

We Lead, Serve
and Transform
with Our Energy

DTE



By the Numbers

DTE Employee Count:

10,000+

Operating Revenue:

\$14.2 billion in 2018

Electric Customer Count:

2.2 million

Michigan's largest electric energy company

Electric Service Territory:

7,600 square miles

Power generated by renewable energy, natural gas, nuclear, coal, oil and hydro

Gas Customer Count:

1.3 million

Among the nation's largest natural gas companies

Gas Service Territory:

20,300 square miles

Natural gas storage, transport and distribution

Gas Storage & Pipelines:

9.3 billion

DTE Gas Storage and Pipelines owns more than 1,600 miles of pipelines with a capacity of 9.3 billion cubic feet per day

Power & Industrial:

50 projects

From industrial energy services to renewable energy projects and environmental controls, we operate more than 50 power and industrial projects nationwide

RECENTLY I WAS reading a story about the 10-year anniversary of the Great Recession, and it brought to mind a breakfast meeting that I attended in early 2010 with DTE employees. At the time, we were cautiously optimistic that the collective efforts of our 10,000 employees had enabled us to weather the sharp reduction in sales the economic turmoil had wrought. For many people, that would have been reason enough to relax and be content with maintaining our company's relative health and stability. But I will be forever grateful to one employee at that breakfast for not relaxing. Although she was proud of our collective accomplishment, she asked how we could use DTE's strength to help our neighbors, families and communities who were still struggling mightily. From that conversation, our aspiration was born: to be the best-operated energy company in North America and a force for growth and prosperity in the communities where we live and serve.

Now, nearly a decade later, we see how our commitment to serving with our energy has taken root. Last year, DTE was recognized for its efforts by several organizations, most notably with the Civic 50 Points of Light Award for DTE's community and customer-focused approach. We're among just 50 companies in the nation, the only energy company and the only one headquartered in Michigan to be singled out for this recognition. It's a direct reflection of the efforts of our DTE employees.

These efforts manifest in volunteerism. Last year more than half our employees rolled up their sleeves in volunteer service. This personal involvement speaks to the character of DTE employees who give of themselves to clothe, feed, educate, and shelter our neighbors needing help. Hundreds also volunteered in projects to preserve Michigan's unique and special natural resources.

Two years ago, we led the energy industry with our commitment to reduce carbon emissions by more than 80 percent by 2050. But we pushed harder. We recently announced that we will reach our 80 percent reduction in carbon emissions a full decade earlier than originally planned – by 2040 – and that our emissions will be down 50 percent by 2030. How were we able to achieve this acceleration? While we're already Michigan's largest producer of renewable energy, we've pledged to increase our renewable energy investments by \$2 billion over the next five years, more than doubling our renewable capacity. We also broke ground on what will be Michigan's most efficient natural gas plant. When our Blue Water Energy Center opens in 2022, we will retire three of our older coal-fired plants. And, we made industry-leading progress in our natural gas operations to cut emissions of methane, a greenhouse gas, by 80 percent.

Achieving great results for our customers, communities and investors inspires all of us at DTE to bring our best energy and focus to our work. We scored in the top three percent of all companies in Gallup's worldwide employee engagement database, earning DTE its sixth consecutive Gallup Great Workplace Award. This is the highest engagement level we've ever achieved, and it says a lot about our company culture and our future. Please take a look at the back cover for other recognition earned by – and for – those who make DTE a great company.

We continue to accelerate our progress in providing safe, reliable, affordable and cleaner energy. And we'll continue to serve our customers and communities with our personal energy along the way.



Gerry Anderson
Chairman and CEO
DTE



We're Leading the Way Toward a Cleaner, More Sustainable Future

We've announced a bold new goal to reduce carbon emissions by 80 percent by 2040 - accelerating the 2017 commitment we made to Michigan residents and businesses by a full decade. We're replacing older coal plants with a mix of renewables and cleaner natural gas, and increased energy efficiency programs. And with programs like MIGreenPower, we're inspiring our customers to join us in conserving energy.



80% ↓

We are committed to reducing carbon emissions 80 percent by 2040

Getting to our goal:

\$1.7 B

\$1.7 billion increase in our investments in renewable energy, doubling our capacity in five years

70%

70% reduction in carbon by replacing coal with gas generation

75%

75% increase in energy efficiency programs above mandated targets

The impact of our efforts:

4,000

4,000 Michigan jobs created from investments in renewable generation

800,000

By 2024, DTE wind and solar projects will generate enough clean energy to power 800,000 homes

31 + 13

31 solar arrays + 13 wind parks: the largest investor in solar and wind technologies in Michigan



Switching to a natural gas-fired power plant

We are building the Blue Water Energy Center in St. Clair County, a natural gas-fired power plant, to replace three older, coal-fired power plants. Blue Water will be online in 2022, providing a 24/7 power source while reducing greenhouse gas emissions by 70 percent from the units being replaced and integrating variable power from renewable sources.



Reducing emissions of another greenhouse gas

While we reduce carbon emissions from our electric generation, DTE has also committed to reduce emissions of another greenhouse gas - methane - by more than 80 percent. We're controlling methane leaks by replacing hundreds of miles of older natural gas pipelines with safer, air-tight materials and through maintenance upgrades at DTE natural gas compression stations.



Building the largest operating wind farm in Michigan

In 2018, construction of the 65-turbine Pine River Wind Park in Gratiot and Isabella counties began. Pine River is the largest operating wind park in Michigan as well as the most cost-effective and cost-efficient wind project in DTE history. Pine River is fully operational in 2019.



People

We Serve with Our Energy to Improve People's Lives

Ja'Mea Delaine: Randolph Career Technical Center graduate and DTE summer intern



People are at the center of our business. That's why we go above and beyond providing energy to our customers - including helping households with limited resources keep their heat and lights on. And we work hard to create job opportunities for the people of Michigan.

Improving educational outcomes and creating opportunities

Focused on underserved communities, differently-abled persons and veterans, we work with community partners to provide career and professional skills training and create pipelines to good-paying jobs in the skilled trades.

We helped revive two career technical centers in Detroit, helping 1,300 youth and adult learners explore the skilled trades



DTE funds 1,500 summer youth employment positions across the state. Many of these positions are here at DTE, where we invite summers students to try their hands at different trades within the energy industry.

600

More than 600 high school students and adults are enrolled at the Randolph Career Technical Center

700

700 high school students and adults are enrolled at Breihaupt Career and Technical Center

1,500
Hired and sponsored 1,500 employment opportunities for high school and college students

Providing assistance to limited-resource customers

\$10 M

DTE donated \$10 million in continued assistance for vulnerable households

45,000

DTE plans to enroll 45,000 households in our Low-Income Self Sufficiency Plan in 2019 - a 30 percent increase from the 34,000 households assisted in 2018

\$3 M

Hosted 20 Community Assistance Days, providing \$3 million in energy assistance to vulnerable households



Safeguarding our people

DTE is among the safest places to work in our industry. In 2018, injuries requiring work restrictions or time off were at the lowest level in our company history.



Our Employees Passionately Serve Their Communities

While our daily focus is to provide affordable, reliable and clean energy to our customers, we also show how much we care about the communities where we live and serve through our unparalleled volunteer involvement. Our company-wide commitment to volunteerism connects employees with nearly 1,000 organizations.

DTE achieved world-class volunteering status in 2018 when more than 50 percent of our workforce volunteered their time in the communities where we live and serve.

5,100

5,100 volunteers - Half our workforce, best in class!

\$6 M

\$6 million value of in-kind services

88,000

88,000 hours volunteered

828

828 nonprofits helped



This team worked closely with Humble Design, upgrading a home for a family in need.



DTE volunteers worked with the Conservation Resource Alliance to plant 3,000 seedlings, preventing erosion along a creek in Wexford County near Cadillac.



As part of our skills-based volunteering commitment, Electric Field Operations team members volunteered their time to talk about careers in energy at a MiCareerQuest event.



Our Women in Nuclear professional group volunteered at a Habitat for Humanity build in Monroe.

We Serve with Our Energy to Improve Our Communities

We are committed to working with communities in order to improve quality of life. From sponsoring those community events that bring people together to working with residents to bring neighborhood visions to life, we are part of the communities where we live and serve.



Helping to transform Detroit's North End neighborhood

DTE is working with residents, community leaders and businesses to transform Detroit's North End neighborhood. Hundreds of DTE volunteers removed two tons of debris, improved the local park, spruced-up 13 homes and demolished 10 unsafe buildings; and we did so alongside the community. We've established enduring partnerships by interacting with long-time neighborhood residents.



Smiles and prosperity powered by DTE

The DTE Foundation sponsors hundreds of free events across the state each year, bringing communities together and boosting local economies. From events like the National Cherry Festival to community grants for local festivals, DTE is helping communities come together while contributing to local economies. Our support generates millions of smiles among festival goers – and millions of dollars to Michigan's economy.



Converting a former gas plant site into a community space

We announced an agreement with a Michigan-based developer who will create an 11-acre mixed use and public space project on property along the Huron River formerly used by Michigan Consolidated Gas Company. More than 80 percent of the site will be developed into open space for community use. The project is expected to break ground in 2019.

We Contribute to the Economic Growth of Our State

We're driving change to strengthen the middle class and make Michigan a better place to work, live and play. And we're building a brighter future by stimulating local economies through economic growth built on reliable, affordable and sustainable energy.

Strengthening the electric grid and improving our natural gas infrastructure

To meet the needs of today's modern homes and high-tech businesses, Michigan's aging energy infrastructure requires significant investment.



\$4.2 B

DTE launched a \$4.2 billion, five-year investment to strengthen the energy grid

70%

Our current investments = 70% improvement in reliability



\$1.2 B

Investing more than \$1.2 billion over the next five years in our gas system to increase safety, reliability and affordability

154 MILES

Replaced 154 miles of gas main lines, making Michigan safer, cleaner and adding a boost to local economies



To enhance reliability, we are trimming trees that entangle power lines, building new substations, replacing utility poles and wires, and installing high-tech sensors and smart technologies.



Spending \$1.7 billion with 2,565 Michigan businesses in 2018

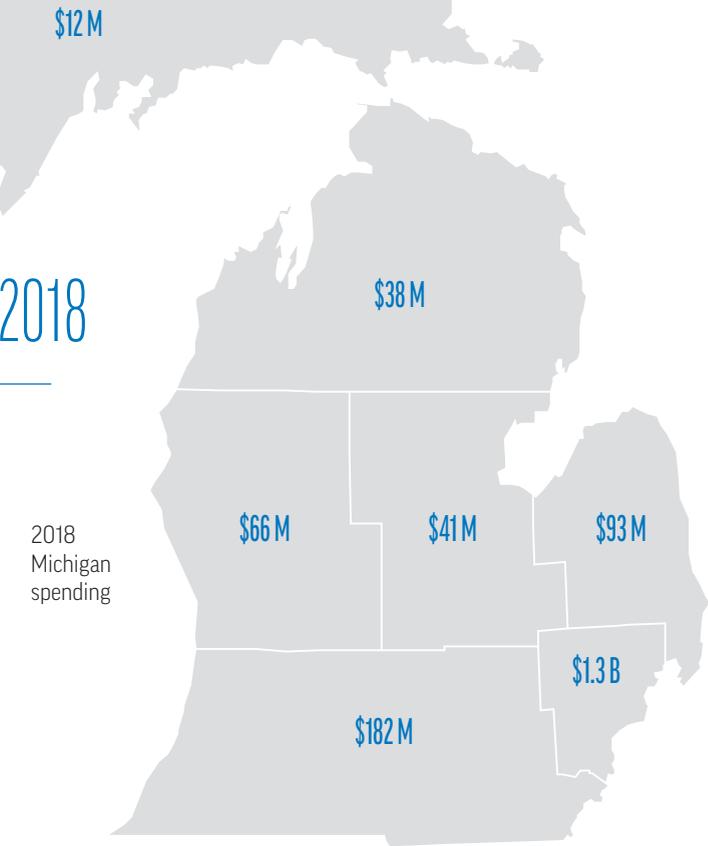
Since 2010

\$9.2 B

Spent \$9.2 billion with Michigan businesses

24,000

Created 24,000 jobs in 78 Michigan counties



2018 Michigan spending

Our Foundation Is One of the Largest Committed to Michigan-Focused Giving

Among the largest foundations committed to Michigan-focused giving, we not only want to create an economic impact across the state, but we want to provide hope and inspiration to communities making a difference. Last year, the DTE Foundation supported hundreds of nonprofits as they work to make Michigan a better place to live, work and play.

The DTE Foundation areas of giving:

Arts & Culture

Community Transformation

Economic Progress

Education & Employment

Environment

Human Needs



The DTE Foundation supports statewide workforce development nonprofits that help those with barriers to employment gain the skills needed to find work. The Foundation has supported After 26 Café in Cadillac, Michigan for many years. After 26 Café employs adults with developmental disabilities or cognitive impairment to help prepare them for the workforce.



Empowering the arts

The arts enrich our lives by encouraging self-expression and awakening curiosity, creativity and the desire for knowledge. The DTE Foundation is proud to support the arts across Michigan. From GRandJazzFest in Grand Rapids and the Lakeshore Art Festival in Muskegon to the Detroit Jazz Festival and Monroe County Community College's Cultural Events Series, we support those events that invigorate communities by drawing visitors, showcasing local businesses and helping communities grow.



Supporting family farms

The DTE Foundation is proud to support the Centennial Farm Program, recognizing Michigan farms that have remained in the same family for 100 years or more and have contributed to the state's development. The Michigan Centennial Farm Program has certified thousands of farms since its inception in 1948 and continues to celebrate the tradition of family farms in Michigan.



Through DTE Foundation support, the Fish and Loaves Community Food Pantry mapped regional food insecurity, enabling 31 basic needs organizations to reach 15,000 households in six southeast Michigan counties.



We feel good about what we accomplished last year. Others noticed, too.

Company and Citizenship Awards

- Points of Light Civic 50 award (corporate citizenship): DTE was the #1 utility and the only company in Michigan to be recognized by the Civic 50 last year
- JD Power Customer Satisfaction Awards

Planet Awards

- EEI: Environmental Leadership Award presented to Gerry Anderson
- Wildlife Habitat Council Corporate Conservation Leadership Award: WHC's most prestigious award, recognizes corporate commitment to biodiversity and conservation education
- Companywide ISO 14001 certification
- Battle of the Buildings 2018: 1st place for reducing energy use at DTE headquarters building by more than 30%
- DTE Energy Chairman and CEO Gerry Anderson has been selected as the recipient of the Individual Climate Leadership award by the Center for Climate and Energy Solutions (C2ES) and The Climate Registry for driving DTE Energy's goal to reduce carbon emissions by more than 80 percent

People Awards

- Gallup Great Workplace: We scored in the top three percent of all companies worldwide – the highest level we've ever achieved. DTE has earned six consecutive Gallup Great Workplace awards and remains the only utility company to win the Gallup Great Workplace Award!
- Detroit Free Press: Named among Michigan's top places to work
- Michigan Veterans Affairs Agency: Certified as a Gold-Level Veteran Employer for four consecutive years
- DiversityInc.: Top-five utility in the nation recognized for hiring and promoting women and minorities, creating inclusive workplaces, reaching diverse customers and having strong supplier diversity
- Disability Equality Index: 2018 Best Places to Work: 100% Score
- National Organization on Disabilities: 2018 Leading Disability Employer
- Black Enterprise: "50 Best Companies for Diversity" for demonstrating a significant commitment to diversity in four key areas: board of directors, employee base, senior management and supplier diversity

Progress (Supplier) Awards

- Edison Electric Institute: Business Diversity Innovation Award
- Michigan Minority Supplier Development Council: 2018 energy industry Corporation of the Year
- Minority Business News USA: Best of the Decade for an "unwavering commitment to minority business development and inclusion"
- Women's Enterprise USA: Top 100 Corporations of the Year, "our list of top organizations for the development of women-owned business enterprises"
- Great Lakes Women's Business Council: Excellence in Supplier Diversity - Best in Class
- U.S. Veterans Magazine: 2018 Top Supplier Diversity Program

Learn more at [DTEImpact.com](https://www.dteenergy.com/impact)

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