

Goals

Because we take our commitment to corporate responsibility seriously, we've established a series of corporate responsibility goals we're working to meet over the next two years.

In some cases, these goals may take longer to achieve, so we've listed alternate timeframes when necessary.

Because corporate responsibility will continue to be a large part of who we are, we've also outlined our accomplishments in each of the areas.

Climate Change Goals

Goal Reduce the Carbon Dioxide intensity of electricity generation by 3 percent to 5 percent from the average of 2000-2002 levels by 2012.

Progress Since 1996, we have achieved a steady decline in CO₂ emissions per megawatthour for both fossil fuel generation and our total system generation, and our net carbon emissions today are near 1990 levels, including the impact of landfill gas recovery and biological sequestration (tree planting) our net emissions are 10 percent below 1990 levels.

also continuing to support the efforts of DTE Biomass Energy to convert methane emitted from decomposing trash or waste wood into electricity at landfill recovery sites nationwide.

We have planted more than 20 million trees in the state of Michigan since 1995. In addition, we have invested almost \$8 million in forest carbon sequestration projects, including a new partnership with the Shiawassee National Wildlife Refuge near Saginaw, Mich. These projects have the potential to offset more than 11 million tons of carbon dioxide.

Goal Slow the growth of greenhouse gas emissions and support research efforts in the areas of carbon capture and storage and advanced energy technology by concentration of our actions in the following areas:

- Nuclear energy usage
- Energy efficiency projects
- Landfill methane recovery projects
- Forest carbon sequestration

Progress We are a leading advocate of the use of nuclear energy as a domestically-available emission-free energy source. We are also involved in tree planting projects in the lower Mississippi River valley with Power Tree Carbon Company. We are

Goal Continue to seek opportunities to minimize waste and explore opportunities for pollution prevention across the enterprise.

Progress We are working to adopt an environmental policy that is expected to drive and support pollution prevention efforts. These include the transition of our fleet to include flexfuels and hybrids, expanding our recycling program at our downtown headquarters and proactively replacing malfunctioning transformers to avoid oil spills.

Community Goals

Goal Strengthen local nonprofit organizations and help position exemplary organizations for enhanced success.

Progress In 2008, the DTE Energy Foundation will once again award Achieving Excellence grants up to a total of \$400,000 to Michigan exemplary nonprofit organizations. The purpose of this grant program is to award philanthropic organizations who have successfully tackled tough management issues.

Goal Increase student success and address the workforce needs of the energy industry.

Progress We continue Energy and Our World mini grants, given to teachers involved in energy and science-related projects.

We are partnering with organizations that demonstrate excellence in enhancing children's interest and performance in math, science and engineering technology.

We are developing partnerships with schools and other educational organizations specializing in math and science education.

Goal Protect the Great Lakes ecosystem and have a significant impact on carbon sequestration, land preservation and brownfield redevelopment.

Progress We are maintain emphasis on programs dedicated to facilitating brownfield redevelopment such as the Wayne County EPA Brownfield Training Program.

We are expanding teacher knowledge enhancement programs like the Great Lakes Freshwater Institute, which helps teachers explore ways to use freshwater studies and offers students the opportunity to experience a sense of how freshwater science influences students' lives.

We continue to fund projects that improve air, water and land quality.

Goal Be a catalyst to create healthy neighborhoods and communities.

Progress We continue corporate support of Habitat for Humanity and the Detroit Economic Growth Corporation, both groups that work to create more vital communities and stronger neighborhoods.

We provide funding for costs associated with the redevelopment of vacant, blighted, and under-used properties for commercial properties.

Workforce Goals

Goal Actively recruit, develop and retain diverse talent through rigorous workforce and talent planning efforts.

Progress We've developed a competency-based performance management system that describes the skills and behaviors that employees are expected to demonstrate.

Also, we are focusing on cultivating relationships with colleges and universities that will build a high quality and diverse workforce.

We engage in community outreach efforts aimed at building relationships through participation in local job fairs, and through visits to local high schools, technical schools and community-based support programs.

Goal Develop knowledge transfer and retention tools to ensure we are maintaining our intellectual capital.

Progress We are moving forward on the development of a standardized knowledge transfer process that can be applied at various levels and in various settings as long-term employees retire from the organization.

Goal Provide employee and leadership training and development programs.

Progress We continue to offer a broad array of internal employee training programs and external educational opportunities (with tuition reimbursement) at local colleges and universities.

Goal Offer comprehensive wellness programs, including health information, preventive health services and health-risk management strategies to provide our employees with the resources they need to lead healthier lifestyles at work and at home.

Progress We are continuing support and development of our Energize Your Life wellness program, a comprehensive program that provides employees with free preventive health services, health-risk management and disease management strategies.

Safety Goals

Goal To focus on increasing hazard recognition and on the proactive behaviors that help prevent injuries. Strive to improve learning from one another.

Progress We continue to increase effectiveness of prejob briefings by making sure they are held and ensuring they focus on hazards and procedures compliance. Through the distribution of safety materials, we will drive engagement and empowerment of our workforce to confront and correct unsafe conditions or acts.

Goal Continue to reduce our incident rate and increase our potential for sustaining long-term improvement.

Progress We are continuing to improve job procedures, safety programs and training. In order to drive zero tolerance and strict regulatory compliance throughout the enterprise. We are exploring and implementing strong leading indicator measurement and rewarding quality accomplishment.

Goal Continually learn from incidents by sharing lessons learned.

Progress We are achieving this through a rigid communication structure now in place. This structure facilitates quick delivery of safety-related information to all of our business units. Significant incidents are reviewed by senior management to raise awareness and to drive change throughout the organization. We also promote the reporting of near misses without disciplinary action to increase learning before a potential injury occurs.

Goal Improve outreach and support of our safety regulators by improved communications and understanding.

Progress We continue to tighten the link between the regulators by partnering with them on federal and state programs. We are working on achieving OSHA Voluntary Protection Program or Michigan Voluntary Protection Program status at all of our facilities to prove we're serious about safety with our employees, the community and the safety regulators.

Public Policy Goals

Goal Work with lawmakers and regulators to facilitate energy market and regulatory reform that allows us to continue to provide our customers with reliable and affordable energy now and in the future.

Progress The Michigan Legislature is considering a package of bills to create and implement a comprehensive energy plan. A key element of the plan is a proposal to reform Michigan's Electric Choice Program. Other bills in the package would potentially establish a new process for reviewing and approving the construction of new baseload power plants, establishing true cost of service rates across all customer classes, streamlining the rate case process, encouraging the development of renewable energy resources and pursuing an aggressive statewide energy efficiency program.

Goal Pursue public policy that will reduce commodity costs for the company's natural gas customers.

Progress The company continues to pursue policies in Congress to open areas currently closed to environmentally responsible natural gas exploration and production activities. These areas include federal lands in the inter-mountain West and the Outer Continental Shelf.

Goal Pursue public policy that will provide adequate resources and sustainable funding solutions for customers unable to pay their energy bills.

Progress Efforts are ongoing at state and federal levels to increase the amount of resources available for energy assistance. Significant progress has been at the local level in the city of Detroit in a pilot program to connect customers with sources of help by opening customer outreach facilities in a number of high-profile churches. Also being explored is significant involvement in a neighborhood-based weatherization/energy efficiency program in the city of Detroit. If successful, the efforts may be expanded to other communities in our service area.

Goal Facilitate the development of climate change legislation that allows us to uphold our commitments to both the environment and our stakeholders.

Progress The Michigan Legislature is aggressively pursuing measures to encourage renewable energy development and energy efficiency. DTE Energy continues to advocate for the inclusion of these policies in any statewide comprehensive energy plan.