DTE Energy

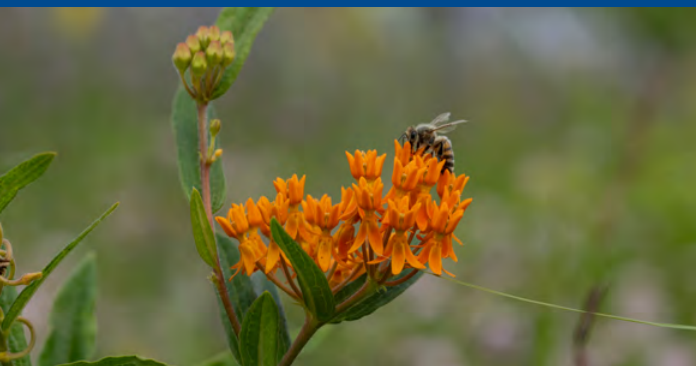
2024 Sustainability Report

DTE CleanVision

DTE CleanVision

Table of contents

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



President and CEO letter

At DTE Energy, we strive to do what's best for our customers, our environment and the communities in which we live and serve. In the face of the accelerating challenges of more extreme weather and greater electric demand, we are committed now, more than ever, to building the electric grid of the future and providing our customers with reliable, cleaner and affordable energy to power Michigan forward.

As I step into the role of Chief Executive Officer, I'm honored to lead a team whose consistent achievements show their deep commitment to sustainability and innovation. Today, our renewable energy portfolio spans 20 wind parks and 34 solar parks – each located in Michigan – generating enough clean energy to power more than 750,000 homes. While we are proud of our progress, we recognize that significant work lies ahead in order to eliminate the use of coal in 2032 and achieve a net-zero carbon future.

That journey includes developing more than 18,000 megawatts of renewables – the equivalent to powering approximately 5.9 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 more effectively 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 by the end of 2029. Our customers are seeing the results, with a nearly 70% improvement in time spent without power in 2024 compared to the previous year.

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.

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

Joi Harris

President and Chief Executive Officer

DTE Energy

About this Report

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.

Environmental

NetZero by 2050

$9 billion investment in our electric grid over five years

Creating a clean energy future for all

DTE is 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, DTE is working to grow its clean energy portfolio in accordance with Michigan's energy law, which 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 of 80% in 2035 and 100% in 2040. Clean energy includes renewables, nuclear and natural gas-fired plants that utilize carbon capture and storage systems. The legislation also requires 50% of an electric utility's energy to be generated from renewable sources by 2030 and 60% by 2035. Visit dtecleanenergy.com for more information.

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 2024, DTE invested over $1 billion 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 2024, our system was more than 90% on track for our tree trimming cycle. Our investments also include increased smart grid automation, pole and pole top maintenance and rebuilding significant portions of the grid, all combining to modernize our infrastructure. For more details, see our 2023 Distribution Grid Plan.

$4.6B
invested in renewable energy infrastructure

18,000mw
renewable energy generation capacity

DTE Gas is investing $3.3 billion through 2035 to replace legacy natural gas pipelines with durable, corrosion-resistant polyethylene materials. By the time work is completed, 4,000 miles of natural gas pipes will be upgraded, which will reduce our annual greenhouse gas emissions by an estimated 500,000 metric tons CO_2-e – the equivalent of the annual emissions from more than 100,000 cars.

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

DTE Electric carbon reduction goals

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 goal to achieve net zero carbon emissions. Since 2009, DTE has invested $4.6 billion in renewable energy infrastructure. We plan to invest an additional $4 billion over the next several years, with multiple new solar parks under construction. As of the end of 2024, our portfolio of 20 wind parks and 34 solar parks throughout the state generated enough clean energy to serve the needs of more than 750,000 customers. By 2042, we plan to have more than 18,000 megawatts of renewable energy generation capacity – enough clean energy to power the equivalent of approximately 5.9 million homes.

MIGreenPower

DTE's MIGreenPower program enables both residential and commercial customers to reduce their carbon footprints by attributing more of their electricity use to our wind and solar projects beyond the approximate 15% we already provide. According to the National Renewable Energy Laboratory, MIGreenPower is one of the largest voluntary renewable energy programs in the country. It is also Michigan's largest community solar program. At the end of 2024, program subscribers included nearly 100,000 residential customers and 1,600 businesses. This includes notable customer commitments from companies such as Ford Motor Company and Stellantis, with whom we hold the two largest voluntary renewable energy agreements through a utility in the U.S., based on BloombergNEF's Corporate PPA Database.

On an annual basis, MIGreenPower customers have enrolled nearly 5.5 million megawatt hours of clean energy in the program, which has the environmental benefit equivalent to taking more than 860,000 gasoline-powered vehicles off the road. MIGreenPower is also driving the addition of thousands of megawatts of new clean energy to the grid. In 2024, DTE began construction on two new solar parks funded through MIGreenPower enrollments.

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 company 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 employees who operate them every day have been partnering with nearby communities for nearly 100 years. The initiative seeks to ensure a thoughtful and 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 local leaders, government officials and businesses in these communities to foster development and investment through grants and volunteer efforts. Once plants are retired, the sites lend themselves to energy storage and industrial or intermodal transportation applications due to existing electrical infrastructure, as well as rail and ship access. Through collaboration with local and state governmental and economic development authorities, as well as the public-private sector, we are creating new Michigan jobs, supporting local communities and strengthening our state's economy.

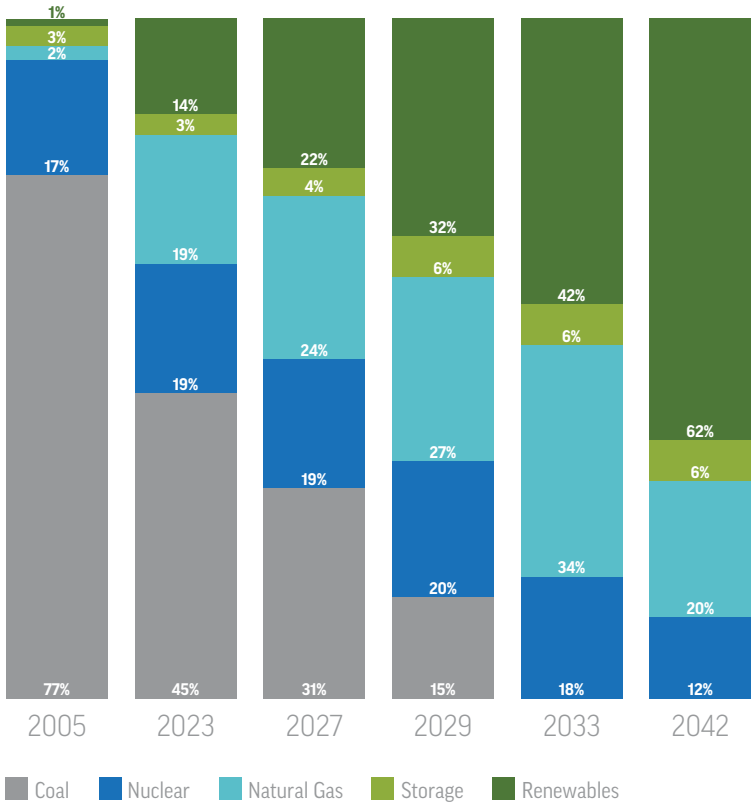
One example is the Trenton Channel Energy Center, a 220-megawatt battery energy storage center currently being constructed at the site of DTE's retired Trenton Channel coal power plant. When complete in 2026, the facility is expected to be the largest standalone battery energy storage project in the Great Lakes region. It represents a major step toward DTE's goal to more than double its total energy storage capacity by 2042 and brings the State of Michigan significantly closer to its own Statewide Storage Target.

The Trenton Channel Energy Center will have the capacity to store enough electricity to power nearly 40,000 homes and distribute that power to customers when they need it. This will reduce strain on the grid, decrease the need to start and stop generation as demand fluctuates and augment DTE's growing fleet of renewable generation – all of which benefit DTE customers. The site's transformation reinforces DTE's commitment to bringing more Michigan-made resources online, while continuing to support the Trenton community. This new project will bring additional tax revenue to the Trenton community that can be used to help fund projects including roads, schools, police and fire initiatives and more.

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 26, 2023, the settlement was approved by the Michigan Public Service Commission. DTE Electric will file its next IRP by December 2026, which will further transform our generation fleet. You can find more information, including the approved 2022 IRP, at DTECleanEnergy.com.

Proposed generation mix (2005-2042 MWh)



The Trenton Channel Energy Center will have the capacity to store enough electricity to power nearly 40,000 homes

65%
CO_2 reductions in 2028

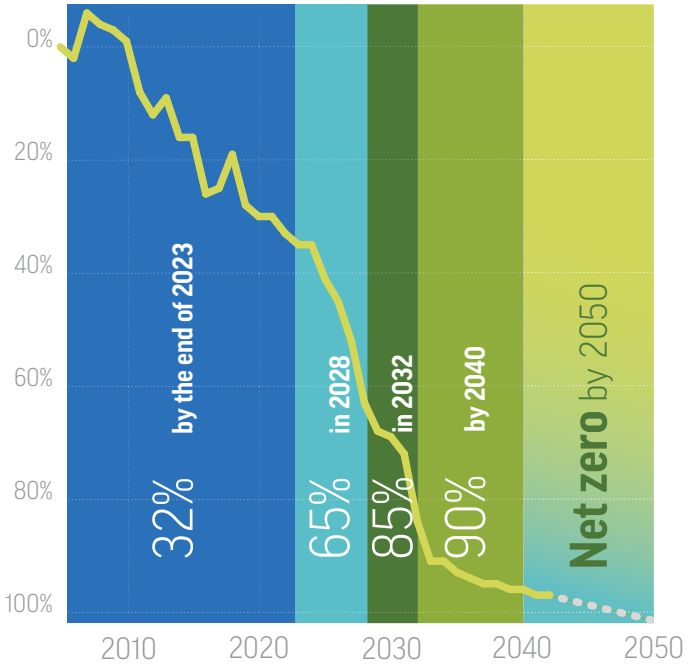
Our bold net zero carbon emissions goal in our CleanVision IRP sets the framework to accelerate our prior carbon emissions reduction targets and reduce our CO_2 emissions 65% in 2028 and 85% in 2032.

DTE's 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 their inception, electric customers have utilized DTE's energy efficiency programs 11.6 million times and gas customers have utilized these programs 5.6 million times. In 2024, DTE Electric exceeded its electric energy savings goal of 2% of 2023 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 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 when it is most needed, such as in extreme summer heat. This economic 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, 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.

Electric CO_2 reductions



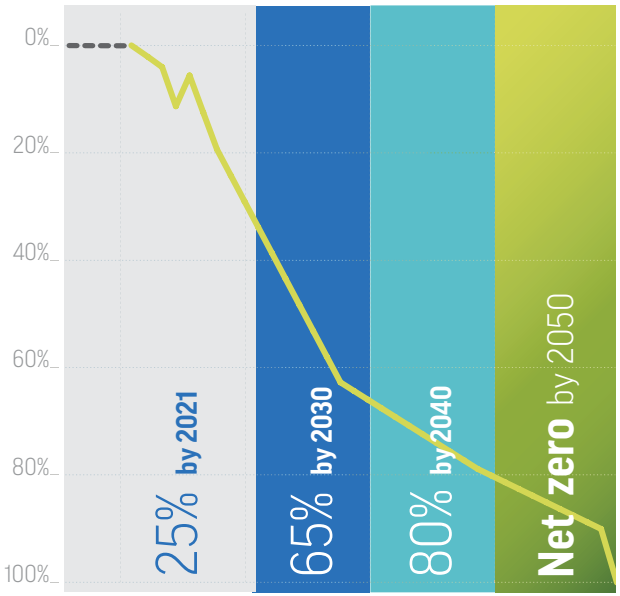
DTE Gas decarbonization goals

DTE Gas net zero commitment

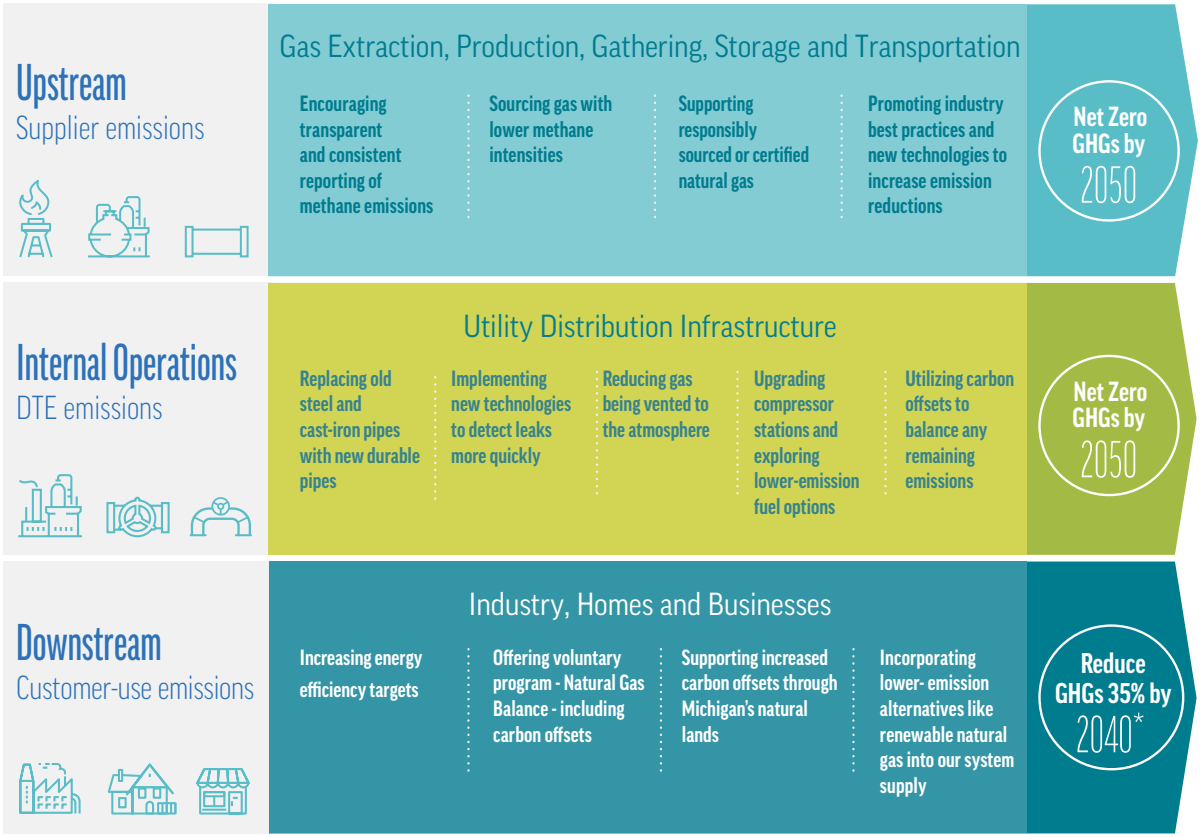
DTE Gas is also on a journey to achieve net zero carbon emissions for our internal operations and gas supply by 2050. The company's emission reduction commitments – combined with customer participation in energy efficiency programs and Natural Gas Balance – aim to reduce annual greenhouse gas emissions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

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

Gas CO_2-e reductions
from internal operations



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



Natural Gas Balance

We are partnering with customers to balance their own carbon footprints through energy efficiency and participation in Natural Gas Balance. This voluntary program offers customers a way to affordably address greenhouse gas emissions from an average home's natural gas usage by advancing the development of renewable natural gas (RNG) in Michigan and investing in carbon offset projects in Michigan's Upper Peninsula, certified by the American Carbon Registry, which protects over 20,000 acres of mature trees that act as natural carbon scrubbers.

Customers can balance between 25% and 100% of their greenhouse gas emissions from natural gas usage (based on an average residential customer's usage). Approximately 12,000 customers were enrolled in the program in 2024.

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 the quality of water discharge.

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 updated our water withdrawal goals to align with the accelerated carbon reduction targets announced in our 2022 IRP. DTE Electric continues to reduce surface water withdrawals for power generation. Through the retirements of coal-fired power plants (e.g., Conners Creek, Harbor Beach, Trenton Channel, St. Clair and River Rouge Power Plants) that used water for cooling, DTE has decreased water usage by 44%. As we retire additional coal-fired power plants and commission less water-intensive energy sources (e.g., wind farms, solar projects and battery storage facilities), we project that surface water withdrawals will continue to decrease.

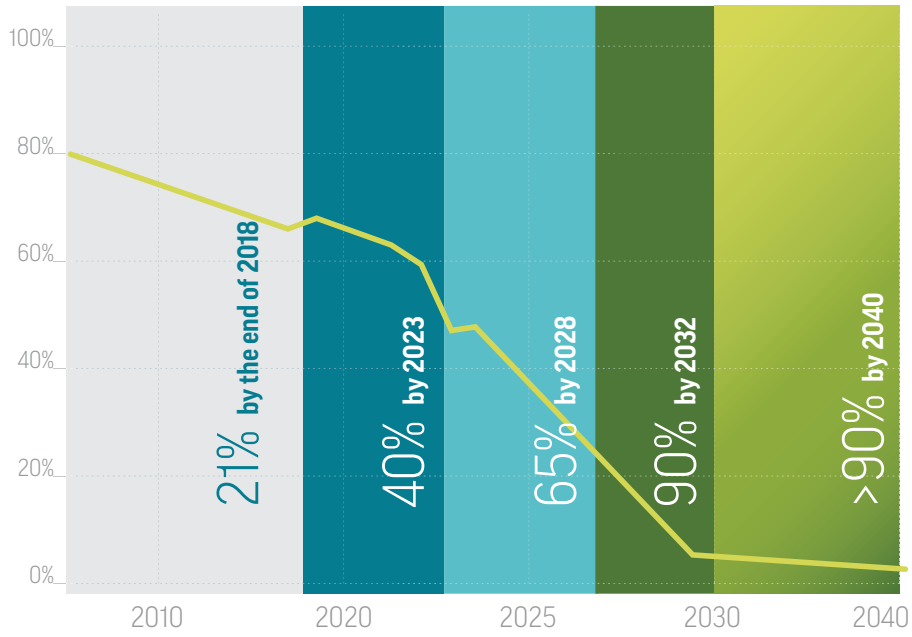
DTE helps make NFL Draft carbon neutral

In 2024, DTE worked with the National Football League and local tourism non-profit Visit Detroit to help the NFL Draft in Detroit become carbon neutral. By leveraging DTE's voluntary renewable energy programs, the NFL created a more sustainable environment for the hundreds of thousands who attended the draft, with additional positive impact for the local community. Participation in DTE's MIGreenPower and Natural Gas Balance programs offset the carbon footprint of the energy used by the NFL for event production and operation, food and beverage preparation and consumption, merchandise sales and the air and ground transportation for NFL employees and vendors.

A cleaner and sustainable natural gas supply

DTE is 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 met by members for seven consecutive years. These efforts are part of our drive to advance transparency and consistency in methane intensity reporting and to encourage 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.

Water withdrawal reduction for DTE Electric Power Generation*



100%
of the gypsum produced at its power plants recycled in 2024

Reducing waste

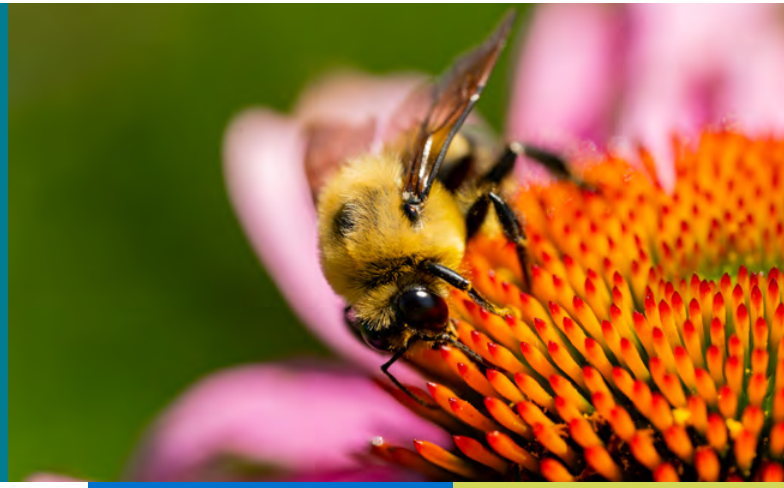
The largest of our waste streams is coal combustion residuals (CCR), which includes fly ash, bottom ash and flue gas desulfurization (FGD) materials. Fly ash and bottom ash are byproducts of the coal burned in power plants. Synthetic gypsum is a byproduct of the FGD units that reduce sulfur dioxide emissions 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 two licensed landfills to dispose of non-recycled CCR. Each coal plant has onsite 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 some coal-fired assets, the volume of coal ash generated has significantly reduced since 2013 from over 1,000,000 tons generated in 2013 to approximately 470,000 tons generated in 2024, of which approximately 130,000 tons of coal ash were recycled. Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2024, DTE recycled 100% of the gypsum produced at its power plants.

DTE has continued to be a leader in the circular economy through our recycling of coal combustion residuals, and the recycling of appliances, office products and other obsolete equipment through our partnership with Goodwill's Green Works. Recently, 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.

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.

DTE supports recycling and waste reduction across all areas of our enterprise. One area of focus has been transformer oil. In 2024, DTE provided nearly 55,000 gallons of used transformer oil to Hydrodec in Canton, Ohio. This oil is then re-refined by Hydrodec to be sold again as product transformer oil, keeping it from becoming waste. Additionally, DTE's cafeteria services work to minimize food waste. The team uses a tool called Waste Not to track how much food waste is generated per day and find ways to improve. They also partner with FiltaFry to filter and care for frying oil instead of disposing it and, when new oil is needed, it's delivered in a refillable jug to reduce what's sent to landfills.



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 – including gardens – that feature beehives and native Michigan plants 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) and International Wildlife Refuge. DTE is part of a cooperative management agreement with the Refuge covering more than 650 acres.

DTE's 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), now known as Tandem Global, a nonprofit organization that helps companies manage their property for the benefit of wildlife. We also host events like annual bald eagle tours at our Monroe Power Plant to ensure the public has the opportunity to personally experience the benefits of this work.

DTE recognizes that community is a necessary part of great environmental work. That's why we are a founding member of the Detroit Tree Partnership (DTP), a public-private cooperative with the goal of planting 75,000 trees in parts of the city where they are needed the most over five years. In 2024, the partnership reached the milestone of 25,000 trees planted.

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.

25,000
trees planted

Social

Customer affordability

DTE is committed to providing our customers with safe, reliable, cleaner and affordable energy.

As part of that effort, the team is focused on doing everything in our power to keep bills affordable, while still making the necessary investments towards improvements in energy generation and delivery our customers expect and deserve. This includes investing at a pace that keeps bill increases below the rate of inflation and delivering programs and services that meet the needs of our most vulnerable customers.

In fact, between 2021 and 2024, while average annual inflation in the U.S. was 4.95%, DTE invested nearly $12.5 billion into electric operations and residential customer bills grew just 2.5%. Meanwhile, the U.S. average electric residential bill grew 18.6% over that same period, while the Great Lakes average bill grew 12.7%.

DTE's investments have contributed to significant electric reliability improvements for our customers, including a nearly 70 percent improvement in time spent without power in 2024 compared to 2023. Improvements like these have the potential to deliver the greatest benefit to our most vulnerable customers who may be disproportionally impacted by the economic costs of a power outage.

Of course, any bill increase can cause concern for customers who are already financially stressed, which is why DTE has a robust program to connect qualifying customers to energy assistance, helping them avoid service interruptions. We also work closely with our federal, state and agency partners to get additional aid for those in need. Over the last five years, we have helped customers access more than $660 million in energy assistance. In the 2023-2024 fiscal year alone, we connected customers to nearly $144 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 situations.

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

We have taken our commitment to vulnerable customers a step further by advocating for the recently passed Michigan Energy Assistance Program (MEAP) legislation that will increase funding for energy assistance and reduce access barriers, opening the doors of support to additional Michiganders in need. At the end of 2024, four bills were signed into law at the state level allowing the MEAP fund to double in size over the next four years and help customers with a household income of not more than 60% of the state median income.

Maintaining affordability for our customers also includes careful management of fuel costs by both the DTE Electric and Gas teams. DTE Gas secures its natural gas supply up to three years in advance 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 DTE uses in its power plants. Approximately 15% of our power comes from renewables, and DTE has existing uranium fuel contracts to support safe Fermi 2 operations into 2028. And it's important to note that DTE does not mark up the cost of fuel used to generate electricity or the natural gas that is delivered to the homes and businesses we serve.

DTE Gas has also taken 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, completed in 2024, stretches between the Mesick and Buckley communities in Northern Michigan and is expanding access to natural gas for up to 1,000 homes and businesses, helping to significantly 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 paid compared to natural gas rates.

Human capital management

Talent management

DTE's approach to talent is centered on fostering an organizational culture of service, driven by an inclusive environment that values the unique contributions of every individual.

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 people to bring our purpose to life.
- Fostering an inclusive and merit-based culture.
- 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 ensure our talent systems and initiatives are fair and inclusive. Our approach to human capital management can be categorized by the stages of our talent pipeline – from raising career awareness to employee retention.

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 health, safety and wellbeing performance.
2. Highly engaged employees and service excellence.
3. Inclusive and merit-based culture.
4. Competitive and equitable compensation.

For more in-depth information on our culture of health and wellbeing, check out our Health and Wellbeing Report.

Employee Resource Groups, Business Resource Groups and Governance Structure

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 nearly 5,000 members in total, are open to all and 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. Membership in Energy Groups and participation in group activities are open to all employees.

Our 24 Business Resource Groups (BRGs) across our company bring our priorities to life with a focus on removing barriers to hiring and retention. While Energy Groups bring together employees across DTE, our BRGs form within their business unit teams to create awareness through learning activities, communications, events, recruiting and hiring.

24 BRGs
across the company

2,600
individual members in ERGs

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

Our People and Culture Priority Committee, comprised of the CEO and other senior executives, provides strategic oversight of inclusion efforts and programming across the company. Additionally, our Inclusion & Diversity Oversight Committee – a team of key leaders from across the company, our nine Energy Groups and our 24 BRGs – drive our strategic priorities forward.

Promote workforce inclusion

We will continue to have an inclusive, merit-based culture at DTE.

In our commitment to fostering an inclusive workplace, we launched culture surveys in 2021 and 2024, achieving a 48% response rate on the latter. These surveys are invaluable, revealing that 75% of employees feel a strong sense of belonging and 86% are aware of mental health and emotional wellbeing resources offered by DTE. These results underscore the positive impact of our initiatives on employee satisfaction and morale.

Our culture 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 Service Keys and Leadership Principles to ensure we are inclusive in our everyday interactions with our team members, customers and communities.

We strive to develop a culture that values diverse perspectives and encourages open communication so all employees can contribute their best efforts.

These ideals are also foundational to how we develop, recruit and retain employees, and how we effectively serve millions of people from diverse backgrounds, cultures and communities. To ensure our workforce understands the perspectives of the communities we serve, we implement practices and programs designed to develop a pipeline of talented candidates.

We do this through:

- Collaborations with non-profit and job readiness organizations.
- Programs aimed at youth and young adults to help them develop skills and prepare for employment opportunities.
- Programs designed to eliminate barriers to employment for youth and adults ensuring they have access to the resources they need.

75%
of employees feel a strong sense of belonging

Our union partners are active participants and vital to our safety success

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, people's safety and wellbeing remain our top priority. In 2024, we continued implementing and maturing our Safety Energy Model. Through benchmarking, research, and culture assessments, the model is focused on tasks where high energy is present and most likely to cause serious injuries – including high voltages, temperatures, elevations and pressures. An important element of the 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.

Life Critical Councils, established through our Executive Safety Committee, are cross-functional groups of management and field subject matter safety experts dedicated to managing the most hazardous work we face at DTE. This includes lifting and supporting loads, trenching and excavating, electrical, vehicle safety and roadside protection.

Pre-job briefs focus on safety hazards

Jobs or tasks that present a potential hazard require a documented discussion among everyone involved in 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. Employees across the company received updated training on PJBs in 2024.

Maintaining a safety culture

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. 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 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.

DTE is actively engaged in executing scientific research focused on the prevention of serious injuries and fatalities. Late last year, DTE joined the Construction Safety Research Alliance as research members. We are proud to have connected with a community of industry leaders and academic experts who collaborate to create and share new safety knowledge.

Tracking safety performance

DTE tracks a system of metrics to gauge health and safety performance and detect gaps. In support of our 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 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, while delivering high quality and low costs to our customers.

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

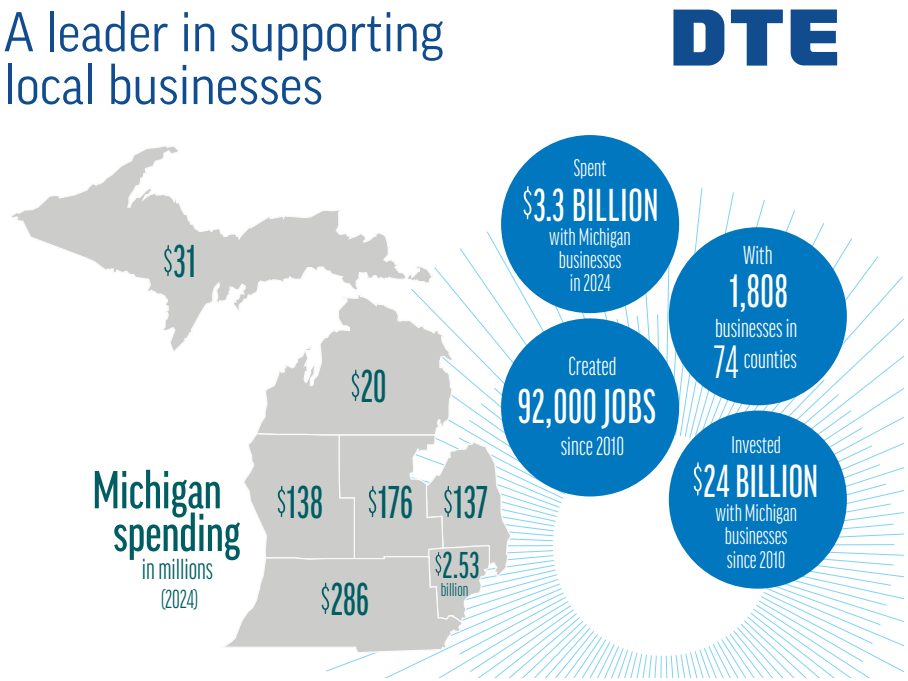
Through our supplier safety program, we hold ourselves and our external partners accountable for prioritizing safety above everything else. Our supplier safety handbook details each supplier's responsibility for working safely at DTE, and their safety performance is reviewed to ensure they are adhering to these expectations.

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 2024, 150 of our top suppliers took the assessment.



Supporting Michigan businesses

DTE's partnerships with local businesses have more than doubled since 2016. Today, 67 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, while also supporting local economies.

In 2024, we spent $3.3 billion with 1,808 Michigan businesses, continuing to exceed the five-year $10 billion spending goal we set in 2019.

Supplier diversity

We believe we're at our best when our supply chain reflects the diversity of our customer base. Thanks to the high caliber of businesses in Michigan, we continue to build relationships with local suppliers to drive the best results for our customers.

Our supplier diversity program benefits our company, our suppliers and the communities we serve. Our spending with diverse suppliers has grown by more than 112% since 2016. In 2024, we spent $1.03 billion with diverse suppliers, achieving an aspirational goal we set in 2020. A significant number of our diverse business partners are also local companies, and their growth creates jobs in the communities we serve. Outreach, advocacy, mentoring and training enable us to achieve these goals and seek out businesses to connect them with new growth opportunities, while also delivering high quality and low costs for our customers.

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, while delivering value to our customers.

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

Volunteerism

DTE strives to be more than just an energy provider. We want to be a resource for the communities we serve and, together, become a transformational force for good throughout the state. With this mindset, we are committed to serving our communities through employee volunteerism, philanthropic giving and targeted community programs that address pressing, emerging and 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 2024, more than 3,100 DTE employees volunteered over 60,000 hours, with 750+ nonprofit partners.

Governance

Sustainability oversight

At DTE, the ultimate oversight of our company's sustainability efforts – including enterprise 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 2025 proxy statement for additional information.

Board and employee ethics

DTE'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 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 receive 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, 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 2025 proxy statement and the Board committee charters.

Our 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 inclusive, merit-based workplace culture.
- 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 governance, environmental and social initiatives.
- Receives compensation tied to the achievement of company goals (see the 2025 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 2025 proxy statement.

To improve cybersecurity, the ESCC focuses on:

- Improving **the flow of threat information**
- Preparing **for incidents**
- Supporting **the deployment of tools**

Political participation

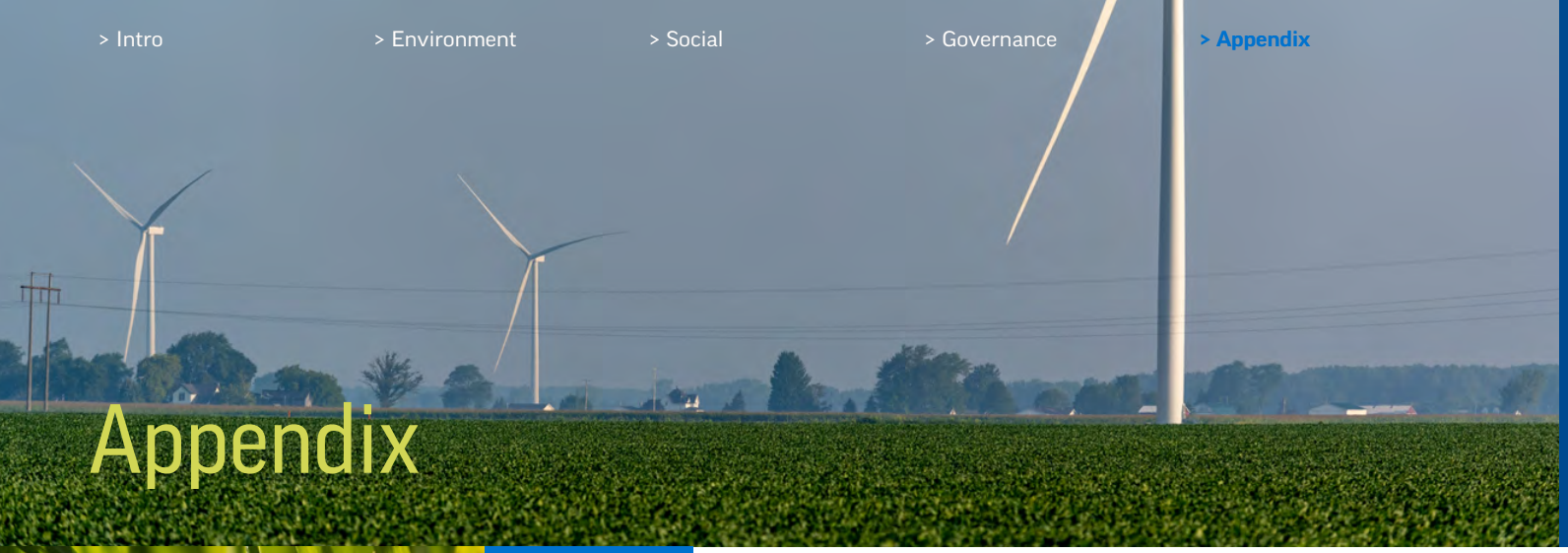
As an energy company, we are affected each day by the decisions of federal, state and local officials. Therefore, we seek to support candidates who will ensure energy policies meet the needs of our customers and our communities. DTE has a strong, bipartisan track record of engaging in the political process. 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 program. Our Information Technology team holds 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 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.



Appendix

Appendix 25

EEI Sustainability Template: Quantitative Information

Reference Number		Baseline 2005 Actual	Last Year 2023 Actual	Current Year 2024 Actual	Comments, Links, Additional Information and Notes
1	Owned Nameplate Generation Capacity at end of year (MW)				
1.1	Coal	7,733	4,100	4,100	
1.2	Natural Gas	2,683	3,676	3682	
1.3	Nuclear	1,154	1,141	1,141	
1.4	Petroleum	666	256	240	
1.5	Total Renewable Energy Resources	989	2,678	2,828	
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	214	
1.5.5	Wind	0	1,491	1,491	
1.6	Other	0	0	0	
2	Net Generation for the data year (MWh)				
2.1	Coal	41,764,875	15,353,031	17,638,777	
2.2	Natural Gas	1,033,086	11,752,524	12,554,429	
2.3	Nuclear	8,753,555	9,355,991	8,255,810	
2.4	Petroleum	7,800	-1,392	-882	
2.5	Total Renewable Energy Resources	0	4,309,791	3,987,628	
2.5.1	Biomass/Biogas	----	---	---	
2.5.2	Geothermal	----	---	---	
2.5.3	Hydroelectric	----	226,547	0	Beginning in 2024, an adjustment was made to reflect 0 MWh of net generation for Hydroelectric. Prior period volumes included output from DTE Electric's hydroelectric pumped storage facility; however, this facility does not typically yield any positive net generation as energy used to pump water during off-peak hours generally exceeds the electricity generated during peak hours as the water is released.

Reference Number		Baseline 2005 Actual	Last Year 2023 Actual	Current Year 2024 Actual	Comments, Links, Additional Information and Notes
2.5.4	Solar	----	80,921	110,537	
2.5.5	Wind	----	4,002,323	3,877,091	
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	$3,100,000,000	$3,700,000,000	
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	N/A	957,898	918,741	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	N/A	$178,916,906	$196,013,255	
4	Retail Electric Customer Count (at end of year)				
4.1	Commercial	126,706	214,218	215,077	
4.2	Industrial	2,235	843	827	
4.3	Residential	2,043,475	2,061,708	2,074,990	
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	20,859,364	22,359,227	
5.1.1.2	Total Owned Generation CO_2 Emissions Intensity (MT/Net MWh)	0.7	0.5	0.5	CO_2e was not considered in 2005. DTE does not provide a target for CO_2e.
5.1.2	Carbon Dioxide Equivalent (CO_2e)				CO_2e was not considered in 2005. DTE does not provide a target for CO_2e.
5.1.2.1	Total Owned Generation CO_2e Emissions (MT)	N/A	20,989,955	22,496,863	
5.1.2.2	Total Owned Generation CO_2e Emissions Intensity (MT/Net MWh)	N/A	0.5	0.5	
5.2	Purchased Power				
5.2.1	Carbon Dioxide (CO_2)				

Reference Number		Baseline 2005 Actual	Last Year 2023 Actual	Current Year 2024 Actual	Comments, Links, Additional Information and Notes
5.2.1.1	Total Purchased Generation CO2 Emissions (MT)	4,526,771	3,630,841	3,131,623	
5.2.1.2	Total Purchased Generation CO2 Emissions Intensity (MT/ Net MWh)	0.7	0.6	0.4	CO2e was not considered in 2005. DTE does not provide a target for CO2e.
5.2.2	Carbon Dioxide Equivalent (CO2e)				CO2e was not considered in 2005. DTE does not provide a target for CO2e.
5.2.2.1	Total Purchased Generation CO2e Emissions (MT)	N/A	3,654,123	3,148,585	
5.2.2.2	Total Purchased Generation CO2e Emissions Intensity (MT/ Net MWh)	N/A	0.6	0.4	
5.3	Owned Generation + Purchased Power				
5.3.1	Carbon Dioxide (CO2)				
5.3.1.1	Total Owned and Purchased Generation CO2 Emissions (MT)	42,960,865	24,490,205	25,490,850	
5.3.1.2	Total Owned and Purchased Generation CO2 Emissions Intensity (MT/Net MWh)	0.7	0.5	0.5	
5.3.2	Carbon Dioxide Equivalent (CO2e)				
5.3.2.1	Total Owned and Purchased Generation CO2e Emissions (MT)	N/A	24,644,078	25,645,448	CO2e was not considered in 2005. DTE does not provide a target for CO2e.
5.3.2.2	Total Owned and Purchased Generation CO2e Emissions Intensity (MT/Net MWh)	N/A	0.5	0.5	CO2e was not considered in 2005. DTE does not provide a target for CO2e.
5.4	Non-Generation CO2e Emissions of Sulfur Hexafluoride (SF6)				
5.4.1	Total CO2e emissions of SF6 (lbs)	N/A	N/A	N/A	Below threshold for reporting to EPA.
5.4.2	Leak rate of CO2e emissions of SF6 (lbs/Net MWh)	N/A	N/A	N/A	Below threshold for reporting to EPA.
6	Nitrogen Oxide (NOx), Sulfur Dioxide (SO2), Mercury (Hg)				
6.1	Generation basis for calculation	Total			
6.2	Nitrogen Oxide (NOx)				
6.2.1	Total NOx Emissions (MT)	58,476	9,720	9,694	
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	1.13E-03	2.38E-04	2.28E-04	
6.3	Sulfur Dioxide (SO2), Sulfur Dioxide (SO2), Mercury (Hg)				
6.3.1	Total SO2 Emissions (MT)	194,201	14,997	15,056	

Reference Number		Baseline 2005 Actual	Last Year 2023 Actual	Current Year 2024 Actual	Comments, Links, Additional Information and Notes
6.3.2	Total SO2 Emissions Intensity (MT/Net MWh)	3.77E-03	3.68E-04	3.55E-04	
6.4	Mercury (Hg)				
6.4.1	Total Hg Emissions (kg)	726	29	25	2020 NOx emissions were 95% below 2005 emissions
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	1.41E-05	7.04E-07	5.82E-07	
Resources					
7	Human Resources				
7.1	Total Number of Employees	11,360	10,098	9,619	This metric is for all of DTE Energy (not specifically the Electric Company).
7.2	Percentage of Women in Total Workforce	25%	28%	26%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.3	Percentage of Minorities in Total Workforce	27%	30%	29%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.4	Total Number on Board of Directors/Trustees	13	12	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%	25%	33%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.6	Percentage of Minorities on Board of Directors/Trustees	23%	25%	33%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.7	Employee Safety Metrics				
7.7.1	Recordable Incident Rate	N/A	0.59	0.70	This metric is for all of DTE Energy (not specifically the Electric Company).
7.7.2	Lost-time Case Rate	N/A	0.20	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	0.46	0.42	This metric is for all of DTE Energy (not specifically the Electric Company).
7.7.4	Work-related Fatalities	N/A	1	0	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	20,192	18,832	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	1,386,687	737,395	753,022	
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	4.11E-04	4.84E-04	4.84E-04	
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	2.69E-02	1.81E-02	1.81E-02	
9	Waste Products				
9.1	Amount of Hazardous Waste Manifested for Disposal (tons)	---	46	89	
9.2	Percent of Coal Combustion Products Beneficially Used	---	62%	62%	

AGA Voluntary Sustainability Metrics: Quantitative Information

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 12th, 2025

Reference Number		Last Year (2023)	Current Year (2024)	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	1,331,932	1,342,761		
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)	13,853	14,328		
1.2.2	Cathodically Protected Steel- Bare & Coated (miles)	5,197	5,187		
1.2.3	Unprotected Steel- Bare & Coated (miles)	1,005	946		
1.2.4	Cast Iron/Wrought Iron-without upgrades (miles)	1,191	1,067		
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)	12	13		

Reference Number		Last Year (2023)	Current Year (2024)	Definitions	Comments, Links, Additional Information and Notes
1.3.2	Cast Iron/Wrought Iron	12	13		
2	Distribution CO_2e Fugitive Emissions				
2.1	CO2e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	327,225	306,300	Fugitive methane emissions (not CO2 combustion emissions) stated as CO2e, 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)	13,089	12,252	INPUT VALUE (total mt CH4) as explained in definition above. Subpart W input is CH4 (mt).	
2.2.1	CH4 Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	682	638		
2.3	Annual Natural Gas Throughput from Gas Distribution Operations (MSCF/year)	301,913,186	290,560,680	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)	281,534	270,512		
2.4	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.00108	0.001054		
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. CO2 and N2O are excluded.	
				Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (e) (1-8), CO2 and N2O 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)	91	98	Value reported using calculation in 40 CFR 98 Sub W Section 236(i)(1)(iii)	

Reference Number		Last Year (2023)	Current Year (2024)	Definitions	Comments, Links, Additional Information and Notes
1.1.3	Transmission Storage Tanks (metric tons/years)	0	12	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)	400	618	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)	76	74	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
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)	623	857		
1.3	Total Transmission Compression Methane Emissions (CO_2e/year)	15,564	21,433		
1.4	Total Transmission Compression Methane Emissions (MSCF/year)	32,424	44,651	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 N20 emissions are excluded from this section.	
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)	

Reference Number		Last Year (2023)	Current Year (2024)	Definitions	Comments, Links, Additional Information and Notes
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 N2O emissions are excluded from this section.	
3.1	Transmission Pipeline Blowdown Vent Stacks (metric tons/year)	163	320	Value reported using calculation in 40 CFR 98 Sub W Section 232(i)(3)(ii)	
3.2	Transmission Pipeline Blowdown Vent Stacks (CO_2e/year)	4,075	8,000		
3.3	Transmission Pipeline Blowdown Vent Stacks (MSCF/year)	8,490	16,667		
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)	5,910	6,161		
4.2	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (CO_2e/year)	147,750	154,025		

Reference Number		Last Year (2023)	Current Year (2024)	Definitions	Comments, Links, Additional Information and Notes
4.3	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (MSCF/year)	307,813	320,885		
5	Summary and Metrics				
5.1	Total Transmission and Storage Methane Emissions (MMSCF/year)	349	382		
5.2	Annual Natural Gas Throughput from Gas Transmission and Storage Operations (MSCF/year)	849,672,890	1,091,058,000	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)	807,189	1,036,505		
5.3	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.00043	0.00037		
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.	
1.1.3	Gathering Pipeline Blow-Down Emissions outside storage and compression facilities (metric tons CO2e)	N/A	N/A		
2	CO2e Combustion Emissions For Gathering & Boosting Compression				
2.1	CO2e 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).	
3	CO2e Combustion Emissions for Gathering & Boosting Compression				

Reference Number		Last Year (2023)	Current Year (2024)	Definitions	Comments, Links, Additional Information and Notes
3.1	Emissions reported for all permitted sources (minor or major)	N/A	N/A	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 CO2e data reported includes all of these sources.	
3.1.1	NOx (metric tons per year)	N/A	N/A		
3.1.2	VOC (metric tons per year)	N/A	N/A		
Human Resources					
1.1	Total Number of Employees	10,098	9,619		
1.2	Percentage of Women in Total Workforce	28%	26%		
1.3	Percentage of Minorities in Total Workforce	30%	29%		
2.1	Total Number on Board of Directors/ Trustees	12	12		
2.2	Percentage of Women on Board of Directors/Trustees	25%	33%		
2.3	Percentage of Minorities on Board of Directors/Trustees	25%	33%		
3	Employee Safety Metrics				
3.1	Recordable Incident Rate	0.59	0.7		
3.2	Lost- Time Case Rate	0.2	0.2		
3.3	Days Away, restricted, and Transfer (DART) Rate	0.5	0.4		
3.4	Work-Related Fatalities	1	0		

Climate Goals

Goal	Description (short)	Entity	Topic	Baseline Year	Current Year	Target Value	Target Year	Current Value	Progress To Target
2023 Interim Emission Reduction Goal	Reduction in the carbon emissions generated from stationary equipment used in the production of electricity delivered to DTE Electric customers .	DTE Electric	Scope 1 - Stationary Combustion Emissions	2005	2024	32%	2023	41%	Achieved
2028 Interim Emission Reduction Goal	Reduction in the carbon emissions generated from stationary equipment used in the production of electricity delivered to DTE Electric customers .	DTE Electric	Scope 1 - Stationary Combustion Emissions	2005	2024	65%	2028	41%	24% remaining to achieve goal
2032 Interim Emission Reduction Goal	Reduction in the carbon emissions generated from stationary equipment used in the production of electricity delivered to DTE Electric customers .	DTE Electric	Scope 1 - Stationary Combustion Emissions	2005	2024	85%	2032	41%	44% remaining to achieve goal
2040 Interim Emission Reduction Goal	Reduction in the carbon emissions generated from stationary equipment used in the production of electricity delivered to DTE Electric customers .	DTE Electric	Scope 1 - Stationary Combustion Emissions	2005	2024	90%	2040	41%	49% remaining to achieve goal
2050 Emission Reduction Goal - DTE Electric	Net zero carbon emissions of electricity delivered to DTE Electric customers.	DTE Electric	Scope 1 - Stationary Combustion Emissions	2005	2024	Net Zero	2050	41%	59% remaining to achieve goal
2050 Natural Gas Procurement Emissions Goal	Net zero carbon emissions for natural gas procured by DTE Gas.	DTE Gas	Scope 3 - Upstream	2005	2024	Net Zero	2050	-	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 intensity and pursuing programs that promote a cleaner natural gas product such as EPA's Natural Gas STAR program. DTE gas also aims to continue its Clean Vision Natural Gas Balance program which provides customers the option to use renewable natural gas.

Goal	Description (short)	Entity	Topic	Baseline Year	Current Year	Target Value	Target Year	Current Value	Progress To Target
2050 Emission Reduction Goal - DTE Gas	Net zero carbon emissions (fugitive and combustion) from DTE Gas operations.	DTE Gas	Scope 1 - Stationary Combustion and Fugitive Emissions	2005	2024	Net Zero	2050	-	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 is implementing new technologies to upgrade compressor station components, detect and repair leaks more quickly, and to reduce gas being vented to the atmosphere during pipeline and compressor station maintenance activities.
2040 Emission Reduction from Combustion of Natural Gas Combustion by DTE Gas Customers	35% reduction in carbon emissions from the combustion of natural gas by DTE Gas customers.	DTE Gas	Scope 3 - Downstream	2005	2024	35%	2040	-	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 sustained its natural gas annual energy savings goal of 1.05 percent in 2024. In 2024, 117,661 metric tons of CO2 emissions were avoided as a result of 2,110 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.

Sources (URL):

DTE Energy - Net Zero Carbon Emissions by 2050

IRP_Executive_Summary.pdf

Achieving our CleanVision and Improving Reliability

Notes:

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

GRI index

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 2	**General Disclosures**	
GRI 2-1	Organizational details	a. DTE Energy Company b. See DTE Energy's Form 10-K for the fiscal year ending December 31, 2024, 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 Energy's Form 10-K. See DTE Energy's Form 10-K for the fiscal year ending December 31, 2024. DTE Energy's Consolidated Financial Statements are on pages 56-62.
GRI 2-3	Reporting period, frequency and contact point	Annual Reporting Calendar year 2024 https://empoweringmichigan.com/dte-impact/
GRI 2-4	Restatements of information	There are no restatements of information in DTE Energy's report covering 2024.
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 general business and properties disclosures within DTE Energy's Form 10-K for the fiscal year ending December 31, 2024, pages 6-7. For a description of DTE Electric operations, see pages 7-10 of the same document. For a description of DTE Gas operations, see pages 10-12 of the same document. In addition to utility operations in Michigan, the DTE Energy portfolio includes non-utility operations focused on renewable natural gas projects and providing custom energy solutions to industrial, commercial, and institutional customers, and energy marketing and trading operations. For more information, please see respective webpages for DTE Vantage, Energy Trading, Citizens Gas Fuel, and MERC. For a description of DTE Energy's supply chain, please see Supply Chain section within this report and our Supply Chain webpage.
GRI 2-7	Employees	DTE Energy's workforce in 2024 totaled approximately 9,496 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	2,489	7,007
Temporary	50	64

Full-time and part- time by gender	Female	Male
Full-time and part- time by gender	Female	Male
Full-time regular	2,478	7,004
Part-time regular	11	3

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 2-8	Workers who are not employees	Total contractor and consultant headcount: 1,156
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 the Organization and Compensation Committee, and the Public Policy and Responsibility Committee 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 DTE Energy's 2025 Proxy Statement, beginning on page 8.
GRI 2-10	Nomination and selection of the highest governance body	See DTE Energy's 2025 Proxy Statement under "Election of Directors and Vacancies" on page 17.
GRI 2-11	Chair of the highest governance body	See DTE Energy's 2025 Proxy Statement under "Election of the Chairman and CEO; Lead Independent Director" on page 19.
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	See DTE Energy's 2025 Proxy Statement under Sustainability Commitment starting on page 4, Board of Directors Risk Oversight Functions starting on page 23, Corporate Governance Committee starting page 21, Organization and Compensation Committee on page 22, and Public Policy and Responsibility Committee on page 23.
GRI 2-13	Delegation of responsibility for managing impacts	See DTE Energy's 2025 Proxy Statement under Board Of Directors Risk Oversight Functions on page 23, and Board Committee Descriptions, beginning on page 21.
GRI 2-14	Role of the highest governance body in sustainability reporting	See DTE Energy's 2025 Proxy Statement under Public Policy and Responsibility Committee on page 23.
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 2025 Proxy Statement under Communications with the Board; on page 20.
GRI 2-17	Collective knowledge of the highest governance body	See DTE Energy's 2025 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 2025 Proxy Statement under Assessment of Board and Committee Performance; on page 18.
GRI 2-19	Remuneration policies	See DTE Energy's 2025 Proxy Statement. For Board see "Board of Directors Compensation" on page 24 and for Executives see "Executive Compensation" on page 37.
GRI 2-20	Process to determine remuneration	See DTE Energy's 2025 Proxy Statement. For Board see "Board of Directors Compensation" on page 24 and for Executives see "Executive Compensation" on page 37 and "Proposal 3 - Advisory Proposal - Nonbinding Vote to Approve Executive Compensation" on page 33 and "Proposal 4 - Approval of Long-Term Incentive Plan"on page 34. See also "Independent Review of Compensation Program" on page 40. At the 2025 annual meeting, shareholders supported an advisory vote on executive compensation with 97.1% of those voting in favor. See the full results in DTE Energy's Form 8-K filed on May 14, 2025.
GRI 2-21	Annual total compensation ratio	See DTE Energy's 2025 Proxy Statement under "CEO Pay Ratio" on page 61. Information on annual remuneration change is not tracked or reported.
GRI 2-22	Statement on sustainable development strategy	Refer to letter from Joi Harris, CEO
GRI 2-23	Policy commitments	See DTE Energy's 2025 Proxy Statement, page 1. Learn more about DTE Energy's purpose, values and Code of Conduct in the DTE Energy Way Code of Conduct and our Corporate Governance webpage.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 2-24	Embedding policy commitments	See our DTE Code of Conduct, Supplier Code of Conduct, and from our Environmental Policies.
GRI 2-25	Processes to remediate negative impacts	See DTE's Code of Conduct, DTE Energy's 2025 Proxy Statement, and DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024.
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	See GRI 307-1
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 Sustainability 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	4,777 excludes temps/interns See DTE Energy's Labor relations
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 2024 Sustainability 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 (Cont.)	Management of material topics (Cont.)	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. (Cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 3-3	Management of material topics	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 2025 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 DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 "
GRI 200	**Economic**	
GRI 201	**Economic Performance**	
GRI 201-1	Direct economic value generated and distributed	Direct economic value generated (revenues), economic value distributed (operating costs, employee wages and benefits, payments to providers of capital, etc.), and economic value retained ("direct economic value generated" less "economic value distributed") can be found in DTE Energy's Form 10-K for the fiscal year ending December 31, 2024.
GRI 201-2	Financial implications and risks and opportunities due to climate change	See the "Risk Factors" section of DTE Energy's Form 10-K for the fiscal year ending December 31, 2024, pages 18-24.
GRI 201-3	Defined benefit plan obligations and other retirement plans	See Note 19 to the Consolidated Financial Statements, "Retirement Benefits and Trusteed Assets," of DTE Energy's Form 10-K for the fiscal year ended December 31, 2024, pages 125-135.
GRI 203	**Indirect Economic Impacts**	
GRI 203-1	Infrastructure investments and services supported	See the Environment Section of this report See DTE's IRP See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 , page 30
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 section of this report • Intentionally supporting and developing Michigan-based and diverse businesses, particularly women and minority-owned businesses. See the Supply Chain Management section 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 section of this report. • Offering programs and assistance for low-income customers, including distributing energy assistance, providing low-income energy efficiency options. In December 2024, the Michigan Legislature passed legislation that reformed the Michigan Energy Assistance Program (MEAP), doubling the amount of assistance funding from $50 million to $100 million by 2029 and expanding eligibility from 150% of the Federal Poverty Level up to 200% of the Federal Poverty Level (which will provide additional eligibility to over 250,000 DTE households). This success is the culmination of years of collaborative efforts from the DTE team, dozens of community partners and faith-based leaders, and State agencies. To learn more about what DTE Energy is doing to be a force for growth and prosperity, visit DTEImpact.com
GRI 204	**Procurement Practices**	
GRI 204-1	Proportion of spending on local suppliers	(1) Dollar spend on Michigan suppliers: $ 3375M (2) Dollar spend on Michigan suppliers as a percentage of total procurement: 68% See the Supply Chain section of this report

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 207	**Tax**	
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, 2024, Note 9 to the Consolidated Financial Statements, "Income Taxes".
GRI 300	**Environmental**	See the Environment Section of this report.
GRI 301	**Materials**	
GRI 301-1	Materials used by weight or volume	
GRI 301-2	Recycled input materials used	0 gallons of No. 6 fuel oil
GRI 302	**Energy**	
GRI 302-1	Energy consumption within the organization	1.22 million MWh
GRI 302-2	Energy consumption outside of the organization	Energy Consumption outside the organization is 0 MWhs. 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 2024 is not available
GRI 302-5	Reductions in energy requirements of products and services	See DTE Energy's 2024 Energy Waste Reduction Report
GRI 303	**Water and Effluents**	
		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. (Cont.)

Materials/ Fuels	Units	2024
Coal	Tons	9,530,502
Natural Gas	Mcf	98,529,396
Blast furnace gas	Mcf	0
Coke oven gas	Mcf	0
No. 2 oil	Gallons	4,406,675
No. 6 oil	Gallons	0
High sulfur oil	Gallons	0

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
		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	DTE Energy's operations are mainly located in the Great Lakes area, where water is abundant. DTE Energy's water sources are generally withdrawn from the St. Lawrence water basin. The St. Lawrence water basin is a "Low Risk" for water quality and quantity according to the WRI Water Risk Atlas. City water and groundwater are additional water sources for DTE operations. These freshwater withdrawals are measured through water metering or calculated based on pump rates and duration for annual water use reporting for the state of Michigan. Many of the smaller volume water withdrawals may be monitored and measured for semi-annual and annual reporting to the local municipalities. The withdrawals are in compliance with both (1) the state water withdrawal authorizations, and (2) NPDES permits that impose limits on our withdrawals, protective for the surface water biota. Majority of the water withdrawn, if not consumed for cooling or other general service use, is returned to the surface water where it originated from. Prior to discharge, the water undergoes various treatment processes (e.g. sedimentation, chemical clarification, plain clarification, oil/water separation). The quantity and quality of the discharged water is strictly monitored and in compliance with the permits issued by the state and local agencies. DTE Energy's sites are mainly located in catchments heavily impacted by historic industrial and agricultural activity, such as: Saint Clair River, Rouge River, Detroit River, Raisin River, and western Lake Erie basin. Over the last decade, western Lake Erie experiences annual harmful algal blooms, primarily driven by nutrient loading, particular phosphorous from agricultural land. These blooms can create "dead zones", impact drinking water, and affect human and animal health. EGLE, along with other Michigan agencies, is working on a domestic action plan to reduce phosphorus loading into Lake Erie. To support this effort DTE eliminated to use of water treatment additives that contain phosphorous in our treatment processes. We've updated our water withdrawal goals to align with the accelerated carbon reduction targets announced in our 2022 Integrated Resource Plan. As we retire additional coal-fired power plants that use once-through water cooling systems and commission less water-intensive energy sources (e.g., wind farms, solar projects and battery storage facilities), we project that surface water withdrawals will continue to decrease.
GRI 303-2	Management of water discharge-related impacts	DTE's water discharges are managed through National Pollutant Discharge Elimination System (NPDES) Permits when discharged to surface waters of the state, or by POTW (Privately Own Treatment Works) Permits when discharged to the city sewer. As part of the permitting process the permit authority requires us to assess water quality parameters specific to our industry. Water pollutants are identified and classified as part of the application process into two groups based on toxicity level (i.e., toxic pollutants and other pollutants). The assessment of overall impact includes chronic/acute toxicity, persistence, and bioaccumulation as well as the profile of the receiving waterbody. Permit requirements are established in compliance with applicable local and federal rules like Steam Electric Power Generating Effluent Guidelines Rule. DTE strives to comply with all permit requirements in order to limit water discharge-related impacts. For example, at times, complying with the thermal discharge limit at our biggest power plant requires curtailing plant load. The impact of limiting the load at Monroe, either through derates or outages, in order to maintain the thermal discharge limit has a financial impact on the company. We must also comply with regulatory requirements related to accidental spills and other incidents related to release of hazardous materials at our facilities.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 303-3	Water withdrawal	Surface water = 2,929,026 MLs Ground water = 2,395 MLs Third party water = 1,743 MLs
GRI 303-4	Water discharge	Surface water = 2,867,177 MLs Ground water = 0 MLs Third party water = 894 MLs
GRI 303-5	Water consumption	71,547 MLs
GRI 304	Biodiversity	See the Biodiversity section of this report
GRI 304-1	Operations sights owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	The Trenton Power Plant, located in Trenton, Michigan, and the Enrico Fermi Nuclear Power Plant, located in Newport, Michigan, are both adjacent to the U.S. Fish and Wildlife Services (USFWS) International Wildlife refuge. DTE Energy is part of a cooperative management agreement with the Refuge for a total of 656 acres. This property is owned by DTE Energy and managed by USFWS. Part of the refuge property includes areas of high biodiversity including Great Lakes coastal wetlands, prairies 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 Wildlife Habitat Council list in the Appendix 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 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), now "Tandem Global", a nonprofit organization that helps companies manage their property for the benefit of wildlife. Tandem Global - Official Website
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	See the DTE GHG Summary Table, Climate Goals, and EEI/AGA Section of this report Visit DTECleanEnergy.com
GRI 305-1	Direct (Scope 1) GHG emissions	24.2 Million MT CO_2e
GRI 305-2	Energy indirect (Scope 2) GHG emissions	78,000 MT CO_2e
GRI 305-3	Other indirect (Scope 3) GHG emissions	11.1 Million MT CO_2e
GRI 305-4	GHG emissions intensity	0.00194 MT CO_2e/$. See the EEI/AGA Section of this report.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 305-5	Reduction of GHG emissions	See DTE Energy's EEI/ AGA template See 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.
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	a) SO2 : 92 % b) NOx : 84 % c) Hg : 97 % d) PM : 87 %
GRI 306	Waste	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 (Cont.)	Waste generated (Cont.)	

Hazardous Waste	Tons
Recycling	0
Recovery	2
Fuel blending	0.3
Incineration	1.3
Landfill	52
Uncategorized	55
TOTAL	**186**

Other Wastes	Tons
Polychlorinated biphenyl (PCB)	213
Asbestos	2,057
Universal Waste	77

Other Waste Diversions	Tons
Composting	0
Waste to energy (incineration)	0
Used oil	1204

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 306-3	Waste generated	

Non-Hazardous Wastes (recycled)	Tons
Gypsum	412,990
Fly and bottom ash	468,990
Copper	435
Lead	465
Aluminum	295
Steel/ ferrous- electric operations	1,705.00
Steel/ ferrous- gas operations	824
Non-ferrous/ wire bundles	160
Non-ferrous/ (e.g. transformers)	1,661
Miscellaneous metals	1,172
Meters- electric	35
Meters- gas	188
Tools & equipment	16
Outage materials (e.g. poles, wires, equipment from storms)	1,823
Plastic (HDPE)	0
Scrap electronics	0
Transformer oil	626
Cardboard	43
Wood (e.g. poles, pallets)	190
Paper	0

GRI 306-4	Waste diverted from disposal	See the table above, in GRI 306-3.
GRI 306-5	Waste directed to disposal	See the table above, in GRI 306-3.
GRI 307	**Environmental Compliance**	
GRI 307-1	Non-compliance with environmental laws and regulations	

	DTE Electric	DTE Gas	DTE Vantage
Total monetary value of fines in 2023	$40,490	$0	$56,640
Total number of violations in 2023	1	1	10

GRI 308	Supplier Environmental Assessment	See the DTE Supplier Resource Center.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 308-1	New suppliers that were screened using environmental criteria	0% See the DTE Supply chain management section of this report
GRI 400	**Social**	
GRI 401	**Employment**	See the Human Capital Management section of this report.
GRI 401-1	New employee hires and employee turnover	

Metric Description	2023 Hiring and Turnover Data*			
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%
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%
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%
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

<table>
<tr><th>STANDARD #</th><th>STANDARD DESCRIPTION</th><th>DTE RESPONSE TO STANDARD</th></tr>
<tr><td>GRI 401-2</td><td>Benefits provided to full-time employees that are not provided to temporary or part-time employees</td><td>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.

See DTE's additional benefits for full-time employees on the Benefits page.
See additional health and wellness benefits for all employees, in our 2024 Culture of Health & Wellbeing Annual Report.</td></tr>
<tr><td>GRI 401-3</td><td>Parental leave</td><td>
<table>
<tr><th>Total number of employees that were entitled to parental leave</th><th colspan="3">"The total number eligible is 201.
Based on those that reported a birth and requested leave. "</th></tr>
<tr><th></th><th>Female</th><th>Male</th><th>Undisclosed</th></tr>
<tr><td>Total number of employees that took parental leave</td><td>45</td><td>119</td><td>0</td></tr>
<tr><td>Total number of employees that returned to work in the reporting period after parental leave ended</td><td>40</td><td>114</td><td>0</td></tr>
<tr><td>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work</td><td>38</td><td>112</td><td>0</td></tr>
<tr><td>Return to work and retention rates of employees that took parental leave</td><td>84%</td><td>94%</td><td>0%</td></tr>
</table>
</td></tr>
<tr><td>GRI 402</td><td>Labor/ Management Relations</td><td>See the Labor relations section of this report.</td></tr>
<tr><td>GRI 403</td><td>Occupational Health and Safety</td><td></td></tr>
<tr><td>GRI 403-1</td><td>Occupational health and safety management system</td><td>See the Safety section of this report.</td></tr>
<tr><td>GRI 403-2</td><td>Hazard identification, risk assessment, and incident investigation</td><td>See the Safety section of this report.</td></tr>
<tr><td>GRI 403-3</td><td>Occupational health services</td><td>See the Safety section of this report.</td></tr>
<tr><td>GRI 403-4</td><td>Worker participation, consultation, and communication on occupational health and safety</td><td>See the Safety section of this report.</td></tr>
<tr><td>GRI 403-5</td><td>Worker training on occupational health and safety</td><td>See the Safety section of this report.</td></tr>
</table>

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 403-6	Promotion of worker health	See promotion of worker health in the 2024 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 section of this report.
GRI 403-8	Workers covered by an occupational health and safety management system	All DTE Employees are covered by DTE's occupational health and safety management system.
GRI 403-9	Work-related injuries	

	2024
OSHA recordable incident	0.70
DART	0.42
Fatalities	0

Injury Type	2024 Incidents
Burns	0
Caught in, crushed, pinched	3
Cut by object	0
Exposure-arc flash	1
Exposure- caustics, noxious, or toxic	1
Exposure- insects	2
Eye injury	0
Fall from elevation	1
Overexertion	31
Slip, trip, fall	6
Struck by/ against	16

GRI 404	Training and Education	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	323,018
Average number of hours per employee (including full time and contractors)	19.44

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.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 404-3	Percentage of employees receiving regular performance reviews and career development reviews	100% of non-represented, regular employees have an opportunity to participate in goal setting at the beginning of the year, mid-year evaluations to review progress toward performance and development goals, and year-end reviews that focus on performance and development. Depending upon when an employee is hired into the company, the full, annual review process may be pushed to the next review period. "Regular" employees do not include temporary personnel, contractors, interns, students or seasonal staff.
GRI 405	Diversity and Equal Opportunity	See our DTE DE&I page.
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	67%	33%	0%	0%	100%	33%
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. Approximately half of DTE Energy's employees are represented by unions, where pay is uniformly determined through contracts. For non-represented employees, DTE Energy's human resources professionals establish pay ranges for each job classification and work with hiring leaders to make competitive offers within the range to candidates, based on objective factors like years of experience and strength of skills relevant to the job.
GRI 406	**Non-Discrimination**	
GRI 406-1	Incidents of discrimination and corrective actions taken	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. See 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 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 414-1	New suppliers that were screened using social criteria	Supply Chain doesn't screen new suppliers based on any ESG criteria. Hence, we don't track this metric. However, the supplier diversity team tracks diversity spend %, which was approximately 21% of total managed spend for 2024, including tier 2 spend. This was the first time that DTE crossed the $1B mark for diversity spend. See the Safety Management and Supply Chain Management sections of this report.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 415	**Public Policy**	
GRI 415-1	Political contributions	1482 individual DTE employees contributed to the PAC in 2024 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 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 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	See the Cybersecurity section of this report.
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See DTE Energy's Form 10-K, Item 1C. Cybersecurity on pages 24-25.

Standard #	Standard Description	
Sector Specific	**Electric Utilities Sector Supplement**	
GRI EU1	Installed capacity	12,519 MW
GRI EU2	Net energy output	42,435,762 MW
GRI EU3	Number of residential, industrial, institutional and commercial customer accounts	For Electric customers, refer to EEI-4.1 (Commercial), EEI-4.2 (Industrial), and EEI-4.3 (Residential).
GRI EU4	Length of above and underground transmission and distribution lines	See table detailing overhead (31,145 miles) and underground (14,708 miles) distribution miles on page 9 of DTE Energy's Form 10-K for the fiscal year ending December 31, 2024.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI EU5	Allocation of CO2e emissions allowances	DTE Electric operates entirely within the state of Michigan and is not covered by a CO2e emissions trading program.
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 additional information, see DTE's IRP settlement.
GRI EU11	Average generation efficiency of thermal plants by energy source and by regulatory regime	32.6% for Coal Generation 41.6% for Natural Gas Generation
GRI EU12	Distribution line losses	The loss factor of 7.69% was approved by the Michigan Public Service Commission in its January 23, 2025 Order in Case No. U-21534.
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	11% able to retire in 5 years 25% able to retire in 10 years
GRI EU28	Power outage frequency	The System Average Interruption Frequency Index (SAIFI) measures the average number of power outages that a customer experienced in a year. All-weather SAIFI: 1.25 Excluding major event days: 0.94
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: 482.98 minutes Excluding major event days: 159.17 minutes The Customer Average Interruption Duration Index (CAIDI) measures the average number of minutes a customer experiences interruption. All-weather CAIDI: 387.07 minutes Excluding major event days: 169.01 minutes

Non-priority issues

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

Industry Associations and National Advocacy Organizations

Name of Organization	Stakeholder Group
American Biogas Council	Industry Association
American Clean Power	Industry Association
American Gas Association	Industry Association
American Energy Innovation Council	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
Clean Fuels Michigan	Industry Association
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
Metropolitan Affairs Coalition	Nonprofit
Michigan Alliance for Business	Business Partner
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 Oil & Gas Association	Industry Association
Michigan Retailers Association	Business Partner
Michigan Township Association	Government
Midwest Energy Association	Industry Association
National Association of Manufacturers	Business Partner
North American Electric Reliability	Industry Association
North American Energy Standards Board Inc.	Industry Association
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	12/31/2026	In Progress	Certified
3.	Belle River Mills Compressor Station	12/31/2025	In Progress	Certified
4.	Belle River Power Plant	12/31/2025	In Progress	Certified Silver
5.	Big Rapids Service Center	12/31/2025	In Progress	Certified
6.	Cadillac Service Center	12/31/2025	In Progress	Certified
7.	Coolidge Service Center	12/31/2026	In Progress	Certified
8.	Citizen's Gas	12/31/2026	In Progress	Certified
9.	Detroit Headquarters Complex	12/31/2026	In Progress	Certified
10.	Escanaba Service Center	12/31/2025	In Progress	Certified
11.	Fermi 2 Power Plant	12/31/2025	In Progress	Certified
12.	Gaylord T&SO	12/31/2026	In Progress	Certified
13.	Grayling Service Center	12/31/2025	In Progress	Certified
14.	Greenwood Energy Center	12/31/2026	In Progress	Certified Silver
15.	Huron Renewable Energy Center	12/31/2026	In Progress	Certified
16.	Kalkaska T&SO	12/31/2026	In Progress	Certified
17.	Ludington Service Center	12/31/2025	In Progress	Certified
18.	Lynch Road Service Center	12/31/2025	In Progress	Certified
19.	Michigan Avenue Service Center	12/31/2026	In Progress	Certified
20.	Monroe Power Plant	12/31/2026	In Progress	Certified Silver
21.	Mt Pleasant Service Center	12/31/2025	In Progress	Certified
22.	Muskegon Service Center	12/31/2025	In Progress	Certified
23.	Newport Service Center	12/31/2026	In Progress	Certified
24.	Petoskey Service Center	12/31/2025	In Progress	Certified
25.	Sault Ste Marie Service Center	12/31/2026	In Progress	Certified
26.	Tawas Service Center	12/31/2025	In Progress	Certified
27.	Technical Training Center	12/31/2025	In Progress	Certified
28.	Traverse City Gas Operations	12/31/2025	In Progress	Certified
29.	W.C. Taggart Compressor Station	12/31/2026	In Progress	Certified
30.	Western Wayne Service Center	12/31/2025	In Progress	Certified

Sustainability Accounting Standards Board (SASB)

Disclosures	SASB Code	Accounting Metric	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. Many of the emissions from small sources (e.g. peaking units) that do not meet the 25,000 metric ton threshold for reporting are required to be reported through the Michigan Annual Emission Report system (MIENVIRO) per the source Renewable Operating Permit. The owned fleet vehicles emissions are not subject to GHG reporting requirements.
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries.	25,678,686 MT CO2e
	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 emission reduction targets are described in the 2023 final IRP settlement accessible here: DTE Energy - Net Zero Carbon Emissions by 2050
Air Quality	IF-EU-120a.1	Air emissions from the following pollutants: (1) NO_X (excluding N_2O),	(1) 10,738 MT
		(2) SO_X,	(2) 15,057 MT
		(3) particulate matter (PM10),	(3) 755 MT
		(4) lead (Pb), and	(4) 0.05 MT
		(5) mercury (Hg); percentage of each in or near areas of dense population	(5) 0.03 MT
Water Management	IF-EU-140a.1	(1) Total water withdrawn,	(1) 2,921,776 Thousand Cubic Meters
		(2) total water consumed; percentage of each in regions with high or extremely high baseline water stress.	(2) 71,287 Thousand Cubic Meters
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/ or quality permits, standards, and regulations.	0
	IF-EU-140a.3 (Cont.)	Description of water-management risks and discussion of strategies and practices to mitigate those risks. (Cont.)	DTE facilities, like any industrial facility, present the risk of release of polluting materials into the water. Actions and procedures implemented to minimize adverse effects include: 1) Implementation and maintenance of treatment systems using sector-specific processes to ensure compliance with regulatory requirements, 2) Periodic assessments of critical infrastructure and storage conditions, and continuous upgrading as needed, and 3) Development and implementation of spill prevention, preparedness and response. (Cont.)

Disclosures	SASB Code	Accounting Metric	Response
	IF-EU-140a.3	Description of water-management risks and discussion of strategies and practices to mitigate those risks.	The uncertainty of the regulatory environment around water management in our sector creates risks to our company. For instance, the EPA has updated and revised the Effluent Limitations Guidelines (ELG) for steam electric power generation facilities in 2015, 2020, and 2024. In each revision, EPA has re-established technology-based standards applicable to wastewaters created at facilities with an electrical generating unit. In each revision, the EPA also established new applicability dates. ELG Rules are once again under consideration by the new administration. In response to EPA regulations and in accordance with the Clean Water Act section 316(b), DTE Electric was required to examine alternatives for reducing the environmental impacts of the cooling water intake structures at several of its facilities. A final rule became effective in October 2014, which required studies to be completed and submitted as part of the NPDES permit application process to determine the type of technology needed to reduce impacts to fish. DTE Electric has completed the required studies and submitted reports for all its generation plants. Final compliance for the installation of any required technology to reduce the impacts of water intake structures will be determined by the state on a case by case, site specific basis. As part of the Monroe power plant NPDES permit, EGLE has added an option to evaluate the thermal discharge of the facility as it relates to Clean Water Act section 316(a) regulations in order to establish an appropriate temperature discharge limit. DTE Electric has submitted to EGLE a biological demonstration study plan to evaluate the thermal discharge impacts to an aquatic community. After approval of the plan by EGLE and completion of field sampling, data will be processed and compiled into a comprehensive report. At the present time, DTE Electric cannot predict the outcome of this evaluation or financial impact. With a progressive increase in the intake water temperatures, due to climate change, compliance with the currently proposed discharge temperature limit starting December 2027 is at risk.
Coal Ash Management	IF-EU-150a.1	Amount of combustion residuals (CCR) generated	881,980 tons
		and percentage recycled.	62%
	IF-EU-150a.3 (Cont.)	Description of coal combustion products (CCPs) management policies and procedures for active and inactive operations. (Cont.)	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. Currently, DTE operates two licensed landfills to dispose of unrecycled CCR. Each coal plant has on-site facilities for managing CCR before it is recycled or disposed. (Cont.)

Disclosures	SASB Code	Accounting Metric	Response
	IF-EU-150a.3	Description of coal combustion products (CCPs) management policies and procedures for active and inactive operations.	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 470,000 tons generated in 2024, of which approximately 130,000 tons were recycled. Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2024, DTE recycled 100% of the gypsum produced at its power plants.
Energy Affordability	IF-EU-240a.1	Average retail electric rate for (USD/ kwh): (1) residential (2) commercial and (3) industrial customers.	 (1) $0.20 (2) $0.14 (3) $0.08
	IF-EU-240a.3	Number of residential customer electric disconnections for non-payment, percentage reconnected within 30 days (meter level).	190,173 disconnects (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.	See our Managing Affordability section in this report.
Workforce Health and Safety	IF-EU-320a.1	(1) Total recordable incident rate (TRIR), (2) fatality rate and (3) near miss frequency rate (NMFR)	(1) 0.75 (2) 0 (3) 1
End-Use Efficiency and Demand	IF-EU-420a.2	Percentage of electric load served by smart grid technology.	See EEI Section 3 of this report.
	IF-EU-420a.3	Customer electricity savings from efficiency measures by market.	918,741 MW
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.	See 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	Response
Activity metrics - Electric			
	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.	44,420,000 per DTE Energy's Form 10-K for fiscal year ending December 31, 2024, page 33.
	IF-EU-000.C	Length of transmission and distribution lines (km).	See table detailing overhead (31,145 miles) and underground (14,708 miles) distribution miles per DTE Energy's Form 10-K for the fiscal year ending December 31, 2024, 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).	7,176,144
Activity metrics - Gas			
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) $9.02 (2) $8.51 (3) $7.63 (4) N/A
	IF-GU-240a.3	Number of residential customer gas disconnections for non-payment, percentage reconnected within 30 days (meter level).	14,888 disconnects (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)	2,109,896 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) 1 (2) 0 (3) 0

Disclosures	SASB Code	Accounting Metric	Response
	IF-GU-540a.2	Percentage of distribution pipeline that is (1) cast and/ or wrought iron and (2) unprotected steel.	 (1) 2.3% (2) 4.3%
	IF-GU-540a.3	Percentage of gas (1) transmission and (2) distribution pipelines inspected.	 (1) 80% of pipeline is inspected (2) N/A
	IF-GU-540a.4	Description of efforts to manage the integrity of gas delivery infrastructure, including risks related to safety and emissions.	See the AGA section in this report. See the Gas Graphic in this report.
Activity Metrics			
	IF-GU-000.A	Number of: (1) residential, (2) commercial and (3) industrial customers served.	 (1) 1,251,767 (2) 90,595 (3) 399
	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.	809 Bcf per DTE Energy's Form 10-K for fiscal year ending December 31, 2024, page 36.
	IF-GU-000.C	Length of gas (km) (1) transmission and (2) distribution pipelines	Approximately 20,500 miles of distribution mains per DTE Energy's Form 10-K for fiscal year ending December 31, 2024, page 11.

DTE Energy Greenhouse Gas Emissions Summary

(metric tonnes CO2e, unless otherwise noted)

DTE Electric Company	2005 Baseline	2024
Scope 1 - Stationary Combustion from DTE Electric Company	38,010,000	22,530,000
Scope 1 - Fleet Vehicle Emissions	------	30,000
Scope 2 - Purchased Power T&D Line Loss on DTE System	253,000	78,000
Scope 3 - Purchased Power Emissions	3,396,000	3,904,000

DTE Gas Company		
Scope 1 - Combustion and Fugitive Emissions from DTE Gas Company	------	737,000
Scope 1 - Fleet Vehicle Emissions	------	16,000
Scope 2 - Purchased Power Emissions	------	------
Scope 3 - Upstream DTE Gas Supplier Emissions*	------	478,000
Scope 3 - Downstream DTE Gas Emissions	------	6,679,000

DTE Non-Utility Operations		
Scope 1 - Stationary Combustion from DTE Vantage	------	903,000

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

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

All Sector Financial Disclosures

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Governance		
Disclose the organization's governance around climate-related risks and opportunities. (Cont.)	Processes and frequency by which the board and/or board committees (e.g., audit, risk etc.) are informed about climate issues	The Public Policy and Responsibility Committee maintains primary oversight for ESG 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.
		The Board receives, reviews and assesses reports from the board committees and from management relating to enterprise-level risks. Each board committee is responsible for overseeing and considering risk issues relating to their respective committee and reporting their assessments to the full Board at each regularly scheduled board meeting. When granting authority to management, reviewing strategies and receiving management reports, the board and committees consider, among other things, the risks we face.
		Each board committee reviews management's assessment of risk for that committee's respective area of responsibility. As part of its oversight function, the board addresses any risk conflicts that may arise between the committees and assigns any emerging risks that do not fall within a specific committee's responsibilities to the most relevant committee.
		Chief Executive Officer (CEO), who reports directly to the Board, is responsible for climate related issues, which include: -Managing annual budgets for climate mitigation activities -Managing major capital and/or operational expenditures related to low-carbon products or services (including R&D) -Developing a climate transition plan -Implementing a climate transition plan -Integrating climate-related issues into the strategy. Climate-related issues are reported to the board as important matters arise.
		See DTE Energy's 2025 Proxy Statement section titled "Public Policy and Responsibility Committee" beginning on page 23.
		See the Governance section of this report.
	Describe how the board and/or board committees consider climate-related issues when reviewing and guiding strategy, major plans of action, risk management policies, annual budgets, and business plans as well as setting the organization's performance objectives, monitoring implementation and performance, and overseeing major capital expenditures, acquisitions and divestitures	See the Governance section of this report See DTE Energy's 2025 Proxy Statement Board of Directors Oversight Functions beginning on page 23. See the DTE Board Committee Charters.
	Describe how the board monitors and oversees progress against goals and targets for addressing climate-related issues (Cont.)	With respect to sustainability, the Board of Directors: - Oversees the risk management of plans to create long-term value for shareholders and ensures our company operates in an environmentally and socially responsible manner - Oversees company management and assesses the effectiveness of management's policies and decisions, including management's development and execution of our company's strategies (Cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Disclose the organization's governance around climate-related risks and opportunities.	Describe how the board monitors and oversees progress against goals and targets for addressing climate-related issues	- Reviews all major environmental initiatives - Oversees major capital expenditures - Reviews and guides strategy - Oversees and guides the development of a transition plan - Monitors progress towards corporate targets - Oversees and guides public policy engagement See Governance section of this report See DTE Energy's 2025 Proxy Statement
Describe the management's role in assessing and managing climate-related risks and opportunities.	Describe how the organization has assigned climate-related responsibilities to management-level positions or committees; and, if so, whether such management positions or committees report to the board or a committee of the board and whether those responsibilities include assessing and/or managing climate-related issues	See Governance section of this report See DTE Energy's 2025 Proxy Statement
	Associated organizational structure(s)	See Governance section of this report See DTE Energy's 2025 Proxy Statement
	Processes by which management is informed about climate-related issues	See Governance section of this report See DTE Energy's 2025 Proxy Statement
	Describe how management (through specific positions and/or management committees) monitors climate-related issues	See Governance section of this report See DTE Energy's 2025 Proxy Statement
Strategy		
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. (Cont.)	Relevant short, medium, and long-term horizons, taking into consideration the useful life of the organization's assets or infrastructure	Short-term: 0 to 5 years - Aligned with annual planning cycles and shorter-term targets to reach performance goals. Medium-term: 5 to 20 years - Generally aligned with the Company's Integrated Resource Plan (IRP) timeframe and other regulatory submittals and disclosures required by the Michigan Public Service Commission. Long-term: 20 to 30 years, Aligned with DTE Energy's goal to achieve net zero carbon emissions by 2050 See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024
	Specific climate-related issues for each time horizon (short, medium, and long term) that could have a material financial impact on the organization	Short-term: technology, transitioning to lower emissions technology, negative perceptions of the company's approach to addressing climate change, severe weather events, deviations in normal temperatures impacting consumer demand, changing water levels Medium-term: emerging regulation, mandates on regulation of existing products and services, severe weather events, changing water levels. Long-term: emerging regulation, mandates on regulation of existing products and services, severe weather events, changing water levels See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Environment section of this report

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. (Cont.)	Process(es) used to determine which risks and opportunities could have a material financial impact on the organization	The Board receives, reviews and assesses reports from the board committees and from management relating to enterprise-level risks. Each board committee is responsible for overseeing and considering risk issues relating to their respective committee and reporting their assessments to the full Board at each regularly scheduled board meeting. When granting authority to management, reviewing strategies and receiving management reports, the board and committees consider, among other things, the risks we face. Each board committee reviews management's assessment of risk for that committee's respective area of responsibility. As part of its oversight function, the board addresses any risk conflicts that may arise between the committees and assigns any emerging risks that do not fall within a specific committee's responsibilities to the most relevant committee. Our chairman and CEO, together with other senior leaders of the company, including the vice president of Environmental Management and Safety, provide leadership and oversight of our sustainability initiatives. Through enterprise priority meetings and/or other leadership committees, DTE's senior management team is responsible for the following: -Gather and respond to input from investors, regulating bodies and other key stakeholders regarding our sustainability strategies, initiatives and priorities -Review internal sustainability data and disclosure documents in consultation with relevant business units -Execute our company's sustainability strategies, including governance, engagement and oversight initiatives, in consultation with the Board of Directors -Manage our environmental compliance processes and carbon-reduction strategy -Manage the progress of our diversity, equity and inclusion strategies -Mobilize our employees, resources and partner organizations to strengthen and promote prosperity in our communities -Report the outcomes of our sustainability initiatives to the Board of Directors -Manage risks and opportunities associated with environmental and social initiatives -Receive compensation tied to the achievement of company goals See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Environment section of this report
	Organizational risks and opportunities by sector and/or geography, as appropriate. E.g. Transition Risks, Physical Risks, Resource Efficiency, Energy Source, Products and Services, Markets, Resilience (Cont.)	Increased frequency of severe storm events (e.g., severe thunderstorms, tornadoes, windstorms, floods and ice storms) can have an impact on the electrical transmission and distribution system infrastructure (e.g., poles and wires). DTE has a Storm Emergency Plan that is put into action during storm emergencies and reviewed for improvement in after action reviews following each storm. Decreases or increases in Great Lakes water levels due to changes in precipitation and evaporation patterns can have a negative impact on the ability to utilize water for electric generation cooling purposes or in transporting fuel and other raw materials to our plants via water vessels. DTE Energy is taking action to encourage our natural gas suppliers to reduce their climate impacts. These actions include encouraging our suppliers and peers to report using the Natural Gas Sustainability Initiative guidelines established by the Edison Electric Institute and American Gas Association in an effort to enhance transparency and emissions reporting consistency throughout the natural gas industry. As an active member of the NGSC, DTE is also working with our industry partners to: 1. Benchmark the environmental attributes of our natural gas supply portfolios, 2. Evaluate natural gas certification programs and methane measurement technologies, 3. Discuss regional policy solutions, 4. Engage Natural Gas producers and marketers to help address the challenges with transparency throughout the gas purchasing process. In 2019, DTE surveyed our natural gas suppliers to identify their efforts to monitor and reduce methane emissions and make more informed purchasing decisions in the future. DTE is planning discussions with the MPSC about incorporating supplier methane emissions levels into its gas procurement process. In March 2021, DTE Gas sent a letter to our natural gas suppliers and pipelines encouraging them to begin reporting under the newly launched NGSI protocol for reporting of methane intensity across the natural gas value chain.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term. (Cont.)	Organizational risks and opportunities by sector and/or geography, as appropriate. E.g. Transition Risks, Physical Risks, Resource Efficiency, Energy Source, Products and Services, Markets, Resilience (Cont.)	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). Approximately 12,000 customers have enrolled in the program through 2024. DTE's energy waste reduction offerings also help customers reduce their natural gas consumption. DTE sustained its natural gas annual energy savings of 1.05 percent in 2024. In 2024, 117,661 metric tons of CO_2 emissions were avoided as a result of 2,110 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. Increased customer participation in voluntary green pricing programs is continuing. DTE Energy currently offers the following voluntary green pricing programs to customers: 1) DTE's Clean Vision MIGreenPower program helps customers reduce their carbon footprint and meet their personal or business sustainability goals by attributing more of their electricity use to our wind and solar projects, beyond what is already provided. Per a National Renewable Energy Laboratory 2021 survey, MIGreenPower is among the largest voluntary renewable energy programs in the country. At the end of 2024, program subscribers included more than 95,000 residential customers, more than 1600 businesses and 27 industrial customers. In addition to the active subscribers in the program, MIGreenPower also features 76 additional industrial customers with signed contracts. On an annual basis, MIGreenPower customers have enrolled more than 5 million megawatt hours of clean energy in the program. Also, in 2022 2) As part of DTE Energy's 2050 net zero commitment, DTE Gas launched its Clean Vision Natural Gas Balance program in January 2021 that offers customers a way to manage their carbon footprint using carbon offsets and renewable natural gas. The program has approximately 12,000 residential and small business customers enrolled through 2024. In DTE Electric's 2022 IRP we committed to maximizing the achievable potential identified in the Michigan Statewide Potential Study and in July of 2023, agreed to a 2% annual reduction in electric energy usage through energy efficiency through 2027. Our efforts have already resulted in more than 1300 MW (equivalent to the capacity of one large power plant) of reduced energy demand since 2009 when energy efficiency requirements from Michigan Energy legislation went into effect. In addition to the primary potential financial impact of reduced direct costs, DTE also receives a maximum financial performance incentive equal to 20% of EWR spend. Our demand-response (DR) program is one of the largest in the country in terms of Potential Peak Demand Savings and is one of the largest in Michigan, with more than 830 MW of summer program capacity. The Company also receives a financial incentive of up to 15% of non-capitalized costs associated with DR spend. In addition, DTE Gas has committed to maintaining its natural gas annual energy savings goal of 1.05 percent. Improving energy efficiency also results in lower bills for customers. Energy efficiency efforts reduce our carbon emissions even further – meaning we need to generate less energy and reduce the need for investment in new generation. The expansion of those programs also will mean more jobs and business for the Michigan firms that support them. DTE Electric has completed the issuance of approximately $2.6 billion of green bonds. In 2018, DTE Electric issued $525 million of Green Bonds to finance new and existing "Eligible Green Expenditures," which include renewable energy infrastructure and energy efficiency initiatives. DTE Electric's Green Bond issuance was the first by an investment-grade energy company in Michigan and the fifth nationwide by an investment-grade energy company. To date, DTE Electric has issued a total of approximately $2.6 billion of green bonds in 4 separate transactions. Green bond issuance supports the financing of green expenditures, where the proceeds are earmarked for environmental or "green" projects or programs. 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 goal to achieve net zero carbon emissions. Since 2009, DTE has invested $4.6 billion in renewable energy infrastructure. We plan to invest an additional $4 billion over the next several years, with multiple new solar parks under construction. As of the end of 2024, our portfolio of 20 wind parks and 34 solar parks throughout the state generated enough clean energy to serve the needs of more than 750,000 customers. By 2042, we plan to have more than 18,000 megawatts of renewable energy generation capacity – enough clean energy to power the equivalent of approximately 5.9 million homes.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	Organizational risks and opportunities by sector and/or geography, as appropriate. E.g. Transition Risks, Physical Risks, Resource Efficiency, Energy Source, Products and Services, Markets, Resilience	DTE Electric received approval for its first electric vehicle (EV) pilot, Charging Forward, in May 2019. The Charging Forward program has since grown with two additional approved filings, Charging Forward eFleets and the Charging Forward Expansion in 2021 and 2022, respectively. The total approved budget for all Charging Forward programs is now approximately $46 million. The Company is currently developing a Transportation Electrification Plan (TEP) that will detail its EV strategy and investment through 2028 and be published by year end. DTE Vantage (DTEV) has ownership interests in, and/or operates, twenty-four gas recovery sites in nine different states. The sites recover methane from landfills and dairy farm businesses and convert the gas to generate electricity, replace fossil fuels in industrial and manufacturing operations, or refine to pipeline-quality renewable natural gas, which can then be used as vehicle fuel. Further information can be found in the Company's 10-K and Proxy Statement filings with the Unites States Securities and Exchange Commission.
Describe the impact of climate-related risks and opportunities on the organization's businesses. (Cont.)	Affect of identified climate-related issues on businesses, strategy, and financial planning (Cont.). .	DTE Energy is taking action to encourage our natural gas suppliers to reduce their climate impacts. These actions include encouraging our suppliers and peers to report using the Natural Gas Sustainability Initiative guidelines established by the Edison Electric Institute and American Gas Association in an effort to enhance transparency and emissions reporting consistency throughout the natural gas industry. As an active member of the NGSC, DTE is also working with our industry partners to: 1. Benchmark the environmental attributes of our natural gas supply portfolios, 2. Evaluate natural gas certification programs and methane measurement technologies, 3. Discuss regional policy solutions, 4. Engage Natural Gas producers and marketers to help address the challenges with transparency throughout the gas purchasing process. In 2019, DTE surveyed our natural gas suppliers to identify their efforts to monitor and reduce methane emissions and make more informed purchasing decisions in the future. DTE is planning discussions with the MPSC about incorporating supplier methane emissions levels into its gas procurement process. In March 2021, DTE Gas sent a letter to our natural gas suppliers and pipelines encouraging them to begin reporting under the newly launched NGSI protocol for reporting of methane intensity across the natural gas value chain. Items that will affect the financial impact of DTE Electric's clean energy transition are described in the July 2023 approved IRP settlement agreement. DTE Electric will be investing over $11 billion into the clean energy transition over the next ten years while reducing the future cost of the plan for the Company's customers by a projected $2.5 billion. DTE Electric will also be directing an additional $110 million to support income-qualified home energy efficiency programs, customer affordability programs and access to clean energy resources for the Company's most vulnerable customers. DTE Electric's capital investments over the 2023-2027 period are estimated at $9 billion for distribution infrastructure which will strengthen the reliability and resiliency of the electric distribution infrastructure. The approach to developing the infrastructure upgrade costs is explained in a five year distribution operations investment and maintenance plan to improve system reliability that DTE Electric filed with the MPSC in 2021 updated in September 2023. DTE Electric is required to update this plan on a regular basis and will seek regulatory approval for capital expenditures consistent with prior ratemaking treatment. See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Environment section of this report

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the impact of climate-related risks and opportunities on the organization's businesses. (Cont.)	Describe how climate-related issues serve as an input to their financial planning process, the time period(s) used, and how these risks and opportunities are prioritized.	DTE Energy is taking action to encourage our natural gas suppliers to reduce their climate impacts. These actions include encouraging our suppliers and peers to report using the Natural Gas Sustainability Initiative guidelines established by the Edison Electric Institute and American Gas Association in an effort to enhance transparency and emissions reporting consistency throughout the natural gas industry. As an active member of the NGSC, DTE is also working with our industry partners to: 1. Benchmark the environmental attributes of our natural gas supply portfolios, 2. Evaluate natural gas certification programs and methane measurement technologies, 3. Discuss regional policy solutions, 4. Engage Natural Gas producers and marketers to help address the challenges with transparency throughout the gas purchasing process. In 2019, DTE surveyed our natural gas suppliers to identify their efforts to monitor and reduce methane emissions and make more informed purchasing decisions in the future. DTE is planning discussions with the MPSC about incorporating supplier methane emissions levels into its gas procurement process. In March 2021, DTE Gas sent a letter to our natural gas suppliers and pipelines encouraging them to begin reporting under the newly launched NGSI protocol for reporting of methane intensity across the natural gas value chain.
		Items that will affect the financial impact of DTE Electric's clean energy transition are described in the July 2023 approved IRP settlement agreement. DTE Electric will be investing over $11 billion into the clean energy transition over the next ten years while reducing the future cost of the plan for the Company's customers by a projected $2.5 billion. DTE Electric will also be directing an additional $110 million to support income-qualified home energy efficiency programs, customer affordability programs and access to clean energy resources for the Company's most vulnerable customers. DTE Electric's capital investments over the 2023-2027 period are estimated at $9 billion for distribution infrastructure which will strengthen the reliability and resiliency of the electric distribution infrastructure. The approach to developing the infrastructure upgrade costs is explained in a five year distribution operations investment and maintenance plan to improve system reliability that DTE Electric filed with the MPSC in 2021 and updated in September 2023. DTE Electric is required to update this plan on a regular basis and will seek regulatory approval for capital expenditures consistent with prior ratemaking treatment.
		See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Environment section of this report
	Impact of climate-related issues on financial performance (e.g., revenues, costs) and financial position (e.g., assets, liabilities). (Cont.)	Items that will affect the financial impact of DTE Electric's clean energy transition are described in the July 2023 approved IRP settlement agreement. DTE Electric will be investing over $11 billion into the clean energy transition over the next ten years while reducing the future cost of the plan for the Company's customers by a projected $2.5 billion. DTE Electric will also be directing an additional $110 million to support income-qualified home energy efficiency programs, customer affordability programs and access to clean energy resources for the Company's most vulnerable customers.
		DTE Electric's capital investments over the 2023-2027 period are estimated at $9 billion for distribution infrastructure which will strengthen the reliability and resiliency of the electric distribution infrastructure. The approach to developing the infrastructure upgrade costs is explained in a five-year distribution operations investment and maintenance plan to improve system reliability that DTE Electric filed with the MPSC in 2021 and updated in September 2023. DTE Electric is required to update this plan on a regular basis and will seek regulatory approval for capital expenditures consistent with prior ratemaking treatment.
		Financial implications of Great Lakes water level changes could include capital costs to change cooling water intake structures and equipment, and costs to modify existing vessel unloading facilities. A longer shipping season on the Great Lakes due to warmer lake temperatures could have beneficial financial impacts due to a longer season for shipping coal and other commodities transported by ship. We cannot predict the financial impact of Great Lakes water level changes at this time.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the impact of climate-related risks and opportunities on the organization's businesses. (Cont.)	Impact of climate-related issues on financial performance (e.g., revenues, costs) and financial position (e.g., assets, liabilities).	The following risks have also been considered and could impact DTE Energy although the financial impacts cannot be predicted at this time: environmental laws and liability may be costly, the Renewable Portfolio Standard and energy waste reduction may affect DTE Energy's operations, federal and state fuel standards may affect DTE Energy's non-utility investments, weather significantly affects operations, DTE Energy may not achieve the carbon emissions goals of its electric and gas utilities, emerging technologies may have a material adverse effect. See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Environment section of this report
	Describe plans for transitioning to a low-carbon economy, include GHG emissions targets and specific activities intended to reduce GHG emissions in operations and value chain or to otherwise support the transition (Cont.)	Climate change is one of the defining issues of our era and DTE Electric is proposing to fundamentally transform the way we generate power to reduce carbon emissions. In late 2022, DTE Electric issued our 2022 Clean Vision Integrated Resource Plan (IRP), proposing to accelerate coal plant retirements and investing in cleaner Michigan-made energy – including wind and solar parks – to accelerate reductions in carbon emissions. On July 12, 2023, we announced a historic settlement agreement with nearly two dozen organizations from across Michigan further accelerating the retirement of coal and the deployment of renewable energy that we laid out in the original IRP proposal. On July 26, 2023, the settlement was approved by the Michigan Public Service Commission. You can find more information, including the approved IRP at DTECleanEnergy.com. We're also providing options for customers to save money and energy through our energy efficiency and demand response programs and are offering residential and business customers the opportunity to buy more clean energy to meet their own sustainability goals. 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 Clean Vision IRP calls for repurposing existing infrastructure at the Belle River Power Plant by converting its fuel source from coal to natural gas. The Belle River plant will run during periods of high customer demand, such as in extreme summer heat and when other supplies are unavailable. This economical approach will be a fraction of the cost of building a brand-new natural gas plant and reduce emissions by 90-95% from current coal operations at Belle River, while protecting electric reliability. Converting Belle River to natural gas also allows DTE to add thousands of megawatts of renewables onto the grid in advance of the first two units of Monroe Power Plant retiring in 2028, protecting customer affordability and system reliability. Our Blue Water Energy Center (BWEC), located in East China Township, came online June 1, 2022, and is a state-of-the-art 1,150 MW natural gas combined-cycle plant that provides 24/7, always available, power generation. BWEC supported the retirement of three coal-fired power plants without impacting system reliability and while sharply reducing carbon emissions. DTE Energy plans to reduce the carbon emissions from its gas utility operations by 65% by 2030 and 80% by 2040, and is committed to a goal of net zero carbon emissions by 2050 from internal gas operations and gas suppliers. To achieve net zero, DTE Gas is working to source gas with lower methane intensity, reduce emissions through its main renewal and pipeline integrity programs, and if necessary, use carbon offsets to address any remaining emissions. DTE Energy also aims to help DTE Gas customers reduce their emissions by approximately 35% by 2040 by increasing energy efficiency, pursuing advanced technologies such as hydrogen and carbon capture and sequestration, and through the Clean Vision Natural Gas Balance program which provides customers the option to use carbon offsets and renewable natural gas. DTE Energy also has the following goals: Net Zero GHGs by 2050: Upstream Supplier Emissions -Encouraging transparent and consistent reporting of methane emissions -Sourcing gas with lower methane intensities -Pursuing programs which promote a cleaner natural gas product -Utilizing carbon offsets to balance any remaining emissions Net Zero GHGs by 2050: Internal Operations (DTE Gas Emissions) -Replacing old steel and cast-iron pipes with new durable pipes (Cont)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
	Describe plans for transitioning to a low-carbon economy, include GHG emissions targets and specific activities intended to reduce GHG emissions in operations and value chain or to otherwise support the transition	-Implementing new technologies to detect leaks more quickly-Reducing gas being vented to the atmosphere -Upgrading compressor stations -Utilizing carbon offsets to balance any remaining emissions Reduce GHGs 35% by 2040: Downstream (Customer-use Emissions) -Offering voluntary program - Natural Gas Balance -Increasing energy efficiency targets -Incorporating renewable natural gas into our system supply -Pursuing advanced technologies such as hydrogen and carbon capture See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Environment and Supply Chain sections of this report
Describe the impact of climate-related risks and opportunities on the organization's businesses.	Describe climate-related scenarios used to inform the organization's strategy and financial planning.	Modeling is a critical component of our IRP planning and follows standards established by the MPSC. We also sought input from stakeholders to inform modeling inputs and utilized publicly available resources, when available, for this data for transparency. Our process reviews current customer electricity needs and how they may evolve over time. It then looks at our existing resources paired with new alternative resources to determine potential paths that meet those needs. Based on this analysis, we can see what alternative resources, if needed, to add to the remaining existing resources to make sure we can meet our customers' needs reliably and cost-effectively. Alternatives may include resources commercially available today like solar and wind, as well as emerging resources that may be expensive or not fully ready for deployment today, but may be available in five, 10 or 15 years. The results are then used to explore various scenarios and sensitivities using modeling software and other analytical tools. Using this process, DTE Electric analyzed more than 100 modeling runs consisting of different combinations of scenarios and sensitivities to inform the plan's development and compare resource portfolios under a variety of assumptions. The scenarios included four required by the MPSC, three developed by DTE Electric and one suggested by our technical stakeholders. Sensitivities included customer load alternatives, energy waste reduction levels and costs, gas and carbon prices, lithium-ion battery benefits and several others. DTE Electric also collaborated with industry experts to evaluate potential electric reliability impacts to ensure reliability, resource adequacy and diversity as we sought an affordable path to decarbonization. By incorporating learnings from resource adequacy and grid modeling into our IRP process, we reduce risks to customers by having sufficient, local and diverse resources and a reliable grid. The output of this modeling provided an optimal or least-cost portfolio of resources for each scenario and sensitivity combination which could be compared to each other for cost, reliability and environmental impact. See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Environment and Supply Chain sections 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. (Cont.)	Describe how resilient defined strategies are to climate related risks and opportunities for a transition to a lower-carbon economy consistent with a 2°C (Cont.)	DTE identifies issues that are material to its financial or strategic planning in required financial filings to the Securities and Exchange Commission (e.g., annual 10-K reports). SEC provides guidance on reporting material issues in financial statements in SEC Staff Accounting Bulletin No. 99, August 12, 1999. The Bulletin suggests that a mix of quantitative and qualitative information is necessary to evaluate the materiality of an aspect or issue. The definition of materiality extends to any financial and strategic impact that an investor would deem substantive, and DTE aims to maintain a reputation of sound risk assessment and management among its investors. For example, extreme weather conditions are identified as a risk in our 2024 10-K Annual Report, which we would consider a substantive financial or strategic impact if it caused damage to the electric distribution system infrastructure and power generation facilities. Recovering from these setbacks would result in increased costs from unforeseen maintenance to our power generation facilities, therefore negatively impacting the financial performance of the company. A brief explanation of the more significant risks associated with DTE Energy's businesses are provided in our 2024 Form 10-K annual report. (Cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the potential impact of different scenarios, including a 2 degrees C scenario, on the organization's businesses, strategy and financial planning.	Describe how resilient defined strategies are to climate related risks and opportunities for a transition to a lower-carbon economy consistent with a 2°C.	Although we have tried to identify and discuss key risk factors, others could emerge in the future. Key risk factors related to climate change include the following: • Environmental laws and liability may be costly. • Weather significantly affects operations. • We may not achieve the carbon emissions goals of our electric and gas utilities. Finally, long-range planning risks associated with the transition of DTE's generating fleet to less carbon-intensive technologies are addressed through the company's Integrated Resource Planning process. These risks include increasing pressure by investors and other stakeholders to conduct climate scenario analyses demonstrating the company's commitment to limiting global warming to less than 2-degrees C above pre-industrial levels.
Risk Management		
Disclosure how the organization identifies, assesses and manages climate-related risks.	Risk management processes for identifying and assessing climate-related risks. Include how the relative significance of climate-related risks in relation to other risks is determined.	The Board receives, reviews and assesses reports from the board committees and from management relating to enterprise-level risks. Each board committee is responsible for overseeing and considering risk issues relating to their respective committee and reporting their assessments to the full Board at each regularly scheduled board meeting. When granting authority to management, reviewing strategies and receiving management reports, the board and committees consider, among other things, the risks we face. Each board committee reviews management's assessment of risk for that committee's respective area of responsibility. As part of its oversight function, the board addresses any risk conflicts that may arise between the committees and assigns any emerging risks that do not fall within a specific committee's responsibilities to the most relevant committee. Our chairman and CEO, together with other senior leaders of the company, including the vice president of Environmental Management and Safety, provide leadership and oversight of our sustainability initiatives. Through enterprise priority meetings and/or other leadership committees, DTE's senior management team is responsible for the following: -Gather and respond to input from investors, regulating bodies and other key stakeholders regarding our sustainability strategies, initiatives and priorities -Review internal sustainability data and disclosure documents in consultation with relevant business units -Execute our company's sustainability strategies, including governance, engagement and oversight initiatives, in consultation with the Board of Directors -Manage our environmental compliance processes and carbon-reduction strategy -Manage the progress of our diversity, equity and inclusion strategies -Mobilize our employees, resources and partner organizations to strengthen and promote prosperity in our communities -Report the outcomes of our sustainability initiatives to the Board of Directors -Manage risks and opportunities associated with environmental and social initiatives -Receive compensation tied to the achievement of company goals See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Risk Governance section of this report
Describe the organizations processes for managing climate-related risks (Cont.)	Processes for managing and prioritizing climate-related risks, including decisions to mitigate, transfer, accept, or control those risks and how materiality determinations are made within their organizations. (Cont.)	The Board receives, reviews and assesses reports from the board committees and from management relating to enterprise-level risks. Each board committee is responsible for overseeing and considering risk issues relating to their respective committee and reporting their assessments to the full Board at each regularly scheduled board meeting. When granting authority to management, reviewing strategies and receiving management reports, the board and committees consider, among other things, the risks we face. Each board committee reviews management's assessment of risk for that committee's respective area of responsibility. As part of its oversight function, the board addresses any risk conflicts that may arise between the committees and assigns any emerging risks that do not fall within a specific committee's responsibilities to the most relevant committee.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the organizations processes for managing climate-related risks	Processes for managing and prioritizing climate-related risks, including decisions to mitigate, transfer, accept, or control those risks and how materiality determinations are made within their organizations.	Our chairman and CEO, together with other senior leaders of the company, including the vice president of Environmental Management and Safety, provide leadership and oversight of our sustainability initiatives. Through enterprise priority meetings and/or other leadership committees, DTE's senior management team is responsible for the following: -Gather and respond to input from investors, regulating bodies and other key stakeholders regarding our sustainability strategies, initiatives and priorities -Review internal sustainability data and disclosure documents in consultation with relevant business units -Execute our company's sustainability strategies, including governance, engagement and oversight initiatives, in consultation with the Board of Directors -Manage our environmental compliance processes and carbon-reduction strategy -Manage the progress of our diversity, equity and inclusion strategies -Mobilize our employees, resources and partner organizations to strengthen and promote prosperity in our communities -Report the outcomes of our sustainability initiatives to the Board of Directors -Manage risks and opportunities associated with environmental and social initiatives -Receive compensation tied to the achievement of company goals See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Risk Governance section of this report
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.		The Board receives, reviews and assesses reports from the board committees and from management relating to enterprise-level risks. Each board committee is responsible for overseeing and considering risk issues relating to their respective committee and reporting their assessments to the full Board at each regularly scheduled board meeting. When granting authority to management, reviewing strategies and receiving management reports, the board and committees consider, among other things, the risks we face. Each board committee reviews management's assessment of risk for that committee's respective area of responsibility. As part of its oversight function, the board addresses any risk conflicts that may arise between the committees and assigns any emerging risks that do not fall within a specific committee's responsibilities to the most relevant committee. See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the Risk Governance section of this report
Metrics and Targets		
Disclose the metrics and targets used to assess and damage relevant climate-related risks and opportunities. (Cont.)	Relevant key metrics used to measure and manage climate-related risks and opportunities associated with water and energy (Cont.).	DTE Energy plans to reduce the carbon emissions of its electric utility operations by 65% in 2028, 85% in 2032, and 90% by 2040 from 2005 carbon emissions levels. DTE Energy plans to end its use of coal-fired power plants in 2032 and is committed to a net zero carbon emissions goal by 2050 for its electric and gas utility operations. Additionally, as a result of legislation passed by the state of Michigan in the fourth quarter 2023, DTE Energy will be required to meet a 100% clean energy portfolio standard by 2040. Clean energy sources include renewables, nuclear, and natural gas-fired plants equipped with a carbon capture and storage system that is at least 90% effective in reducing carbon emissions to the atmosphere. The legislation also requires 50% of an electric utility's energy to be generated from renewable sources by 2030 and 60% by 2035. DTE Energy is currently assessing the impacts of this legislation and will include updates in its next Integrated Resource Plan to comply with the new requirements. See the EEI/AGA and Climate Goals section of this report . See Environment section of this report For the gas utility, DTE Energy aims to cut carbon emissions across the entire value chain. DTE Energy plans to reduce the carbon emissions from its gas utility operations by 65% by 2030 and 80% by 2040, and is committed to a goal of net zero emissions by 2050 from internal gas operations and gas suppliers. To achieve net zero, DTE Energy is working to source gas with lower methane intensity, reduce emissions through its gas main renewal and pipeline integrity programs, and if necessary, use carbon offsets to address any remaining emissions. (Cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Disclose the metrics and targets used to assess and damage relevant climate-related risks and opportunities.	Relevant key metrics used to measure and manage climate-related risks and opportunities associated with water and energy	DTE Energy also aims to help DTE Gas customers reduce their emissions by approximately 35% by 2040 by increasing energy efficiency, pursuing advanced technologies such as hydrogen and carbon capture and sequestration, and through the Clean Vision Natural Gas Balance program which provides customers the option to use carbon offsets and renewable natural gas. See the GHG Emissions Summary in this report
		DTE Electric's water withdrawal goals are to reduce water withdrawal by 65% (from a 2005 baseline) in 2028, 90% in 2032 and greater than 90% in 2040.
	Describe how related performance metrics are incorporated into remuneration policies for material climate-related risks and opportunities.	See GRI 2-19 and GRI 2-20
		Details can be found in DTE Energy's 2025 Proxy Statement. For Board see "Board of Directors Compensation" on page 24 and for Executives see "Executive Compensation" on page 37 and "Proposal 3 - Advisory Proposal - Nonbinding Vote to Approve Executive Compensation" on page 33. See also "Independent Review of Compensation Program" on page 40. At the 2025 annual meeting, shareholders supported an advisory vote on executive compensation with 97.1% of those voting in favor. See the full results in DTE Energy's Form 8-K filed on May 14, 2025.
	Internal carbon prices as well as other climate-related opportunity metrics. Ie. revenue from products and services designed for a lower-carbon economy	The Company uses carbon pricing estimates in long-term generation planning in the Integrated Resource Planning (IRP) process.
		See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024
	Metrics trend analysis and description of the methodologies used to calculate or estimate climate-related metrics.	See the DTE Electric carbon reduction goals section of the report. See the DTE Gas decarbonization goals section of report. The solid line provides the historical trend for those emissions.
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks. (Cont.)	Scope 1 and Scope 2 GHG emissions independent of a materiality assessment.	See the GHG Summary Table within the Sustainability Report.
		Scope 1 emissions include direct emissions for DTE Electric stationary sources as reported to EPA's GHG Reporting Program (40 CFR 98) for 2024 and emissions from the following peaking unit sources that fall below the reporting threshold of 25,000 metric tons CO_2e and are not required to be reported under the EPA GHGRP: Colfax, Hancock, Northeast, Oliver, Putnam, Superior, and Wilmot. Scope 1 emissions also include direct emissions for DTE Gas stationary sources as reported to EPA's GHG Reporting Program (40 CFR 98) under Subpart C (combustion emissions) and Subpart W (fugitive emissions) as well as sources that are not required to be reported under 40 CFR 98 but are reported to the ONE Future Coalition to demonstrate DTE's commitment to achieving the collective ONE Future goal of reducing methane intensity to less than 1 percent by 2025 across the natural gas value chain. The ONE Future reporting does include emissions from stationary sources that fall below the reporting threshold of 25,000 metric tons CO_2e: Alpena Compressor Station, Columbus Compressor Station, and Kalkaska Compressor Station. Additionally DTE Energy Scope 1 emissions include direct emissions for DTE Vantage stationary sources as reported to 40 CFR 98 and/or the California GHG Reporting Regulation. DTE Vantage Scope 1 emissions include the owned anthropogenic emissions from the sites that DTE Vantage has at least partial ownership. Owned fleet vehicle emissions for DTE Electric and DTE Gas are also reported under Scope 1 emissions.
		Scope 2 emissions related to the transmission and distribution losses from purchased power are reported. Scope 2 emissions for DTE Gas and DTE Vantage facilities outside of the DTE Electric service territory are not currently calculated. DTE Energy does not intend to calculate Scope 2 emissions related to electrical power provided to any DTE Facilities within the DTE Electric service territory as these are currently reported as Scope 1 emissions for DTE Electric. See the EEI/AGA section of this report.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Disclose Scope 1, Scope 2, and, if appropriate, Scope 3 greenhouse gas (GHG) emissions and the related risks.	Calculated GHG emission alignment with the GHG Protocol methodology.	DTE reporting boundary for all Scope 1, 2, and 3 emissions reported is based Equity Share. Standard, protocol, or methodology used to collect activity data and calculate emissions include: 1) The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition), 2) US EPA Center for Corporate Climate Leadership: Direct Emissions from Stationary Combustion Sources, 3) US EPA Center for Corporate Climate Leadership: Direct Emissions from Mobile Combustion Sources, 4) US EPA Mandatory Greenhouse Gas Reporting Rule, 5) US EPA Emissions & Generation Resource Integrated Database (eGRID), and US EPA GHG Emissions Factors Hub; Greenhouse Gas Emissions: Accounting for Electric Companies; A compendium of Technical Briefing Papers and Frequently Asked Questions; California Mandatory Greenhouse Gas Reporting Regulation"
	Calculated GHG emission alignment with the GHG Protocol methodology.	We are reporting a Scope 2, location-based figure for DTE Electric Scope 2 emissions. We have operations where we are able to access electricity supplier emission factors or residual emissions factors, but are unable to report a Scope 2, market-based figure. DTE Electric reports Scope 2 emissions associated with transmission and distribution line losses for wholesale power purchased from other parties and transmitted or distributed across the company's system. Scope 2 emissions from power purchases by DTE Gas and DTE Vantage outside of DTE Electric's service territory are currently not counted or included in the Scope 2 emissions calculation because these emissions are considered to be small compared to DTE Energy's overall Scope 2 emissions.
		Estimate of DTE Electric emissions associated with transmission and distribution (T&D) line losses for wholesale power purchased from other parties and transmitted or distributed across the company's system. T&D line loss emissions are calculated as follows: [Purchased Power]*[Annual Average Line Loss on DTE system]*[eGRID Emission Factor for Subregion RFC].
		DTE Electric excludes all Scope 3 emissions except the emissions associated with purchased power within our service territory. DTE Gas includes only the Scope 3 upstream emissions associated with Category 1, 3 and 4. DTE Gas only includes the downstream emissions of gas sold to customers (excluding EUT and GCC customers) multiplied by emission factors found in the GHG Emission Factors Hub. DTE Vantage does not include Scope 2 or Scope 3 emissions.
	Industry-specific GHG efficiency ratio(s)	DTE Energy provides the Emission Intensity for Scope 1 GHG emissions in GRI 305-4 framework. This value for the 2024 reporting year is 0.00194 MT CO2e/(Revenue ($))
	GHG emissions and associated metrics historical trend analysis. Description of any methodology changes used to calculate or estimate the metrics.	Currently DTE Energy only provides the approximate values for the baseline year associated with DTE Electric Scope 1, Scope 2, and Scope 3 Emissions using the methodology described in TCFD Metrics and Targets b.
		DTE Energy is evaluating how many years to include in the sustainability report to provide a trend analysis. Generally, the Scope 1 emissions have been steadily decreasing since 2005 for both DTE Electric and DTE Gas.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. (Cont.)	Key climate-related targets such as those related to GHG emissions, water usage, energy usage, etc., in line with anticipated regulatory requirements or market constraints or other goals. Other goals may include efficiency or financial goals, financial loss tolerances, avoided GHG emissions through the entire product life cycle, or net revenue goals for products and services designed for a lower-carbon economy.	DTE Energy plans to reduce the carbon emissions from its gas utility operations by 65% by 2030 and 80% by 2040, and is committed to a goal of net zero carbon emissions by 2050 from internal gas operations and gas suppliers. To achieve net zero, DTE Gas is working to source gas with lower methane intensity, reduce emissions through its main renewal and pipeline integrity programs, and if necessary, use carbon offsets to address any remaining emissions. DTE Energy also aims to help DTE Gas customers reduce their emissions by approximately 35% by 2040 by increasing energy efficiency, pursuing advanced technologies such as hydrogen and carbon capture and sequestration, and through the Clean Vision Natural Gas Balance program which provides customers the option to use carbon offsets and renewable natural gas. DTE Energy also has the following goals: Net Zero GHGs by 2050: Upstream Supplier Emissions -Encouraging transparent and consistent reporting of methane emissions -Sourcing gas with lower methane intensities -Pursuing programs which promote a cleaner natural gas product -Utilizing carbon offsets to balance any remaining emissions
		Net Zero GHGs by 2050: Internal Operations (DTE Gas Emissions) -Replacing old steel and cast-iron pipes with new durable pipes -Implementing new technologies to detect leaks more quickly -Reducing gas being vented to the atmosphere -Upgrading compressor stations -Utilizing carbon offsets to balance any remaining emissions Reduce GHGs 35% by 2040: Downstream (Customer-use Emissions) -Offering voluntary program - Natural Gas Balance -Increasing energy efficiency targets -Incorporating renewable natural gas into our system supply -Pursuing advanced technologies such as hydrogen and carbon capture
		See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the EEI/AGA, Climate Goals and Environment sections of the report.
	Associated interim targets, in aggregate or by business, related to disclosed medium-term or long-term targets. (Cont.)	DTE Energy plans to reduce the carbon emissions from its gas utility operations by 65% by 2030 and 80% by 2040, and is committed to a goal of net zero carbon emissions by 2050 from internal gas operations and gas suppliers. To achieve net zero, DTE Gas is working to source gas with lower methane intensity, reduce emissions through its main renewal and pipeline integrity programs, and if necessary, use carbon offsets to address any remaining emissions. DTE Energy also aims to help DTE Gas customers reduce their emissions by approximately 35% by 2040 by increasing energy efficiency, pursuing advanced technologies such as hydrogen and carbon capture and sequestration, and through the Clean Vision Natural Gas Balance program which provides customers the option to use carbon offsets and renewable natural gas.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets. (Cont.)	Associated interim targets, in aggregate or by business, related to disclosed medium-term or long-term targets.	DTE Energy also has the following goals: Net Zero GHGs by 2050: Upstream Supplier Emissions -Encouraging transparent and consistent reporting of methane emissions -Sourcing gas with lower methane intensities -Pursuing programs which promote a cleaner natural gas product -Utilizing carbon offsets to balance any remaining emissions Net Zero GHGs by 2050: Internal Operations (DTE Gas Emissions) -Replacing old steel and cast-iron pipes with new durable pipes -Implementing new technologies to detect leaks more quickly -Reducing gas being vented to the atmosphere -Upgrading compressor stations -Utilizing carbon offsets to balance any remaining emissions
		Reduce GHGs 35% by 2040: Downstream (Customer-use Emissions) -Offering voluntary program - Natural Gas Balance -Increasing energy efficiency targets -Incorporating renewable natural gas into our system supply -Pursuing advanced technologies such as hydrogen and carbon capture
		See DTE Energy's 2025 Proxy Statement See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 See the EEI/AGA, Climate Goals and Environment sections of the report.
	Methodologies used to calculate targets and measures (Cont.)	DTE Energy plans to reduce the carbon emissions from its gas utility operations by 65% by 2028 and 90% by 2040, and is committed to a goal of net zero carbon emissions by 2050 from internal gas operations and gas suppliers. To achieve net zero, DTE Gas is working to source gas with lower methane intensity, reduce emissions through its main renewal and pipeline integrity programs, and if necessary, use carbon offsets to address any remaining emissions. DTE Energy also aims to help DTE Gas customers reduce their emissions by approximately 35% by 2040 by increasing energy efficiency, pursuing advanced technologies such as hydrogen and carbon capture and sequestration, and through the Clean Vision Natural Gas Balance program which provides customers the option to use carbon offsets and renewable natural gas.
		DTE Electric Interim Targets/ Goals: Scope 1, 90% reduction from base year by 2040 Base Year: 2005, Base Year Scope 1 emissions: 38,010,000 metric tons CO2eScope 1, 65% reduction from base year by 2028, Base Year: 2005, Base Year Scope 1 emissions: 38,010,000 metric tons CO2eScope 1, 100% reduction from base year by 2050 Base Year: 2005, Base Year Scope 1 emissions: 38,010,000 metric tons CO2e
		As stated in the Integrated Resource Plan approved in 2023, a key part of our clean energy generation transformation and net zero carbon emissions goal involves the sequential retirement of our coal-fired power plants. Our senior leaders established a vision to retire coal-fired power plants with PRIDE (People, Respect, Integrity, Dignity and Engagement). This vision is rooted in the concept that the plants and the employees who operate them every day have been partnering with nearby communities for nearly 100 years. The initiative seeks to ensure a thoughtful, dignified transition of these power plants, the employees and their host communities. A key commitment we have made in the retirement of our legacy coal plants is to avoid employee layoffs. Through the Retire with PRIDE initiative, we will seek to accomplish this through several measures that may include collaborating with union leadership to equip employees with training, skills and opportunities to succeed in other roles at our company.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	Methodologies used to calculate targets and measures	DTE Gas Goals: Scope 1, 100% reduction from base year by 2050 Base Year: 2005, Scope 1 emissions in reporting year covered by target (metric tons CO2e): 737,000 (DTE Gas, covers combustion and fugitive emission within DTE's gas distribution system) Scope 3, 100% reduction from base year by 2050 Scope 3, 35% reduction from base year by 2040
		The company's emission reduction commitments, combined with customer participation in sustainability programs offered by DTE Gas, aim to reduce annual greenhouse gas emissions substantially across the natural gas supply chain.

Financial Category	Climate-Related Category	Recommended Disclosure
Revenues	GHG Emissions - Estimated Scope 3 emissions, including methodologies and emissions used.	Of the 15 Scope 3 categories, DTE considers Purchased Goods and Services, Capital Goods and Services, Fuel-and-Energy-Related Activities (not included in Scope 1 or 2), Upstream Transportation and Distribution, Waste Generated in Operations, Business Travel, Employee Commuting, Upstream Leased Assets, Processing of Sold Products, and Use of Sold Products relevant to our operations. However, DTE only is able to calculate a portion of five of these categories at this time; Purchased Goods and Services, Fuel-and-Energy-Related Activities (not included in Scope 1 or 2), Upstream Transportation and Distribution, Business Travel, and Use of Sold Products.
		Purchased Goods and Services is calculated for natural gas supplied to DTE Gas prior to our processing and distribution operations. The emissions are calculated utilizing the average data and distance-based methodologies. In 2024, DTE calculated that approximately 241,000 MT CO2e can be attributed to this category. DTE has not calculated all CO2 equivalent emissions related to this category due to the large margin of error when using the spend base methodology.
		Fuel-and-Energy-Related Activities (not included in Scope 1 or 2) includes upstream production and transportation emissions for the natural gas combusted by DTE Gas as fuel or leaked or vented through DTE Gas distribution operations and emissions related to interconnected power sales by DTE Electric. The CO2 equivalent emissions are calculated by developing an intensity value for the production and transmission of natural gas purchased by DTE Gas and multiplying that value by the volume of gas attributed to this category. In 2024, DTE calculated that approximately 3,927,000 MT CO2e can be attributed to this category.
		Upstream Transportation and Distribution includes emissions associated with the upstream transportation of natural gas purchased or acquired by DTE Gas for resale to customers. DTE determines an intensity factor for natural gas purchased and the distance from the natural gas basin to the compressor or gate stations owned by DTE Gas. The emissions for this category related to DTE Gas are then calculated utilizing the derived factors and the average data and distance-based methodologies. In 2024, DTE calculated that approximately 204,000 MT CO2e can be attributed to this category.
		Business Travel includes emissions related to business travel using employee owned vehicles (for which mileage was reimbursed). Air, rental vehicles, bus, motorcycle and rail business travel are not accounted for at this time. DTE Gas and DTE Electric use the distance-based method to determine the emissions related to this category. In 2024, DTE calculated that approximately 2,700 MT CO2e can be attributed to this category.
		Use of Sold Products includes the emissions that would result from the combustion of natural gas delivered by local distribution company that is owned DTE Gas. Downstream emissions were calculated using the gas sold to customers (excludes EUT and Gas Choice customers) multiplied by emission factors found in the GHG Emission Factor Hub. In 2024, DTE calculated that approximately 6,679,000 MT CO2e can be attributed to this category.
		Downstream Leased Assets, Franchises, and Investments scope 3 categories have not been evaluated by DTE Energy at this time. See GHG Summary in this report.

Financial Category	Climate-Related Category	Recommended Disclosure
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, 2024. See Environment section of this report See DTE Clean Vision (IRP)
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 Energy's operations are mainly located in the Great Lakes area, where water is abundant. DTE Energy's water sources are generally withdrawn from the St. Lawrence water basin. The St. Lawrence water basin is a "Low Risk" for water quality and quantity according to the WRI Water Risk Atlas, therefore, no further assessments are warranted.
Assets - Water	Assets committed in regions with high or extremely high baseline water stress.	DTE has assessed their sites using the WRI Aqueduct Tool and all sites fall within the "Low Risk" rating. There are no assets committed in regions with high or extremely high baseline water stress.
Assets - Risk Adaptation & Mitigation	Investment (CapEx) in low-carbon alternatives (e.g., capital equipment or assets).	See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2024 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, 2024 See Environment section of this report