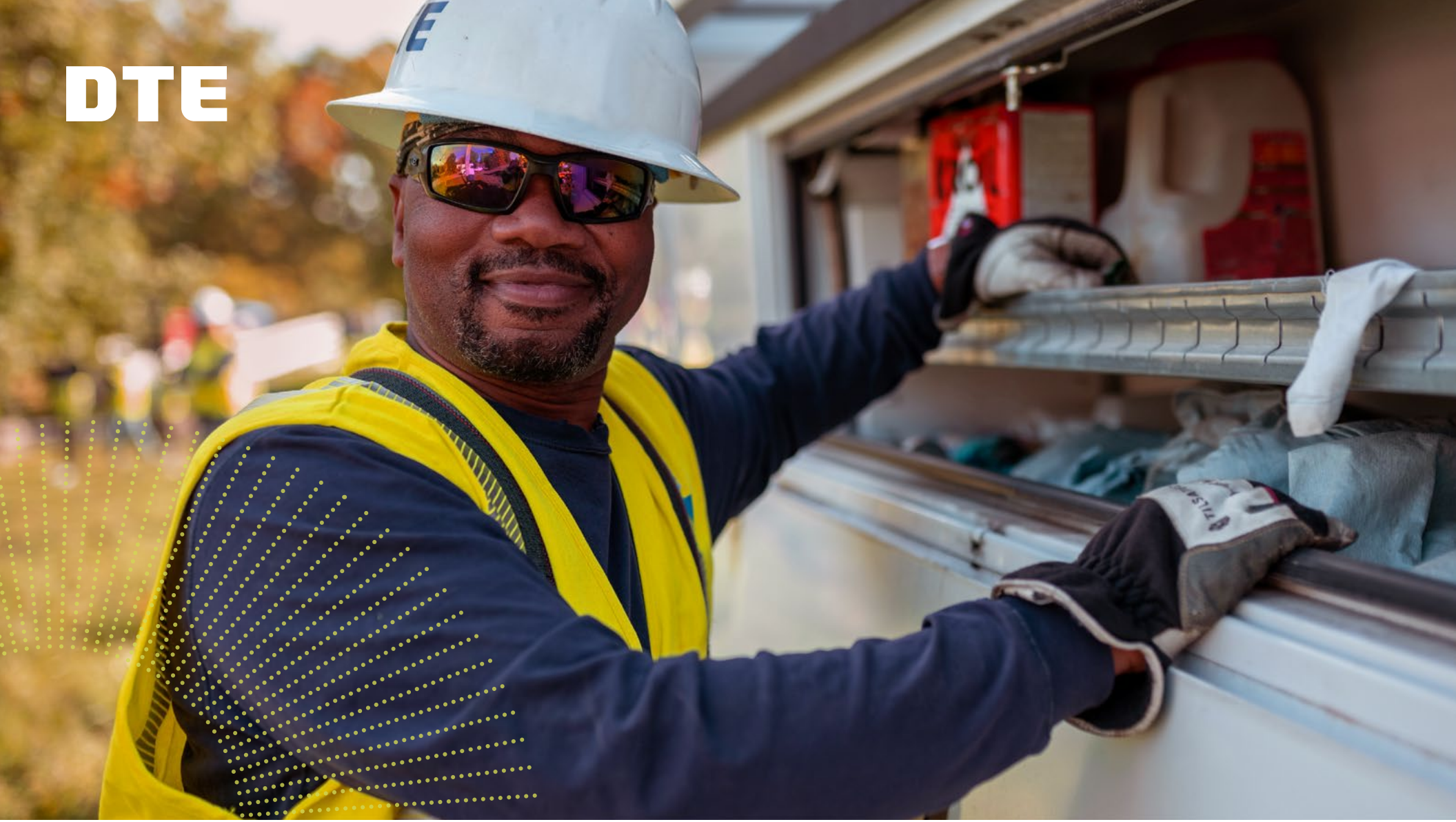
DTE



2021 ENVIRONMENTAL, SOCIAL, GOVERNANCE AND SUSTAINABILITY REPORT, VOLUME 2

Serving With Our Energy

Driving toward a clean, sustainable future

In accordance with Global Reporting Initiative standards

Table of Contents

GRI 100: Universal Standards

GRI 100: Universal Standards

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 100	**UNIVERSAL STANDARDS**	
GRI 102	**GENERAL DISCLOSURES**	
GRI 102-1	Name of the organization	DTE Energy Company
GRI 102-2	Activities, brands, products and services	Please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020, pages 7-8.
GRI 102-3	Location of headquarters	Detroit, Michigan, United States
GRI 102-4	Location of operations	United States and Ontario, Canada
GRI 102-5	Ownership and legal form	Please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020, pages 7-8.
GRI 102-6	Markets served	For a description of DTE Electric operations, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020, page 8 and for DTE Gas operations, 10-K for the fiscal year ending Dec. 31, 2020 page 11. For more information on the DTE Gas Storage and Pipelines segment, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020 page 13. *Note: Subsequent to the filing of DTE Energy's 2020 10-K, the Gas Storage and Pipelines segment was separated from DTE Energy in conjunction with the spin-off of DT Midstream, Inc. on July 1, 2021.* In addition to utility operations in Michigan, the DTE Energy portfolio includes non-utility energy businesses focused on power and industrial projects, natural gas pipelines, gathering and storage, and energy marketing and trading in 24 states. Power and Industrial Gas Storage and Pipelines (Note: as of July 1, 2021, DT Midstream is no longer part of DTE Energy) Energy Trading Citizens Gas Fuel DTE Biomass Energy MERC
GRI 102-7	Scale of the organization	For information on DTE Energy's operations, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020, pages 7-8 and Human Capital Management, page 18. For additional financial detail, please see the following Consolidated Statement of Operations in DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020 page 62 and Total Capitalization (debt & equity breakdown), page 65.

GRI 100: Universal Standards (cont.)

<table>
<tr><th>STANDARD #</th><th>STANDARD DESCRIPTION</th><th>DTE RESPONSE TO STANDARD</th></tr>
<tr><td>GRI 102-8</td><td>Information on employees and other workers</td><td>DTE Energy's workforce in 2020 totaled approximately 10,600 full time employees, with unions representing 49% of this workforce. All DTE Energy employees work in the United States - primarily in Michigan.

<table>
<tr><th>Permanent and temporary</th><th>Female</th><th>Male</th></tr>
<tr><td>Regular</td><td>2,824</td><td>7,806</td></tr>
<tr><td>Temporary</td><td>160</td><td>169</td></tr>
<tr><th>Full-time and part-time employees by gender</th><th>Female</th><th>Male</th></tr>
<tr><td>Full-time regular</td><td>2,971</td><td>7,970</td></tr>
<tr><td>Part-time regular</td><td>13</td><td>5</td></tr>
</table></td></tr>
<tr><td>GRI 102-9</td><td>Supply chain</td><td>For an overview, please see the brief on DTE's Supply Chain Management.

For additional information on DTE's fuel supply management, please see DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020: Fuel Supply and Purchased Power, page 8 and Natural Gas Supply, page 11.</td></tr>
<tr><td>GRI 102-10</td><td>Significant changes to the organization and its supply chain</td><td>Please see DTE Energy's 10-K for the Year Ending Dec. 31, 2020, Note 4- Acquisitions and Dispositions, pages 89-91.</td></tr>
<tr><td>GRI 102-11</td><td>Precautionary principle or approach</td><td>For additional information on risks associated with DTE Energy's sustainability and climate change plans, see DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template.

See the DTE Energy Company 10-K for the Year Ending Dec. 31, 2020, Item 1A., Risk Factors, pages 21-27.</td></tr>
<tr><td>GRI 102-12</td><td>External initiatives</td><td>DTE Energy follows or subscribes to numerous voluntary environmental, social and governance charters, guidelines and standards including:

• ISO 14001 Environmental Management System
• CEO Climate Dialogue
• Environmental Protection Agency Natural Gas Star and Methane Challenge Programs
• Edison Electric Institute and American Gas Association ESG Template
• Wildlife Habitat Council Certification
• Environmental Protection Agency WasteWise
• Michigan Department of Environment, Great Lakes, and Energy - Clean Corporate Citizen Michigan
• Michigan Business Pollution Prevention Partnership (MBP3)
• Electric Utility Industry Sustainable Supply Chain Alliance</td></tr>
</table>

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-12 (con't)		• Michigan Economic Development Corporation Pure Michigan Business Connect • CDP (formerly the Carbon Disclosure Project) • Sustainability Accounting Standards Board (SASB) • Task Force on Climate-related Financial Disclosures (TCFD)
GRI 102-13	Membership of associations	DTE Energy has representation in various associations, councils and organizations involving and representing stakeholders of industry and professional importance. The list of organizations to which DTE Energy belongs represents affiliations with leading utility-relevant industry and professional groups. DTE Energy representatives are board members in some of these organizations and those relationships are used to communicate DTE Energy operational plans, benchmark best practices for organizational management, and understand and influence legislative and policy agendas. See Industry Associations and National Advocacy Organizations table.
GRI 102-14	Statement from senior decision maker	Refer to the letter from Jerry Norcia, CEO in the 2020 Sustainability Summary, page 2.
GRI 102-15	Key impacts, risks, and opportunities	See DTE Energy's 10-K for Year Ending Dec. 31, 2020. For risk-specific information, see: Item 1., Risk Factors, pages 21-27. Also see DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template. A description of DTE Energy's material sustainability issues is included in this GRI Report, under Standard 102-47.
GRI 102-16	Values, principles, standards, and norms of behavior	Learn more about DTE Energy's Aspiration and Priorities in the 2021 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 on the corporate governance page, Code of Ethics, Board of Directors Codes and Policies.
GRI 102-17	Mechanisms for advice and concerns about ethics	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 Way 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. In addition to training and communicating with all employees to provide guidance and reinforcement of DTE's policies, ethics ambassadors are embedded within business groups companywide. These ambassadors are an in-department resource for employees seeking guidance. DTE Energy employees can also access information and guidance on ethical concerns through extensive web-based resources on the company's intranet. Resources include a downloadable DTE Energy Ethics in Action pamphlet, which details ways to learn about ethical concerns at DTE Energy, offers examples of questionable behavior, and provides reporting options. This pamphlet is provided to all new DTE Energy employees during onboarding as well as at business unit training sessions to reinforce key concepts.

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-17 (con't)		DTE Energy's 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 (1) ask questions and (2) report suspected non-compliance or work practices inconsistent with DTE Energy standards and values. The independent reporting system provides numerous pathways to report questionable, unethical and illegal behavior, including through the company's intranet and public website, via a toll-free, 24-hour helpline, and directly informing the business unit leader, Human Resources, or the DTE Energy Ethics and Compliance Office. An independent third party operates DTE Energy's Ethics in Action Helpline through which individuals can make confidential and, if desired, anonymous reports. Every helpline report is investigated by trained DTE personnel and appropriate action is taken in a timely manner. Furthermore, quarterly reports of investigation and analysis reports are prepared for each business unit vice president to ensure situational awareness of ethical practices across the enterprise. In addition to Ethics and Compliance programs, DTE Energy and its unions jointly manage a grievance procedure which is defined by the collective bargaining agreements for represented employees. Additionally, DTE Energy manages a dispute resolution process for non-represented employees.
GRI 102-18	Governance structure	The DTE Energy governance structure consists of a board of directors and committees of the board of directors. The DTE Energy Bylaws describe how the company will operate with regard to shareholders, the board of directors and board committees, officers, stock and other matters. Elected annually by shareholders, the DTE Energy board meets regularly to lead the company in fulfilling its mission and achieving its goals. Information on DTE Energy's board members, committees, bylaws and other governance resources is on the Corporate Governance page of DTE Energy's public website and in the 2021 Proxy Statement, beginning on page 5. Also see DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, Governance, page 4.
GRI 102-19	Delegating authority	See DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, Governance, page 4.
GRI 102-20	Executive-level responsibility for economic, environmental and social topics	See DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, Governance, page 5.
GRI 102-21	Consulting stakeholders on economic, environmental, and social topics	Learn more about DTE Energy's Stakeholder Engagement.
GRI 102-22	Composition of the highest governance body and its committees	For information on other significant positions held by DTE Energy board members and their competencies relating to economic, environmental and social topics, visit the 2021 Proxy Statement, page 5.
GRI 102-23	Chair of the highest governance body	Details can be found in DTE Energy's 2021 Proxy Statement under "Election of the Executive Chairman; Lead independent Director" on page 15.
GRI 102-24	Nominating and selecting the highest governance body	Details can be found in DTE Energy's 2021 Proxy Statement under "Election of Directors and Vacancies" on page 13.
GRI 102-25	Conflicts of interest	Details can be found on DTE Energy's Corporate Governance page.
GRI 102-26	Role of highest governance body in setting purpose, values, and strategy	Details can be found in DTE Energy's 2021 Proxy Statement under "Board of Directors Risk Oversight Functions" on page 20, "Corporate Governance Committee" on page 18 and "Public Policy and Responsibility Committee" on page 19.
GRI 102-27	Collective knowledge of highest governance body	Details can be found in DTE Energy's 2021 Proxy Statement under "Election of Directors" on page 5 and "Public Policy and Responsibility Committee" on page 19.

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-28	Evaluating the highest governance body's performance	Details can be found in DTE Energy's 2021 Proxy Statement under "Assessment of Board and Committee Performance" on page 15.
GRI 102-29	Identifying and managing economic, environmental, and social impacts	Details can be found in DTE Energy's 2021 Proxy Statement under "Board of Directors Risk Oversight Functions" on page 20.
GRI 102-30	Effectiveness of risk management process	Details can be found in DTE Energy's 2021 Proxy Statement under "Board of Directors Risk Oversight Functions" on page 20.
GRI 102-31	Review of economic, environmental, and social topics	Details can be found in DTE Energy's 2021 Proxy Statement under "Public Policy and Responsibility Committee" on page 19.
GRI 102-32	Highest governance body's role in sustainability reporting	Details can be found in DTE Energy's 2021 Proxy Statement under "Public Policy and Responsibility Committee" on page 19.
GRI 102-33	Communicating critical concerns	Details can be found in DTE Energy's 2021 Proxy Statement under "Communications with the Board" on page 17.
GRI 102-34	Nature and total number of critical concerns	Details can be found in DTE Energy's 2021 Proxy Statement under "Communications with the Board" on page 17 and "Audit Committee" on page 18.
GRI 102-35	Remuneration policies	Details can be found in DTE Energy's 2021 Proxy Statement. For Board see "Board of Directors Compensation" on page 21 and for Executives see "Executive Compensation" on page 36.
GRI 102-36	Process for determining remuneration	Details can be found in DTE Energy's 2021 Proxy Statement. For Board see "Board of Directors Compensation" on page 21 and for Executives see "Executive Compensation" on page 36.
GRI 102-37	Stakeholders' involvement in remuneration	Details can be found in DTE Energy's 2021 Proxy Statement. For Board see "Board of Directors Compensation" on page 21 and for Executives see "Executive Compensation" on page 36 and "Proposal No. 3 - Advisory Proposal - Nonbinding Vote to Approve Executive Compensation" on page 30.
GRI 102-38	Annual total compensation ratio	Details can be found in DTE Energy's 2021 Proxy Statement under "CEO Pay Ratio" on page 63.
GRI 102-39	Percentage increase in annual total compensation ratio	Details can be found in DTE Energy's 2021 Proxy Statement under "CEO Pay Ratio" on page 63.
GRI 102-40	List of stakeholder groups	Learn more about DTE Energy's Stakeholder Engagement.
GRI 102-41	Collective bargaining agreements	Learn more about DTE's Labor Management.
GRI 102-42	Identifying and selecting stakeholders	Learn more about DTE Energy's Stakeholder Engagement.
GRI 102-43	Approach to stakeholder engagement	DTE Energy engages stakeholders through a variety of mechanisms that provide meaningful dialogue around topics of mutual interest. For additional information about the approach to stakeholder engagement, please see the brief on Stakeholder Engagement and the Industry Associations and National Advocacy Organizations.

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 102-44	Key topics and concerns raised	DTE Energy communicates key topics and concerns through several channels, including the Sustainability Summary, Empowering Michigan blog posts, the DTE Energy website, the DTE Energy newsroom and through DTE Energy's social media presence on Facebook, LinkedIn, Twitter, Instagram, Nextdoor and YouTube. DTE Energy employee communication is primarily through OurDTE, the company's intranet, in addition to email and company-wide live webcasts hosted by DTE President and CEO Jerry Norcia. For key topics and concerns, please see the brief on Stakeholder Engagement.
GRI 102-45	Entities included in consolidated financial statements	All entities in DTE Energy's consolidated financial statements or equivalent documents are covered in this GRI report and DTE's 10-K. See DTE Energy Company 10-K for Year Ending Dec. 31, 2020, Consolidated Statements pages 62-76.
GRI 102-46	Defining report content and topic boundaries	This Corporate Citizenship 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 2020 Corporate Citizenship 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 102-47	List of material topics	See priority descriptions in the 2021 Sustainability Priority Assessment.
GRI 102-48	Restatements of information	There are no restatements of information in DTE Energy's report covering 2019.
GRI 102-49	Changes in reporting	There are changes in reporting in material topics or reporting boundaries compared to last year's report. Refer to 102-46 for a description of changes in reporting.
GRI 102-50	Reporting period	Calendar year 2020.
GRI 102-51	Date of most recent report	Published in summer 2020, DTE Energy's previous report covered the 2019 calendar year.
GRI 102-52	Reporting cycle	Annual
GRI 102-53	Contact point for questions regarding the report	impact@dteenergy.com
GRI 102-54	Claims of reporting in accordance with the GRI Standards	In accordance with GRI Standards Core option.
GRI 102-55	GRI content index	This report lists every GRI Standard disclosure, in numerical order, and includes references to other documents where appropriate. See the table of contents at the front of this report to navigate to specific sections and pages.
GRI 102-56	External assurance	DTE Energy applied the GRI Standards as the basis for this Corporate Citizenship Report, in accordance with the Core option. This report was reviewed by internal subject matter experts in each GRI disclosure area.

GRI 100: Universal Standards (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 103	**MANAGEMENT APPROACH**	
		DTE Energy manages its material issues in a thoughtful and responsible way. For each topic, the company has internal policies, goals and targets that drive improvement. DTE monitors progress through management dashboards to track metrics. The code of business conduct and ethics – the DTE Energy Way – is publicly available in the Corporate Governance section of the company's website. Many other policies – including health and safety, cybersecurity and diversity and inclusion – are distributed internally. The company has a robust training program that covers in detail the policies relevant to each employee's duties. To accompany the 2020 report cycle, DTE has developed a set of narrative briefs that detail priorities important to DTE and its stakeholders, as identified in the Priority Assessment, DTE's management approach, goals and targets, and performance to date. To see the collection of briefs, visit the Sustainability Performance site. DTE Energy's commitment to continuous improvement (CI) provides us with a framework for evaluating the effectiveness of the management approach. The company conducts regular reviews of activities and incorporates lessons learned in a "plan, do, check and act" CI cycle that benefits future projects. For more information on DTE Energy's policies and programs addressing key impacts and material issues, see the 10-K filing with the U.S. Securities and Exchange Commission and the annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, which is based on the Edison Electric Institute (EEI) and American Gas Association (AGA) industry sector ESG template, and www.dteimpact.com.
GRI 103-1	Explanation of the material topic and its Boundary	Learn more in the 2021 Sustainability Priority Assessment.
GRI 103-2	The management approach and its components	Learn more in the 2021 Sustainability Priority Assessment.
GRI 103-3	Evaluation of the management approach	Learn more in the 2021 Sustainability Priority Assessment.

GRI 200: Economic

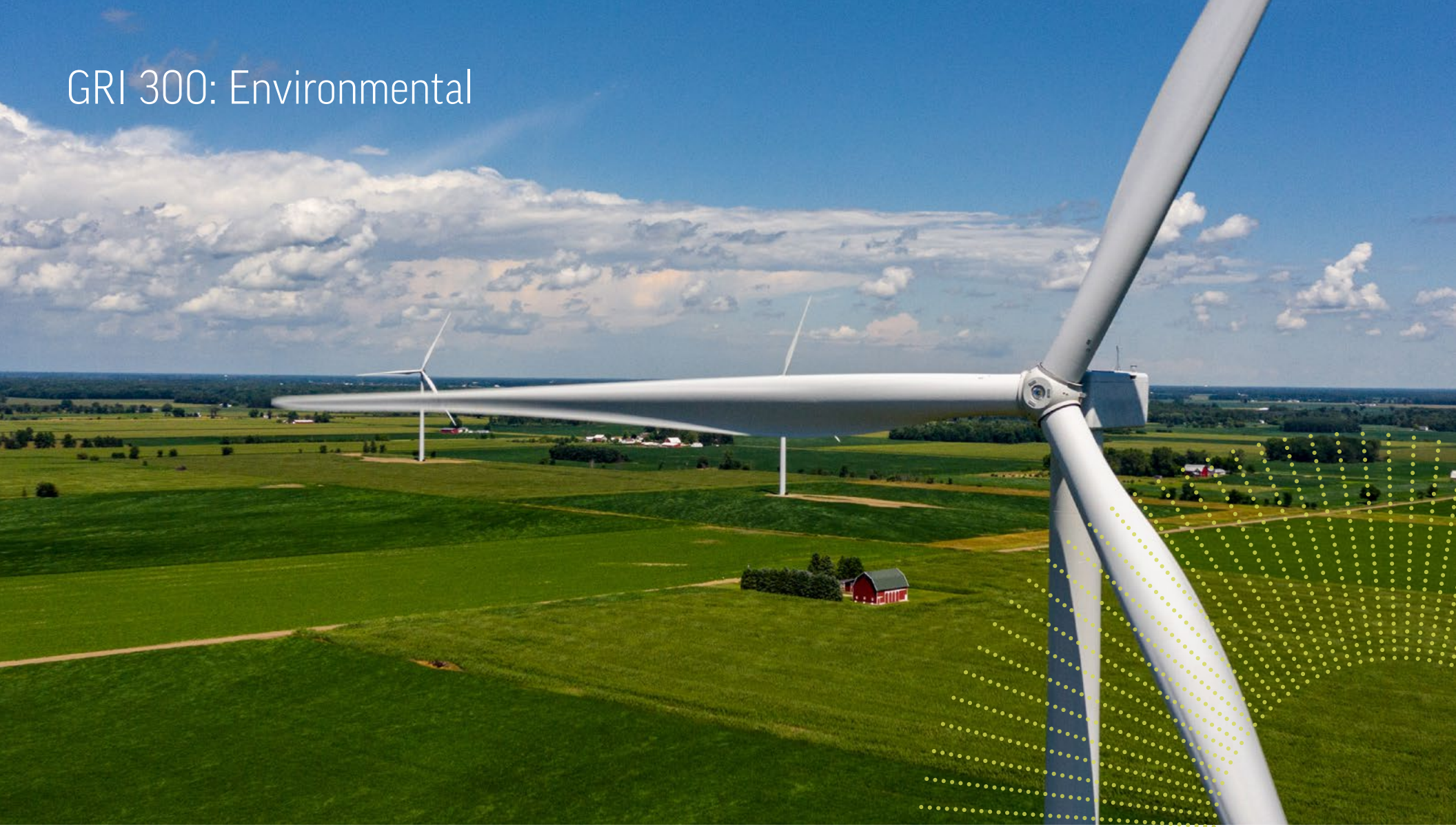
GRI 200: Economic

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
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 the 10-K filing.
GRI 201-2	Financial implications and risks and opportunities due to climate change	Please see DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, pages 9-14. Please see DTE Energy's 2021 CDP Climate Change – Items C2.3a and C2.4a.
GRI 201-3	Defined benefit plan obligations and other retirement plans	Refer to DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020, Note 21 to the Consolidated Financial Statements, "Retirement Benefits and Trusteed Assets".
GRI 203	**INDIRECT ECONOMIC IMPACTS**	
GRI 203-1	Infrastructure investments and services supported	Learn about the infrastructure investments in 2020 Sustainability Summary. Additional details on the sustainability stewardship and infrastructure investments can be found in the following documents: • DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, pages 9-14. • DTE Electric Company's 2021 Distribution Grid Plan Draft Report.
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. Learn more in the 2020 Sustainability Summary and find year-over-year data in the Key Performance Data Table. • Intentionally supporting and developing Michigan-based and diverse businesses, particularly women and minority-owned businesses. Learn more in the Supply Chain Management brief and in the 2020 Sustainability Summary. • Mobilizing a coalition of more than 60 organizations to create Detroit Means Business, an online resource hub supporting small businesses with access to information on small business loans, financial coaching, and more - learn more at DetroitMeansBusiness.org. • Working directly with communities affected by plant retirements to support them with community and economic development. • Creating workforce development programming, fostering skill-building and career pathways for local communities, that enhances access to good jobs for all - learn more in the Human Capital Management brief. • Working in neighborhoods in and around DTE Energy's facilities, including Beacon Park, a former industrial site that has resulted in more than $140 million in further investment in the area to date, and partnering with neighbors in the historic North End neighborhood of Detroit on community development efforts - learn more at DTEBeaconPark.com.

GRI 200: Economic (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 203-2 (con't)		• Giving through the DTE Foundation, which supports the most vulnerable populations. In 2020, in addition to the standard giving, the Foundation also provided over $20 million in COVID-19 support – learn more about Foundation giving at DTEFoundation.com. • Offering programs and assistance for low-income customers, including distributing energy assistance, providing low-income energy efficiency options, and providing support during the COVID-19 pandemic. 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	Learn more about DTE's Supply Chain Management. For more information, please visit DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, page 8. For additional and historical details, refer to the Key Performance Data Table.
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, 2020, Note 11 to the Consolidated Financial Statements, "Income Taxes".

GRI 300: Environmental



GRI 300: Environmental

<table>
<tr><th>STANDARD #</th><th>STANDARD DESCRIPTION</th><th>DTE RESPONSE TO STANDARD</th></tr>
<tr><td>GRI 300</td><td>ENVIRONMENTAL</td><td></td></tr>
<tr><td>GRI 301</td><td>MATERIALS</td><td></td></tr>
<tr><td>GRI 301-1</td><td>Materials used by weight or volume</td><td>Below is a list of the materials/fuel used to produce electricity for DTE Energy in 2020.

<table><tr><th>Materials/Fuels</th><th>Units</th><th>2020</th></tr><tr><td>Coal</td><td>Tons</td><td>10,089,096</td></tr><tr><td>Natural gas</td><td>Mcf</td><td>39,178,487</td></tr><tr><td>Blast furnace gas</td><td>tcf</td><td>484,579</td></tr><tr><td>Coke oven gas</td><td>tcf</td><td>1,469,422</td></tr><tr><td>No. 2 oil</td><td>Gallons</td><td>5,267,074</td></tr><tr><td>No. 6 oil</td><td>Gallons</td><td>8,571</td></tr><tr><td>High sulfur oil</td><td>Gallons</td><td>351</td></tr></table></td></tr>
<tr><td>GRI 301-2</td><td>Recycled input materials used</td><td>In 2020, the St. Clair Power Plant fired 8,571 gallons of No. 6 fuel oil (used oil).</td></tr>
<tr><td>GRI 302</td><td>ENERGY</td><td></td></tr>
<tr><td>GRI 302-1</td><td>Energy consumption within the organization</td><td>Refer to DTE Energy's 2021 CDP – Climate Change – Item C8. "Energy".</td></tr>
<tr><td>GRI 302-2</td><td>Energy consumption outside of the organization</td><td>Refer to DTE Energy's 2020 Energy Waste Reduction Annual Report.</td></tr>
<tr><td>GRI 302-4</td><td>Reduction of energy consumption</td><td>DTE Energy has committed to reducing its utilization of energy at company headquarters, administrative offices, and service centers by at least 25% by 2022 from the baseline year of 2017. The annual savings from these energy efficiency projects in 2020 was approximately 7,600 MWh which translates to approximately 5,300 metric tons of CO2 savings. This equates to a 14.8% savings for 2020 alone, bringing the total for period 2018-2020 to a 23.6% reduction in overall energy usage.

DTE Energy utilizes industry standards and methodologies from various organizations such as ASHRAE (The American Society of Heating, Refrigerating and Air-Conditioning Engineers, a global professional association seeking to advance heating, ventilation, air conditioning and refrigeration systems design and construction) and IESNA (Illuminating Engineering Society of North America, a recognized technical and educational authority on illumination) to develop baseline consumption and calculate energy savings. Measurement and verification are also implemented via actual metered consumption.

Learn more about DTE's efforts to reduce vehicle idling.</td></tr>
</table>

GRI 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 302-5	Reductions in energy requirements of products and services	Refer to DTE Energy's 2020 Energy Waste Reduction Annual Report. Refer to the Key Performance Data Table.
GRI 303	**WATER AND EFFLUENTS**	
		DTE Energy, strives to eliminate 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's goal is to reduce water withdrawal by 40% in 2023, 60% by 2030, and 90% by 2040. Since 2005, DTE has reduced surface water withdrawals for power generation by 33% by retiring coal-fired power plants (e.g., Conners Creek and Harbor Beach Power Plants) that utilize water for cooling, which accomplishes 82% 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., Greenwood's closed-loop cooling water system) 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.
GRI 303-1	Interactions with water as a shared resource	Refer to DTE Energy's 2021 CDP - Water Security Report – Item W1.2h. "Total Water Withdrawal".
GRI 303-2	Management of water discharge-related impacts	Refer to DTE Energy's 2021 CDP - Water Security Report – Item W1.2i. "Total Water Discharge" and Item W1.2j "Proportion of Total Waste Use Recycled or Reused".
GRI 303-3	Water withdrawal	Refer to DTE Energy's 2021 CDP - Water Security Report – Item W1.2h. "Total Water Withdrawal". Refer to the Key Performance Data Table.
GRI 303-4	Water discharge	Refer to DTE Energy's 2021 CDP - Water Security Report – Item W1.2i. "Total Water Discharge".
GRI 303-5	Water consumption	Refer to DTE Energy's 2021 CDP - Water Security Report – Item W1.2b "Total Water Withdrawal, Discharge, and Consumption". Refer to the Key Performance Data Table.
GRI 304	**BIODIVERSITY**	
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 Channel Power Plant, located in Trenton, Mich., and the Enrico Fermi II Nuclear Generating Station, located in Newport, Mich., are both adjacent to the U.S. Fish and Wildlife Service (USFWS) International Wildlife Refuge. DTE Energy is part of a cooperative management agreement with the Refuge for a total of 656 acres. This property is owned by DTE Energy and managed by USFWS. Part of the refuge includes areas of high biodiversity including important coastal wetlands and forested habitat.
GRI 304-2	Significant impacts of activities, products, and services on biodiversity	DTE Energy performs due diligence evaluations on real estate acquisitions or before major construction projects begin on existing properties owned and/or maintained by DTE Energy. These due diligence evaluations include reviews of potential impacts to threatened and endangered species, or other protected natural features. 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.

GRI 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 304-2 (cont.)		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) for DTE Energy's 35 WHC-Certified sites. These reports describe site specific biodiversity goals and metrics that are required by WHC to maintain certification. Learn more about wildlife habitat sites at Conservation – DTE Energy.
GRI 304-3	Habitats 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. It also manages about 150 acres to support biodiversity required for mitigation. DTE Energy properties are home to hundreds of species of wildlife, some of which are endangered or threatened. DTE Energy facilities are often located on properties with abundant opportunities for wildlife and DTE Energy is helping to attract and increase wildlife populations at these sites. To this end, DTE Energy has 35 sites certified under the Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife. Please refer to the table in the appendix.
GRI 304-4	IUCN Red List species and national conservation list species with habitats in areas affected by operations	There are currently three federally listed species impacted by DTE Energy's operations. These species include the Indiana bat (endangered), Northern Long-Eared bat (threatened) and Eastern Massasauga bat (threatened). The Eastern Massasauga bat can be found at the Fermi II Nuclear Power Plant. The Fermi site's operations may actually benefit the species due to large areas of habitat created on site, as well as an information and awareness campaign.
GRI 305	**EMISSIONS**	
		For more information on the journey to Net Zero, visit DTECleanEnergy.com and DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, pages 9-13.
GRI 305-1	Direct (Scope 1) GHG emissions	Refer to DTE Energy's 2021 CDP - Climate Change Report – Item C5. "Emissions Methodology". Refer to DTE Energy's 2021 CDP - Climate Change Report – Item C6.1. "Scope 1 Emissions". Refer to DTE Energy's 2021 CDP - Climate Change Report – Item C7.1a. "Scope 1 Emissions by Greenhouse Gas Type". Refer to DTE Energy's 2021 CDP - Climate Change Report – Item C7.3a. "Scope 1 Emissions by Business Division". Read more about DTE's efforts to reduce vehicle idling. For a breakdown of DTE Electric's direct GHG emissions which make-up more than 90% of DTE Energy's direct emissions, refer to DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template – Section 2: Quantitative Information - Emissions, page 17.
GRI 305-2	Energy indirect (Scope 2) GHG emissions	Refer to DTE Energy's 2021 CDP - Climate Change Report – Item C6.3. "Scope 2 Emissions".
GRI 305-3	Other indirect (Scope 3) GHG emissions	Refer to DTE Energy's 2021 CDP - Climate Change Report – Item C6.5. "Scope 3 Emissions".
GRI 305-4	GHG emissions intensity	Refer to DTE Energy's 2021 CDP - Climate Change Report – Item C6.10. "Combined Scope 1 and 2 Emissions Intensity".

GRI 300: Environmental (cont.)

<table>
<tr><th>STANDARD #</th><th>STANDARD DESCRIPTION</th><th>DTE RESPONSE TO STANDARD</th></tr>
<tr><td>GRI 305-5</td><td>Reduction of GHG emissions</td><td>Refer to DTE Energy's 2021 CDP - Climate Change Report – Item C4.1a. "Emissions Targets and Progress".

Refer to DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, page 9.

Refer to the Key Performance Data Table.

For more information on the journey to Net Zero, visit DTECleanEnergy.com.

This report is a look at 2020 data, before the Belle River retirement was adjusted to 2028.</td></tr>
<tr><td>GRI 305-7</td><td>Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions</td><td>DTE Energy has reduced its annual carbon emissions nearly 30% since 2005 and plans to achieve net-zero carbon emissions in its electric utility by 2050. This net-zero goal sets the framework for DTE to go beyond existing commitments to reduce carbon emissions 50% by 2030 and 80% by 2040 as it retires its last coal plant.

Percent Reduction from 2005:

<table>
<tr><th></th><th>2020</th><th>2023</th><th>2031</th><th>2040</th></tr>
<tr><td>SO2</td><td>88%</td><td>87%</td><td>>99%</td><td>>99%</td></tr>
<tr><td>NOx</td><td>81%</td><td>80%</td><td>93%</td><td>96%</td></tr>
<tr><td>Hg</td><td>95%</td><td>92%</td><td>>99%</td><td>>99%</td></tr>
<tr><td>PM</td><td>89%</td><td>85%</td><td>86%</td><td>95%</td></tr>
</table>

Improving air quality in the communities where DTE's customers live and serve is among the company's top priorities. By 2017, DTE Energy invested more than $2.4 billion in environmental control technologies to reduce emissions from power plants. These emissions will continue to decrease as DTE retires its coal plants. In addition, the company's internal environmental audit programs help keep DTE accountable and drive improvement. DTE Energy's International Organization for Standardization (ISO) 14001 certified facilities undergo annual environmental management system conformance audits as well.

Refer to the Key Performance Data Table.

Refer to DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template – Section 2: Quantitative Information - Emissions, page 18.

This report is a look at 2020 data, before the Belle River retirement was adjusted to 2028.</td></tr>
</table>

GRI 300: Environmental (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 306	**WASTE**	
GRI 306-1	Waste generation and significant waste-related impacts	The largest of DTE Energy's 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 in state and federally regulated landfills and impoundments. DTE Energy's ash recycling rates 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.
GRI 306-2	Management of significant waste-related impacts	Through retirement of DTE Energy's coal fired assets, the volume of ash generated has significantly reduced since 2013 from over 1,000,000 tons generated annually to approximately 560,000 tons generated in 2020, of which approximately 200,000 tons were recycled. Additional retirements are planned in 2022 further reducing the anticipated CCR generation by approximately 150,000 tons annually. Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2020, DTE Energy recycled 87% of the gypsum produced at its power plants. DTE Energy operates three licensed landfills to dispose of unrecycled fly ash and CCR. Each coal plant has on-site facilities for managing CCR before it is recycled or disposed. These landfills operate in compliance with applicable state and federal laws and are routinely inspected by state and local regulatory agencies. DTE Energy 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. DTE Energy's pollution prevention programs help minimize environmental impacts and conserve resources by reducing the volume of waste that would otherwise go to landfills for disposal. DTE Energy also recovers used oil for energy across its gas and electric utilities. In addition, DTE Energy captured food and paper waste at its Detroit headquarters campus, diverting these waste streams from landfills. 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 Energy's environmental liability related to disposal of wastes. An environmental risk-screening matrix is used to determine the audit frequency for vendors providing waste disposal or significant recycling services. The vendor audit program assesses operational practices, permit status, employee training, housekeeping, and discussions with agency personnel, as appropriate. DTE uses shipping papers (e.g., shipping orders, bills of lading, manifests, etc.) to track the quantity and disposition of waste materials. Learn more about DTE Energy's site remediation in A Clean Start from the Ground Up. Refer to the Key Performance Data Table.

GRI 300: Environmental (cont.)

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

HAZARDOUS WASTE	TONS
Recycling	0.0
Recovery	0.0
Fuel blending	1.5
Incineration	1.2
Landfill	1.2
TOTAL	3.9

OTHER WASTES	TONS
Polychlorinated biphenyl (PCB)	96.5
Asbestos	50.5
Universal waste	109.2

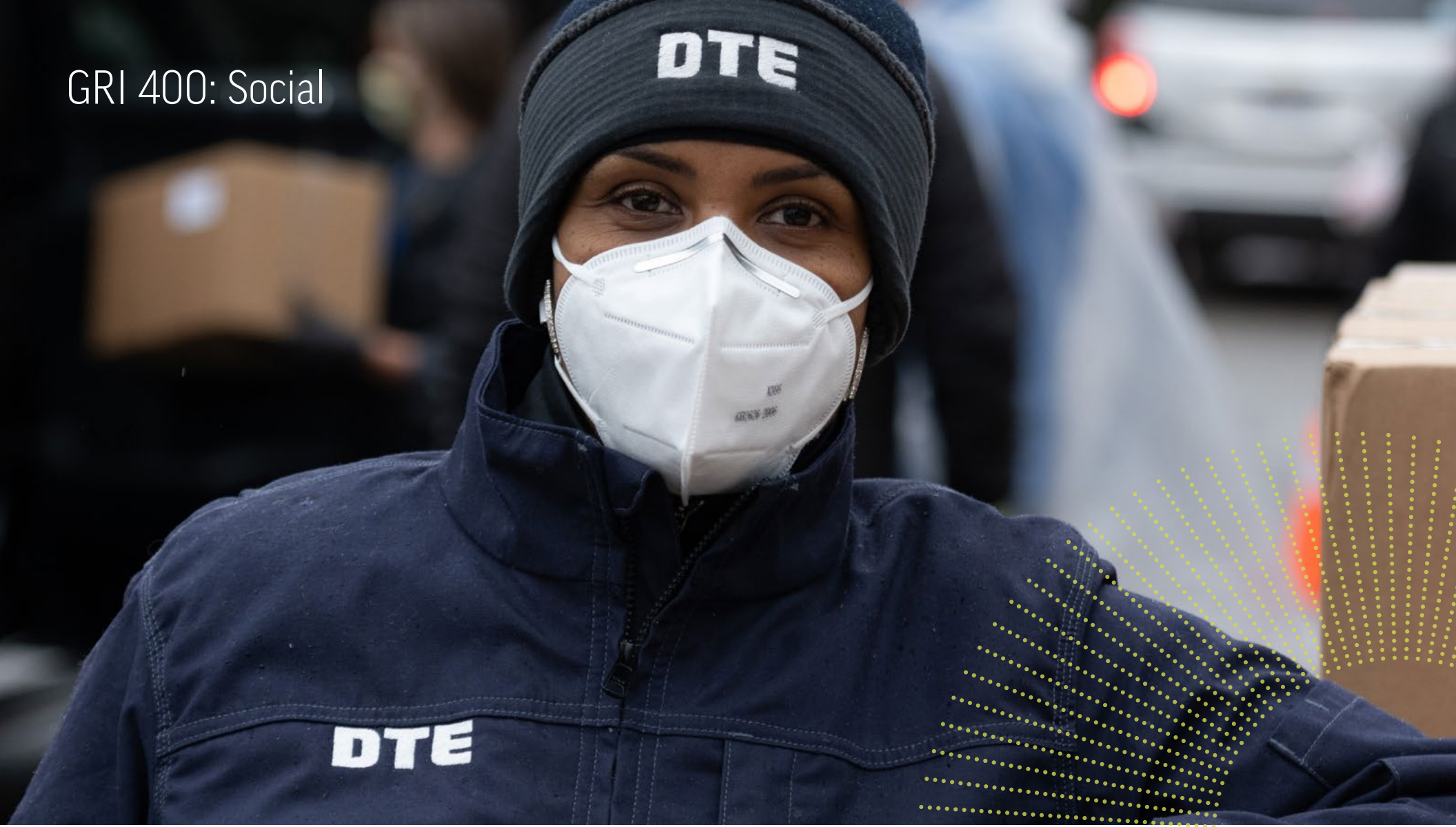
OTHER WASTE DIVERSIONS	
Composting	7 tons
Waste to energy (incineration)	0 tons
Used Oil	139,403 gallons

NON-HAZARDOUS WASTES (RECYCLED)	TONS
Gypsum	370,217
Fly and bottom ash	204,736
Copper	483.6
Lead	459.9
Aluminum	171.4
Steel / ferrous – electric operations	1,997.4
Steel / ferrous – gas operations	514.5
Non-ferrous / wire bundles	152.3
Non-ferrous / (e.g. transformers)	894.3
Miscellaneous metals	1,125.8
Meters – electric	37.6
Meters – gas	226.0
Outage materials (e.g. poles, wires, equipment from storms)	993.3
Plastic (HDPE)	25.8
Scrap electronics	14.4
Transformer oil	240.2 (76,333 gallons)
Cardboard	98.8
Wood (e.g. poles, pallets)	261.9
Paper	35.1

GRI 300: Environmental (cont.)

<table>
<tr><th>STANDARD #</th><th>STANDARD DESCRIPTION</th><th>DTE RESPONSE TO STANDARD</th></tr>
<tr><td>GRI 306-4</td><td>Waste diverted from disposal</td><td>Refer to the table above, in GRI 306-3.</td></tr>
<tr><td>GRI 306-5</td><td>Waste directed to disposal</td><td>Refer to the table above, in GRI 306-3.</td></tr>
<tr><td>GRI 307</td><td>ENVIRONMENTAL COMPLIANCE</td><td></td></tr>
<tr><td>GRI 307-1</td><td>Non-compliance with environmental laws and regulations</td><td>
<table>
<tr><th></th><th>DTE Electric and DTE Gas</th><th>Gas Storage and Pipeline</th><th>DTE Power and Industrial</th><th>Total</th></tr>
<tr><td>Total monetary value of fines in 2020</td><td>$439</td><td>$0</td><td>$450</td><td>$889</td></tr>
<tr><td>Total number of sanctions in 2020</td><td>4 violation notices</td><td>2 violation notices</td><td>9 violation notices</td><td>15 violation notices</td></tr>
</table>
</td></tr>
<tr><td>GRI 308</td><td>SUPPLIER ENVIRONMENTAL ASSESSMENT</td><td></td></tr>
<tr><td>GRI 308-1</td><td>New suppliers that were screened using environmental criteria</td><td>Learn more about DTE's supply chain management.</td></tr>
</table>

GRI 400: Social



GRI 400: Social

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 400	**SOCIAL**	
GRI 401	**EMPLOYMENT**	Learn more about DTE's human capital management.
GRI 401-1	New employee hires and employee turnover	Refer to the Key Performance Data Table.
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	For information on benefits for full-time employees, please see the brief on DTE's human capital management.
GRI 401-3	Parental leave	For information on parental leave program, please see the brief on DTE's human capital management.
GRI 402	**LABOR/MANAGEMENT RELATIONS**	Learn more about DTE's labor management.
GRI 403	**OCCUPATIONAL HEALTH AND SAFETY**	Learn more about DTE's safety management.
GRI 403-1	Occupational health and safety management system	Learn more about DTE's safety management. Refer to the Key Performance Data Table. Learn more about how DTE practices safety during a crisis.
GRI 403-2	Hazard identification, risk assessment, and incident investigation	Learn more about DTE's safety management.
GRI 403-3	Occupational health services	Learn more about DTE's safety management.
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	Learn more about DTE's safety management.
GRI 403-5	Worker training on occupational health and safety	Learn more about DTE's safety management.
GRI 403-6	Promotion of worker health	Learn more about DTE's safety management and promotion of worker health in the 2020 Culture of Health & Wellbeing Annual Report.
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Learn more about DTE's safety management.
GRI 403-8	Workers covered by an occupational health and safety management system	Learn more about DTE's safety management.

GRI 400: Social (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 403-9	Work-related injuries	

	2020
OSHA recordable incident	0.40
DART	0.23
Fatalities	DTE Energy had no fatalities in 2020

Injury Type	2020 Incidents
Burns	0
Caught in, crushed, pinched	2
Cut by object	4
Exposure - arc flash	1
Exposure - caustics, noxious, or toxic	1
Exposure - insects	1
Eye injury	2
Fall from elevation	1
Overexertion	10
Slip, trip, fall	3
Struck by/against	7

GRI 404	**TRAINING AND EDUCATION**	For more information on DTE Energy's scope of youth and adult talent pipeline programs see DTE's human capital management.
GRI 404-1	Average hours of training per year per employee	

Type of training	Number of hours
Technical and compliance training	408,574
Average number of hours per employee (including full time employees and contractors)	25

Average hours are based on 16,579 employees, including contractors, co-ops and those who retired in 2020.

GRI 400: Social (cont.)

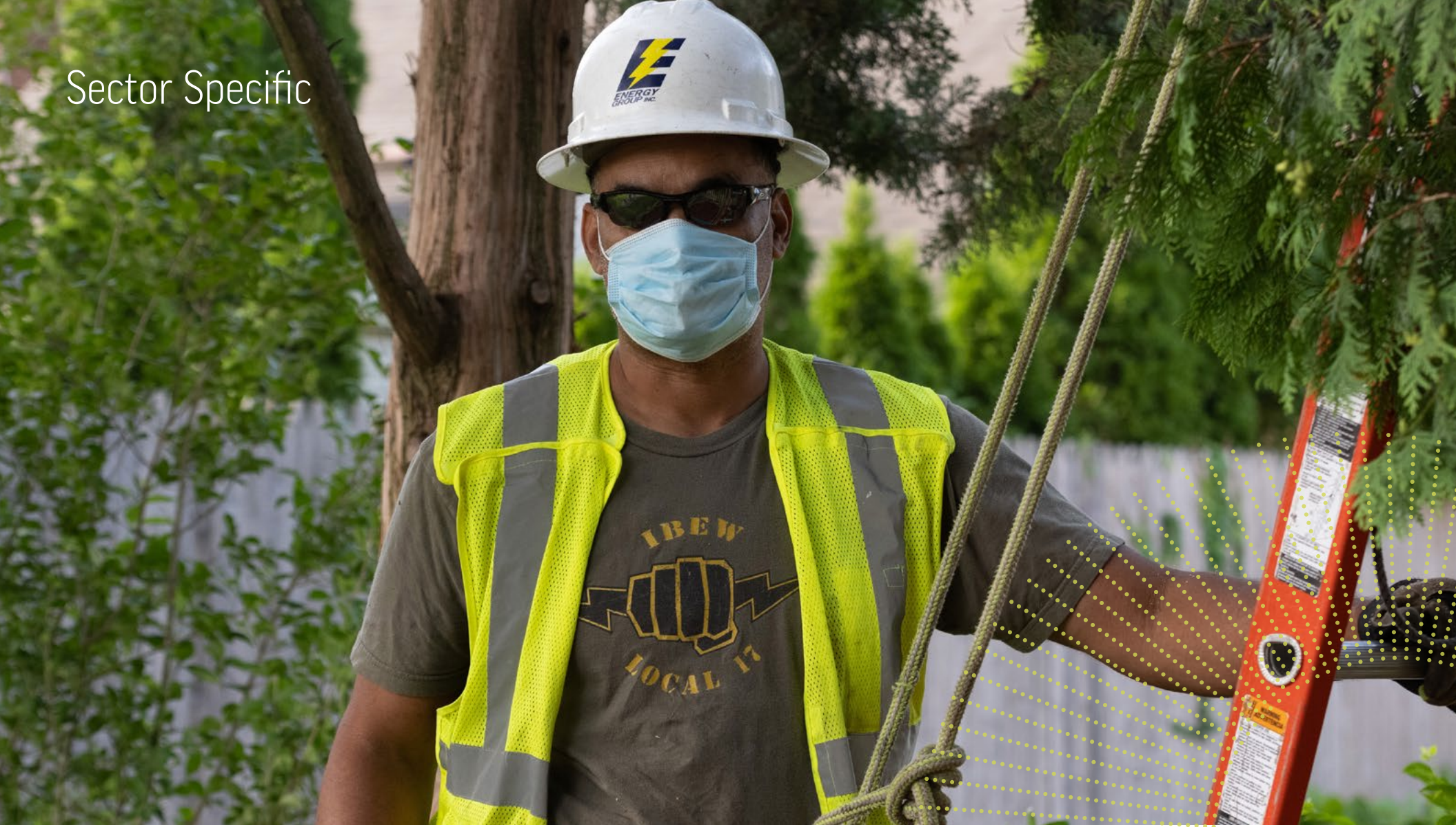
<table>
<tr><th>STANDARD #</th><th>STANDARD DESCRIPTION</th><th>DTE RESPONSE TO STANDARD</th></tr>
<tr><td>GRI 404-2</td><td>Programs for upgrading employee skills and transition assistance programs</td><td>For more information on developing talent see DTE's human capital management.</td></tr>
<tr><td>GRI 404-3</td><td>Percentage of employees receiving regular performance reviews and career development reviews</td><td>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.</td></tr>
<tr><td>GRI 405</td><td>DIVERSITY AND EQUAL OPPORTUNITY</td><td></td></tr>
<tr><td>GRI 405-1</td><td>Diversity of governance bodies and employees</td><td>
<table>
<tr><th></th><th>Male</th><th>Female</th><th>Under 30 years of age</th><th>30-50 years of age</th><th>Over 50 years of age</th><th>Minority percentage</th></tr>
<tr><td>DTE Energy board</td><td>75%</td><td>25%</td><td>0%</td><td>0%</td><td>100%</td><td>17%</td></tr>
<tr><td>Executives and senior leaders</td><td>79%</td><td>21%</td><td>0%</td><td>19%</td><td>81%</td><td>13%</td></tr>
<tr><td>Managers and supervisors</td><td>76%</td><td>24%</td><td>2%</td><td>57%</td><td>41%</td><td>24%</td></tr>
<tr><td>Individual contributors/workers</td><td>73%</td><td>27%</td><td>13%</td><td>51%</td><td>36%</td><td>29%</td></tr>
</table>
</td></tr>
<tr><td>GRI 405-2</td><td>Ratio of basic salary and remuneration of women to men</td><td>Learn more about DTE's human capital management.</td></tr>
<tr><td>GRI 406</td><td>NON-DISCRIMINATION</td><td></td></tr>
<tr><td>GRI 406-1</td><td>Incidents of discrimination and corrective actions taken</td><td>DTE Energy takes all reports of discrimination, harassment and retaliation seriously. All reported concerns are fully investigated, and appropriate action is taken in every situation where inappropriate behavior is substantiated.

Refer to 102-17 for DTE's policy on ethics and compliance.</td></tr>
<tr><td>GRI 407</td><td>FREEDOM OF ASSOCIATION AND COLLECTIVE BARGAINING</td><td>Learn more about the company's commitment to employees in the labor management brief.</td></tr>
<tr><td>GRI 413</td><td>LOCAL COMMUNITIES</td><td></td></tr>
<tr><td>GRI 413-1</td><td>Operations with local community engagement, impact assessment, and development programs</td><td>100% of DTE Gas and DTE Electric operations perform local community engagement, impact assessment, and/or development programs. Additional information can be found in DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template and on DTEimpact.</td></tr>
<tr><td>GRI 414</td><td>SUPPLIER SOCIAL ASSESSMENT</td><td></td></tr>
<tr><td>GRI 414-1</td><td>New suppliers that were screened using social criteria</td><td>Learn more about supplier safety in the Supply Chain Management brief and Safety Management brief.</td></tr>
</table>

GRI 400: Social (cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 415	**PUBLIC POLICY**	
GRI 415-1	Political contributions	Learn more about DTE's political contribution in the Political Participation brief 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	100% of DTE's gas and electric operations are continuously being monitored for health and safety improvements. Learn more about DTE's safety management.
GRI 418	**CUSTOMER PRIVACY**	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	DTE Energy's Information Technology (IT) and Ethics personnel hold an annual meeting with members of the Michigan Public Service Commission (MPSC) staff to provide a verbal report that addresses the company's cybersecurity and IT risk planning. In addition to this initiative, DTE Energy also communicates any exposures of customers' personally identifiable information, or PII, to MPSC staff, and any cyber-attacks to both 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. The timing of these communications, per the order, are to occur as soon as reasonable, practicable and prior to any public notification. In practice, DTE Energy has these communications with MPSC staff once DTE Energy is reasonably certain of the following: • How the incident happened. • How the incident was discovered. • What specific information was exposed or accessed. • How many customers were affected. • How many customers were at risk of being affected. • What is being done to remedy the situation for customers. • How DTE Energy will ensure that it doesn't occur again.

Sector Specific



SECTOR SPECIFIC: Electric Utilities Sector Supplement

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
SECTOR SPECIFIC	**ELECTRIC UTILITIES SECTOR SUPPLEMENT**	
GRI EU1	Installed capacity	Refer to DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020, Properties- page 9.
GRI EU2	Net energy output	Refer to DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template – Section 2: Quantitative Information - Portfolio, page 16.
GRI EU3	Number of residential, industrial, institutional and commercial customer accounts	For electric customers, refer to DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template – Section 2: Quantitative Information - Portfolio, page 16. For gas customers, refer to DTE Energy's annual Environmental, Social and Governance Sustainability Report, EEI/AGA ESG Template, Quantitative Information – Natural Gas Distribution, page 20.
GRI EU4	Length of above and underground transmission and distribution lines	Refer to DTE Energy's 10-K for the fiscal year ending Dec. 31, 2020, Properties- page 9.
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) in March 2019 and approved by the MPSC in April 2020. The docket for this case (U-20471) is located here: Case: U-20471 (force.com). A graphical summary of the pathways to meet future generation needs that were proposed in the 2019 IRP is provided on pages 8 and 9 of the IRP Summary document located here: 2019 Integrated Resource Plan Summary (netdna-ssl.com). This summary describes planned generation additions, energy efficiency and demand response to meet projected load demand in the short-term (2019-2024), medium-term (2025-2030), long-term (2031-2040). DTE Electric continues to refine the company's generation planning strategy and is required to submit its next IRP in 2023.

SECTOR SPECIFIC: Electric Utilities Sector Supplement

<table>
<tr><th>STANDARD #</th><th>STANDARD DESCRIPTION</th><th>DTE RESPONSE TO STANDARD</th></tr>
<tr><td>GRI EU11</td><td>Average generation efficiency of thermal plants by energy source and by regulatory regime</td><td>Heat rate is one measure of the efficiency of a generator or power plant that converts a fuel into heat and into electricity. The heat rate is the amount of energy used by an electrical generator or power plant to generate one kilowatt hour (kWh) of electricity. The lower the heat rate of a unit, the more efficient is the unit.

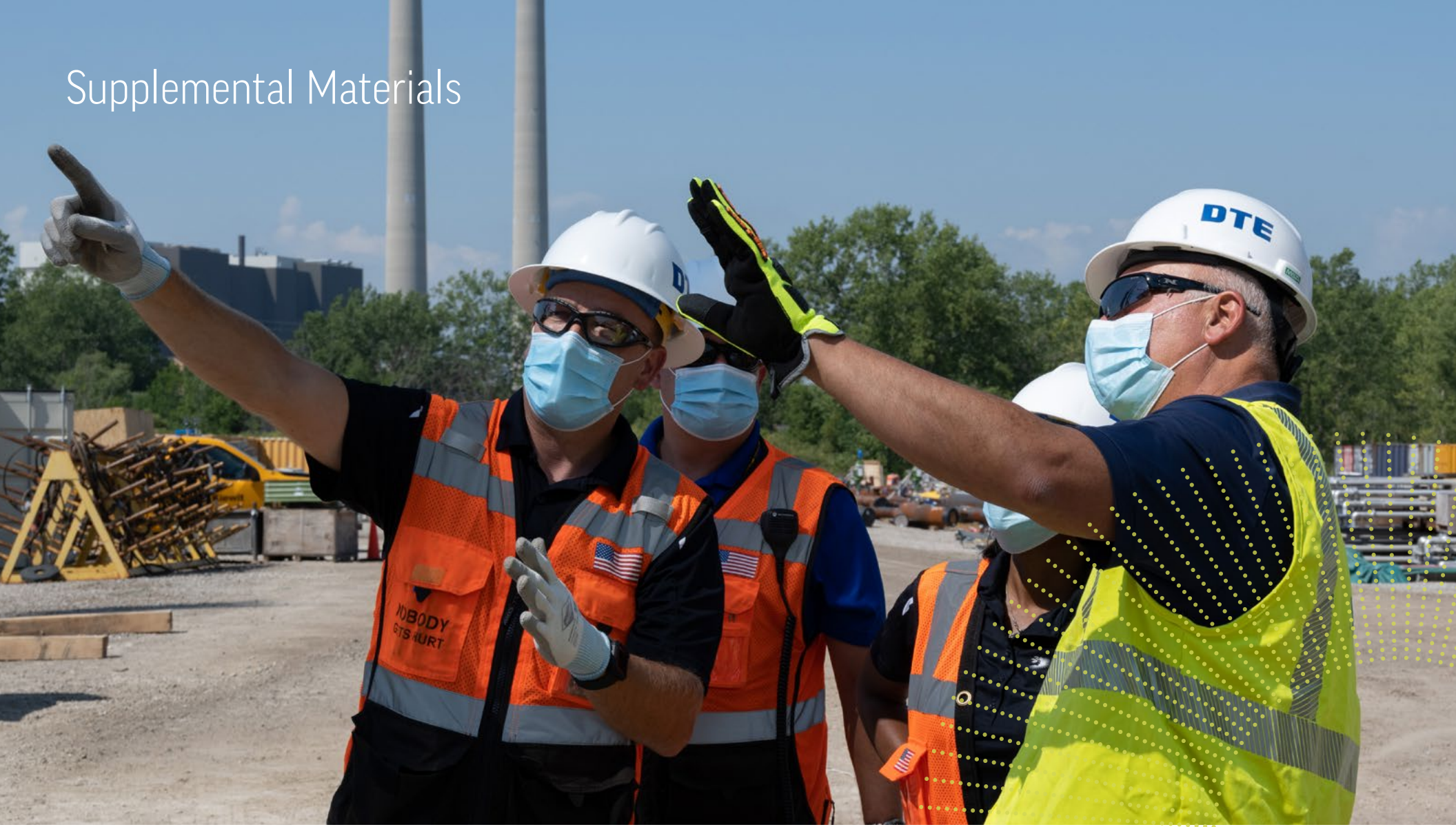
<table>
<tr><th>Generator or Power Plant</th><th>2020 Actual Net Heat Rate (BTU/kWh)</th></tr>
<tr><td>Belle River 1</td><td>10,795</td></tr>
<tr><td>Belle River 2</td><td>10,852</td></tr>
<tr><td>Dearborn</td><td>7,513</td></tr>
<tr><td>Monroe 1</td><td>10,309</td></tr>
<tr><td>Monroe 2</td><td>10,281</td></tr>
<tr><td>Monroe 3</td><td>10,244</td></tr>
<tr><td>Monroe 4</td><td>10,520</td></tr>
<tr><td>River Rouge Plant*</td><td>16,019</td></tr>
<tr><td>St. Clair 2</td><td>13,162</td></tr>
<tr><td>St. Clair 3</td><td>13,291</td></tr>
<tr><td>St. Clair 6</td><td>11,806</td></tr>
<tr><td>St. Clair 7</td><td>11,424</td></tr>
<tr><td>Trenton Channel Plant</td><td>14,054</td></tr>
<tr><td>Fermi 2</td><td>10,534</td></tr>
</table>

*River Rouge Plant was decommissioned in 2021</td></tr>
<tr><td>GRI EU12</td><td>Distribution line losses</td><td>A loss factor of 7.23% was approved by the Michigan Public Service Commission, on May 8th, 2020 (see U-20561 Order, page 181).</td></tr>
<tr><td>GRI EU13</td><td>Biodiversity of offset habitats compared to the biodiversity of the affected areas</td><td>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. Mitigation has included creation of wetland habitats as well as placing large DTE owned parcels in conservation 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 of 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.</td></tr>
</table>

SECTOR SPECIFIC: Electric Utilities Sector Supplement

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI EU15	Percentage of employees eligible to retire in the next 5-10 years	Using Social Security requirements (which identify retirement age as between 65-67), about 27% will be at or above retirement age within 10 years; 11% within 5 years. (This does NOT take into consideration DTE specific retirement benefits/policy)
GRI EU28	Power outage frequency	The System Average Interruption Frequency Index (SAIFI) measures the average number of power outages that a customer experienced in a year. • All-weather SAIFI: 1.286 • Excluding major event days: 1.014
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. **SAIDI: 352 minutes** The Customer Average Interruption Duration Index (CAIDI) measures the average number of minutes a customer experiences interruption. **CAIDI (Including major events): 274 minutes**

Supplemental Materials



Supplemental Materials

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 202-1	Ratios of standard entry level wage by gender compared to local minimum wage
GRI 202-2	Proportion of senior management hired from the local community
GRI 205-1	Operations assessed for risks related to corruption
GRI 205-2	Communication and training about anti-corruption policies and procedures
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 of 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 polices 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 444
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

Wildlife Habitat Council Certified Sites

GRI Standard 304-3

Wildlife Habitat Council Site	Location	Initial Certification	Certified Through	Certification Status
Allen Road Service Center Complex	Melvindale	2008	2021	Certified
Alpena Service Center	Alpena	2009	2021	Certified
Ashley Mews	Ann Arbor	2007	2021	Silver
Belle River Mills Compressor Station	East China Twp.	2008	2021	Certified
Belle River Power Plant	East China Twp.	1996	2021	Silver
Big Rapids Service Station	Big Rapids	2010	2021	Certified
Cadillac Service Center	Cadillac	2010	2021	Certified
Citizen's Gas	Adrian	2016	2022	Certified
Detroit Headquarters Complex	Detroit	2000	2022	Silver
Escanaba Service Center	Escanaba	2015	2021	Certified
Fermi 2 Nuclear Power Plant	Newport	2000	2021	Certified
Gaylord Transmission & Storage Operations Service Station	Gaylord	2012	2021	Silver
Greenwood Energy Center	Kenockee	2004	2021	Gold
Huron Renewable Energy Center	Bad Axe	2018	2022	Certified
Kalkaska T&SO	Kalkaska	2009	2022	Silver
Kingsford Service Center	Kingsford	2015	2022	Certified
Ludington Service Center	Ludington	2009	2021	Silver
Lynch Road Service Center	Detroit	2019	2021	Silver
Michigan Avenue Service Center	Ypsilanti	2008	2022	Certified
Milford Compressor Station	Milford	2009	2021	Silver
Monroe Power Plant	Monroe	1999	2021	Gold
Mt. Pleasant Service Center	Mt. Pleasant	2008	2021	Silver
Muskegon Service Center	Muskegon	2009	2023	Silver
Newport Service Center	Monroe	2016	2022	Certified
Petoskey Service Center	Petoskey	2015	2021	Certified
River Rouge Power Plant	River Rouge	2004	2021	Gold
Sault Ste. Marie Service Center	Sault Ste. Marie	2015	2021	Certified
St. Clair Power Plant	East China Twp.	2001	2021	Certified
Tawas Service Center	Tawas	2009	2021	Certified
Traverse City Gas Operations	Traverse City	2009	2021	Certified
Trenton Channel Power Plant and Sibley Quarry	Trenton	2002	2022	Certified
W.C. Taggart Compressor Station	Six Lakes	2003	2022	Certified
Washington-10 Compressor Station	Romeo	2008	2021	Silver
Western Wayne Service Center	Belleville	2005	2023	Silver

Industry Associations and National Advocacy Organizations

DTE is involved with the following industry associations and advocacy organizations. The majority of these organizations are approached on a regular cadence to gain understanding of the organization's agenda and, if appropriate, communicating legislative and policy agendas to them.

Name of Organization	Stakeholder Group
American Gas Association	Industry Association
American Iron and Steel Institute	Industry Association
Ann Arbor Spark	Business Partner
Biomass Power Association	Industry Association
Business Leaders for Michigan	Business Partner
Center on Executive Compensation	Business Partner
Chamber of Commerce of the US	Chamber of Commerce
Citizens Research Council	Business Partner
Coalition to Keep Michigan Warm	Nonprofit
Detroit Regional Chamber	Chamber of Commerce
Edison Electric Institute	Industry Association
Electric Reliability Coordinating Council	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
Marcellus Shale Coalition	Industry Association
Metro Detroit Visitors & Convention Bureau	Business Partner
Metropolitan Affairs Coalition	Nonprofit

Name of Organization	Stakeholder Group
Michigan Association of Counties	Government
Michigan Association of Planning	Government
Michigan Chamber of Commerce	Chamber of Commerce
Michigan Economic Development Corporate	Econ Development
Michigan Electric and Gas Association	Industry Association
Michigan Manufacturers Association	Business Partner
Michigan Municipal Electric Association	Industry Association
Michigan Municipal League	Government
Michigan Retailers Association	Business Partner
Michigan Township Association	Government
National Association of Manufacturers	Business Partner
National Energy and 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