

DTE Energy

2025 Priority Assessment



Sustainability Priority Assessment

Our Process

In June 2025, DTE initiated a Sustainability Priorities Assessment to identify the sustainability priorities that are most important to the company and its stakeholders. To conduct our assessment, we partnered with the Electric Power Research Institute (EPRI), an independent nonprofit organization focused on energy and environmental research who worked with DTE in 2021 to complete an initial priorities assessment. This project aimed to update the list based on evolving stakeholder expectations and priorities.

This assessment reinforced an existing commitment to sustainability and advanced the foundation on which to address the most important sustainability priorities. The project was designed to build on existing and ongoing DTE efforts to understand internal and external stakeholder interests; leverage EPRI expertise; inform future sustainability reports; and advance a robust sustainability perspective to drive performance.

With EPRI's support, our four-phase assessment process was research-based, cross-functional, stakeholder-centered and inclusive.

Phase one: identify and define

Analyze priorities for DTE based on EPRI's industry-level research, DTE's previous work to identify sustainability priorities, and a review of both DTE and stakeholder literature sources. To support this effort, Microsoft Copilot, an artificial intelligence (AI) tool, was used as an analytical tool to process and synthesize large volumes of text. The AI tool enabled the identification of recurring themes, commonly used phrases, and priority areas by extracting patterns across diverse document types. The analysis was used to develop an initial list of priorities and descriptions for use in Phase 2.

Phase two: refine

Our team refined the the list of priorities through a workshop with select DTE staff and interviews with stakeholders.

Phase three: prioritize

External stakeholders representing diverse constituencies, localities, races, ethnicities and genders were invited to participate in a sustainability issue prioritization survey. In this survey, stakeholders rated the importance of the issues to their organization and DTE's impact on those issues. We received 28 survey responses from:

- Customers
- Non-governmental organizations (NGOs)
- Investors
- Suppliers
- Public officials

We also invited team members from various departments and employee resource groups, and our union partners, to participate in a related survey. We received 5 survey responses from these DTE team members.

Phase four: validate

In this final phase, our company's leadership team reviewed and validated the results from the prioritization surveys. EPRI researchers provided a qualitative and quantitative review of the survey data.

Our Sustainability Priority Descriptions

A draft of the priority descriptions was developed using industry-level sustainability research and a DTE-focused literature review. We refined the descriptions by interviewing 3 key external stakeholders and conducting an internal team survey and workshop.

SUSTAINABILITY PRIORITY	DESCRIPTION
Cyber Security	Protection of assets, digital infrastructure, operational systems, and customer and employee data from cyber threats through proactive risk management, resilience planning, and continuous innovation in security technologies.
Decarbonization	Transitioning to a low-carbon energy future through clean energy investments, emissions reductions, and proactive management of climate-related risks and opportunities.
Energy Affordability	Ensuring all customers have equitable access to reliable energy by supporting cost-effective solutions, energy efficiency programs, and assistance for those facing financial hardship.
Energy Reliability and Resilience	Optimization, modernization, and continued innovation of physical and operational infrastructure to ensure safe, efficient, and reliable energy generation and delivery, while enhancing system resilience to evolving environmental, technological, and customer demands.
Environmental Stewardship and Biodiversity	Protection and enhancement of natural resources and biodiversity through responsible management of air emissions, ecosystems, waste, and water, supporting community health and ecological resilience.
Financial Performance	Maintaining a strong financial foundation to support strategic investments, enable a just energy transition, and deliver long-term value for communities, employees, and shareholders.
Governance	Upholding ethical, transparent, and effective leadership through strong board oversight, responsible risk management, and public disclosure of environmental, social, and governance performance to build trust and long-term value.
Innovation	Advancing and applying new technologies, business models, and operational practices to enhance energy reliability, improve customer experience, and support a sustainable and equitable energy future.
Safety and Health	Protecting the wellbeing of employees, contractors, and customers by fostering a strong safety culture, maintaining safe infrastructure, and minimizing health risks associated with energy operations and environmental impacts.
Stakeholder Engagement	Building trusted relationships with employees, customers, communities, regulators, and policymakers through transparent communication, responsive service, and inclusive collaboration that supports shared goals and long-term impact.
Supply Chain	Advancing responsible procurement practices by partnering with suppliers who reflect DTE's values on environmental stewardship, human rights, safety, and diversity, while supporting local economies and ensuring resilience across the value chain.
Workforce Development and Engagement	Cultivate a future-ready workforce by attracting, developing, and retaining diverse, skilled, and inspired talent through a culture of inclusion, holistic wellbeing, continuous learning, and career pathways that empower individuals to thrive and shape the future of our organization and the communities we serve.