement, impact assessment, and development programs	100% of DTE Gas and DTE Electric operations perform local community engagement, impact assessment, and/or development programs. Additional information can be found in DTE Energy's annual Environmental, Social, Governance, and Sustainability Report and on DTEImpact .
GRI 414	SUPPLIER SOCIAL ASSESSMENT	
GRI 414-1	New suppliers that were screened using social criteria	<p>In 2018, DTE Energy introduced a safety program in which contractors must participate to remain – or become – business partners with the company. They are required to maintain a certain level of safety and report their safety metrics in Avetta, a tracking system used by companies globally to monitor and audit performance. DTE Energy works with contractors individually and as a group to help them adhere to safety standards and improve their processes for the benefit of their employees, DTE Energy's employees and customers, and the public. Contractors can find safety standards in DTE Energy's Safety Handbook for Contractors and Contractor Employees or Agents.</p> <p>The DTE Energy Corporate Safety team has since added a safety element to the Diverse Supplier Mentorship Program by initiating Occupational Safety & Health workshops. These collaborative efforts are designed to share proven utility-based programs with the supply base to raise overall safety performance, thus expanding 200% accountability (100% accountability for oneself and 100% accountability for the safety of others) to all workers at DTE Energy sites.</p>

GRI 400: Social (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 415	PUBLIC POLICY	
GRI 415-1	Political contributions	For more information, see DTE's political contribution management .
GRI 416	CUSTOMER HEALTH SAFETY	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	100% of DTE's gas and electric operations are continuously being monitored for health and safety improvements. Learn more about DTE's safety management .
GRI 418	CUSTOMER PRIVACY	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>DTE Energy's IT and Ethics personnel hold an annual meeting with members of the Michigan Public Service Commission (MPSC) staff to provide a verbal report that addresses the company's cybersecurity and IT risk planning. In addition to this initiative, DTE Energy also communicates any exposures of customers' personally identifiable information, or PII, to MPSC staff, and any cyber-attacks to both MPSC staff and the Michigan Fusion Center, which is a collaboration between the Michigan State Police, FBI, Michigan Department of Health and Human Services, and other organizations. The timing of these communications, 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"> • How the incident happened. • How the incident was discovered. • What specific information was exposed or accessed. • How many customers were affected. • How many customers were at risk of being affected. • What is being done to remedy the situation for customers. • How DTE Energy will ensure that it doesn't occur again.

Sector Specific: Electric Utilities Sector Supplement



> [GRI 100: UNIVERSAL STANDARDS](#)

> [GRI 200: ECONOMIC](#)

> [GRI 300: ENVIRONMENTAL](#)

> [GRI 400: SOCIAL](#)

> [SUPPLEMENTAL MATERIALS](#)

SECTOR SPECIFIC: Electric Utilities Sector Supplement

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
SECTOR SPECIFIC	ELECTRIC UTILITIES SECTOR SUPPLEMENT	
GRI EU1	Installed capacity	Refer to DTE Energy's 10-K for the fiscal year ending Dec. 31, 2019, Properties- page 10.
GRI EU2	Net energy output	Refer to DTE Energy's annual "Environmental, Social, Governance and Sustainability Report", EEI ESG Sustainability Template – Section 2: Quantitative Information - Portfolio, page 17.
GRI EU3	Number of residential, industrial, institutional and commercial customer accounts	<p>For electric customers, refer to DTE Energy's annual "Environmental, Social, Governance and Sustainability Report", EEI ESG Sustainability Template – Section 2: Quantitative Information - Portfolio, page 18.</p> <p>For gas customers, refer to DTE Energy's annual "Environmental, Social, Governance and Sustainability Report", AGA Voluntary Sustainability Metrics: Quantitative Information – Natural Gas Distribution, page 22.</p>
GRI EU4	Length of above and underground transmission and distribution lines	Refer to DTE Energy's 10-K for the fiscal year ending Dec. 31, 2019, Properties- page 10.
GRI EU5	Allocation of CO ₂ e emissions allowances	DTE Electric operates entirely within the state of Michigan and is not covered by a CO ₂ e emissions trading program.
GRI EU12	Distribution Line Losses	In the 2019 rate case that was filed July 8, 2019, the loss factor was increased to 7.3% to be applied starting in 2020 (see U-20561 Exhibit A-13 , Schedule C4 line 2).
GRI EU15	Percentage of employees eligible to retire	More than 50% of DTE Energy's employees will be eligible to retire by 2024. The company continues to seek out people with great ideas and positive energy to join Team DTE, and to imagine the next generation of energy and continue to realize our vision for the future.
GRI EU28	Power outage frequency	<p>The System Average Interruption Frequency Index (SAIFI) measures the average number of power outages that a customer experienced in a year.</p> <ul style="list-style-type: none"> • All-weather SAIFI: 1.37 • Excluding major event days: 0.45
GRI EU29	Average power outage duration	<p>The System Average Interruption Duration Index (SAIDI) measures the average number of minutes a customer was without power in a year.</p> <p>SAIDI: 467 minutes</p> <p>The Customer Average Interruption Duration Index (CAIDI) measures the average number of minutes a customer experiences interruption.</p> <p>CAIDI (Including major events): 340 minutes</p>

SECTOR SPECIFIC: Electric Utilities Sector Supplement

Not identified as a material issue for DTE Energy

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

GRI 201-4	Financial assistance received from government	GRI 410-1	Security personnel trained in human rights policies or procedures
GRI 202-1	Ratios of standard entry level wage by gender compared to local minimum wage	GRI 411-1	Incidents of violations involving rights of indigenous peoples
GRI 202-2	Proportion of senior management hired from the local community	GRI 412-1	Operations that have been subject to human rights reviews or impact assessments
GRI 205-1	Operations assessed for risks related to corruption	GRI 412-2	Employee training on human rights policies or procedures
GRI 205-2	Communication and training about anti-corruption policies and procedures	GRI 412-3	Significant investment agreements and contracts that include human right clauses or that underwent human rights screening
GRI 205-3	Confirmed incidents of corruption and action taken	GRI 414-2	Negative social impacts in the supply chain and actions taken
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	GRI 417-1	Requirements for product and service information and labeling
GRI 301-3	Reclaimed products and their packaging materials	GRI 417-2	Incidents of non-compliance concerning product and service information and labeling
GRI 302-3	Energy consumption outside of the organization	GRI 417-3	Incidents of non-compliance concerning marketing communications
GRI 305-6	Emissions of ozone-depleting substances (ODS)	GRI 419-1	Non-compliance with laws and regulations in the social and economic area
GRI 306-3	Significant spills	DTE Energy does not report this information at this time	
GRI 306-4	Transport of hazardous waste	GRI 102-21	Consulting stakeholders on economic, environmental, and social topics
GRI 308-2	Negative environmental impacts in the supply chain and actions taken	GRI 413-2	Operations with significant actual and potential negative impacts on local communities
GRI 402-1	Minimum notice periods regarding operational changes	GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services
GRI 407-1	Operations and suppliers in which the right to freedom of 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		

Supplemental Materials

> GRI 100: UNIVERSAL STANDARDS

> GRI 200: ECONOMIC

> GRI 300: ENVIRONMENTAL

> GRI 400: SOCIAL

> SECTOR SPECIFIC: ELECTRIC UTILITIES SECTOR SUPPLEMENT

Supplemental Materials

Industry Associations and National Advocacy Organizations

This is a list of industry associations and advocacy organizations that DTE is involved with. The majority of these organizations are approached on a regular basis to gain understanding of the organization's agenda and, if appropriate, communicate legislative and policy agendas to them.

Name of Organization	Stakeholder Group
American Gas Association	Industry Association
American Iron and Steel Institute	Industry Association
Ann Arbor Spark	Business Partner
Biomass Power Association	Industry Association
Business Leaders for Michigan	Business Partner
Center on Executive Compensation	Business Partner
Chamber of Commerce of the US	Chamber of Commerce
Citizens Research Council	Business Partner
Coalition to Keep Michigan Warm	Nonprofit
Detroit Regional Chamber	Chamber of Commerce
Edison Electric Institute	Industry Association
Electric Reliability Coordinating Council	Industry Association
Energy Storage Association	Industry Association
Human Resources Policy Association	Business Partner
Interstate Natural Gas Association of America	Industry Association
Local Chambers - Over 65 across the state	Chamber of Commerce
Marcellus Shale Coalition	Industry Association
Metro Detroit Visitors & Convention Bureau	Business Partner
Metropolitan Affairs Coalition	Nonprofit

Name of Organization	Stakeholder Group
Michigan Association of Counties	Government
Michigan Association of Planning	Government
Michigan Chamber of Commerce	Chamber of Commerce
Michigan Economic Development Corporate	Econ Development
Michigan Electric and Gas Association	Industry Association
Michigan Manufacturers Association	Business Partner
Michigan Municipal Electric Association	Industry Association
Michigan Municipal League	Government
Michigan Retailers Association	Business Partner
Michigan Township Association	Government
National Association of Manufacturers	Business Partner
National Energy and Affordability Coalition	Nonprofit
Northern Michigan Chamber Alliance	Chamber of Commerce
Nuclear Energy Institute	Industry Association
Nuclear Waste Strategy Coalition	Industry Association
Public Affairs Council	Business Partner
Small Business Association of Michigan	Business Partner
The Right Place	Nonprofit
West Michigan Policy Forum	Business Partner

Supplemental Materials (cont.)

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	Certified
Big Rapids Service Station	Big Rapids	2010	2021	Certified
Cadillac Service Center	Cadillac	2010	2021	Certified
Citizen's Gas	Adrian	2016	2020	Certified
Coolidge Service Center	Wayne	2018	2020	Silver
Detroit Headquarters Complex	Detroit	2000	2020	Silver
Escanaba Service Center	Escanaba	2015	2021	Certified
Fermi 2 Nuclear Power Plant	Newport	2000	2021	Certified
Gaylord Transmission & Storage	Gaylord	2012	2021	Silver
Operations Service Station				
Greenwood Energy Center	Kenockee	2004	2021	Gold
Huron Renewable Energy Center	Bad Axe	2018	2020	Silver
Kalkaska T&SO	Kalkaska	2009	2020	Silver
Kingsford Service Center	Kingsford	2015	2020	Gold
Ludington Service Center	Ludington	2009	2021	Silver

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

Supplemental Materials (cont.)

Performance Data table

Performance Metric	Unit	2015	2016	2017	2018	2019
Employees						
Employee Engagement Gallup Grand Mean score	#	4.27	4.33	4.38	4.38	4.40
Occupational Safety and Health Administration (OSHA) Recordable Rate	#	0.77	0.45	0.67	0.51	0.81
Customers						
Reliability Duration Index (minutes)	#	277	239	1063	485	466
Enrollment in Low-Income Self-Sufficiency Plan	#	34,000	35,000	40,000	34,344	36,109
Community						
Spending in Michigan (million)	\$	\$945	\$1,349	\$1,572	\$1,719	\$2,118
Total spend of total procurement	%	42.28%	46.13%	68%	58%	72%
Total number of volunteers	#	2,335	2,300	3,500	5,100	5,110
Total number of volunteer hours	#	12,000	21,750	57,681	90,582	106,682
Total amount of skills-based volunteer hours	#	N/A	N/A	24,828	33,690	32,463
Climate Change						
Net gas energy savings - customer programs	MMcf	1,480	1,620	1,735	1,750	1,841
Required gas savings	MMcf	1,178	1,301	1,305	1,286	1,274
Net electricity energy savings - customer programs	GWh	621	631	762	728	717
Required electricity savings	GWh	485	481	485	471	468
CO ₂ emissions	million tons	34.5	29.7	31.1	32.9	30.06
Environment						
NO _x emissions	tons	24,405	19,740	20,354	21,783	17,360
SO ₂ emissions	tons	67,064	48,375	44,483	46,004	36,772
Particulate emissions	tons	764	530	516	557	530

Supplemental Materials (cont.)

Performance Data table (cont.)

Performance Metric	Unit	2015	2016	2017	2018	2019
Mercury emissions	tons	0.479	0.115	0.082	0.077	0.070
Water withdrawal	billion gallons	1,196	1,042	1,050	1,095	1,063
Water consumption	billion gallons	19.63	18.67	19.62	20.03	19.80
Coal ash generation	million tons	0.9	0.71	0.76	0.75	0.69
Recycling rates for ash	%	41.08%	25.76%	22.59%	27.05%	33.34%
Gypsum generation	million tons	0.39	0.36	0.41	0.44	0.43
Recycling rates for gypsum	%	93.89%	100%	99.86%	100%	100%
Recycling rates (combined ash and gypsum)	%	57.08%	50.77%	49.91%	54.11%	58.96%
Our Company						
Operating earnings per share (EPS)	\$	\$4.82	\$5.28	\$5.59	\$6.30	\$6.30
Annual growth rate in operating	%	4.78%	9.54%	5.87%	12.70%	0%
Annual shareholder return (percent)	%	-3.77%	26.93%	14.59%	4.19%	21.36%
Funds from operations ("FFO")/debt ratio	%	Debt/Capital: 52% FFO/Debt: 21%	Debt/Capital: 51% FFO/Debt: 21%	Debt/Capital: 51% FFO/Debt: 20%	Debt/Capital: 52% FFO/Debt: 19%	Debt/Capital: 53% FFO/Debt: 18%
Diluted earnings per common share (dollars)	\$	\$4.05	\$4.83	\$6.32	\$6.17	\$6.31
Net income (million dollars)	\$	\$727	\$868	\$1,134	\$1,120	\$1,169

Supplemental Materials (cont.)

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

DTE Energy engages stakeholders through a variety of channels that facilitate meaningful dialogue around topics of mutual interest. The table below highlights some of the most significant ways the company connects with stakeholders. The last (right) column in the table describes the material issues each group is most interested in based on interactions with them – and what the company hears from stakeholders.

Stakeholder Group	Type of Engagement	Frequency	Topics Raised
Communities	Community advisory council meetings	Tri-annual (March, July, November)	Customer service and assistance programs
	Community partners meeting	Annual meetings in southeast Michigan and greater Michigan	Community outreach (organizations, events, partnerships)
	External partnerships (nonprofits, chambers, associations, clubs attending/supporting events and programs) faith-based organizations	Regularly throughout the year	Jobs and employment (training, access, hiring process) Political involvement (lobbying, advocacy)
	Volunteering (board service, events, long-term programs)	Regularly throughout the year	Diversity, equity and inclusion
	Neighborhood stakeholder meetings	Quarterly	Economic development (entrepreneurship, small business support) Energy efficiency Reliability and infrastructure Public safety Neighborhood development

Supplemental Materials (cont.)

Stakeholder Engagement Table (cont.)

Stakeholder Group	Type of Engagement	Frequency	Topics Raised
Customers			
	DTE Energy website, Empowering Michigan blog, DTE Impact website	Updated regularly	Customer satisfaction
	Billing statements and messaging	Monthly	Cybersecurity
	Press releases and local media	Regularly throughout the year	Economic development
	Customer feedback via online comments and phone hotline	Continuous dialogue	Energy affordability
	Account management for large commercial & industrial customers	Continuous dialogue	Energy efficiency
	J.D. Power survey	Twice annually	Greenhouse gases
			Reliability and infrastructure
			Renewables
			Safety
			Volunteerism
			Corporate Citizenship
Employees			
	Company intranet	Updated regularly	Community assistance
	Training events	Ongoing throughout the year	Volunteerism
	Town hall meetings	Regularly throughout the year	Cybersecurity
	Employee feedback via online comments	Continuous dialogue	Diversity and inclusion
	Gallup engagement survey	Semiannual	Employee engagement
	Volunteerism	Ongoing throughout the year	Safety
	Employee resource groups	Monthly	Environment
	Performance reviews	Annual, with mid-year check-ins	Corporate Citizenship

Supplemental Materials (cont.)

Stakeholder Engagement Table (cont.)

Stakeholder Group	Type of Engagement	Frequency	Topics Raised
Facility neighbors			
	Press releases and media relations	Regularly throughout the year	Air emissions
	Community meetings associated with specific facility projects or events	Periodically as needed	Community assistance Economic development Habitat and biodiversity
	Program partner newsletters and communications	Periodically as needed	Reliability and infrastructure Renewables
	Community meetings associated with ongoing neighborhood work and programming	Regularly throughout the year	Safety Waste management Public Safety Education Jobs and Employment Transportation Beautification
Government (local, state, federal)			
	Attendance at state agency meetings and legislative hearings	Continuous dialogue	Community assistance Customer satisfaction
	Attendance at meetings and hearings with federal regulators and policymakers	Continuous dialogue	Cybersecurity Economic development
	Volunteer events	Regularly throughout the year	Energy affordability
	Press releases and local media	Regularly throughout the year	Energy efficiency
	Facility tours for legislators	Regularly throughout the year	Greenhouse gas emissions Reliability and infrastructure Renewables Safety Environment

Supplemental Materials (cont.)

Stakeholder Engagement Table (cont.)

Stakeholder Group	Type of Engagement	Frequency	Topics Raised
Industry associations			
	Attendance at regular meetings and conferences. For example: <ul style="list-style-type: none"> Edison Electric Institute Nuclear Energy Institute American Gas Association Interstate Natural Gas Association of America Michigan Manufacturers Association Michigan Chamber of Commerce Detroit Regional Chamber 	Regularly throughout the year (monthly, quarterly and annually)	Air emissions Cybersecurity Energy efficiency Greenhouse gases Habitat and biodiversity Reliability and infrastructure Renewables Safety Waste management
	Ongoing discussions around specific topics of concern to DTE Energy	Continuous dialogue on a project or case by case basis	
Environmental groups			
	Attendance at regular meetings and conference, including: <ul style="list-style-type: none"> The Nature Conservancy Wildlife Habitat Council Detroiters Working for Environmental Justice Southwest Detroit Environmental Vision 	Regularly throughout the year	Air emissions Energy efficiency Greenhouse gases Habitat and biodiversity Renewables Waste management
	Ongoing discussions around specific topics of concern to environmental groups related to DTE Energy activities	Continuous dialogue on a project or case by case basis	

Supplemental Materials (cont.)

Stakeholder Engagement Table (cont.)

Stakeholder Group	Type of Engagement	Frequency	Topics Raised
Shareholders			
	Investor calls	Quarterly	GHG emissions
	Press releases	Periodically throughout the year	Reliability and infrastructure
	DTE Energy Investor Relations website	Updated regularly	Renewables
	Investor Relations Day	2-5 years	Safety
			Financial performance
Suppliers			
	Supplier meetings, symposiums, executive reviews	Weekly, monthly, quarterly and/or annually	Cybersecurity
			Diversity and inclusion
	Supplier scorecards	Weekly, monthly, quarterly and/or annually	Economic development
			Energy efficiency
			Energy affordability
			Reliability and infrastructure
			Renewables
			Safety
			Waste management

DTE Energy's youth and adult talent pipeline programs

