DTE's CleanVision

2023 Sustainability Report

DTE

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Chairman and CEO letter

At DTE Energy, we know that climate change is one of the defining issues of our time. We see the impacts in Michigan and across our country as weather becomes more extreme and unpredictable every year.

In the face of this accelerating challenge and to provide our customers with more reliable, cleaner and affordable energy, we are laser focused on building the electric grid of the future and connecting that grid to more sustainable energy to power our state forward.

We're making progress, with a current portfolio of renewable energy generation that includes 20 wind parks and 33 solar parks – all located in Michigan – generating enough clean energy to power more than 750,000 homes. But we have much more work to do to eliminate the use of coal by 2032 and achieve a net-zero carbon future for our electric and gas utilities.

Our journey includes developing more than 18,000 megawatts of renewables – the equivalent to powering approximately 5.5 million homes. It also means accelerating the development of energy storage, targeting an additional 780 megawatts through 2030 with a goal of more than 2,900 megawatts of storage by 2042.

At the same time, we are racing to build the electric grid of the future – one that is smarter, stronger and more resilient – to improve electric reliability and better connect our cleaner energy generation to the communities we serve. Through this work we are committed to reducing power outages by 30% and cutting system outage duration in half over the next five years.

All this is underway, while we invest at a pace that balances affordability for our customers, keeping bill increases below the rate of inflation and delivering programs and services that meet the needs of our most vulnerable customers.

Our goal is clear – to provide more reliable, cleaner and affordable energy.

And it is centered around people – our customers, communities and employees.

DTE's team is our greatest asset, and we're working hard to attract and retain the most talented people in our industry. These skilled, diverse and caring people consistently put our customers first and work tirelessly toward our shared goals.

In this report, you will find information about this work and more. Thank you for joining us on this journey.

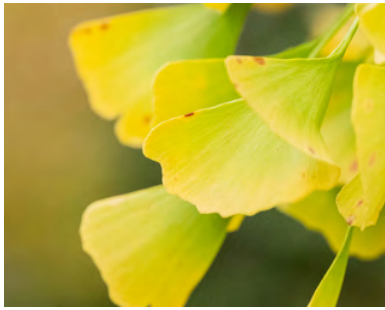
Jerry Norcia
Chairman and Chief Executive Officer
DTE Energy

About this report

At DTE, we strive to do what's right for our employees, customers, communities and other stakeholders. That means environmental, social and governance matters guide us in how we do business, including in our operations, environmental efforts, corporate governance, corporate citizenship and human capital management. We believe in transparently sharing our sustainability strategies and ensuring data accuracy to help drive progress across the communities we serve and in our industry. DTE manages its sustainability priorities in a thoughtful way, intentionally engaging stakeholders to understand changing opportunities and expectations. Our reporting aims to be research-based, cross-functional, stakeholder-centered and inclusive, and we monitor progress through management dashboards to track metrics.

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

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



Sustainability oversight

Board of Directors governance

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

As further described in our proxy statement, the Public Policy and Responsibility Committee maintains primary oversight for sustainability matters generally, while the Audit, Organization & Compensation and Corporate Governance Committees oversee those matters within their expertise, and the entire Board remains committed to and updated on these matters regularly. Please see the 2024 proxy statement for additional information.

Environment

Creating a clean energy future for all

DTE is laser-focused on creating a cleaner, healthier environment today and for generations to come. We're doing this by investing billions of dollars on behalf of our customers in cleaner sources of energy generation, a more resilient grid and improvements to our natural gas supply and delivery systems. Our electric and gas operations have ambitious goals to achieve net zero by 2050 and are working to improve the reliability of our energy delivery systems to meet the needs of a 21st century economy. We describe how we will meet these goals safely, reliably and affordably in the sections below. Additionally, Michigan's new energy law requires DTE to have a 100% clean energy portfolio by 2040. DTE Electric's next Integrated Resource Plan to be filed at the end of 2026 will provide greater detail on the company's approach to meeting the clean energy portfolio standard. Cleaner energy sources in the new law include renewables, nuclear and natural gas-fired plants, provided such plants utilize a carbon capture and storage system that is at least 90% effective in capturing and permanently storing carbon dioxide. The legislation also requires 50% of an electric utility's energy to be generated from renewable sources by 2030 and 60% by 2035.

Electric solar and wind energy investments

DTE is Michigan's leading producer of renewable energy, and we are committed to continued growth of our renewable energy portfolio as part of our plan to achieve net zero carbon emissions. Since 2009, we have driven investment of $4 billion in renewable energy infrastructure. By 2026, we plan to invest an additional $5.5 billion in renewable energy assets. In 2023, our Meridian Wind Park came online, adding 225 megawatts of new wind generation capacity. With the addition of Meridian, we now have 20 wind parks and 33 solar parks in our renewable energy portfolio, which is enough clean energy to power more than 750,000 homes.

We plan to add approximately 1,000 megawatts of new renewable energy each year starting in 2026. By 2042, we plan to have over 18,000 megawatts of renewable energy generation capacity – enough clean energy to power approximately 5.5 million homes.

MIGreenPower

DTE's MIGreenPower program helps both residential and commercial customers reduce their carbon footprint and meet their sustainability goals by attributing more of their electricity use to our wind and solar projects, beyond the 15% we already provide. The National Renewable Energy Laboratory has listed MIGreenPower among the top 10 voluntary renewable energy programs in the country for the past three years and more recently recognized the program as the largest in the utility green tariff category for its renewable energy sales to customers through a contractual agreement. At the end of 2023, program subscribers included more than 96,000 residential customers and more than 1,600 businesses.

On an annual basis, MIGreenPower customers have enrolled five million megawatt hours of clean energy in the program, which has the environmental benefit equivalent to taking more than 830,000 gasoline-powered vehicles off the road. MIGreenPower participation is accelerating the development of new Michigan-based wind and solar projects, as DTE plans to add more than 1,200 megawatts of new clean energy projects to meet program demand by 2026. This demand includes notable customer commitments from companies such as Ford Motor Company and Stellantis, with whom we hold the largest and second largest voluntary renewable energy agreements through a utility in the U.S. based on BloombergNEF's Corporate PPA Database.

Clean energy transition

A key part of our clean energy transformation and net zero carbon emissions goal involves the sequential retirement of our coal-fired power plants. Our senior leaders established a vision to retire coal-fired power plants with PRIDE (People, Respect, Integrity, Dignity and Engagement). This vision is rooted in the concept that the plants and the employees who operate them every day have been partnering with nearby communities for nearly 100 years. The initiative seeks to ensure a thoughtful, dignified transition of these power plants, the employees and their host communities. A key commitment we have made in the retirement of our coal plants is to avoid employee layoffs. Through the Run With PRIDE initiative, we will create a positive future through a variety of efforts, including partnering with our labor unions to equip employees with training, skills and opportunities to succeed in other roles at our company.

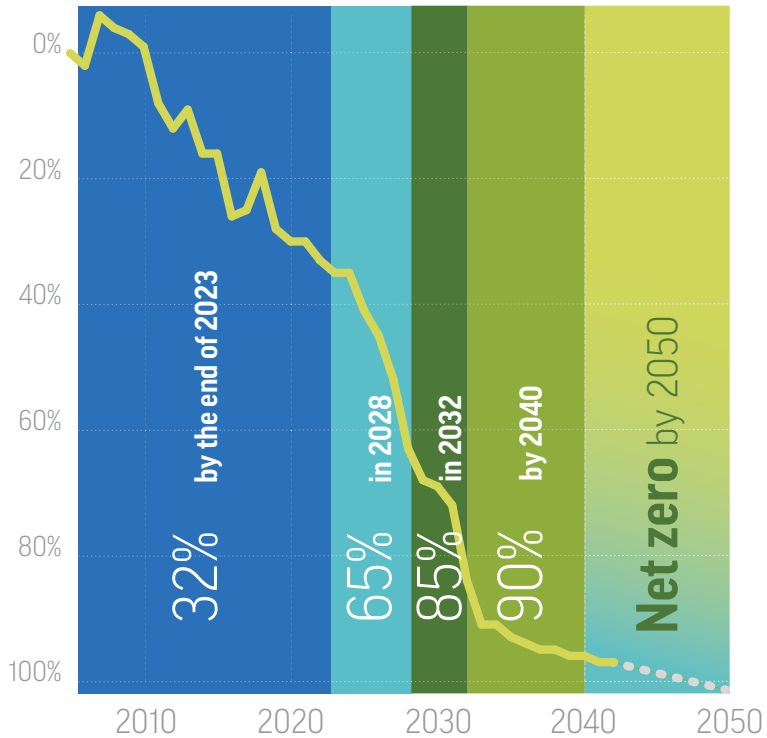
We continue to work closely with community leaders, government officials and local businesses in these communities to foster development and investment through grants and volunteer efforts. Once plants are retired, the sites lend themselves to industrial or intermodal transportation applications due to existing electrical infrastructure, as well as rail and ship access. Through collaboration with local and state economic development authorities, local and state governments and the public-private sector, we work to create opportunities that lead to new Michigan jobs, support opportunities for local communities and advance efforts that strengthen our state's economy.

DTE Electric carbon reduction goals

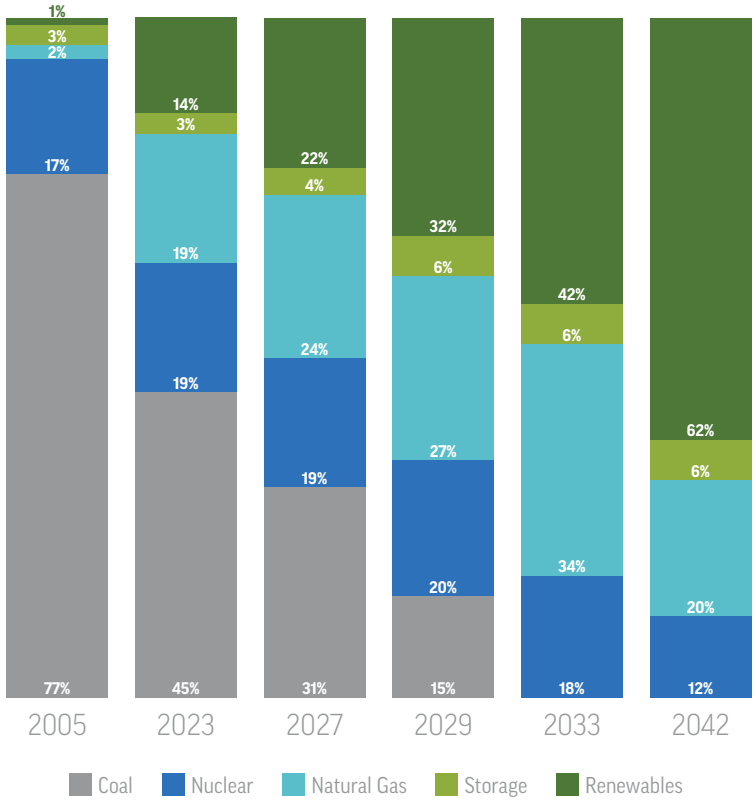
CleanVision IRP

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

Electric CO_2 reductions



Proposed generation mix (2005-2042 MWh)



Our bold net zero carbon emissions goal in our CleanVision IRP sets the framework to accelerate our prior carbon emissions reduction targets and reduce our CO_2 emissions 65% by 2028 and 85% by 2032.[1]

Our energy efficiency portfolio assists with these emission reductions. We are maintaining the momentum our customer energy efficiency portfolio has achieved since its launch in 2009. We have continued to grow customer acceptance and adoption of energy efficiency measures: since the inception, electric customers have utilized DTE's energy efficiency programs 10.3 million times and gas customers have utilized these programs 5 million times. In 2023, DTE Electric exceeded its electric energy savings goal of 2% of 2022 planned retail sales. In addition to carbon emissions, we have cut emissions of conventional air pollutants at our operating power plants by applying state-of-the-art technology for control of these pollutants and through the retirement of previously operational coal plants. We have already

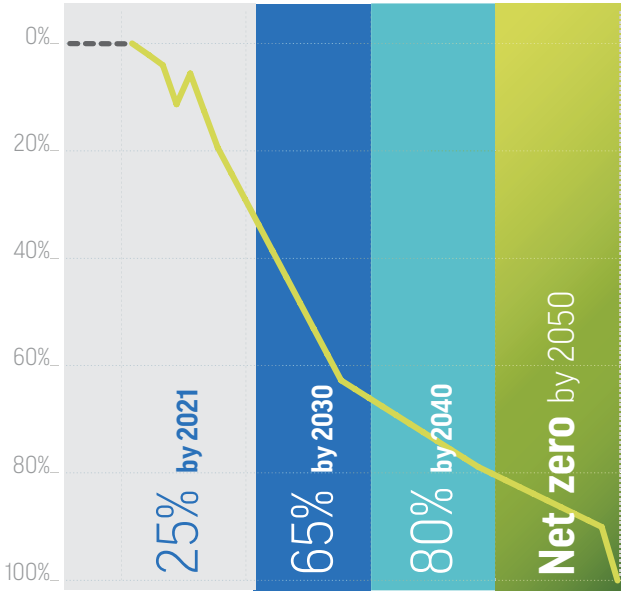
1 From a 2005 baseline.

reduced emissions of sulfur dioxide, nitrogen oxides, mercury and particulate matter by more than 80% since 2005, and we will reduce these pollutants by more than 90% by 2040.

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

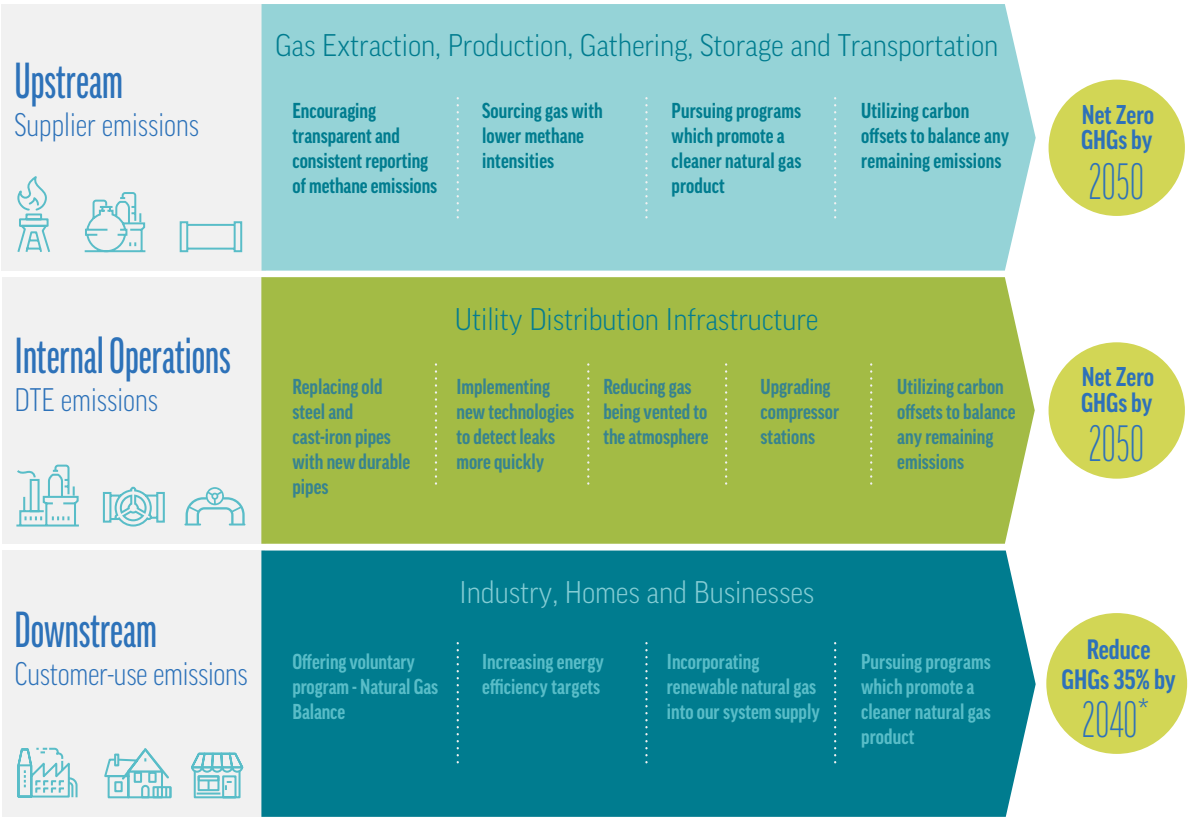
Converting Belle River to natural gas also allows DTE to add thousands of megawatts of renewables onto the grid in advance of the first two units of Monroe Power Plant retiring in 2028, protecting customer affordability and system reliability. Our Blue Water Energy Center (BWEC), located in East China Township,

Gas CO_2-e reductions



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

DTE Gas decarbonization goals



*from estimated 2005 levels

is a state-of-the-art 1,127 MW natural gas combined-cycle plant that provides 24/7, always available power generation. BWEC enabled the retirement of three coal-fired power plants without impacting system reliability, while sharply reducing carbon emissions.

DTE Gas net zero commitment

DTE Gas is also on a journey to achieve net zero carbon emissions for our internal operations and upstream gas supply by 2050. The company's emission reduction commitments, combined with customer participation in energy efficiency programs and Natural Gas Balance (details below), aim to reduce annual greenhouse gas emissions throughout the natural gas supply chain.

Our commitments to replacing old steel and cast-iron pipes with new, more efficient polyethylene main lines, implementing new technologies to detect leaks, reducing venting of gas during maintenance and progressive compressor station maintenance are reducing emissions of methane, a potent greenhouse gas.

Natural Gas Balance

We are partnering with customers to reduce their own natural gas carbon footprint with programs that encourage energy efficiency and participation in voluntary programs like Natural Gas Balance. The Natural Gas Balance program offers customers a way to affordably address greenhouse gas emissions from an average home's natural gas usage by supporting the development of renewable natural gas (RNG) and a carbon offset project in Michigan's Upper Peninsula, certified by the American Carbon Registry, which protects over 20,000 acres from significant commercial timber harvesting.

Customers can balance between 25% and 100% of their greenhouse gas emissions from natural gas usage (based on an average customer's usage). More than 13,000 customers have enrolled since the program launched in early 2021.

A cleaner and sustainable natural gas supply

DTE is incorporating Responsibly Sourced Gas (RSG) into our supply portfolio. DTE Gas made its first purchases of RSG – natural gas that is third-party verified as meeting robust standards and practices to minimize environmental impact – within the last two years and has plans to purchase additional RSG in 2024. In doing so we intend to encourage the adoption of RSG more broadly throughout the industry. Further, we are an active member of ONE Future, a coalition of companies representing the natural gas value chain focused on implementing innovative performance-based approaches to managing methane emissions. The ONE Future methane intensity goal of less than 1% across the natural gas value chain by 2025 has been consistently met by members for 6 consecutive years. These efforts are part of our drive to advance transparency and consistency in methane intensity reporting and to encourage our natural gas suppliers to do the same. We are working with industry associations to encourage the use of the Natural Gas Sustainability Initiative (NGSI) Methane Emissions Intensity Protocol to standardize the reporting of methane emissions across the natural gas value chain.

Infrastructure investments

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

In 2023, DTE Electric released a distribution grid plan that includes a $9 billion investment in our electric grid over five years, preparing our infrastructure for 21st century demands posed by the electrification of vehicles, increasing severe weather and the fast-evolving needs of consumers and businesses. From 2019 through the end of 2023, the Company invested over $900 million in the Tree Trim Surge - a robust vegetation management program to reclaim our right of ways and maintain enhanced clearances around our infrastructure. At the end of 2023, our system was over 80% on track for our tree trimming cycle. Our investments also include increased automation, pole and pole top maintenance and other projects that modernize our infrastructure. For up-to-date details, please see our recently published 2023 Distribution Grid Plan.

DTE is nearly halfway through a 25-year upgrade project to help ensure continued safe and reliable natural gas delivery, with plans to spend $3.3 billion over the next 12 years. By the time work is completed, all obsolete natural gas pipes will be upgraded, which will reduce our annual greenhouse gas emissions by an estimated 400,000 metric tons CO_2-e – the equivalent of the annual emissions from 95,000 cars[2].

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

Water management

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

Fresh water is essential for non-contact cooling at our steam electric generating plants. As we retire coal-fired power plants, less fresh surface water withdrawals will occur. We've recently updated our water withdrawal goals to align with the accelerated carbon reduction targets announced in our 2022 Integrated Resource Plan. DTE Electric's revised goals are to reduce water withdrawal by 40% (from a 2005 baseline) in 2023, 65% by 2028, 90% by 2032 and greater than 90% by 2040. Since 2005, we have reduced surface water withdrawals for power generation by 44% by retiring coal-fired power plants (e.g., Conners Creek, Harbor Beach, Trenton Channel, St. Clair and River Rouge Power Plants) that use water for cooling. This accomplishes 49% of the 2032 target to reduce surface water withdrawal for power generation by 90%. from the 2005 baseline. We project that surface water withdrawals will continue to decrease as we commission less water-intensive energy sources (e.g., Blue Water Energy Center, wind farms, solar projects and battery storage facilities) and additional coal-fired power plants are retired.

2 Greenhouse Gas Equivalencies Calculator | US EPA Design

Reducing waste

The largest of our waste streams is coal combustion residuals (CCR), which includes fly ash, bottom ash and flue gas desulfurization (FGD) materials. Fly ash and bottom ash are byproducts of the coal burned in power plants. Synthetic gypsum is a byproduct of the FGD units that reduce sulfur dioxide emissions from coal-fired plants. These CCR materials – ash and synthetic gypsum – are recycled to the greatest extent possible. The portion of the CCR not recyclable is disposed of in state and federally regulated landfills and impoundments. DTE's ash recycling rates have dropped starting in 2016 as the company brought sorbent injection and activated carbon emission controls online to meet the Mercury and Air Toxic Standards (MATS) rule. The presence of sorbents and activated carbon in coal ash reduces its acceptability for beneficial reuse.

DTE operates three licensed landfills to dispose of unrecycled CCR. Each coal plant has on-site facilities for managing CCR before it is recycled or otherwise disposed. These landfills operate in compliance with state and federal laws and are routinely inspected by state and local regulatory agencies. DTE assesses the condition of its facilities and equipment on a regular basis and conducts maintenance and repairs as necessary to maintain structural integrity and operational performance. Through the retirement of our coal-fired assets, the volume of ash generated has significantly reduced since 2013 from over 1,000,000 tons generated in 2013 to approximately 430,000 tons generated in 2023, of which approximately 123,000 tons were recycled.

DTE has continued to be a leader in the circular economy through our recycling of coal combustion residuals, and through recycling of appliances, office products and other obsolete equipment through our partnership with Goodwill's Green Works. In 2023, we enhanced this commitment by partnering with NextCycle Michigan to help develop the circular economy in Michigan to support growth in the recycling, composting and materials management industry.

Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2023, DTE recycled 100% of the gypsum produced at its power plants. DTE performs audits of Treatment, Storage and Disposal Facility (TSDF) vendors to ensure that waste generated by the company is managed in accordance with environmental regulations for disposal of waste. The objective of the vendor audit program is to minimize DTE's environmental liability related to the disposal of waste. An environmental risk-screening matrix is used to determine the audit frequency for vendors providing waste disposal or significant recycling services.

Biodiversity

Among the largest landowners in Michigan, DTE voluntarily maintains thousands of acres of land in its natural state, thereby providing habitat for hundreds of species of birds, mammals, fish and insects. We also reclaim previously disturbed land to create and manage habitats featuring beehives, native Michigan plants such as gardens that benefit the monarch butterfly and other pollinators. We also manage about 150 acres to support the biodiversity required for mitigation. The Trenton Channel Power Plant and the Fermi II Nuclear Power Plant are both adjacent to the U.S. Fish and Wildlife Service (USFWS) International Wildlife Refuge. We are part of a cooperative management agreement with the Refuge covering over 650 acres.

Our properties are home to hundreds of species of wildlife, some of which are endangered or threatened. Our facilities are often located on land with abundant opportunities for wildlife and we strive to attract and increase wildlife populations at these sites. To this end, we have 30 sites certified under the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife. We also hold events like annual bald eagle tours at our Monroe Power Plant to ensure the public has the opportunity to experience some of the benefits of this work up close.

To learn more about how we strive to promote a positive impact on the environment through a culture that goes above and beyond regulations, see our Biodiversity Plan.

Social

Customer affordability

DTE's commitment to our customers is to provide reliable, affordable energy while minimizing our impact on the environment, including carbon emissions that affect climate change. We know some of our customers experience financial challenges, and we're doing everything in our power to help keep bills affordable. We don't mark up the cost of the fuel used to generate electricity or the natural gas we deliver to homes and businesses. DTE Gas secures its natural gas supply for up to three years before delivering it to homes and businesses, which protects customers from sudden price spikes due to fluctuating supply and demand. DTE Electric protects against price increases by securing long-term, low-cost contracts for the fuel that the Company uses in its power plants. Approximately 15% of the Company's power comes from renewables and DTE has existing uranium fuel contracts to support safe Fermi 2 operations into 2028.

We work closely with our federal, state and agency partners to get aid to our most vulnerable customers. Since 2017, we've donated more than $40 million over the last five years and helped connect customers to over $700 million in energy assistance. In the 2022-2023 fiscal year alone, we connected our customers to nearly $158 million in financial aid for their energy bills. For customers who qualify, we offer energy assistance programs that are focused on reducing customer energy usage to an affordable percentage of their income, reducing pre-existing arrears, protecting customers against bill volatility and directing customers to assistance in crisis-level situations. We are also taking our commitment to vulnerable customers a step further by supporting additional funding and increased eligibility thresholds for the Michigan Energy Assistance Program (MEAP).

We work closely with community partners, such as United Way, Salvation Army, TrueNorth and The Heat & Warmth Fund (THAW), to make sure our customers can get the assistance they need to pay their energy bills, such as state or federal assistance and tax credits. These helpful organizations can assist customers in applying for state, federal or DTE assistance programs or put money towards their arrears. We also work with our community partners to continue holding in-person events for our vulnerable customers, who sometimes feel more comfortable talking to an employee of DTE face-to-face instead of over the phone.

We continue to work with customers having difficulty paying their bills through payment plans and have expanded our income-qualified Energy Efficiency Assistance (EEA) program to assist customers in making their homes more energy efficient and reducing their energy bills. EEA pays 100% of costs, is delivered through more than 35 nonprofit and community action agencies and has served more than 55,000 customers since its inception.

DTE Gas is taking steps to bring the benefits of affordable natural gas to more Michigan homes, businesses and local economies with a project funded by Michigan's bipartisan Low Carbon Infrastructure Enhancement and Development Grant program. The new infrastructure will stretch between the Mesick and Buckley communities in Northern Michigan, expanding access to natural gas for up to 1,000 homes and businesses, helping them greatly reduce their energy costs. The two school districts serving the communities benefiting from this expansion are expected to save $50,000 annually, based on the school's actual propane usage and price per gallon it pays compared to natural gas rates. Construction for this project began in 2024.

Human capital management

Talent management

DTE's approach to talent is centered on cultivating an organizational culture of service, embodied by a diverse and inclusive workforce.

We seek out those who possess the high-demand skills and expertise – in engineering, technology and skilled trades – that are vital to our industry, amid a shrinking and competitive labor market and the clean energy transition. Energy companies across the United States, including DTE, are navigating a historic shift in their workforce on this journey to net zero.

Through this transition, our quest to attract and retain talent aligns with the transformation of our energy generation and distribution infrastructure to deliver cleaner, more reliable power to our customers and communities.

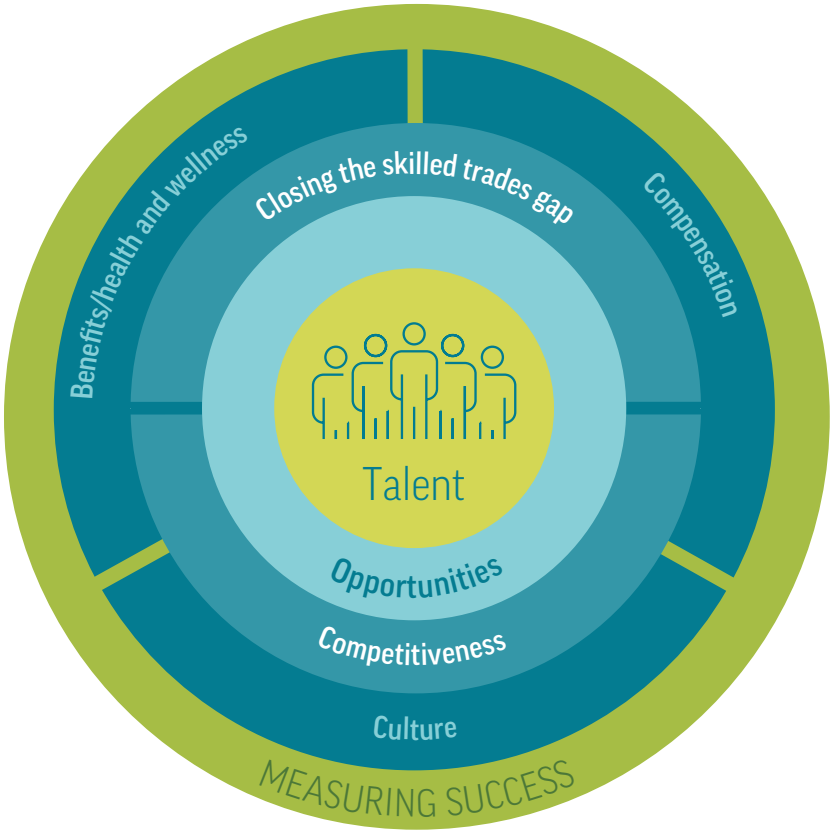
DTE's strategic talent management objectives include:

- Attracting and retaining the best talent to bring our purpose to life
- Fostering a deep, diverse and inclusive workforce and talent pool
- Creating a culture of service excellence for internal and external customers
- Strengthening our safety and wellbeing culture through training, technology and programs
- Providing world-class leadership development and technical training
- Developing and implementing a competitive total rewards strategy for employees

To ensure we are effective in achieving these strategic objectives, we have established a comprehensive governance structure that involves the Board of Directors, CEO and senior executive oversight of talent decisions. Moreover, we have committees that concentrate on ensuring diversity, equity and inclusion (DEI) are integrated into our talent systems and cultural initiatives. Our approach to human capital management can be categorized by the stages of our talent pipeline – from raising career awareness to employee retention. Our commitment to diversity, equity and inclusion permeates every step of this process.

Labor relations

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



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

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

Ensuring our talent competitiveness

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

1. Best in industry safety performance and a culture of health and wellbeing
2. Highly engaged employees and service excellence
3. Diversity, equity and inclusion
4. Competitive and equitable compensation

For more in-depth information on this first area focus areas, check out our Health and Wellbeing Report.

Employee Resource Groups and Business Resource Groups

DTE's nine Employee Resource Groups, which we call Energy Groups, are another way we're strengthening our culture of inclusion. Our active and engaged Energy Groups, with more than 5,000 members in total, help build a safe and welcoming environment for people across our enterprise. Our Energy Groups offer professional development, education and networking opportunities. They hold events to build awareness and education, volunteer and support nonprofit organizations, and mentor coworkers, young professionals and youth.

Our 21 Business Resource Groups across our company bring our diversity, equity and inclusion priorities to life. While Energy Groups bring together employees across DTE, our BRGs form within their individual teams to provide DEI opportunities through learning activities, courageous conversations, communications, events, recruiting and hiring.

Learn more about the passionate team members behind our ERGs in this video.

Our diversity, equity and inclusion governance structure

Our diversity, equity and inclusion (DEI) governance structure engages all levels of the company in our DEI journey. Our People and Culture Priority Committee, comprised of the Chairman and CEO and other senior executives, provides strategic oversight of DEI efforts and programming across the company. Additionally, our DEI office and Inclusion Diversity Oversight Committee – a team of key leaders from across the company, our nine Energy Groups and our 21 BRGs – drive our strategic priorities forward.

Our DEI goals

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

DTE's employee energy groups

Energy Group	Membership
AIM	Employees living with disabilities and their allies
AMEA	Asian and Middle Eastern American employees and their allies
FAMILY	Employees with families and their allies
POP	Members of the LGBTQ+ community and their allies
REACH	Black employees and their allies
SOMOS	Members of the Latino and Hispanic community and their allies
SURGE	Young professional employees and their allies
VETS	Employees who are military veterans and their allies
WOMEN OF DTE	Female employees and their allies

In 2023, we launched a new Conscious Inclusion training to all employees and achieved a 98% completion rate. The training reinforced behaviors our employees can practice to ensure that coworkers feel included, valued and respected, while also improving relationships and team effectiveness.

DEI is embedded in our company's operating model, which includes our aspiration, purpose, Service Keys and Leadership Principles. Specifically, inclusive behaviors are incorporated into our company's Service Keys and Leadership Principles to ensure we are inclusive in our everyday interactions with our team members, customers and communities. We are focused on three long-term strategic goals:

1. Prioritizing the effectiveness of the underrepresented talent pipeline by diversifying our workforce, creating a more equitable and inclusive culture and removing barriers to employment for people who are underrepresented or at risk by providing training and better access to good paying jobs.
2. Creating a speak-up culture that welcomes diverse voices and encourages listening and learning so that employees can bring their best energy to work every day.
3. Making DEI a defining and pervasive message in our communications to raise awareness and advance our DEI work.

Diversifying our workforce

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

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

Employee safety

Safety committees connect the organization and involve a partnership between management and labor to ensure all team members are aware of the latest safety information. Safety committees review key performance indicators, discuss recent incidents along with corrective actions, share learnings and extent of conditions and cascade changes in safety protocols across the various business units.

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

Safety management

At DTE, health and safety remain our top priority, and in 2023 we focused on the implementation of our new Safety Energy Model. The result of benchmarking, research and culture assessment work, the model is focused on tasks where high energy is present and most likely to cause serious injuries – including high voltage, high temperatures, high elevation and high pressure. An important element of the new model is a job aid called the Energy Wheel to help identify more hazards on the job site before beginning work, including high-energy hazards. Crews then put controls in place to keep people safe if an unexpected release of high energy occurs.

Pre-job briefs focus on safety hazards

Jobs or tasks that present a potential hazard require a documented discussion among everyone who will do the work prior to beginning work. We call these discussions pre-job briefs (PJBs). During PJBs, participants identify risks and hazards along with controls to eliminate or mitigate the hazards. PJBs are intended to align employees regarding who is doing what, what procedures will be followed, what personal protective equipment is required and what might happen that would cause the team to stop work and reassess conditions. The company has rolled out updated training across the enterprise in 2024 to review pre-job briefs that now incorporate the Safety Energy Model. All employees know they have the power – and the responsibility – to stop work any time they feel safety may be compromised for themselves or anyone around them.

Maintaining a safety culture

Employees who perform high-energy activities receive extra training, and their work is evaluated through several field validations, including Assessments and Program Audits. DTE targets compliance with regulatory requirements outlined by the Occupational Safety and Health Administration (OSHA) as well as DTE safety protocols. Represented and non-represented employees conduct the assessments and interview colleagues performing the work. They share strengths with other organizations and identify gaps. A team tracks these gaps and conducts follow-up effectiveness reviews to ensure gaps are closed and sustained.

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

Throughout the year, all leaders conduct focused proactive safety discussions with their team members on upcoming seasonal hazards, new procedures and other safety information. They also conduct reactive discussions as needed to share lessons learned from incidents or other events.

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

Supply chain management

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

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

Code of conduct
We value the business relationships we have with our suppliers and view them as strategic business partners in our success. Our supplier code of conduct outlines the values and principles that we expect our suppliers to share.

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

Supplier performance management
DTE is committed to reducing costs and driving continuous improvement by managing, analyzing and measuring supplier performance. This practice, called Supplier Performance Management (SPM), has saved hundreds of millions of dollars over the past several years.

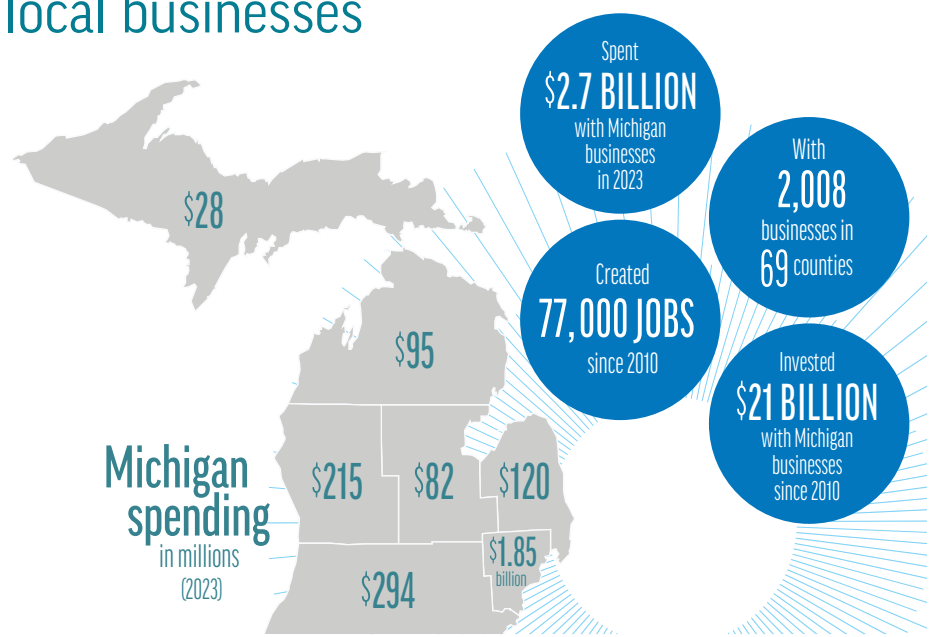
Fostering a more sustainable supply chain
DTE is a charter member of the Sustainable Supply Chain Alliance. The Alliance is a group of electric utilities and supplier affiliate members focused on developing a more environmentally friendly supply chain. The group shares best practices and promotes and develops sustainable solutions for businesses. The Sustainability Project (TSP) is one of our largest Alliance initiatives. TSP is an online assessment that measures our suppliers' environmental sustainability performance. We encourage our suppliers to use this resource. In 2023, 145 of our top suppliers took the assessment.

Supporting Michigan businesses

DTE invests nearly three times more with local businesses than we did a decade ago. Today, at least 60 cents of every dollar we spend goes to a Michigan company. Spending with local businesses enables us to avoid costly shipping charges and promotes strong relationships with our suppliers, all of which helps us keep costs down so we can deliver higher-quality, lower cost service for customers.

In 2023, we spent $2.7 billion with 2,008 Michigan businesses, continuing to exceed the five-year $10 billion spending goal we set in 2019.

A leader in supporting local businesses



Supplier diversity

We believe we're at our best when our supply chain reflects the diversity of our customer base. Our supplier diversity program benefits our company, our suppliers and the communities we serve. Our spend with diverse suppliers has grown by more than 167% since 2014, earning us 64 awards since 2018. And in 2020, we increased our commitment to achieving $1 billion in annual spend with diverse suppliers by year-end 2026. Outreach, advocacy, mentoring and training enable us to achieve these goals and seek out diverse businesses to connect them with new growth opportunities.

We require that diverse suppliers undergo a review and certification process that ensures the business is minority or diversity-owned and operated. This review process is completed by one of several third-party diverse business organizations. We have added a diverse spend requirement to our supplier terms and conditions. We expect our largest suppliers to dedicate at least 20% of their external spending to diverse companies, and we measure those results. In 2023, our Tier 1 suppliers spent $243 million with Tier 2 diverse-owned businesses.

Externally, our outreach is facilitated by involvement in groups like the Michigan Minority Supplier Development Council and the Great Lakes Women's Business Council and by supporting unique outreach opportunities. An example is our participation in the BuyDetroit program. These events connect Detroit's largest companies with local suppliers looking for new opportunities. We also support a multi-year mentoring program that leverages the expertise of our leaders. Select suppliers meet periodically with our executives and supply chain professionals to review metrics and get advice. The goal is to position suppliers to take advantage of new opportunities – either with DTE or with another corporation – and grow their business.

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

850+ nonprofit partners

3,900 DTE employee volunteers

75,000 hours volunteered

Volunteerism

DTE strives to be more than just an energy provider. We want to be a resource for the communities we serve and, together, become a transformational force for good throughout the state. With this mindset, we are committed to serving our communities through employee volunteerism, philanthropic giving and targeted community programs that address pressing, emerging and/or systemic needs. With the full support and engagement of our leadership, our teams are actively out in the community, making connections, listening to their needs and identifying opportunities where we can actively provide support, ultimately strengthening the communities where we live and serve.

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

In total, in 2023 more than 3,900 DTE employees volunteered over 75,000 hours, with 850+ nonprofit partners.

Governance

Board and employee ethics

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

Our Ethics and Compliance Office promotes a culture of integrity, respect and compliance with laws and regulations. All employees are provided on-boarding and refresher training on our Code of Conduct and related policies and procedures. We reinforce this culture through ongoing corporate-wide communications.

Our employees can also access information and guidance on ethical concerns through extensive web-based resources on the company's intranet. Resources include a downloadable overview, which details ways to learn about ethical concerns at DTE Energy, offers examples of questionable behavior and provides reporting options.

Our Ethics in Action Program, administered by the Ethics and Compliance Office, promotes a "speak-up" culture by providing mechanisms for employees, retirees, vendors, customers, shareholders and the public, to report concerns and provide feedback. These concerns are investigated, and we take appropriate action. Visit DTE's Code of Ethics for more details.

In addition to Ethics and Compliance programs, DTE and our union partners jointly manage a grievance procedure defined by the collective bargaining agreements for represented employees. Additionally, we manage a dispute resolution process for non-represented employees.

Board of Directors

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

- Bears responsibility for oversight and risk management of plans to create long-term value for shareholders while ensuring our company operates in an environmentally and socially responsible manner
- Oversees company management and assesses the effectiveness of management policies and decisions, including management's development and execution of our company's strategies
- Reviews all major environmental initiatives

For additional information on DTE's Board sub-committees, roles and responsibilities, see the 2024 proxy statement and the Board committee charters.

Senior leadership

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

Through leadership committees, DTE's senior leader team:

- Executes our company's sustainability strategies, including governance, engagement and oversight initiatives, in consultation with the Board of Directors
- Responds to input from investors, regulating bodies and other key stakeholders regarding our sustainability strategies, initiatives and priorities
- Reviews internal sustainability data and disclosure documents in consultation with relevant business units
- Oversees our environmental compliance processes and carbon-reduction strategy
- Ensures the progress of our diversity, equity and inclusion strategies
- Mobilizes our employees, resources and partner organizations to strengthen and promote prosperity in our communities
- Reports the outcomes of our sustainability initiatives to the Board of Directors
- Manages risks and opportunities associated with environmental and social initiatives
- Receives compensation tied to the achievement of company goals (see the 2024 proxy statement for additional information on executive compensation)

Risk governance

The Board reviews and assesses reports from the Board committees and from management relating to enterprise-level risks. Each Board committee is responsible for overseeing and considering risk issues relating to their respective committee and reporting their assessments to the full Board at each regularly scheduled Board meeting. When granting authority to management, reviewing strategies and receiving management reports, the Board and committees consider, among other things, the risks we face.

Each Board committee reviews management's assessment of risk for that committee's respective area of responsibility. As part of its oversight function, the Board addresses any risk conflicts that may arise between the committees and assigns any emerging risks that do not fall within a specific committee's responsibilities to the most relevant committee. Additional risk governance details can be found in the 2024 proxy statement.

Political participation

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

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

Cybersecurity

We work 24/7 to deliver safe, reliable energy to our customers. An essential part of that effort is protecting our physical and digital infrastructure. This commitment is supported by a dedicated cybersecurity team and an employee education program that puts customer and company information front and center. We have also built trusted partnerships with companies, organizations and state and federal agencies to share best practices, tools, and threat information to keep our infrastructure and our customers' information secure. This includes partnering with others in our industry to form the Electricity Subsector Coordinating Council (ESCC). The ESCC is the principal liaison between the energy sector and the federal government in coordinating efforts to prepare for – and respond to – threats to critical infrastructure.

Working closely with other interdependent infrastructure sectors like telecommunications and transportation, DTE's Chief Information Officer oversees our cybersecurity. Our Information Technology (IT) and Ethics personnel hold an annual meeting with members of the Michigan Public Service Commission (MPSC) staff to provide a verbal report that addresses the company's cybersecurity and IT risk planning. We also communicate any cyber-attacks to the MPSC staff and the Michigan Fusion Center, which is a collaboration between the Michigan State Police, FBI, Michigan Department of Health and Human Services and other organizations.

To improve cybersecurity, the ESCC focuses on:

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EEI Sustainability Template: Quantitative Information

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Parent Company: DTE Energy

Operating Company(s): DTE Electric

Business Type(s): Vertically Integrated

State(s) of Operation: Michigan

State(s) with RPS Programs: Michigan

Regulatory Environment: Regulated

Report Date: September 25th, 2024

Reference Number		Baseline 2005 Actual	Last Year 2022 Actual	Current Year 2023 Actual	Comments, Links, Additional Information and Notes
Portfolio					
1	**Owned Nameplate Generation Capacity at end of year (MW)**				
1.1	Coal	7,733	5,660	4,100	
1.2	Natural Gas	2,683	3,675	3,676	
1.3	Nuclear	1,154	1,141	1,141	
1.4	Petroleum	666	270	256	
1.5	Total Renewable Energy Resources	989	2,423	2,678	
1.5.1	Biomass/Biogas	0	0	0	
1.5.2	Geothermal	0	0	0	
1.5.3	Hydroelectric	989	1,122	1,122	
1.5.4	Solar	0	65	65	
1.5.5	Wind	0	1,236	1,491	
1.6	Other	0	0	0	
2	**Net Generation for the data year (MWh)**				
2.1	Coal	41,764,875	22,032,205	15,353,031	
2.2	Natural Gas	1,033,086	6,633,638	11,752,524	

Reference Number		Baseline 2005 Actual	Last Year 2022 Actual	Current Year 2023 Actual	Comments, Links, Additional Information and Notes
2.3	Nuclear	8,753,555	6,649,409	9,355,991	
2.4	Petroleum	7,800	451	(1,392)	
2.5	Total Renewable Energy Resources	0	4,401,916	4,309,791	
2.5.1	Biomass/Biogas	----	---	---	
2.5.2	Geothermal	----	---	---	
2.5.3	Hydroelectric	----	244,982	226,547	
2.5.4	Solar	----	83,232	80,921	
2.5.5	Wind	----	4,073,702	4,002,323	
2.6	Other	----	---	---	
3	**Investing in the Future: Capital Expenditures, Energy Efficiency (EE) and Smart Meters**				
3.1	Total Annual Capital Expenditures (nominal dollars)	$722,000,000	$2,600,000,000	$3,100,000,000	
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	N/A	886,849	957,898	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	N/A	$174,688,620	$178,916,906	
4	**Retail Electric Customer Count (at end of year)**				
4.1	Commerical	126,706	213,108	214,218	
4.2	Industrial	2,235	836	843	
4.3	Residential	2,043,475	2,047,960	2,061,708	
Emissions					
5	**GHG Emissions: Carbon Dioxide (CO_2) and Carbon Dioxide Equivalent (CO_2e)**				
	Note: The alternatives available below are intended to provide flexibility in reporting				
5.1	**Owned Generation**				
5.1.1	Carbon Dioxide (CO_2)				
5.1.1.1	Total Owned Generation CO_2 Emissions (MT)	38,434,095	25,172,219	20,859,364	
5.1.1.2	Total Owned Generation CO_2 Emissions Intensity (MT/Net MWh)	0.7	0.6	0.5	
5.1.2	Carbon Dioxide Equivalent (CO_2e)				
5.1.2.1	Total Owned Generation CO_2e Emissions (MT)	N/A	25,352,385	20,989,955	CO_2e was not considered in 2005. DTE does not provide a target for CO_2e.
5.1.2.2	Total Owned Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	0.6	0.5	CO_2e was not considered in 2005. DTE does not provide a target for CO_2e.
5.2	**Purchased Power**				

Reference Number		Baseline 2005 Actual	Last Year 2022 Actual	Current Year 2023 Actual	Comments, Links, Additional Information and Notes
5.2.1	Carbon Dioxide (CO_2)				
5.2.1.1	Total Purchased Generation CO_2 Emissions (MT)	4,526,771	4,786,780	3,630,841	
5.2.1.2	Total Purchased Generation CO_2 Emissions Intensity (MT/Net MWh)	0.7	0.6	0.6	
5.2.2	Carbon Dioxide Equivalent (CO_2e)				
5.2.2.1	Total Purchased Generation CO_2e Emissions (MT)	N/A	4,817,451	3,654,123	CO_2e was not considered in 2005. DTE does not provide a target for CO_2e.
5.2.2.2	Total Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	0.6	0.6	CO_2e was not considered in 2005. DTE does not provide a target for CO_2e.
5.3	**Owned Generation + Purchased Power**				
5.3.1	Carbon Dioxide (CO_2)				
5.3.1.1	Total Owned and Purchased Generation CO_2 Emissions (MT)	42,960,865	29,958,999	24,490,205	
5.3.1.2	Total Owned and Purchased Generation CO_2 Emissions Intensity (MT/Net MWh)	0.7	0.6	0.5	
5.3.2	**Carbon Dioxide Equivalent (CO_2e)**				
5.3.2.1	Total Owned and Purchased Generation CO_2e Emissions (MT)	N/A	30,169,836	24,644,078	CO_2e was not considered in 2005. DTE does not provide a target for CO_2e.
5.3.2.2	Total Owned and Purchased Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	0.6	0.5	CO_2e was not considered in 2005. DTE does not provide a target for CO_2e.
5.4	**Non-Generation CO_2e Emissions of Sulfur Hexafluoride (SF6)**				
5.4.1	Total CO_2e emissions of SF6 (lbs)	N/A	N/A	N/A	Below threshold for reporting to EPA.
5.4.2	Leak rate of CO_2e emissions of SF6 (lbs/Net MWh)	N/A	N/A	N/A	Below threshold for reporting to EPA.
6	**Nitrogen Oxide (NO_X), Sulfur Dioxide (SO_2), Mercury (Hg)**				
6.1	Generation basis for calculation	Total			
6.2	**Nitrogen Oxide (NO_X)**				
6.2.1	Total NO_X Emissions (MT)	58,476	12,060	9,720	2020 NO_X emissions were 81% below 2005 emissions
6.2.2	Total NO_X Emissions Intensity (MT/Net MWh)	1.13E-03	3.04E-04	2.38E-04	
6.3	Sulfur Dioxide (SO_2), Sulfur Dioxide (SO_2), Mercury (Hg)				
6.3.1	Total SO_2 Emissions (MT)	194,201	26,345	14,997	2020 SO_2 emissions were 89% below 2005 emissions
6.3.2	Total SO_2 Emissions Intensity (MT/Net MWh)	3.77E-03	6.63E-04	3.68E-04	
6.4	**Mercury (Hg)**				
6.4.1	Total Hg Emissions (kg)	726	44	29	2020 NO_X emissions were 95% below 2005 emissions
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	1.41E-05	1.12E-06	7.04E-07	

Reference Number		Baseline 2005 Actual	Last Year 2022 Actual	Current Year 2023 Actual	Comments, Links, Additional Information and Notes
Resources					
7	**Human Resources**				
7.1	Total Number of Employees	11,360	10,678	10,098	This metric is for all of DTE Energy (not specifically the Electric Company).
7.2	Percentage of Women in Total Workforce	25%	29%	28%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.3	Percentage of Minorities in Total Workforce	27%	30%	30%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.4	Total Number on Board of Directors/Trustees	13	10	12	This metric is for all of DTE Energy (not specifically the Electric Company).
7.5	Percentage of Women on Board of Directors/Trustees	15%	20%	25%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.6	Percentage of Minorities on Board of Directors/Trustees	23%	30%	25%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.7	**Employee Safety Metrics**				
7.7.1	Recordable Incident Rate	N/A	0.55	0.59	This metric is for all of DTE Energy (not specifically the Electric Company).
7.7.2	Lost-time Case Rate	N/A	0.19	0.20	This metric is for all of DTE Energy (not specifically the Electric Company).
7.7.3	Days Away, Restricted, and Transfer (DART) Rate	N/A	0.39	0.46	This metric is for all of DTE Energy (not specifically the Electric Company).
7.7.4	Work-related Fatalities	N/A	0	1	This metric is for all of DTE Energy (not specifically the Electric Company).
8	**Fresh Water Resources used in Thermal Power Generation Activities**				
8.1	Water Withdrawals - Consumptive (Millions of Gallons)	21,179	17,520	*20,192	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	1,386,687	929,200	*737,395	
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	4.11E-04	4.41E-04	4.84E-04	
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	2.69E-02	2.34E-02	1.81E-02	
9	**Waste Products**				
9.1	Amount of Hazardous Waste Manifested for Disposal (tons)	---	59	46	
9.2	Percent of Coal Combustion Products Beneficially Used	---	58%	62%	

*Numbers updated from prior publications

AGA Voluntary Sustainability Metrics: Quantitative Information

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

Parent Company: DTE Energy

Operating Company(s): DTE Gas

Business Type(s): Vertically Integrated

State(s) of Operation: Michigan

Regulatory Environment: Regulated

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

Report Date: September 25th, 2024

Reference Number		Last Year (2022)	Current Year (2023)	Definitions	Comments, Links, Additional Information and Notes
	Natural Gas Distribution				
1	**Methane Emissions And Mitigation from Distribution Mains**				
1.1	Number of Gas Distribution Customers	1,323,954	1,331,932		
1.2	Distribution Mains in Service			These metrics should include all local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.	
1.2.1	Plastic (miles)	13,266	13,853		
1.2.2	Cathodically Protected Steel- Bare & Coated (miles)	5,202	5,197		
1.2.3	Unprotected Steel- Bare & Coated (miles)	1,082	1,005		
1.2.4	Cast Iron/Wrought Iron-without upgrades (miles)	1,356	1,191		
1.3	Plan/Commitment to Replace/Upgrade Remaining Miles of Distribution Mains (# years to complete)			These metrics should provide the number of years remaining to take out of service, replace or upgrade cathodically unprotected steel mains, and cast iron/wrought iron mains, consistent with applicable state utility commission authorizations.	DTE is scheduled to complete the replacement/upgrade by 2035.
1.3.1	Unprotected Steel (Bare & Coated)	13	12		
1.3.2	Cast Iron/Wrought Iron	13	12		

Reference Number		Last Year (2022)	Current Year (2023)	Definitions	Comments, Links, Additional Information and Notes
2	**Distribution CO_2e Fugitive Emissions**				
2.1	CO_2e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	357,425	327,225	Fugitive methane emissions (not CO_2 combustion emissions) stated as CO_2e, as reported to EPA under 40 CFR 98, Subpart W, sections 98.236(q)(3)(ix)(C)and (D), 98.236(r)(1)(iv) and (v), and 98.236(r)(2)(v)(A) and (B). This metric should include fugitive methane emissions above the reporting threshold for all natural gas local distribution companies (LDCs) held by the Parent Company that are above the LDC Facility reporting threshold for EPA's 40 C.F.R. 98, Subpart W reporting rule.	
2.2	CH4 Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	14,297	13,089	INPUT VALUE (total mt CH4) as explained in definition above. Subpart W input is CH4 (mt).	
2.21	CH4Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	745	682		
2.3	Annual Natural Gas Throughput from Gas Distribution Operations (MSCF/year)	312,367,592	301,913,186	This metric provides gas throughput from distribution (quantity of natural gas delivered to end users) reported under Subpart W, 40 C.F.R. 98.236(aa)(9)(iv), as reported on the Subpart W e-GRRT integrated reporting form in the "Facility Overview" worksheet Excel form, Quantity of natural gas delivered to end users (column 4).	
2.3.1	Annual Methane Gas Throughput from Gas Distribution Operations (MMSCF/year)	291,407	281,534		
2.4	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.00114	0.00108	$\frac{E_C}{TP_C} = \frac{tonnes\ CH_4}{MMscf\ gas} \times \frac{10^6 g\ CH_4}{tonne\ CH_4} \times \frac{g\ mole\ CH_4}{16\ g\ CH_4} \times \frac{gmol\ Nat.Gas}{0.95\ gmol\ CH_4} \times \frac{scf\ gas}{1.198\ gmol\ gas} \times \frac{MMscf\ gas\ emissions}{10^6\ scf\ gas} = \frac{MMscf\ gas\ emissions}{MMscf\ gas\ throughput} = \%$	
	Natural Gas Transmission & Storage				
1	**Onshore Natural Gas Transmission Compression Methane Emissions**			All methane leak sources per 98.232 (e) (1-8), (f)(1-8), and (m) are included for Transmission and Storage. Combustion sources are excluded. CO_2 and N_2O are excluded. Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (e) (1-8), CO_2 and N_2O emissions are excluded from this section.	
1.1.1	Pneumatic Device Venting (metric tons/year)	55	55	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4)	
1.1.2	Blowdown Vent Stacks (metric tons/year)	73	91	Value reported using calculation in 40 CFR 98 Sub W Section 236(i)(1)(iii)	
1.1.3	Transmission Storage Tanks (metric tons/years)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(k)(2)(v)	
1.1.4	Flare Stack Emission (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(n)(11)	
1.1.5	Centrifugal Compressor Venting (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(o)(2)(ii)(D)(2)	
1.1.6	Reciprocating Compressor Venting (metric ton/year)	580	400	Value reported using calculation in 40 CFR 98 Sub W Section 236(p)(2)(ii)(D)(2)	
1.1.7	Equipment leaks from valves, connectors, open ended lines, pressure relief valves, and meters (metric tons/ year)	129	76	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	

Reference Number		Last Year (2022)	Current Year (2023)	Definitions	Comments, Links, Additional Information and Notes
1.1.8	Other Leaks (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
1.2	Total Transmission Compression Methane Emissions (metric tons/year)	836	623		
1.3	Total Transmission Compression Methane Emissions (CO_2e/year)	20,903	15,564		
1.4	Total Transmission Compression Methane Emissions (MSCF/year)	43,548	32,424	Density of Methane = 0.0192 kg/ft3 per 40 CFR Sub W EQ. W-36	
2	**Underground Natural Gas Storage Methane Emissions**			Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (f) (1-8), CO_2 and N_2O emissions are excluded from this section.	2022 and 2023 storage emissions are zero because these emissions were associated with DT Midstream assets that were spun off in 2021.
2.1.1	Pneumatic Device Venting (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4)	
2.1.2	Flare Stack Emission (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(n)(11)	
2.1.3	Centrifugal Compressor Venting (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(o)(2)(ii)(D)(2)	
2.1.4	Reciprocating Compressor Venting (metric ton/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(p)(2)(ii)(D)(2)	
2.1.5	Equipment leaks from valves, connectors, open ended lines, pressure relief valves, and meters (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
2.1.6	Other Equipment Leaks (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
2.1.7	Equipment leaks from valves, connectors, open ended lines, and pressure relief valves associated with storage wellheads (metric tons/year)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
2.1.8	Other equipment leaks from components associated with storage wellheads (metric tons/years)	0	0	Value reported using calculation in 40 CFR 98 Sub W Section 232(q)(2)(v)	
2.2	Total Storage Compression Methane Emissions (metric tons/years)	0	0		
2.3	Total Storage Compression Methane Emissions (CO_2e/year)	0	0		
2.4	Total Storage Compression Methane Emission (MSCF/year)	0	0	Density of Methane = 0.0192 kg/ft3 per 40 CFR Sub W EQ. W-36	
3	**Onshore Natural Gas Transmission Pipeline Blowdowns**			Blowdown vent stacks for onshore transmission pipeline as defined in 40 CFR 98 Sub W Section 232 (m), CO_2 and N_2O emissions are excluded from this section.	
3.1	Transmission Pipeline Blowdown Vent Stacks (metric tons/year)	1,800	163	Value reported using calculation in 40 CFR 98 Sub W Section 232(i)(3)(ii)	

Reference Number		Last Year (2022)	Current Year (2023)	Definitions	Comments, Links, Additional Information and Notes
3.2	Transmission Pipeline Blowdown Vent Stacks (CO_2e/year)	45,000	4,075		
3.3	Transmission Pipeline Blowdown Vent Stacks (MSCF/year)	93,750	8,490		
4	**Other Non-Sub Emissions Data**			Additional sources required by ONE Future include dehydrator vents, storage station venting transmission pipeline leaks, and storage tank methane	
4.1	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (metric tons/year)	6,132	5,910		
4.2	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (CO_2e/year)	153,300	147,750		
4.3	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (MSCF/year)	319,375	307,813		
5	**Summary and Metrics**				
5.1	Total Transmission and Storage Methane Emissions (MMSCF/year)	457	349		
5.2	Annual Natural Gas Throughput from Gas Transmission and Storage Operations (MSCF/year)	1,189,338,008	849,672,890	EIA 176 throughput or other reference for other throughput selected	
5.2.1	Annual Methane Gas Throughput from Gas Transmission and Storage Operations (MMSCF/year)	1,129,871	807,189		
5.3	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.0004	0.00043		
	Natural Gas Gathering & Boosting				
1	**Methane Emissions**				
1.1	Gathering and Boosting Pipelines, Blow Down Volumes, and Emissions				
1.1.1	Total Miles of Gathering Pipeline Operated by gas utility (miles)	0	0		
1.1.2	Volume of Gathering Pipeline Blow Down Emissions (scf)	N/A	N/A	This metric is collected to support calculations under EPA 40 CFR 98, Subpart W.	Gathering and boosting assets were associated with DT Midstream that was spun off in 2021.
1.1.3	Gathering Pipeline Blow-Down Emissions outside storage and compression facilities (metric tons CO_2e)	N/A	N/A		
2	**CO_2e Combustion Emissions For Gathering & Boosting Compression**				
2.1	CO_2e Emissions for Gathering & Boosting Compression Stations (metric tons)	N/A	N/A	CO_2 combustion emissions as reported to EPA under 40 CFR 98, Subpart C, as directed in Subpart W, 98.232(k).	

Reference Number		Last Year (2022)	Current Year (2023)	Definitions	Comments, Links, Additional Information and Notes
3	**CO_2e Combustion Emissions for Gathering & Boosting Compression**				
3.1	Emissions reported for all permitted sources (minor or major)			The number of permitted sources for conventional emissions may not be the same number of sources reporting under the EPA GHG reporting rule. Companies may wish to describe which, or how many, sources are included in the conventional pollutants data and whether the CO_2e data reported includes all of these sources.	Gathering and boosting assets were associated with DT Midstream that was spun off in 2021.
3.1.1	NO_X (metric tons per year)	0	0		
3.1.2	VOC (metric tons per year)	0	0		
	Human Resources				
1.1	Total Number of Employees				Refer to EEI -- item 7.1
1.2	Percentage of Women in Total Workforce				Refer to EEI -- item 7.2
1.3	Percentage of Minorities in Total Workforce				Refer to EEI -- item 7.3
2.1	Total Number on Board of Directors/Trustees				Refer to EEI -- item 7.4
2.2	Percentage of Women on Board of Directors/Trustees				Refer to EEI -- item 7.5
2.3	Percentage of Minorities on Board of Directors/Trustees				Refer to EEI -- item 7.6
3	**Employee Safety Metrics**				
3.1	Recordable Incident Rate				Refer to EEI -- item 7.7.1
3.2	Lost- Time Case Rate				Refer to EEI -- item 7.7.2
3.3	Days Away, restricted, and Transfer (DART) Rate				Refer to EEI -- item 7.7.3
3.4	Work-Related Fatalities				Refer to EEI -- item 7.7.4

Climate goals

Goal Applicability	Baseline Year	Target Year	Reduction Goal Description (Short)	GHG Protocol Scope	Source (URL)	Progress on Goal Through 2023
DTE Electric	2005	2023	32% reduction in the carbon emissions of electricity delivered to DTE Electric customers.	Scope 1 Direct Emissions	DTE Energy - Net Zero Carbon Emissions DTE IRP CleanVision and Improving Reliability	This goal is measured based on Scope 1 direct emissions from stationary combustion for electric generation: 2005 (baseline): 38,010,000 metric tons 2023 Reporting Year: 21,019,000 metric tons Reduction in 2023 from 2005 baseline: 45 percent (exceeded our 2023 goal)
DTE Electric	2005	2028	65% reduction in the carbon emissions of electricity delivered to DTE Electric customers.	Scope 1 Direct Emissions		
DTE Electric	2005	2032	85% reduction in the carbon emissions of electricity delivered to DTE Electric customers.	Scope 1 Direct Emissions		
DTE Electric	2005	2040	90% reduction in the carbon emissions of electricity delivered to DTE Electric customers.	Scope 1 Direct Emissions		
DTE Electric	2005	2050	Net zero carbon emissions of electricity delivered to DTE Electric customers.	Scope 1 Direct Emissions		
DTE Gas Suppliers	2005	2050	Net zero carbon emissions for natural gas procured by DTE Gas	Scope 3 (Upstream Suppliers)	Achieving our CleanVision and Improving Reliability	DTE Gas expects to achieve this goal by encouraging transparent and consistent reporting of methane emissions intensity (e.g. via ONE Future), working to source gas with lower methane intensities, and pursuing programs that promote a cleaner natural gas product such as EPA's Natural Gas STAR program.
DTE Gas Operations	2005	2050	Net zero carbon emissions (fugitive and combustion) from DTE Gas operations	Scope 1 (Stationary combustion and fugitive emisssions)	Achieving our CleanVision and Improving Reliability	DTE Gas has been reducing emissions in our internal local distribution company (LDC) by replacing aging steel and cast-iron pipe with durable plastic pipe across the service territory. DTE Gas also is implementing new technologies to upgrade compressor station components, detect leaks more quickly, and to reduce gas being vented to the atmosphere during pipeline and compressor station maintenance activities.

Goal Applicability	Baseline Year	Target Year	Reduction Goal Description (Short)	GHG Protocol Scope	Source (URL)	Progress on Goal Through 2023
DTE Gas Customers	2005	2040	35% reduction in carbon emissions from the combustion of natural gas by DTE Gas customers	Scope 3 (Customer Use)	Achieving our CleanVision and Improving Reliability	DTE launched its voluntary customer Natural Gas Balance program in 2021 that provides residential and small commercial customers the option of addressing up to 100 percent of their combustion emissions through forestry offsets and renewable natural gas (RNG). More than 5,300 customers have enrolled in the program. DTE's energy waste reduction offerings also help customers reduce their natural gas consumption. DTE has committed to increasing its natural gas annual energy savings goals from 1.00 percent to 1.05 percent in 2023. In 2022, 110,686 metric tons of CO2 emissions were avoided as a result of 2,086 MMcf of DTE Gas customer savings. DTE Gas is also exploring opportunities to incorporate more renewable natural gas into the distribution system as well as advanced fuel technologies such a hydrogen blending. We are working to develop a GHG accounting method that will demonstrate progress on our customer end-use goal and will provide more information as that is developed.

Notes:

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

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

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

GRI index

Standard #	Standard Description	DTE Response to Standard
GRI 2	**General Disclosures**	
GRI 2-1	Organizational details	a. DTE Energy Company b. Learn more in DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023, pages 6-7 c. Detroit, Michigan, United States d. United States and Ontario, Canada
GRI 2-2	Entities included in the organization's sustainability reporting	Entities in DTE Energy's consolidated financial statements or equivalent documents are generally covered in this GRI report and DTE's 10-K. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2022, Consolidated Statements pages 57-63.
GRI 2-3	Reporting period, frequency and contact point	Annual Reporting Calendar year 2023 https://empoweringmichigan.com/dte-impact/
GRI 2-4	Restatements of information	There are no restatements of information in DTE Energy's report covering 2022.
GRI 2-5	External assurance	The data contained herein has not been verified or otherwise assured by an independent third party. Please see About This Report for more information.
GRI 2-6	Activities, value chain and other business relationships	'See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023, pages 6-10. For a description of DTE Electric operations, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 page 7 and for DTE Gas operations, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 page 10. In addition to utility operations in Michigan, the DTE Energy portfolio includes non-utility operations focused on (1) renewable natural gas projects and providing custom energy solutions to industrial, commercial, and institutional customers, and (2) energy marketing and trading operations. For more information, please see our webpages below. DTE Vantage Energy Trading Citizens Gas Fuel MERC For a description of DTE's supply chain please see Supply Chain section within this report and our Supply Chain page. No significant changes reported

Standard #	Standard Description	DTE Response to Standard
GRI 2-7	Employees	DTE Energy's workforce in 2023 totaled approximately 10,098 full time employees including students and temporary workers, with unions representing 50% of the workforce. All DTE Energy employees work in the United States, primarily in Michigan.

Permanent and Temporary	Female	Male
Regular	2,752	7,182
Temporary	41	52
Full-time and part- time by gender	**Female**	**Male**
Full-time regular	2,780	7,230
Part-time regular	13	8

GRI 2-8	Workers who are not employees	Contractor headcount: 581 Consultant headcount: 406
GRI 2-9	Governance structure and composition	The DTE Energy governance structure consists of a board of directors and committees of the board of directors. The full Board of Directors, along with Organization and Compensation and Public Policy and Responsibility Committees are responsible for decision-making and oversight of the management organization's impacts on the economy, environment, and people. Information on DTE Energy's governance structure, committees, bylaws, and other governance resources is located on the Corporate Governance page of DTE Energy's public website and in the DTE Energy's 2024 Proxy Statement, beginning on page 8.
GRI 2-10	Nomination and selection of the highest governance body	See DTE Energy's 2024 Proxy Statement under "Election of Directors and Vacancies" on page 16.
GRI 2-11	Chair of the highest governance body	See DTE Energy's 2024 Proxy Statement under "Election on the Chairman and CEO; Lead Independent Director" on page 18..
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	See DTE Energy's 2024 Proxy Statement under "Sustainability Commitment," starting on page 4, "Board of Directors Risk Oversight Functions" on page 22, "Corporate Governance Committee" on page 20, "Public Policy and Responsibility Committee" on page 21, and "Organization and Compensation Committee" on page 21
GRI 2-13	Delegation of responsibility for managing impacts	See DTE Energy's 2024 Proxy Statement under "Board Of Directors Risk Oversight Functions" on page 22, and Board Committee Descriptions, beginning on page 20.
GRI 2-14	Role of the highest governance body in sustainability reporting	See DTE Energy's 2024 Proxy Statement under "Public Policy and Responsibility Committee" on page 21
GRI 2-15	Conflicts of interest	See DTE Energy's Corporate Governance page, under "Code of Ethics."
GRI 2-16	Communication of critical concerns	See DTE Energy's 2024 Proxy Statement under "Communications with the Board" on page 19
GRI 2-17	Collective knowledge of the highest governance body	See DTE Energy's 2024 Proxy Statement under "Election of Directors" on page 8. Also, refer to the Board Mission and Responsibilities on the DTE Energy Governance website.
GRI 2-18	Evaluation of the performance of the highest governance body	See DTE Energy's 2024 Proxy Statement under "Assessment of Board and Committee Performance" on page 17.

Standard #	Standard Description	DTE Response to Standard
GRI 2-19	Remuneration policies	See DTE Energy's 2024 Proxy Statement. For Board see "Board of Directors Compensation" on page 23 and for Executives see "Executive Compensation" on page 33
GRI 2-20	Process to determine remuneration	See DTE Energy's 2024 Proxy Statement. For Board see "Board of Directors Compensation" on page 23 and for Executives see "Executive Compensation" on page 33 and "Proposal No. 3-Advisory Proposal- Nonbinding Vote to Approve Executive Compensation" on page 32. At the 2024 annual meeting, shareholders supported an advisory vote on executive compensation with 96.2% of those voting in favor. See the full results in DTE Energy's Form 8-K filed on May 7, 2024.
GRI 2-21	Annual total compensation ratio	See DTE Energy's 2024 Proxy Statement under "CEO Pay Ratio" on page 56 Information on annual remuneration change is not tracked or reported.
GRI 2-22	Statement on sustainable development strategy	Refer to letter from Jerry Norcia, CEO.
GRI 2-23	Policy commitments	See DTE Energy's Aspiration and Priorities in the 2024 Proxy Statement, page 1. See DTE Energy's purpose, values and Code of Conduct in the DTE Energy Way Code of Conduct and our Corporate Governance webpage.
GRI 2-24	Embedding policy commitments	See our DTE Code of Conduct, Supplier Code of Conduct, and Environmental Policies.
GRI 2-25	Processes to remediate negative impacts	See DTE's Code of Conduct, DTE Energy's 2024 Proxy Statement, and DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023.
GRI 2-26	Mechanisms for seeking advice and raising concerns	DTE Energy promotes an ethical culture among employees firmly grounded in company values. This emphasis on ethics and values starts with DTE Energy's board of directors, its executive leadership, and extends throughout the company. The DTE Energy Code of Conduct is available on DTE Energy's public website, along with the Board of Directors Mission and Guidelines, Board Codes and Policies, and Categorical Standards for Director Independence. An Officer Code of Business Conduct also exists for executive officers leading the company. Led by an independent Chief Ethics and Compliance Officer, DTE Energy's Ethics and Compliance Office promotes a culture of integrity, respect and compliance with laws and regulations and provides training and communication to all employees for guidance and reinforcement of DTE's policies. Learn more about DTE Energy's Board And Employee Ethics. See DTE Energy's Board And Employee Ethics.
GRI 2-27	Compliance with laws and regulations	
GRI 2-28	Membership associations	DTE Energy belongs to a number of (501(c)(6) trade associations and chambers of commerce, some of which participate in the political process. Support for these organizations is intended to further DTE's public policy interests and business objectives. Industry Associations and National Advocacy Organizations
GRI 2-29	Approach to stakeholder engagement	DTE conducted a priority assessment in 2021 which informed our programming, priorities and engagement. We also consult with stakeholders on a regular basis to solicit their input and feedback. Some examples of this engagement include utilizing the Gallup employee engagement survey, implementing a Net Promoter Score measurement system to evaluate customer satisfaction, and annual community partners meetings.
GRI 2-30	Collective bargaining agreements	4,634 (50%) excludes temps/interns Learn more about DTE Energy's Labor relations

	DTE Electric	DTE Gas	DTE Vantage
Total monetary value of fines in 2023	$0	$0	$1,250
Total number of violations in 2023	3	1	8

Standard #	Standard Description	DTE Response to Standard
GRI 3-1	Process to determine material topics	This report is built around DTE Energy's material aspects and topics that have a direct or indirect impact on the company's ability to create, preserve or erode economic, environmental and social value for DTE Energy, its stakeholders and society at large. DTE Energy completed its most recent Sustainability Priority (materiality) Assessment in 2021 to understand the priorities, and changing needs and expectations, of stakeholders and business within 25 sustainability priorities. Stakeholder feedback on priorities was identified through 10 stakeholder interviews and survey responses from 234 stakeholders. Internal feedback from 36 employees informed the business priorities. In determining the content for the 2022 report, DTE Energy applied the principles laid out in the Global Reporting Initiative (GRI) Standards. Issued by the Global Sustainability Standards Board, the GRI Standards are a voluntary global framework, intended for use by organizations to report about their impacts on the economy, the environment and society.
GRI 3-2	List of material topics	See the 2021 Sustainability Priority Assessment
GRI 3-3	Management of material topics	Actual and potential impacts of DTE's sustainability priority topics guide the company in setting strategic plans for our business. The company's goals and commitments, and how we track progress on these commitments, are guided by these priorities and are discussed in this sustainability report. In addition to actions to manage the priority issues discussed in this report, we discuss management of material topics in other disclosures, including: See DTE Energy's Aspiration and Priorities in the DTE Energy's 2024 Proxy Statement, page 1. See DTE Energy's purpose, values and Code of Conduct in the DTE Energy Way Code of Conduct and our Corporate Governance webpage.
GRI 200	**Economic**	
GRI 201	**Economic Performance**	
GRI 3-3	Management of material topics	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023
GRI 201-1	Direct economic value generated and distributed	Direct economic value generated (revenues), economic value distributed (operating costs, employee wages and benefits, payments to providers of capital, etc.) and economic value retained ("direct economic value generated" less "economic value distributed") can be found in DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023.
GRI 201-2	Financial implications and risks and opportunities due to climate change	See DTE's IRP. See the 10-K section on Risk Factors, starting on page 18.
GRI 201-3	Defined benefit plan obligations and other retirement plans	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023, Note 20 to the Consolidated Financial Statements, "Retirement Benefits and Trusteed Assets".
GRI 203	**Indirect Economic Impacts**	
GRI 3-3	Management of material topics	See Environment Section of this Report See DTE's IRP.
GRI 203-1	Infrastructure investments and services supported	See Environment Section of this report See DTE's IRP. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 , page 30

Standard #	Standard Description	DTE Response to Standard
GRI 203-2	Significant indirect economic impacts	DTE Energy is committed to the communities it serves statewide and works to make all of Michigan a better place to live, work and play. DTE Energy's efforts to foster stronger and more prosperous communities includes: • Corporate volunteerism, which provides direct support to local nonprofits and organizational capacity building through skills-based volunteerism. See the volunteerism of this report. • Intentionally supporting and developing Michigan-based and diverse businesses, particularly women and minority-owned businesses. See the Supply Chain Management of this report. • Creating workforce development programming, fostering skill-building and career pathways for local communities, that enhances access to good jobs for all - See the Human Capital Management of this report. • Offering programs and assistance for low-income customers, including distributing energy assistance, providing low-income energy efficiency options. See more about what DTE Energy is doing to be a force for growth and prosperity by visiting DTEImpact.com.
GRI 204	**Procurement Practices**	
GRI 3-3	Management of material topics	See Supply Chain section of this report
GRI 204-1	Proportion of spending on local suppliers	(1) Dollar spend on Michigan suppliers: $2,637,231,139 (2) Dollar spend on Michigan suppliers as a percentage of total procurement: 62%
GRI 207	**Tax**	
GRI 3-3	Management of material topics	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023
GRI 207-1	Approach to tax	DTE Energy has a formal tax policy requiring compliance with all federal, state and local tax laws. The policy requires that all tax plans and strategies be approved and implemented only if they are aligned with the overall corporate tax strategy. The Vice President and Chief Tax Officer is responsible for overseeing compliance with this formal tax policy. For a description of DTE Energy's overall tax position, see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023, Note 10 to the Consolidated Financial Statements, "Income Taxes".
GRI 300	**Environmental**	
GRI 301	**Materials**	
GRI 3-3	Management of material topics	See Environment Section of this Report
GRI 301-1	Materials used by weight or volume	

Materials/ Fuels	Units	2023
Coal	Tons	8,385,943
Natural Gas	Mcf	87,305,039
Blast furnace gas	tcf	0
Coke oven gas	tcf	0
No. 2 oil	Gallons	4,085,810
No. 6 oil	Gallons	0
High sulfur oil	Gallons	517

Standard #	Standard Description	DTE Response to Standard
GRI 301-2	Recycled input materials used	In 2023, zero gallons of No. 6 fuel (used oil) were burned.
GRI 302	**Energy**	
GRI 3-3	Management of material topics	See DTE GHG Summary Table See DTE's Energy's 2023 Energy Waste Reduction Report
GRI 302-1	Energy consumption within the organization	1.23 million MWh
GRI 302-2	Energy consumption outside of the organization	DTE Energy does not measure energy consumption outside of the organization. DTE's relevant Scope 3 emissions associated with value chain emissions are provided in the Greenhouse Gas Summary Table.
GRI 302-4	Reduction of energy consumption	Data for 2023 is not available.
GRI 302-5	Reductions in energy requirements of products and services	See DTE's Energy's 2023 Energy Waste Reduction Report.
GRI 303	**Water and Effluents**	
GRI 3-3	Management of material topics	See DTE's 2024 CDP Report, CDP C9. DTE Energy strives to eliminate the unnecessary use of water in its facilities and to improve the quality of water discharges. Water stewardship starts with operating facilities and equipment in a manner that complies with or exceeds governmental standards and protects employees, customers and surrounding communities. DTE employs practical land-management and conservation techniques to protect and conserve water resources at facilities and properties. DTE Electric's goal is to reduce water withdrawal at our electric and nuclear generating facilities by 40% in 2023, and 90% by 2040. Since 2005, DTE has reduced surface water withdrawals for power generation by 44% by retiring coal-fired power plants (e.g., Connors Creek, Harbor Beach, River Rouge, Trenton Channel and St. Clair Power Plants) that utilize water for cooling, which accomplishes >100% of the 2023 target. DTE projects that surface water withdrawals will continue to decrease in the future as more water efficient systems are installed (e.g., Blue Water Energy Center) and coal-fired power plants are retired. These water goals are aligned with the company's goals to reduce carbon emissions from electric generating facilities 32% from a 2005 baseline by 2023, 50% by 2030 and 80% by 2040. These numbers represent current projections and are subject to change in the future. See DTE's Water Policy
GRI 303-1	Interactions with water as a shared resource	See DTE's 2024 CDP Report, CDP C9
GRI 303-2	Management of water discharge-related impacts	See DTE's 2024 CDP Report, CDP C2.5
GRI 303-3	Water withdrawal	See EEI Section 8 of this report. See DTE's 2024 CDP Report, CDP C9.2.7
GRI 303-4	Water discharge	See EEI Section 8 of this report. See DTE's 2024 CDP Report, CDP C9.2.8
GRI 303-5	Water consumption	See EEI Section 8 of this report. See DTE's 2024 CDP Report, C9.2.2
GRI 304	**Biodiversity**	
GRI 3-3	Management of material topics	See Biodiversity section of this report

Standard #	Standard Description	DTE Response to Standard
GRI 304-1	Operations sights owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The former Trenton Channel Power Plant site, located in Trenton, Mich., and the Enrico Fermi 2 Nuclear Generating Station, located in Newport, Mich., are both adjacent to the U.S. Fish and Wildlife Service (USFWS) International Wildlife Refuge. DTE Energy is part of a cooperative management agreement with the Refuge for a total of 656 acres. This property is owned by the DTE Energy and managed by USFWS. Part of the refuge includes areas of high biodiversity including important coastal wetlands and forested habitat.
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	DTE Energy performs due diligence evaluations on real estate acquisitions or before major construction projects begin on existing properties owned and/ or maintained by DTE Energy. These due diligence evaluations include reviews of potential impacts to threatened and endangered species and other protected natural features, as applicable. If threatened and endangered species or other regulated features are detected at a site, DTE Energy conducts mitigation activities to avoid and or minimize the impacts in accordance with state or federal law. Activities that positively impact biodiversity, such as installation of pollinator gardens, native prairie plantings, birdhouses or bat houses are captured in reports that are submitted to the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife.. See the Wildlife Habitat Council section of this report.
GRI 304-3	Habitat protected or restored	DTE Energy takes care of the land, water and living creatures on its properties and beyond. Among the largest landowners in Michigan, DTE Energy voluntarily maintains 8,000 acres of land in its natural state, thereby providing habitat for hundreds of species of birds, mammals, fish and insects. The company also reclaims previously disturbed land to create and manage habitat featuring native Michigan plants, such as gardens that benefit the monarch butterfly and other pollinators. The company also manages about 150 acres to support biodiversity required for mitigation. DTE Energy properties are home to hundreds of species of wildlife, some of which are endangered or threatened. DTE Energy facilities are often located on properties with abundant opportunities for wildlife and DTE Energy is helping to attract and increase wildlife populations at these sites. To this end, DTE Energy has 30 sites certified under the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife. See the Wildlife Habitat Council section of this report.
GRI 304-4	IUCN Red List species and national conservation list species with habitat in areas affected by operations	There are currently four federally listed species that could potentially be impacted by DTE Energy's operations: Indiana bat, northern long-eared bat, eastern massasauga rattle snake, and Karner blue butterfly. DTE has a long history of environmental stewardship, and avoids or minimizes potential impacts to sensitive species and their habitat to the extent practicable.
GRI 305	**Emissions**	
GRI 3-3	Management of material topics	See DTE GHG Summary Table, Climate Goals, and EEI/AGA Section of this report Visit DTECleanEnergy.com For more information on the journey to Net Zero, visit DTECleanEnergy.com and DTE Energy's EEI/AGA template
GRI 305-1	Direct (Scope 1) GHG emissions	See DTE Electric's direct GHG emissions in DTE Energy's EEI/AGA ESG Template and the Greenhouse Gas Emissions Summary in the Appendix of this report.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	See DTE's Scope 2 emissions in the Greenhouse Gas Emissions Summary located in the Appendix of this report.
GRI 305-3	Other indirect (Scope 3) GHG emissions	See DTE's Scope 3 emissions in the Greenhouse Gas Emissions Summary located in the Appendix of this report.
GRI 305-4	GHG emissions intensity	See DTE Energy's EEI/AGA ESG Template located in the Appendix of this report.
GRI 305-5	Reduction of GHG emissions	See DTE Energy's EEI/ AGA template See DTE Energy's DTE Energy's Climate goals. See DTE Energy's Greenhouse Gas Emissions Summary For more information on the journey to Net Zero, visit DTECleanEnergy.com.
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Zero, DTE does not import, export or produce ODS.

Standard #	Standard Description	DTE Response to Standard
GRI 305-7	Nitrogen oxides (NO_X), sulfur oxides (SO_X), and other significant air emissions	a) SO_2 - 92% b) NO_X - 83% c) HG - 96% d) PM - 85%
GRI 306	**Waste**	
GRI 3-3	Management of material topics	See the Environment Section of this report
GRI 306-1	Waste generation and significant waste-related impacts	See the Reducing Waste section of this report
GRI 306-2	Management of significant waste-related impacts	See the Reducing Waste section of this report
GRI 306-3	Waste generated	

Hazardous Waste	Tons
Recycling	0
Recovery	0
Fuel blending	0
Incineration	1
Landfill	5
Uncategorized	180
TOTAL	186

Other Wastes	Tons
Polychlorinated biphenyl (PCB)	180
Asbestos	1,793
Universal Waste	55

Other Waste Diversions	Tons
Composting	0
Waste to energy (incineration)	0
Used oil	275

Non-Hazardous Wastes (recycled)	Tons
Gypsum	367,775
Fly and bottom ash	430,542
Copper	481
Lead	484
Aluminum	280
Steel/ ferrous- electric operations	2,128
Steel/ ferrous- gas operations	627
Non-ferrous/ wire bundles	191
Non-ferrous/ (e.g. transformers)	1,456
Miscellaneous metals	969
Meters- electric	33
Meters- gas	154
Tools & equipment	106
Outage materials (e.g. poles, wires, equipment from storms)	1,776
Plastic (HDPE)	0
Scrap electronics	0
Transformer oil	602
Cardboard	29
Wood (e.g. poles, pallets)	178
Paper	0

Standard #	Standard Description	DTE Response to Standard
GRI 306-4	Waste diverted from disposal	Refer to the table above, in GRI 306-3.
GRI 306-5	Waste directed to disposal	Refer to the table above, in GRI 306-3.
GRI 307	**Environmental Compliance**	
GRI 307-1	Non-compliance with environmental laws and regulations	Refer to GRI 2-27
GRI 3-3	Management of material topics	See DTE Energy's 2024 Proxy Statement
GRI 308	**Supplier Environmental Assessment**	
GRI 3-3	Management of material topics	See DTE Supplier Resource Center
GRI 308-1	New suppliers that were screened using environmental criteria	0% See about DTE's Supply chain management
GRI 400	**Social**	
GRI 401	**Employment**	See the Human Capital Management section of this report.
GRI 3-3	Management of material topics	See the Human Capital Management section of this report.
GRI 401-1	New employee hires and employee turnover	

GRI Metric #	Metric Description	2023 Hiring and Turnover Data*			
GRI 401-1	Total number and rate of new employee hires during the reporting period, by age group	**Age of New Hires***	**Number of Hires**	**Headcount (total workers in age group)**	**Percent of Total Workers in Age Group**
		Under 30	122	979	12%
		30-50	160	5,450	3%
		Over 50	46	3,508	1%
GRI 401-1	Total number and rate of new employee hires during the reporting period, by gender	**Gender of New Hires**	**Number of Hires**	**Headcount (total workers in group)**	**Percent of Total Workers in Group, by Gender**
		Female	39	2,793	1%
		Male	287	7,885	4%
GRI 401-1	Total number and rate of employee turnover during the reporting period, by age group	**Employee Turnover: Age**	**Number of Departures**	**Headcount (total workers in age group)**	**Percent of Departures by Age Group (using beginning of 2022 headcount)**
		Under 30	106	979	11%
		30-50	266	5,450	5%
		Over 50	295	3,508	8%
GRI 401-1	Total number and rate of employee turnover during the reporting period, by gender	**Employee Turnover: Gender**	**Number of Departures**	**Headcount (total workers in group)**	**Percent of Departures in Group, by Gender (using beginning of 2022 headcount)**
		Female	244	2,793	9%
		Male	423	7,885	6%

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

Standard #	Standard Description	DTE Response to Standard
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	DTE takes great pride in offering employees and their family members equitable and comprehensive benefits, including a variety of medical plans, parental leave and 401(k), among others. For additional benefits for full-time employees, please refer to the Benefits page. See additional health and wellness benefits for all employees, in our 2023 Culture of Health & Wellbeing Annual Report.
GRI 401-3	Parental leave	**Parental Leave** Total number of employees that were entitled to parental leave: The total number eligible is 187. Based on those that reported a birth and requested leave.

	Female	Male
Total number of employees that took parental leave	51	150
Total number of employees that returned to work in the reporting period after parental leave ended	50	148
Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	49	147
Return to work and retention rates of employees that took parental leave	96%	98%

GRI 402	**Labor/ Management Relations**	See the Labor relations section of this report.
GRI 403	**Occupational Health and Safety**	See the Safety section of this report.
GRI 3-3	Management of material topics	See the Safety section of this report. 2023 Culture of Health & Wellbeing Report
GRI 403-1	Occupational health and safety management system	See the Safety section of this report.
GRI 403-2	Hazard identification, risk assessment, and incident investigation	See the Safety section of this report.
GRI 403-3	Occupational health services	See the Safety section of this report.
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	See the Safety section of this report.
GRI 403-5	Worker training on occupational health and safety	See the Safety section of this report.
GRI 403-6	Promotion of worker health	See promotion of worker health in the 2023 Culture of Health & Wellbeing Report.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	See the Safety sectionof this report.
GRI 403-8	Workers covered by an occupational health and safety management system	See the Safety section of this report. All our workers are covered by DTE's occupational health and safety management system.

Standard #	Standard Description	DTE Response to Standard
GRI 403-9	Work-related injuries	

	2023
OSHA recordable incident	0.59
DART	0.46
Fatalities	1

Injury Type	2023 Incidents
Burns	2
Caught in, crushed, pinched	7
Cut by object	13
Exposure-arc flash	0
Exposure- caustics, noxious, or toxic	1
Exposure- insects	2
Eye injury	2
Fall from elevation	2
Overexertion	18
Slip, trip, fall	6
Struck by/ against	13

GRI 404	**Training and Education**	
GRI 3-3	Management of material topics	See the Human Capital Management section of this report.
GRI 404-1	Average hours of training per year per employee	

Type of Training	Number of Hours
Technical and compliance training	329,256
Average number of hours per employee (including full time and contractors)	20.43

Average hours are based on 16,117 employees, including contractors, co-ops, and those who retired in 2023.

GRI 404-2	Programs for upgrading employee skills and transition assistance programs	See more about talent development in the Human Capital Management section of this report.
GRI 404-3	Percentage of employees receiving regulate performance reviews and career development reviews	100% of non-represented, regular employees have an opportunity to participate in goal setting at the beginning of the year, mid-year evaluations to review progress toward performance and development goals, and year-end reviews that focus on performance and development. Depending upon when an employee is hired into the company, the full, annual review process may be pushed to the next review period. "Regular" employees do not include temporary personnel, contractors, interns, students or seasonal staff.

Standard #	Standard Description	DTE Response to Standard
GRI 405	**Diversity and Equal Opportunity**	
GRI 3-3	Management of material topics	See DTE's DE&I Page See the EEI Section of this report
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	75%	25%	0%	0%	100%	25%
Executives and senior leaders	69%	31%	0%	31%	69%	16%
Managers and supervisors	74%	26%	2%	56%	41%	27%
Individual contributors/ workers	72%	28%	12%	55%	34%	31%

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. See Section 7 of EEI Report in this report.
GRI 406	**Non-Discrimination**	
GRI 3-3	Management of material topics	See DTE Energy's 2024 Proxy Statement.
GRI 406-1	Incidents of discrimination and corrective actions taken	DTE Energy takes all reports of discrimination, harassment, and retaliation seriously. All reported concerns are fully investigated, and appropriate action is taken in every situation where inappropriate behavior is substantiated. Refer to GRI 2-26 for DTE's policy on ethics and compliance.
GRI 407	**Freedom of Association and Collective Bargaining**	See more about the DTE's commitment to employees in the Labor relations section of this report.
GRI 413	**Local Communities**	
GRI 3-3	Management of material topics	See DTE's Impact website
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. See DTE's Impact website.
GRI 414	**Supplier Social Assessment**	
GRI 3-3	Management of material topics	See the Supply Chain Management section of this report.
GRI 414-1	New suppliers that were screened using social criteria	See the Safety Management and Supply Chain Management sections of this report.
GRI 415	**Public Policy**	
GRI 3-3	Management of material topics	See DTE's Political Participation page

Standard #	Standard Description	DTE Response to Standard
GRI 415-1	Political contributions	1,571 individual DTE employees contributed to the PAC in 2023. DTE encourages our employees to become informed about the policy matters affecting the company and our customers, and to be involved in the political process. DTE Energy facilitates this participation through the DTE Energy Political Action Committee (PAC). The DTE Energy PAC is a non-partisan entity funded by voluntary contributions from eligible employees. The PAC is guided by a Steering Committee compromised of PAC members from across the company that are elected by all PAC members, and makes contributions to candidates committees, political parties, and other political committees in accordance with all applicable federal and state law. The following criteria are used in evaluating requests for PAC contributions: 1. Public integrity of the candidate 2. Leadership position or committee service 3. Representation of a district that includes a DTE Energy facility or service area 4. General support on issues important to the Company 5. Assessment of the appropriate level of support to be provided See more about Political contributions in the Political Participation section of this report and on the Political Participation page on DTE's Corporate Governance website.
GRI 416	**Customer Health Safety**	
GRI 3-3	Management of material topics	See the Safety section of this report. 2023 Culture of Health & Wellbeing Report
GRI 416-1	Assessment of the health and safety impacts of product and service categories	DTE's gas and electric operations are continuously being monitored for health and safety improvements. See the Safety section of this report.
GRI 418	**Customer Privacy**	
GRI 3-3	Management of material topics	See Cypersecurity section of this report
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023, page 24 "Cybersecurity."
Standard #	**Standard Description**	
Sector Specific	**Electric Utilities Sector Supplement**	
GRI EU1	Installed capacity	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023, Properties-page 8.
GRI EU2	Net energy output	See DTE Energy's EEI/ AGA template in the Appendix of this report.
GRI EU3	Number of residential, industrial, institutional and commercial customer accounts	For electric customers, refer to EEI 4 For gas customers, refer to AGA 1.1
GRI EU4	Length of above and underground transmission and distribution lines	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023, Properties-page 9.
GRI EU5	Allocation of CO_2e emissions allowances	DTE Electric operates entirely within the state of Michigan and is not covered by CO_2e emissions trading program.

Standard #	Standard Description	DTE Response to Standard
GRI EU10	Planned capacity against projected electricity demand over the long term, broken down by energy source and regulatory regime	DTE Electric Company's planned capacity and projected electricity demand is discussed in the regulatory proceedings related to the company's Integrated Resource Plan (IRP) that was submitted to the Michigan Public Service Commission (MPSC). The 2022 IRP describes planned generation additions, energy efficiency and demand response to meet projected load demand in the short-term (2023-2027), medium-term (2028-2032), and long-term (2033-2042). DTE Electric continues to refine the company's generation planning strategy and is required to submit its next IRP in 2026. For most up to date IRP information see DTE's IRP settlement here
GRI EU11	Average generation efficiency of thermal plants by energy source and by regulatory regime	Coal: 33.9% Gas: 42.9% Data does not include peaking units <20MW 11,151
GRI EU12	Distribution line losses	A loss factor of 7.46% was approved by the Michigan Public Service Commission in its December 1, 2023 Order in Case No. U-21297.
GRI EU13	Biodiversity of offset habitats compared to the biodiversity of the affected areas	DTE Energy has been required by the Michigan Department of Environment, Great Lakes, and Energy, to offset impacts to habitats, specifically wetland impacts, due to construction activities. DTE's mitigation activities have included creation of wetland habitat as well as placing large DTE owned parcels in conversation easements. The mitigation wetlands require at least 5 years of monitoring and need to meet specific biodiversity targets (e.g. number of native wetland species). The largest of the mitigation wetland projects include the creation of more than a combined total 30 acres of wetland habitat and 40 acres of forested wetland (0.3 km2) in conservation easements. Where temporary impacts are part of construction projects, DTE includes a diverse native seed mix to be used in order to restore habitat to its original state and in most instances exceeds the original habitat quality.
GRI EU15	Percentage of employees eligible to retire in the next 5-10 years	Using Social Security requirements (which identify retirement age as between 65-67), about 23% will be at or above retirement age within 10 years; 11% within 5 years. (This does not take into consideration DTE specific retirement benefits/policy)
GRI EU28	Power outage frequency	The System Average Interruption Frequency Index (SAIFI) measures the average number of power outages that a customer experienced in a year. -All-weather SAIFI: 1.72 -Excluding major event days: 0.85
GRI EU29	Average power outage duration	The System Average Interruption Duration Index (SAIDI) measures the average number of minutes a customer was without power in a year. -All weather SAIDI: 1,542 minutes -Excluding major event days: 157 minutes The Customer Average Interruption Duration Index (CAIDI) measures the average number of minutes a customer experiences interruption. -All weather CAIDI: 895 minutes -Excluding major event days: 183 minutes

Non-priority issues

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

DTE Energy is not reporting on the following topics as they are not identified as priority (material) sustainability issues for DTE.	
GRI 201-4	Financial assistance received from government
GRI 202-2	Ratios of standard entry level wage by gender compared to local minimum wage
GRI 205-1	Proportion of senior management hired from the local community
GRI 205-2	Operations assessed for risks related to corruption
GRI 205-3	Confirmed incidents of corruption and action taken
GRI 206-1	Legal actions for anti-competitive behavior, anti-trust and monpoloy practices
GRI 207-2	Tax governance, control and risk management
GRI 207-3	Stakeholder engagement and management of concerns related to tax
GRI 207-4	Country-by-country reporting
GRI 301-3	Reclaimed products and their packaging materials
GRI 302-3	Energy intensity
GRI 305-6	Emissions of ozone-depleting substances (ODS)
GRI 308-2	Negative environmental impacts in the supply chain and actions taken
GRI 402-1	Minimum notice periods regarding operational changes
GRI 403-10	Work-related ill health
GRI 407-1	Operations and suppliers in which the right to freedom association and collective bargaining may be at risk
GRI 408-1	Operations and suppliers at significant risk for incidents of child labor
GRI 409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor
GRI 410-1	Security personnel trained in human rights policies or procedures
GRI 411-1	Incidents of violations involving rights of indigenous peoples
GRI 412-1	Operations that have been subject to human rights reviews or impact assessments
GRI 412-2	Employee training on human rights policies or procedures
GRI 412-3	Significant investment agreements and contracts that include human right clauses or that underwent human rights screening
GRI 414-2	Negative social impacts in the supply chain and actions taken
GRI 417-1	Requirements for product and service information and labeling
GRI 417-2	Incidents of non-compliance concerning product and service information and labeling
GRI 417-3	Incidents of non-compliance concerning marketing communications
GRI 419-1	Non-compliance with laws and regulations in the social and economic area
DTE Energy does not report this information at this time	
GRI 413-2	Operations with significant actual and potential negative impacts on local communities
GRI 416-2	Incidents of non-compliance concerning the health and safety impacts of products and services

Industry Associations and National Advocacy Organizations

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

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

Wildlife Habitat Council Certified Sites

GRI Standard 304-3

	Location/site	Certified Through	Application Status	Certification Status
1.	Allen Road Service Center	12/31/2025	In Progress	Certified
2.	Ann Arbor Service Center	12/31/2024	Complete	Certified
3.	Belle River Mills Compressor Station	12/31/2025	In Progress	Certified
4.	Belle River Power Plant	12/31/2025	Complete	Certified
5.	Big Rapids Service Center	12/31/2025	In Progress	Certified
6.	Cadillac Service Center	12/31/2025	In Progress	Certified
7.	Citizen's Gas	12/31/2024	Submitted/UR	Certified
8.	Detroit Headquarters Complex	12/31/2024	In Progress	Certified
9.	Escanaba Service Center	12/31/2025	In Progress	Certified
10.	Fermi 2 Power Plant	12/31/2025	Complete	Certified
11.	Grayling Service Center	12/31/2025	In Progress	Certified
12.	Greenwood Energy Center	12/31/2023	Submitted/UR	Certified
13.	Huron Renewable Energy Center	12/31/2024	Complete	Certified
14.	Kalkaska T&SO	12/31/2024	In Progress	Certified
15.	Ludington Service Center	12/31/2025	In Progress	Certified
16.	Lynch Road Service Center	12/31/2025	In Progress	Certified
17.	Michigan Avenue Service Center	12/31/2024	In Progress	Certified
18.	Milford Compressor Station	12/31/2023	Submitted/UR	Certified
19.	Monroe Power Plant	12/31/2024	In Progress	Certified Gold
20.	Mt Pleasant Service Center	12/31/2025	In Progress	Certified
21.	Muskegon Service Center	12/31/2025	In Progress	Certified
22.	Newport Service Center	12/31/2024	Complete	Certified
23.	Petoskey Service Center	12/31/2025	In Progress	Certified
24.	Tawas Service Center	12/31/2025	In Progress	Certified
25.	Technical Training Center	12/31/2025	Not Started	Certified
26.	Traverse City Gas Operations	12/31/2025	In Progress	Certified
27.	W.C. Taggart Compressor Station	12/31/2024	In Progress	Certified
28.	Western Wayne Service Center	12/31/2025	In Progress	Certified

Sustainability Accounting Standards Board (SASB)

Disclosures	SASB Code	Accounting Metric	2023 Response
Greenhouse Gas Emissions & Energy Resource Planning	IF-EU-110a.1	(1) Gross global Scope 1 emissions, percentage covered under, (2) emissions-limiting regulations and (3) emissions-reporting regulations	(1) See Greenhouse Gas Emissions Summary (2) 0% - DTE Electric, which operates only in Michigan, is not subject to broad-based GHG emissions limiting regulations such as a mandatory GHG reduction requirement or a cap and trade system. (3) The majority of reported Scope 1 emissions from DTE Electric are subject to EPA's mandatory GHG reporting rule. Emissions from small sources (e.g. peaking units) that do not meet the 25,000 metric ton threshold for reporting and fleet vehicles are not subject to GHG reporting requirements.
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries.	24,672,626 MT CO_2e
	IF-EU-110a.3	Discussion of long-term and short-term strategy or plan to manage Scope 1 emissions, emissions reduction targets and an analysis of performance against those targets.	Long-term and short-term strategies for meeting DTE Electric's Scope 1 emissions reduction targets are described in the 2023 final IRP settlement accessible here: https://dtecleanenergy.com/
	IF-EU-110a.4	(1) Number of customers served in markets subject to renewable portfolio standards (RPS) and (2) percentage fulfillment of RPS target by market.	See EEI - 4.1, EEI - 4.2, EEI - 4.3 in this report.
Air Quality	IF-EU-120a.1	Air emissions from the following pollutants: (1) NO_X (excluding N_2O),	See EEI 6.2.1 in this report.
		(2) SO_X,	See EEI 6.3.1 in this report.
		(3) particulate matter (PM10),	N/A
		(4) lead (Pb), and	N/A
		(5) mercury (Hg); percentage of each in or near areas of dense population	See EEI 6.4.1 in this report.
Water Management	IF-EU-140a.1	(1) Total water withdrawn,	(1) 757,585 MG
		(2) total water consumed; percentage of each in regions with high or extremely high baseline water stress.	(2) 20,192 MG
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/ or quality permits, standards, and regulations.	For 2023, 1 incident of non-compliance associated with water permits and $0 in fines for DTE Electric.
	IF-EU-140a.3	Description of water-management risks and discussion of strategies and practices to mitigate those risks.	See DTE's 2024 Report, CDP C2.5
Coal Ash Management	IF-EU-150a.1	Amount of combustion residuals (CCR) generated	798,317 tons
		and percentage recycled.	61%

Disclosures	SASB Code	Accounting Metric	2023 Response
	IF-EU-150a.2	Total number of coal combustion residual (CCR) impoundments, broken down by hazard potential classification and structural integrity assessment.	Coal Combustion Residual Rule Compliance Data And Information
Energy Affordability	IF-EU-240a.1	Average retail electric rate for (USD/ kwh): (1) residential (2) commercial and (3) industrial customers.	(1) $0.197 (2) $0.122 (3) $0.077
	IF-EU-240a.2	Typical monthly electric bill for residential customers for (USD/ month) (1) 500 kWh and (2) 1,000 kWh of electricity delivered per month.	(1) $103.10 (2) $196.78
	IF-EU-240a.3	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days (meter level).	187,283 (meter level) Reconnect data not reported because restores are not directly correlated to disconnects for non-payment.
	IF-EU-240a.4	Discussion of impact of external factors on customer affordability of electricity, including the economic conditions of the service territory.	Refer to our Managing Affordability section in this report
Workforce Health and Safety	IF-EU-320a.1	(1) Total recordable incident rate (TRIR),	0.50
		(2) fatality rate and	1
		(3) near miss frequency rate (NMFR)	1.09
End-Use Efficiency and Demand	IF-EU-420a.1	Percentage of utility revenues from the rate structures that are (1) decoupled and (2) contain a lost revenue adjustment mechanism (LRAM)	We do not, by law, have such mechanisms at the electric company.
	IF-EU-420a.2	Percentage of electric load served by smart grid technology.	See EEI - Section 3 in this report.
	IF-EU-420a.3	Customer electricity savings from efficiency measures by market.	See our 2023 Energy Efficiency Report
Nuclear Safety & Emergency Management	IF-EU-540a.1	Total number of nuclear power units, broken down by U.S. Nuclear Regulatory Commission (NRC) Action Matrix Column.	1 - See our Fermi page for more information
	IF-EU-540a.2	Description of efforts to manage nuclear safety and emergency preparedness.	Refer to our Fermi page and our Emergency Preparedness booklet
Grid Resilience	IF-EU-550a.1	Number of incidents of non-compliance with physical and/ or cybersecurity standards or regulations.	See GRI 418-1 in this report.
	IF-EU-550a.2	(1) System Average Interruption Duration Index (SAIDI)	See GRI EU29 in this report.
		(2) System Average Interruption Frequency Index (SAIFI) and	See GRI EU28 in this report.
		(3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	See GRI EU29 in this report.

Disclosures	SASB Code	Accounting Metric	2023 Response
Activity metrics			
Topic	**SASB Code**	**Accounting Metric**	
	IF-EU-000.A	Number of: (1) residential, (2) commercial and (3) industrial customers served.	See EEI Section 4 in this report.
	IF-EU-000.B	Total electricity delivered to (MWh): (1) residential, (2) commercial, (3) industrial, (4) all other retail customers, and (5) wholesale customers.	See DTE Energy's 10-K for fiscal year ending Dec. 31, 2023, page 33
	IF-EU-000.C	Length of transmission and distribution lines (km).	See DTE Energy's 10-K for fiscal year ending Dec. 31, 2023, page 9
	IF-EU-000.D	Total electricity generated, percentage by major energy source, percentage in regulated markets.	See EEI - section 2 in this report.
	IF-EU-000.E	Total wholesale electricity purchased (MWh).	6,580,599
Activity metrics			
Topic	**SASB Code**	**Accounting Metric**	
Energy Affordability	IF-GU-240a.1	Average retail gas rate for (USD. MMBtu): (1) residential, (2) commercial, (3) industrial customers and (4) transportation services only.	(1) $8.84 (2) $8.39 (3) N/A (4) N/A
	IF-GU-240a.3	Number of residential customer gas disconnections for non-payment, percentage reconnected within 30 days (meter level).	11,040 (Meter Level) Reconnect data not reported because restores are not directly correlated to disconnects for non-payment.
	IF-GU-240a.4	Discussion of impact of external factors on customer affordability of gas, including the economic conditions of the service territory.	See our Managing Affordability section in this report
End-Use Efficiency	IF-GU-420a.2	Customer gas savings from efficiency measures by market (MMBtu)	2,096,418 MCF
Integrity of Gas Delivery and Infrastructure	IF-GU-540a.1	Number of (1) reportable pipeline incidents, (2) Corrective Action Orders (CAO) and (3) Notices of Probable Violation (NOPV).	(1) 2 (2) 0 (3) 0
	IF-GU-540a.2	Percentage of distribution pipeline that is (1) cast and/ or wrought iron and (2) unprotected steel.	(1) 2.6% (2) 4.7%
	IF-GU-540a.3	Percentage of gas (1) transmission and (2) distribution pipelines inspected.	(1) 58% (2) N/A

Disclosures	SASB Code	Accounting Metric	2023 Response
	IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions.	See the EEI/AGA Template in this report. See the Gas Graphic in this report.

Activity Metrics

	SASB Code	Activity Metric	Response
	IF-GU-000.A	Number of: (1) residential, (2) commercial and (3) industrial customers served.	(1) Residential: 1,240,828 (2) Commercial: 90,694 (3) Industrial: 410
	IF-GU-000.B	Amount of natural gas delivered to: (1) residential customers, (2) commercial customers, (3) industrial customers, and (4) transferred to a third party.	See DTE Energy's 10-K for fiscal year ending Dec. 31, 2023, page 36
	IF-GU-000.C	Length of gas (km) (1) transmission and (2) distribution pipelines	See DTE Energy's 10-K for fiscal year ending Dec. 31, 2023, page 11

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

All Sector Financial Disclosures

Disclosure Focus Area	Recommended Disclosure	Source
Governance		
Disclose the organization's governance around climate-related risks and opportunities.	Describe the board's oversight of climate related risks and opportunities.	2024 CDP Report, CDP C4.1 See Governance section of this report See DTE Energy's 2024 Proxy Statement
	Describe the management's role in assessing and managing climate-related risks and opportunities.	2024 CDP Report, CDP C4.3 See Governance section of this report See DTE Energy's 2024 Proxy Statement
Strategy		
Disclose the actual and potential impacts of climate-related risks and opportunities on the organization's businesses, strategy and financial planning.	Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	2024 CDP Report, CDP C3 See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See Environment section of this report
	Describe the impact of climate-related risks and opportunities on the organization's businesses.	2024 CDP Report, CDP C3.1.1 2024 CDP Report, CDP C3.6 See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See Environment and Supply Chain section of this report
	Describe the potential impact of different scenarios, including a 2 degrees C scenario, on the organization's businesses, strategy and financial planning.	2024 CDP Report, CDP C5 See DTE's IRP
Risk Management		
Disclosure how the organization identifies, assesses and manages climate-related risks.	Describe the organization's process for identifying and assessing climate-related risks.	2024 CDP Report, CDP C2 See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See DTE Energy's 2024 Proxy Statement See Risk Governance section in this report
	Describe the organization's processes for managing climate-related risks.	2024 CDP Report, CDP C2.2.2 See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See DTE Energy's 2024 Proxy Statement See Risk Governance section in this report
	Describe how processes for identifying, assessing and managing climate-related risks are integrated into the organization's overall risk management.	2024 CDP Report, CDP C2 See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See DTE Energy's 2024 Proxy Statement See Risk Governance section in this report

Disclosure Focus Area	Recommended Disclosure	Source
Metrics and Targets		
Disclose the metrics and targets used to assess and damage relevant climate-related risks and opportunities.	Disclose the metrics used by the organization to assess climate-related risks and opportunities in line with its strategy and risk-management process.	2024 CDP Report, C7.53.1. See the EEI/AGA and Climate Goals section of this report See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See Environment Section of this report See the GHG Emissions Summary in this report
	Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	2024 CDP Report, CDP C7 See the GHG Emissions Summary in this report See the EEI/AGA section of this report See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023
	Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	2024 CDP Report C7.53.1 See the EEI/AGA and Climate Goals section of this report See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See Environment Section of this report

Financial Category	Climate-Related Category	Recommended Disclosure	DTE's Response Mapping
Revenues	GHG Emissions	Estimated Scope 3 emissions, including methodologies and emissions used.	2024 CDP Report, CDP C7.8 See the GHG Emissions Summary in this report
Revenues	Risk Adaptation & Mitigation	Revenues/savings from investments in low-carbon alternatives (e.g. R&D, equipment, products or services).	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See Environment Section of this report
Expenditures	GHG Emissions	Describe current carbon price or range of prices used.	$7.03 - $22.32/Metric ton. It is expected that the carbon price will increase over time. The Company's carbon price starts in 2027, prior to 2027, $0/Metric ton is used.
Expenditures	Water	Percent water withdrawn in regions with high or extremely high baseline water stress.	DTE does not withdrawal water in regions that are considered to have a high or extremely high baseline water stress according to the WRI Aqueduct Tool. See the EEI/AGA section of this report
Assets	Water	Assets committed in regions with high or extremely high baseline water stress.	DTE considers the following a facility: All DTE owned/partially owned sites that hold NPDES, POTW, and/or GLWA permits (15 sites are deemed material). All 15 of these facilities are located in an area that has a low or low-medium water stress rating according to the WRI Aqueduct tool. See the EEI/AGA section of this report
Assets	Risk Adaptation & Mitigation	Investment (CapEx) in low-carbon aternatives (e.g., capital equipment or assets).	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See Environment Section of this report
Capital	Risk Adaptation & Mitigation	Capital payback periods or return on capital deployed.	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2023 See Environment Section of this report

DTE Energy Greenhouse Gas Emissions Summary

(metric tons CO_2e, unless otherwise noted)

DTE Electric Company	2005 Baseline	2023
Scope 1 - Stationary Combustion from DTE Electric Company	38,010,000	21,019,000
Scope 1 - Mobile Combustion from DTE Electric Company	------	29,000
Scope 2 - Purchased Power T&D Line Loss on DTE System	253,000	115,000
Scope 3 - Purchased Power Emissions	3,396,000	4,252,000

DTE Gas Company		
Scope 1 - Combustion and Fugitive Emissions from DTE Gas Company	------	706,000
Scope 1 - Mobile Combustion from DTE Gas Company	------	15,000
Scope 3 - Upstream DTE Gas Supplier Emissions	------	548,000
Scope 3 - Combustion of gas sold to DTE customers	------	7,785,000

DTE Non-utility Operations		
Scope 1 - Stationary Combustion from DTE Vantage	------	862,000

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

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

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

US EPA Mandatory Greenhouse Gas Reporting Rule

US EPA Emissions & Generation Resource Integrated Database (eGRID)

US EPA GHG Emissions Factors Hub

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

California Mandatory Greenhouse Gas Reporting Regulation