

DTE Energy 2025 Sustainability Report



DTE CleanVision

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The United Nations Sustainable Development Goals (SDGs) are a set of 17 global goals that serve as a shared blueprint for building a more sustainable and equitable future. This year, for the first time, we're mapping our work to the SDGs where we can make the greatest difference – highlighting five goals that align most closely with our clean energy commitments, our people and the communities we serve.



Affordable and Clean Energy

Ensure access to affordable, reliable, sustainable and modern energy



Decent Work and Economic Growth

Promote inclusive and sustainable economic growth, employment and decent work for all



Industry, Innovation and Infrastructure

Build resilient infrastructure, promote sustainable industrialization and foster innovation



Climate Action

Take urgent action to combat climate change and its impacts



Life on Land

Sustainably manage forests, combat desertification, halt and reverse land degradation, halt biodiversity loss

President and CEO letter

Michigan is changing for the better – and the energy that powers it is changing right along with it.

At DTE Energy, we feel that shift every single day. The storms are stronger, the demand for electricity is growing, and the customers and communities we serve expect more from us – and they should. That's why we're not just keeping up with this moment, we're leaning into it.

Reliability is core to what we do – and we're improving it daily. In 2025, DTE Electric customers experienced the most reliable service in nearly two decades, spending 60% less time without power than the year before. That kind of progress doesn't happen by accident. It's the result of sustained investment in smarter infrastructure, advanced technology, and a team of people who show up every day determined to do right by Michigan. But we know one strong year isn't enough. We're building on that momentum – replacing more poles and strengthening the grid so that the progress our customers felt last year becomes the standard, not the exception.

Leaning into Michigan's future means being smart about how we power it. The path forward is about making thoughtful decisions backed by data – like phasing out coal in 2032 while building a diverse portfolio where renewables, nuclear energy, natural gas and energy storage work together to deliver affordable, reliable and cleaner energy. Today, we operate 20 wind parks and 34 solar parks – all right here in Michigan – that generate enough energy to power more than 900,000 homes. Looking ahead, our plan includes expanding renewable energy to power more than six million homes and a coal-free future – built responsibly and balanced with the dependable power Michigan needs every hour of every day.

In the course of our work to plan, build, and operate our energy infrastructure, we always keep a close eye on affordability. This focus has enabled us to keep bills below national and regional averages and stand with those who need support the most. Last year, we worked closely with local and state agencies to connect customers to nearly \$125 million in energy assistance, while also committing \$15 million to help Michigan families stay safe and warm through nonprofit partners including THAW, United Way for Southeastern Michigan and The Salvation Army.

And that's really what it all comes back to – people. The customers who count on us, the communities we call home, and the nearly 10,000 DTE employees who serve customers every day – because they believe in what we're building and who we're building it for.

There's more work ahead and we're ready for it – focused on safety, reliability, affordability and a cleaner energy future for Michigan.

Thank you for being part of this journey.

Joi Harris

President and Chief Executive Officer
DTE Energy



Supporting a clean energy future

Expanding renewables to power Michigan's clean energy future

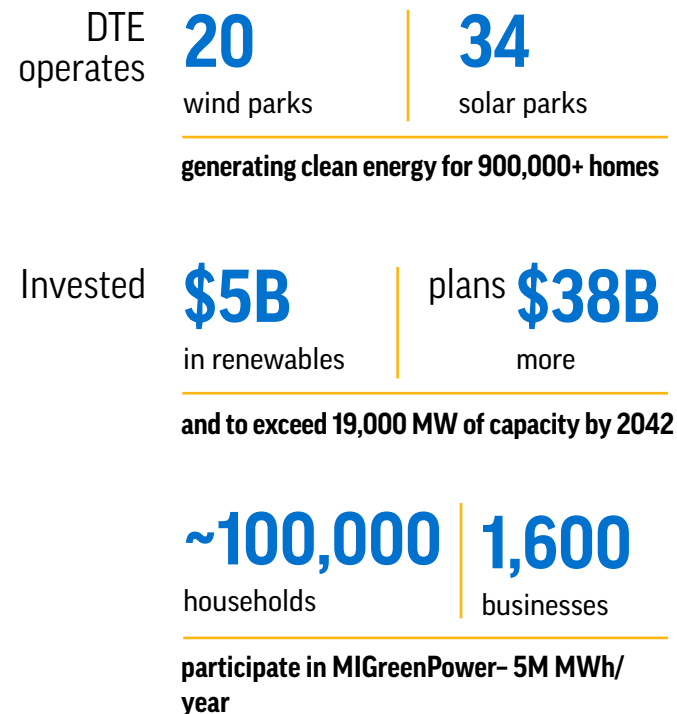
In April 2025, DTE broke ground on a 100-megawatt solar park in Branch County to support Ford Motor Company's goal of sourcing 100% carbon free and renewable energy for its Michigan manufacturing facilities through the CleanVision MIGreenPower program. In October, DTE partnered with the City of Detroit to break ground on the first of two solar parks to repurpose blighted land and allocate energy use from City buildings to renewable energy.

In 2025, DTE also completed the Pine River and Polaris solar parks in Gratiot County, a total of 180-megawatts of clean energy funded through MIGreenPower that together can power more than 39,000 homes while expanding access to renewable energy for customers statewide. These projects deliver Michigan made renewable energy, advance emissions reductions, and provide local economic benefits through job creation and new tax revenue for host communities.

Slocum Energy Center

DTE began operating its first utility scale battery energy storage facility, the 14-megawatt Slocum Energy Center in Trenton, in February 2025, making it the largest of its kind in DTE's service territory and capable of powering approximately 2,500 homes. Designed as a pilot project, Slocum will help guide DTE's future energy storage expansion – including the 220-megawatt Trenton Channel Energy Center planned to come online in 2026.

In 2026, DTE filed its Integrated Resource Plan outlining how the company will meet clean energy milestones using a mix of renewables, nuclear energy, natural gas and energy storage that is carbon capture ready. Visit dteenergy.com/generation for more information.



DTE is planning to meet the statewide requirement of a

including **100%** clean energy portfolio by 2040

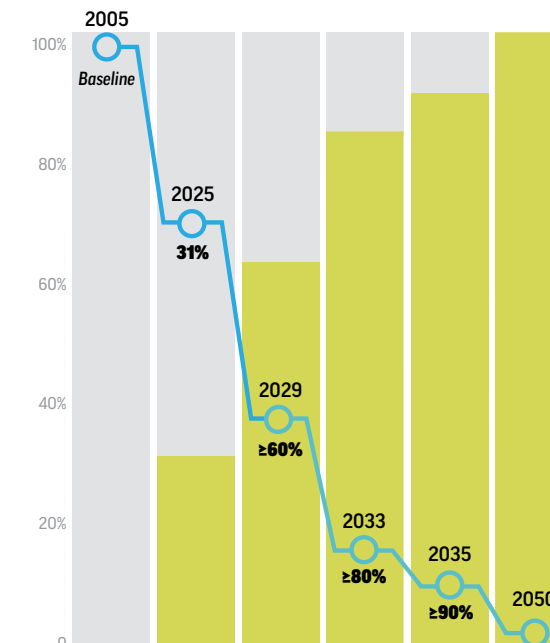
and **50%** renewables by 2030

and **60%** by 2035

The Natural Gas Balance program has **over 11,000** customers

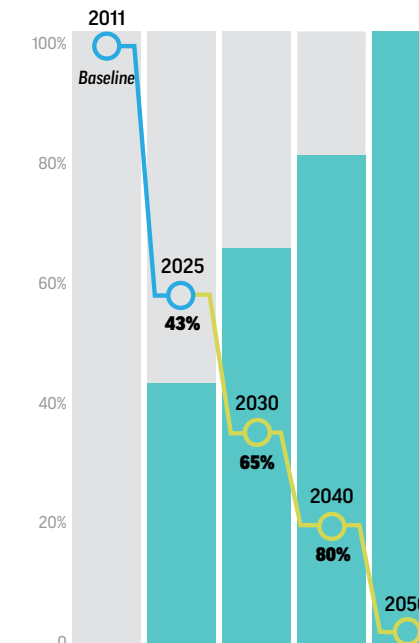
providing carbon offsets and renewable natural gas to mitigate home heating emissions

DTE Electric CO2 Reductions



1. DTE Electric filed an updated Integrated Resource Plan (IRP) with the Michigan Public Service Commission (MPSC) in 2026; however, approval of the plan remains pending. 2. Stationary Scope 1 emissions

DTE Gas CO2 Reductions



Infrastructure investments

DTE is investing in its electric grid to deliver safe, reliable and affordable energy while preparing for growing demands from electrification, severe weather and evolving customer needs. This includes \$11 billion invested in DTE's grid modernization over the next five years, plus an additional \$1 billion for our tree trim program – a robust vegetation management program to reclaim our rights-of-way and maintain enhanced clearances around our infrastructure – as well as upgrades such as smart grid automation, equipment modernization and large-scale infrastructure rebuilding. For more details, see our [2026 Distribution System Plan](#).

In 2025, DTE Electric customers experienced the company's most reliable electric service in nearly two decades, spending 60% less time without power than in 2024 due to fewer outages and faster restoration. These improvements were driven by targeted investments in smart technology, infrastructure upgrades, vegetation management, and advanced tools that helped prevent outages and accelerate response times. The company continues its focus on grid modernization and resilience in strengthening the electric system to deliver reliable service in all weather conditions, today and into the future.



DTE restored power to

95.58%

of customers within 24 hours during storm events.

its best System Average Interruption Duration Index (SAIDI) performance in nearly two decades in 2025

DTE responded to downed electrical wires

~ 54 minutes

well below the 133-minute target

this faster response helped reduce risks and improve public safety

DTE Gas is midway through a \$3.3 billion project 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 of CO2-e – the equivalent of the annual emissions from more than 120,000 gasoline-fueled cars.

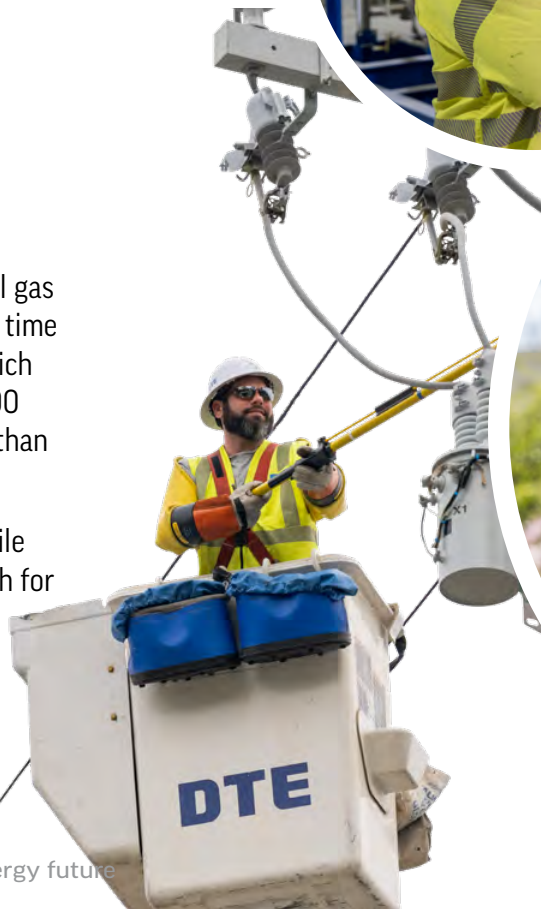
These investments support jobs and businesses throughout the state, while building a clean, modern energy infrastructure that fuels economic growth for Michigan communities.

Every Day Daily Plan (EDDP)

5,000+ hours

saved in 2025

launched in late 2023, EDDP automatically bundles and assigns outage work to the right crews in near real time – prioritizing safety and impact, helping crews get to jobs faster



DTE manages

36 Wildlife Habitat Council

certified sites spanning approximately 3,800 acres, making it one of Michigan's largest landowners

these sites support habitat conservation, native species protection and wildlife monitoring programs across the state

installed

8 elevated nesting platforms

that saw

100% Osprey occupancy

during nesting season

while recording zero Osprey-related fires or outages and zero Osprey injuries or fatalities – proving grid reliability and wildlife protection can go hand in hand



Environmental stewardship

For more than a century, DTE has been committed to protecting the environment and the health and safety of the communities where we live and serve.

DTE co-manages

650+ acres

adjacent to the International Wildlife Refuge near Trenton Channel and Fermi II Nuclear Power Plant

57,000 trees planted

as a founding member of the Detroit Tree Partnership toward a goal of 75,000 in priority Detroit neighborhoods



4 service centers utilized goats

as a sustainable vegetation management solution to control invasive species and support habitat restoration



DTE reduced

45%

water withdrawals for electric power generation

since retiring several coal facilities and recycled nearly 100% of gypsum, as well as 122,000 tons of coal ash in 2025

Customer affordability

DTE recognizes that any increase in bills matters to our customers, and we're committed to delivering clear value to them in return – through improved reliability, cleaner energy and continued efforts to keep bills as low as possible. While we invest in these transformational changes to the grid, we're also focused on doing everything in our power to manage our operational costs and keep customer bills as low as possible.

Since 2021, our electric bill growth has been among the lowest in the country compared to other states. Our actual bills remain below the Great Lakes region and national averages because of our strong focus on controlling our costs and efficiently operating our power plants. We know that any increase in bills impacts our most vulnerable customers the most, which is why we offer [energy assistance programs](#) and advocate on their behalf at the state and federal levels.

Protecting vulnerable customers

Protecting vulnerable customers is central to DTE's commitment to the communities we serve, especially during times of financial hardship and extreme weather. We advance this work through DTE-led community events, direct financial support, and helping to advance policy change. For the 2024-2025 fiscal year, DTE helped connect customers to nearly \$125 million in energy assistance.



DTE helped connect customers to nearly

\$125M

in energy assistance

DTE provided

\$800,000

to United Way for Southeastern Michigan

DTE contributed

\$15M

to help Michigan families stay safe and warm during the harsh winter

At the beginning of 2025, four new bills took effect to expand energy assistance for more Michiganders. Signed into law by Governor Whitmer and shaped in part by advocacy from the Coalition to Keep Michigan Warm – of which DTE is a member – the legislation offers a variety of benefits to customers.

When extreme, historic summer heat increased energy usage among customers, DTE provided nearly \$800,000 to United Way for Southeastern Michigan to help bridge a critical energy assistance gap for vulnerable customers – including elderly, disabled, unemployed and underemployed households. According to United Way, the need for support increased 72% during this time compared to the 2024 program year, resulting in a funding shortfall. The donation provided immediate support to bridge that gap.

Furthering the company's commitment to those who need it most, DTE contributed \$15 million to help Michigan families stay safe and warm during the harsh winter by funding critical energy assistance through trusted nonprofit partners such as The Heat and Warmth Fund (THAW), United Way for Southeastern Michigan, and The Salvation Army. All three organizations received \$5 million to help customers prevent or minimize service disruptions, lower or eliminate past-due balances, access emergency assistance, and connect to long-term resources for energy affordability and stability.

In 2025 four new bills took effect to expand energy assistance

Doubles Michigan Energy Assistance Program (MEAP) funding from

\$50

million to

\$100

million over 5 years

Expands eligibility to households earning up to

200%

of the federal poverty level

Ensures long-term program sustainability – MEAP surcharge at

\$2 per meter

inflation-based adjustments overseen by the Michigan Public Service Commission

Data centers

As a regulated utility, DTE Energy has an obligation to serve any customer, including data centers, that come into our electric service territory in southeast Michigan. As data center development grows across the country and here in Michigan, DTE remains focused on protecting our customers and keeping bills as low as possible.

Responsibly structured data center agreements can benefit all customers. Like every utility, DTE must recover the fixed costs of maintaining, strengthening and modernizing the electric grid. When large new customers come onto the system and pay the cost to serve them, those shared fixed costs are spread across a broader base. In practical terms, that means existing customers are no longer carrying as large a share of the costs needed to operate and improve the grid – helping keep bills lower than they otherwise would be.

DTE Electric has two data center contracts that are expected to contribute billions of dollars to DTE's electric system through 2045. These contracts will help fund continued investments in reliability, cleaner energy and grid modernization.

DTE also ensures the contracts signed with data center developers contain terms protective of our existing customers and requires data centers to pay for new

Directs funds to income-qualified customers within the regions where they are generated



generation to maintain grid reliability for all customers, including renewable energy and battery storage.

[Michigan law](#) also requires that DTE complies with the state's nation-leading clean energy standard and renewable energy targets. Bringing data centers of this size onto DTE's electric system means more renewables and more battery storage – paid for by the data centers. This will accelerate DTE's development of clean, renewable energy and help DTE meet the state's requirement of 50% renewable energy generation by 2030 and 60% by 2035.

Not only will local communities benefit from tax revenue from the data centers themselves, but the data centers will invest in DTE's development of renewable energy and battery energy storage sites that will bring additional [tax revenue](#) to host communities that can be used to support local services like roads, emergency responders and schools.

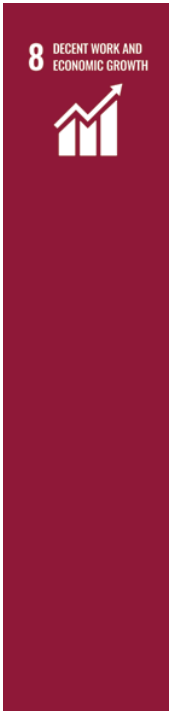
Sustainability through people and partnerships



Fostering sustainable supply chain

DTE is a charter member of the [Sustainable Supply Chain Alliance](#), a collaborative network of utilities and supplier affiliates focused on advancing environmentally responsible supply chain practices. The Alliance shares best practices and promotes sustainable business solutions, including [The Sustainability Project](#) (TSP), one of its largest initiatives. TSP is an online assessment tool used to measure and support suppliers' environmental sustainability performance.

DTE has a long history of partnering with local suppliers to deliver the best combination of quality and price for our customers. These are often small and medium-sized companies that we connect with new opportunities at DTE or through our larger suppliers. Through outreach, mentoring, and training, we cultivate meaningful relationships with these companies and encourage them to explore opportunities to partner with us and our other suppliers. Our commitment creates a future-ready, resilient supply chain that gives every supplier a fair chance to grow while generating local jobs that improve lives in the communities we serve.



DTE hosts **10** Employee Resource Groups that are open to all employees with 5,000+ members

23 Business Resource Groups

together, these groups strengthen employees connection to the company, our customers and each other

In 2025 more than **3,400** DTE employees volunteered

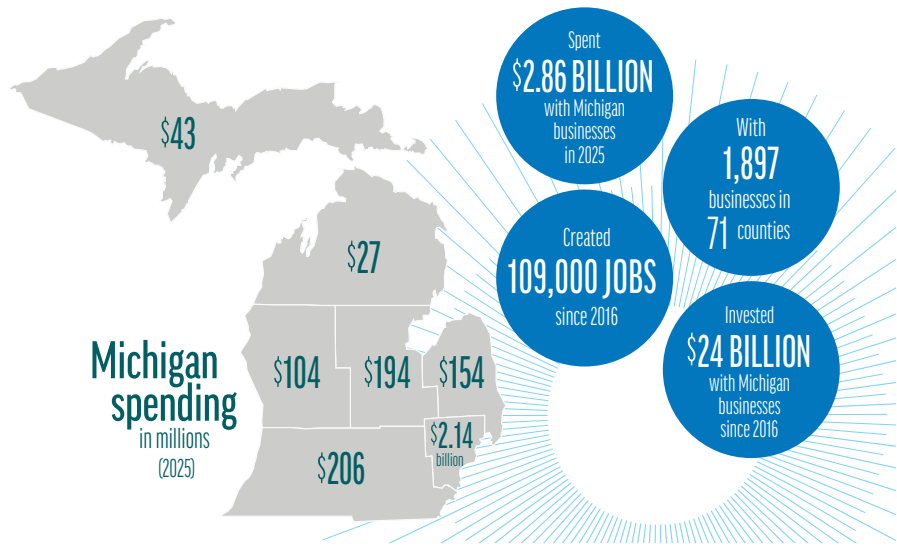
64,000+ hours, with 650+ nonprofit partners

DTE finished 2025 **without a high-energy serious injury**

DTE is retiring coal plants **through its Run/Retire with PRIDE initiative**

in a way that ensures no employee layoffs, offering retraining and redeployment into emerging clean energy roles

A leader in supporting local businesses



55% of every dollar we spend externally goes to a Michigan company

\$2.86B spent with local suppliers



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. Please see the [2026 proxy statement](#) for additional information.

Appendix

Appendix

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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.



EEI Sustainability Template: Quantitative Information

Reference Number		Baseline 2005 Actual	Last Year 2024 Actual	Current Year 2025 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	3,682	3,682	
1.3	Nuclear	1,154	1,141	1,141	
1.4	Petroleum	666	240	240	
1.5	Total Renewable Energy Resources	989	2,828	3,007	
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	214	394	
1.5.5	Wind	0	1,491	1,491	
1.6	Other	0	0	14	
2	Net Generation for the data year (MWh)				
2.1	Coal	41,764,875	17,638,777	21,503,417	
2.2	Natural Gas	1,033,086	12,554,429	12,429,760	
2.3	Nuclear	8,753,555	8,255,810	9,947,955	
2.4	Petroleum	7,800	-882	7,782	
2.5	Total Renewable Energy Resources	0	3,987,628	4,646,180	
2.5.1	Biomass/Biogas	----	---	---	
2.5.2	Geothermal	----	---	---	
2.5.3	Hydroelectric	----	0	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 2024 Actual	Current Year 2025 Actual	Comments, Links, Additional Information and Notes
2.5.4	Solar	----	110,537	670,103	
2.5.5	Wind	----	3,877,091	3,976,077	
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	\$3,700,000,000	\$5,000,000,000	
3.2	Incremental Annual Electricity Savings from EE Measures (MWh)	N/A	918,741	912,017	
3.3	Incremental Annual Investment in Electric EE Programs (nominal dollars)	N/A	\$196,013,255	\$207,993,945	
4	Retail Electric Customer Count (at end of year)				
4.1	Commercial	126,706	215,077	215,892	
4.2	Industrial	2,235	827	835	
4.3	Residential	2,043,475	2,074,990	2,083,130	
Emissions					
5	GHG Emissions: Carbon Dioxide (CO2) and Carbon Dioxide Equivalent (CO2e)				
	Note: The alternatives available below are intended to provide flexibility in reporting				
5.1	Owned Generation				
5.1.1	Carbon Dioxide (CO2)				
5.1.1.1	Total Owned Generation CO2 Emissions (MT)	38,434,095	22,359,227	26,061,437	
5.1.1.2	Total Owned Generation CO2 Emissions Intensity (MT/Net MWh)	0.7	0.5	0.5	
5.1.2	Carbon Dioxide Equivalent (CO2e)				
5.1.2.1	Total Owned Generation CO2e Emissions (MT)	N/A	22,496,863	26,225,996	CO2e was not considered in 2005. DTE does not provide a target for CO2e.
5.1.2.2	Total Owned 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.

Reference Number		Baseline 2005 Actual	Last Year 2024 Actual	Current Year 2025 Actual	Comments, Links, Additional Information and Notes
5.2	Purchased Power				
5.2.1	Carbon Dioxide (CO2)				
5.2.1.1	Total Purchased Generation CO2 Emissions (MT)	4,526,771	3,131,623	2,017,147	
5.2.1.2	Total Purchased Generation CO2 Emissions Intensity (MT/Net MWh)	0.7	0.4	0.4	
5.2.2	Carbon Dioxide Equivalent (CO2e)				
5.2.2.1	Total Purchased Generation CO2e Emissions (MT)	N/A	3,148,585	2,028,073	CO2e was not considered in 2005. DTE does not provide a target for CO2e.
5.2.2.2	Total Purchased Generation CO2e Emissions Intensity (MT/Net MWh)	N/A	0.4	0.4	CO2e was not considered in 2005. DTE does not provide a target for CO2e.
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	25,490,850	28,078,584	
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	25,645,448	28,254,069	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)				

Reference Number		Baseline 2005 Actual	Last Year 2024 Actual	Current Year 2025 Actual	Comments, Links, Additional Information and Notes
6.2.1	Total NOx Emissions (MT)	58,476	9,694	12,666	
6.2.2	Total NOx Emissions Intensity (MT/Net MWh)	1.13E-03	2.28E-04	2.61E-04	
6.3	Sulfur Dioxide (SO2), Mercury (Hg)				
6.3.1	Total SO2 Emissions (MT)	194,201	15,056	19,905	
6.3.2	Total SO2 Emissions Intensity (MT/Net MWh)	3.77E-03	3.55E-04	4.10E-04	
6.4	Mercury (Hg)				
6.4.1	Total Hg Emissions (kg)	726	25	42	
6.4.2	Total Hg Emissions Intensity (kg/Net MWh)	1.41E-05	5.82E-07	8.75E-07	
Resources					
7	Human Resources				
7.1	Total Number of Employees	11,360	9,619	9,640	This metric is for all of DTE Energy (not specifically the Electric Company).
7.2	Percentage of Women in Total Workforce	25%	26%	26%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.3	Percentage of Minorities in Total Workforce	27%	29%	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	13	This metric is for all of DTE Energy (not specifically the Electric Company).
7.5	Percentage of Women on Board of Directors/Trustees	15%	33%	39%	This metric is for all of DTE Energy (not specifically the Electric Company).
7.6	Percentage of Minorities on Board of Directors/Trustees	23%	33%	39%	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	0.70	0.57	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	0.42	0.42	This metric is for all of DTE Energy (not specifically the Electric Company).
7.7.4	Work-related Fatalities	N/A	0	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	18,832	21,049	
8.2	Water Withdrawals - Non-Consumptive (Millions of Gallons)	1,386,687	753,022	751,688	

Reference Number		Baseline 2005 Actual	Last Year 2024 Actual	Current Year 2025 Actual	Comments, Links, Additional Information and Notes
8.3	Water Withdrawals - Consumptive Rate (Millions of Gallons/Net MWh)	4.11E-04	4.84E-04	4.34E-04	
8.4	Water Withdrawals - Non-Consumptive Rate (Millions of Gallons/Net MWh)	2.69E-02	1.81E-02	1.55E-02	
9	Waste Products				
9.1	Amount of Hazardous Waste Manifested for Disposal (tons)	---	89	63	
9.2	Percent of Coal Combustion Products Beneficially Used	---	62%	57%	

AGA Voluntary Sustainability Metrics: Quantitative Information

Disclaimer: All information below is being provided on a voluntary basis, and as such, companies may elect to include or exclude any of the topics outlined below and customize the template to their specific needs. The decision to include data for historical and future years is at the discretion of each company and the specific years (e.g., historical baseline) should be chosen as appropriate for each company. © American Gas Association. All rights reserved.

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:	June 30th, 2026

Reference Number		Last Year (2024)	Current Year (2025)	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	1,342,761	1,351,543		
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)	14,328	14,737		
1.2.2	Cathodically Protected Steel- Bare & Coated (miles)	5,187	5,187		
1.2.3	Unprotected Steel- Bare & Coated (miles)	946	904		
1.2.4	Cast Iron/Wrought Iron-without upgrades (miles)	1,067	965		
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)	13	12		
1.3.2	Cast Iron/Wrought Iron	13	12		

Reference Number		Last Year (2024)	Current Year (2025)	Definitions	Comments, Links, Additional Information and Notes
Natural Gas Distribution					
2	Distribution CO ₂ e Fugitive Emissions				
2.1	CO ₂ e Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	306,300	323,260	Fugitive methane emissions (not CO ₂ combustion emissions) stated as CO ₂ e, 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	CH ₄ Fugitive Methane Emissions from Gas Distribution Operations (metric tons)	12,252	11,545	INPUT VALUE (total mt CH ₄) as explained in definition above. Subpart W input is CH ₄ (mt).	
2.2.1	CH ₄ Fugitive Methane Emissions from Gas Distribution Operations (MMSCF/year)	638	601		
2.3	Annual Natural Gas Throughput from Gas Distribution Operations (MSCF/year)	290,560,680	307,538,993	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)	270,512	286,227		
2.4	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.001054	0.001051		
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. CO ₂ and N ₂ O are excluded. Fugitive Methane emissions as defined in 40 CFR 98 Sub W Section 232 (e) (1-8), CO ₂ and N ₂ O emissions are excluded from this section.	
1.1.1	Pneumatic Device Venting (metric tons/year)	55	54	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4)	
1.1.2	Blowdown Vent Stacks (metric tons/year)	98	139	Value reported using calculation in 40 CFR 98 Sub W Section 236(i)(1)(iii)	

Reference Number		Last Year (2024)	Current Year (2025)	Definitions	Comments, Links, Additional Information and Notes
1.1.3	Transmission Storage Tanks (metric tons/years)	12	14	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	N/A	Value reported using calculation in 40 CFR 98 Sub W Section 236(n)(1)	
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)	618	219	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)	74	59	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
1.1.8	Other Leaks (metric tons/year)	0	N/A	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)	857	485		
1.3	Total Transmission Compression Methane Emissions (CO ₂ e/year)	21,433	13,569		
1.4	Total Transmission Compression Methane Emissions (MSCF/year)	44,651	25,241	Density of Methane = 0.0192 kg/ft ³ 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 N ₂ O emissions are excluded from this section.	
2.1.1	Pneumatic Device Venting (metric tons/year)	0	N/A	Value reported using calculation in 40 CFR 98 Sub W Section 236(b)(4)	
2.1.2	Flare Stack Emission (metric tons/year)	0	N/A	Value reported using calculation in 40 CFR 98 Sub W Section 236(n)(1)	
2.1.3	Centrifugal Compressor Venting (metric tons/year)	0	N/A	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	N/A	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	N/A	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	
2.1.6	Other Equipment Leaks (metric tons/year)	0	N/A	Value reported using calculation in 40 CFR 98 Sub W Section 236(q)(2)(v)	

Reference Number		Last Year (2024)	Current Year (2025)	Definitions	Comments, Links, Additional Information and Notes
2.1.7	Equipment leaks from valves, connectors, open ended lines, and pressure relief valves associated with storage wellheads (metric tons/year)	0	N/A	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	N/A	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 (CO2e/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), CO2 and N2O emissions are excluded from this section.	
3.1	Transmission Pipeline Blowdown Vent Stacks (metric tons/year)	320	1,514	Value reported using calculation in 40 CFR 98 Sub W Section 232(i)(3)(ii)	
3.2	Transmission Pipeline Blowdown Vent Stacks (CO2e/year)	8,000	42,392		
3.3	Transmission Pipeline Blowdown Vent Stacks (MSCF/year)	16,667	78,854		
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)	6,161	6,012		
4.2	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (CO2e/year)	154,025	168,336		
4.3	Total Methane Emissions from additional sources not recognized by 40 CFR 98 Subpart W (MSCF/year)	320,885	313,125		

Reference Number		Last Year (2024)	Current Year (2025)	Definitions	Comments, Links, Additional Information and Notes
5	Summary and Metrics				
5.1	Total Transmission and Storage Methane Emissions (MMSCF/year)	382	417		
5.2	Annual Natural Gas Throughput from Gas Transmission and Storage Operations (MSCF/year)	1,091,058,000	1,184,364,000	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)	1,036,505	1,125,146		
5.3	Fugitive Methane Emissions Rate (MMSCF of Methane Emissions per MMSCF of Methane Throughput)	0.00037	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	CO2 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				
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.	

Reference Number		Last Year (2024)	Current Year (2025)	Definitions	Comments, Links, Additional Information and Notes
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	9,619	9,640		
1.2	Percentage of Women in Total Workforce	26%	26%		
1.3	Percentage of Minorities in Total Workforce	29%	29%		
2.1	Total Number on Board of Directors/ Trustees	12	13		
2.2	Percentage of Women on Board of Directors/Trustees	33%	39%		
2.3	Percentage of Minorities on Board of Directors/Trustees	33%	39%		
3	Employee Safety Metrics				
3.1	Recordable Incident Rate	0.7	0.6		
3.2	Lost- Time Case Rate	0.2	0.2		
3.3	Days Away, restricted, and Transfer (DART) Rate	0.4	0.4		
3.4	Work-Related Fatalities	0	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	2025	32%	2023	N/A	Achieved
2029 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	2025	60%	2029	31%	29% remaining to achieve goal
2033 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	2025	80%	2033	31%	49% remaining to achieve goal
2035 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	2025	90%	2035	31%	59% 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	2025	Net Zero	2050	31%	69% 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	2025	Net Zero	2050	-	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.

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	2025	Net Zero	2050	-	DTE Gas has reduced the majority of its internal emissions via methane leak reductions, which the Company has primarily achieved through replacing leak-prone pipe with modern plastic via the Company's Gas Renewal Plan. These reductions flow directly from the Company's investments to improve the safety of its natural gas system. 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.
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	2025	35%	2040	-	DTE Energy 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 CleanVision Natural Gas Balance program which provides customers the option to use carbon offsets and renewable natural gas.

Sources (URL):

[DTE 2026 IRP](#)

[Achieving our CleanVision and Improving Reliability](#)

Notes:

1. Net electricity generation increased approximately 13% between 2024 and 2025, with coal-fired units accounting for roughly 70% of that generation increase.
2. 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, 2025, 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, 2025 . DTE Energy's Consolidated Financial Statements are on pages 58-64 .																					
GRI 2-3	Reporting period, frequency and contact point	Annual Reporting Calendar year 2025 https://empoweringmichigan.com/dte-impact/																					
GRI 2-4	Restatements of information	There are no restatements of information in DTE Energy's report for previous reporting periods.																					
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, 2025, pages 6-7 . For a description of DTE Electric operations, see pages 7-11 of the same document. For a description of DTE Gas operations, see pages 11-13 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 our Supply Chain webpage .																					
GRI 2-7	Employees	DTE Energy's workforce in 2025 totaled approximately 9,840 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. <table><tr><th>Permanent and Temporary</th><th>Female</th><th>Male</th></tr><tr><td>Regular</td><td>2,500</td><td>7,128</td></tr><tr><td>Temporary</td><td>5</td><td>2</td></tr><tr><td>Students</td><td>76</td><td>129</td></tr><tr><th>Full-time and part-time by gender</th><th>Female</th><th>Male</th></tr><tr><td>Full-time regular</td><td>2,491</td><td>7,126</td></tr><tr><td>Part-time regular</td><td>9</td><td>2</td></tr></table>	Permanent and Temporary	Female	Male	Regular	2,500	7,128	Temporary	5	2	Students	76	129	Full-time and part-time by gender	Female	Male	Full-time regular	2,491	7,126	Part-time regular	9	2
Permanent and Temporary	Female	Male																					
Regular	2,500	7,128																					
Temporary	5	2																					
Students	76	129																					
Full-time and part-time by gender	Female	Male																					
Full-time regular	2,491	7,126																					
Part-time regular	9	2																					
GRI 2-8	Workers who are not employees	Total contractor and consultant headcount: 1,035																					

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
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 its committees, 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 2026 Proxy Statement, beginning on page 8 .
GRI 2-10	Nomination and selection of the highest governance body	See DTE Energy's 2026 Proxy Statement under "Election of Directors and Vacancies" on page 18 .
GRI 2-11	Chair of the highest governance body	See DTE Energy's 2026 Proxy Statement under "Election of the Chairman and CEO: Lead Independent Director" on page 20 .
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	See DTE Energy's 2026 Proxy Statement under Sustainability Commitment starting on page 4 , Board of Directors Risk Oversight Functions starting on page 24 .
GRI 2-13	Delegation of responsibility for managing impacts	See DTE Energy's 2026 Proxy Statement under Board Of Directors Risk Oversight Functions on page 24 , and Board Committee Descriptions, beginning on page 22 .
GRI 2-14	Role of the highest governance body in sustainability reporting	See DTE Energy's 2026 Proxy Statement under Sustainability Commitment starting on page 4 , Board of Directors Risk Oversight Functions starting on page 24 .
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 2026 Proxy Statement under Communications with the Board; on page 21 .
GRI 2-17	Collective knowledge of the highest governance body	See DTE Energy's 2026 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 2026 Proxy Statement under Assessment of Board and Committee Performance; on page 19 .
GRI 2-19	Remuneration policies	See DTE Energy's 2026 Proxy Statement. For Board see "Board of Directors Compensation" on page 25 and for Executives see "Executive Compensation" on page 35 .
GRI 2-20	Process to determine remuneration	See DTE Energy's 2026 Proxy Statement. For Board see "Board of Directors Compensation" on page 25 and for Executives see "Executive Compensation" on page 35 and "Proposal 3 - Advisory Proposal - Nonbinding Vote to Approve Executive Compensation" on page 34 . See also "Independent Review of Compensation Program" on page 38 . At the 2025 annual meeting, shareholders supported an advisory vote on executive compensation with 96.7% of those voting in favor. See the full results in DTE Energy's Form 8-K filed on May 7, 2026 .
GRI 2-21	Annual total compensation ratio	See DTE Energy's 2026 Proxy Statement under "CEO Pay Ratio" on page 59 . 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 2026 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 .
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 Code of Conduct , DTE Energy's 2026 Proxy Statement , and DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025 .

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
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.
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 2025 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	4,821
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 Assessment in 2025 to understand the priorities and changing needs and expectations of stakeholders and business within 12 sustainability priorities. Stakeholder feedback on priorities was identified through 3 stakeholder interviews and survey responses from 28 stakeholders. Internal feedback from 5 employees informed the business priorities. In determining the content for the 2025 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 2025 Sustainability Priority Assessment
GRI 3-3	Management of material topics	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. 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 2026 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, 2025.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 100	Biodiversity	
GRI 101	Biodiversity 2024	
GRI 101-1	Policies to halt and reverse biodiversity loss	At DTE, we strive to promote a positive impact on the environment through a culture that goes above and beyond regulations. Environmental stewardship is built into our processes as we work to minimize biodiversity impacts and sustain the ecosystems necessary for healthy communities. DTE employs practical land management and conservation techniques to protect and preserve natural communities and resources at our facilities and properties. We recognize that environmental needs will vary from community to community, and we work to prioritize the people and neighborhoods who are most impacted. We aim to: • Maintain a robust Environmental Management System to assist in evaluating potential impacts to natural resources • Achieve net zero carbon emissions by 2050 to address climate change, a leading factor in the loss of biodiversity • Reduce impacts to natural resources that benefit the communities we serve through strong collaboration between Environmental Subject Matter Experts and Project Managers • Partner with federal agencies, state agencies and local wildlife groups to create or restore wetlands and prairie habitats on company properties • Collaborate with industry partners to gain insight into technical solutions to reducing biodiversity impacts • Continue to foster wildlife habitats in the communities we serve • Support local pollinator populations by creating habitats focused on providing food and host plant sources, as well as joining the U.S. Fish and Wildlife Service's Monarch Conservation program to increase protection specifically for the Monarch butterfly • Promote wildlife habitat projects, such as rain gardens and bio-swales, throughout our landholdings that capture storm water run-off and filter sediment before reaching local watersheds • Volunteer time and technical expertise to community non-profits to assist in projects that improve water quality, fisheries habitats and tree canopy • Utilize the Environmental Change Management Process to evaluate specific projects for potential impact.
GRI 101-2	Management of biodiversity impacts	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 to the extent practicable and 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 Tandem Global, formerly Wildlife Habitat Council, a nonprofit organization that helps companies manage their property for the benefit of wildlife. In addition, pollinator habitat created at utility-scale solar sites meets or exceeds the standard of Michigan State University's Pollinator Habitat Planning Scorecard is registered under Driftwatch.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 101-4	Identification of biodiversity impacts	For all new construction on existing properties owned and/or managed by DTE or new real estate acquisitions, DTE evaluates all potential impacts to biodiversity based on their location and proximity to natural resources and threatened or endangered species. This is done through desktop analysis and/or field evaluations. Voluntary biodiversity projects are selected at locations based on available land for conversion, as well as employee capacity for maintenance and monitoring, and resources for certification. For utility-scale solar projects, properties seeded with pollinator mixes that benefit biodiversity are determined based on a combination of local ordinances, PA-116 properties, nearby landowner land use, and community partnerships.
GRI 101-5	Locations with biodiversity impacts	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 thousands of 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. 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 36 sites certified under Tandem Global, formerly Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife. 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 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 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 101-6	Direct drivers of biodiversity loss	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 thousands of 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. 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 36 sites certified under Tandem Global, formerly Wildlife Habitat Council (WHC), a nonprofit organization that helps companies manage their property for the benefit of wildlife. 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 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 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.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 101-7	Changes to the state of biodiversity	Across our service territory, DTE’s voluntary wildlife habitat projects are designed to transform low-value or ecologically limited landscapes into areas that support biodiversity and deliver meaningful environmental benefits. Many of the sites selected for pollinator gardens, rain gardens, and other habitat enhancements were previously dominated by turf grass or non-native ornamental plantings—land uses that provide minimal ecological function and require ongoing maintenance. By converting these areas into native habitat, we create spaces that support pollinators, improve soil health, enhance stormwater management, and contribute to the overall resilience of local ecosystems. At our solar facilities, the opportunity for ecological uplift is even greater. Prior land uses at these sites vary widely and often include previously disturbed ground, retired agricultural fields, or underutilized onsite areas traditionally maintained as mowed turf grass. These landscapes typically offer limited habitat value and can be prone to erosion, nutrient depletion, or invasive species pressure. Integrating native vegetation and pollinator-friendly seed mixes beneath and around solar arrays allows us to restore ecological function while maintaining compatibility with energy generation. This approach not only improves habitat connectivity and supports pollinator populations but also enhances soil stability, reduces long-term maintenance needs, and contributes to the broader sustainability goals of our clean energy transition. Through these voluntary efforts, we are demonstrating that energy infrastructure and ecological stewardship can coexist. By intentionally selecting sites with low baseline ecological value and restoring them with native plant communities, we create measurable environmental benefits while strengthening the natural systems that support the communities we serve. Additionally, 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 101-8	Ecosystem services	DTE’s operations intersect with diverse natural systems across our service territory. As part of our environmental stewardship commitment, we evaluate how our activities influence the ecosystem services that support communities, businesses, and biodiversity. This understanding helps us reduce impacts, enhance ecological value, and strengthen long-term resilience. Through our certified wildlife habitat program and our expanding use of pollinator-friendly or native seed mixes beneath and around solar arrays, we are transforming previously disturbed or land with less ecological value into habitat that supports a wide range of ecosystem services, such as: • Wildflowers and grasses provide nectar, pollen, and shelter for bees, butterflies, birds and other wildlife. • Improved habitat connectivity supports species movement across fragmented landscapes. • Deep-rooted native plants stabilize soils, reduce erosion, and improve soil structure. • Increased organic matter enhances carbon sequestration and nutrient cycling. • Dense vegetation slows runoff, increases infiltration, and reduces sedimentation in nearby waterways. • Improved water retention helps moderate localized flooding and supports groundwater recharge. • Native vegetation absorbs carbon and filters airborne particulates. • Reduced mowing requirements lower emissions from maintenance activities • Enhanced pollinator populations support local agriculture and home gardens • These sites offer opportunities for environmental education, community partnerships, and conservation research • Pollinator habitats create visually appealing landscapes around solar facilities

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 DTE Energy's Form 10-K for the fiscal year ending December 31, 2025 .
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, 2025, pages 18-24 .
GRI 201-3	Defined benefit plan obligations and other retirement plans	See Note 20 to the Consolidated Financial Statements, "Retirement Benefits and Trusteed Assets," of DTE Energy's Form 10-K for the fiscal year ended December 31, 2025, pages 131-141 .
GRI 203	Indirect Economic Impacts	
GRI 203-1	Infrastructure investments and services supported	DTE's latest plans for infrastructure investments and community and economic impacts can be found in the following: Generation Infrastructure: See DTE's 2026 IRP Distribution Infrastructure: See DTE's Distribution System Plan
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 DTE's Volunteerism site for more details. • Intentionally supporting and developing Michigan-based and diverse businesses, particularly women and minority-owned businesses. See DTE's press release on 2025 accomplishments. • Creating workforce development programming, fostering skill-building and career pathways for local communities, that enhances access to good jobs for all, via programs such as DTE's Tree Trim Academy, Careers in Energy Week, Grow Detroit's Young Talent , and the Energy Efficiency Academy. • Offering programs and assistance for low-income customers, including distributing energy assistance (Low-Income Programs), providing low-income energy efficiency options (Limited Income Assistance). To learn more about what DTE Energy is doing to be a force for growth and prosperity, visit DTE Impact - Empowering Michigan.
GRI 204	Procurement Practices	
GRI 204-1	Proportion of spending on local suppliers	(1) Dollar spend on Michigan suppliers: \$ 2,926M (2) Dollar spend on Michigan suppliers as a percentage of total procurement: 57% Total spend numbers include suppliers outside Michigan whose spend benefits Michigan.
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, 2025, Note 10 to the Consolidated Financial Statements, "Income Taxes" .

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD		
GRI 300	Environmental			
GRI 301	Materials			
GRI 301-1	Materials used by weight or volume	Materials/Fuels	Units	2025
		Coal	Tons	10,588,402
		Natural Gas	Mcf	92,979,741
		Blast furnace gas	Mcf	0
		Coke oven gas	Mcf	0
		No. 2 oil	Gallons	4,875,300
		No. 6 oil	Gallons	0
		High sulfur oil	Gallons	0
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	1.42 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	0%		
GRI 302-5	Reductions in energy requirements of products and services	See DTE Energy's 2025 Energy Efficiency Report		
GRI 303	Water and Effluents			
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) at times, additional site-specific requirements protective for the surface water biota.		
		The 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, particularly phosphorous from agricultural land. (cont.)		

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 303-1	Interactions with water as a shared resource	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 the use of water treatment additives that contain phosphorus in our treatment processes. We have updated our water withdrawal goals to align with the accelerated carbon reduction targets announced in our 2026 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 (Publicly 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.
GRI 303-3	Water withdrawal	Surface water = 2,932,392 ML Ground water = 2,166 ML Third party water = 1,633 ML
GRI 303-4	Water discharge	Surface water = 2,860,510 ML Ground water = 0 MLs Third party water = 742 ML
GRI 303-5	Water consumption	79,924 ML
GRI 305	Emissions	
GRI 305-1	Direct (Scope 1) GHG emissions	27.9 Million MT CO2e
GRI 305-2	Energy indirect (Scope 2) GHG emissions	55,000 MT CO2e
GRI 305-3	Other indirect (Scope 3) GHG emissions	13.4 Million MT CO2e
GRI 305-4	GHG emissions intensity	0.00176 MT CO2e/\$. See the EEI/AGA Section of this report.
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 https://dteenergy.com/generation .
GRI 305-6	Emissions of ozone-depleting substances (ODS)	Zero, DTE does not import, export or produce ODS.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD																															
GRI 305-7	Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	a) SO2 : 90% b) NOx : 79% c) Hg : 94% d) PM : 86%																															
GRI 306	Waste																																
GRI 306-1	Waste generation and significant waste-related impacts	DTE supports recycling and waste reduction across all areas of our enterprise. One area of focus has been transformer oil. In 2025, DTE provided nearly 10,000 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 is sent to landfills.																															
GRI 306-2	Management of significant waste-related impacts	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.																															
GRI 306-3	Waste generated	Municipal Solid Waste : 82,561 Tons																															
GRI 306-4	Waste diverted from disposal	<table><tr><th>Hazardous Waste</th><th>Tons</th></tr><tr><td>Recycling</td><td>0.14</td></tr><tr><td>Recovery</td><td>0</td></tr><tr><td>Fuel blending</td><td>.02</td></tr><tr><td>Incineration</td><td>4.8</td></tr><tr><td>Landfill</td><td>63.3</td></tr><tr><td>TOTAL</td><td>68.4</td></tr><tr><th>Other Wastes</th><th>Tons</th></tr><tr><td>Polychlorinated biphenyl (PCB)</td><td>282</td></tr><tr><td>Asbestos</td><td>27</td></tr><tr><td>Universal Waste</td><td>48</td></tr><tr><th>Other Waste Diversions</th><th>Tons</th></tr><tr><td>Composting</td><td>1.43</td></tr><tr><td>Waste to energy (incineration)</td><td>0</td></tr><tr><td>Used oil</td><td>379.6</td></tr></table>		Hazardous Waste	Tons	Recycling	0.14	Recovery	0	Fuel blending	.02	Incineration	4.8	Landfill	63.3	TOTAL	68.4	Other Wastes	Tons	Polychlorinated biphenyl (PCB)	282	Asbestos	27	Universal Waste	48	Other Waste Diversions	Tons	Composting	1.43	Waste to energy (incineration)	0	Used oil	379.6
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(cont.)

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD			
GRI 306-4	Waste diverted from disposal	Non-Hazardous Wastes (recycled)	Tons	Gallons	
		Gypsum	474,651		
		Fly and bottom ash	121,701		
		Copper	499		
		Lead	552		
		Aluminum	353		
		Steel/ferrous- electric operations	2,572		
		Steel/ferrous- gas operations	297		
		Non-ferrous/wire bundles	199		
		Non-ferrous/(e.g. transformers)	1,617		
		Miscellaneous metals	1,426		
		Meters- electric	25		
		Meters- gas	154		
		Tools & equipment	0		
		Outage materials (e.g. poles, wires, equipment from storms)	1,974		
		Plastic (HDPE)	0		
		Scrap electronics	0		
		Transformer oil		168,365	
		Cardboard	33		
		Wood (e.g. poles, pallets)	463		
Paper	0				
GRI 306-5	Waste directed to disposal	See the table above, in GRI 306-4 .			
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 2025	\$79,834	\$0	\$4,600
		Total number of violations in 2025	7	1	6

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD			
GRI 308	Supplier Environmental Assessment				
GRI 308-1	New suppliers that were screened using environmental criteria	0			
GRI 400	Social				
GRI 401	Employment				
GRI 401-1	New employee hires and employee turnover	Description	2025 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	269	905
			30-50	349	5,304
			Over 50	69	3,431
		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	162	2,500
			Male	521	7,128
			Undisclosed	4	12
		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 2025 headcount)
			Under 30	42	905
			30-50	240	5,304
			Over 50	286	3,431
		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 2025 headcount)
			Female	152	2,500
			Male	415	7,128
			Undisclosed	1	12
*Includes affiliates /Non-Regulated; does not include students/NonEEs *Excludes temporary employees and students					

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD			
GRI 401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	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 2025 Culture of Health & Wellbeing Annual Report .			
GRI 401-3	Parental leave	Total number of employees that were entitled to parental leave	Based on those that reported a birth and requested leave.		
			Female	Male	Undisclosed
		Total number of employees that took parental leave	47	118	0
		Total number of employees that returned to work in the reporting period after parental leave ended	47	118	0
		Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return to work	47	117	0
		Return to work and retention rates of employees that took parental leave	100%	99%	0%
GRI 402	Labor/Management Relations				
GRI 403	Occupational Health and Safety				
GRI 403-1	Occupational health and safety management system	DTE maintains an enterprise-wide occupational health and safety management system that applies across all operational and business units. The system is supported by Corporate Safety standards, the Safety Energy Model, and tools such as pre-job briefs and job safety analyses to identify and control workplace hazards. Safety committees, leadership reviews, and performance metrics are used to monitor effectiveness, drive corrective actions, and continuously improve safety outcomes. Contractor safety performance is also reviewed to support consistent protection for all workers.			
GRI 403-2	Hazard identification, risk assessment, and incident investigation	DTE identifies and assesses workplace hazards through pre-job briefs, job safety analyses, inspections, and ongoing hazard recognition activities. Risks are evaluated and controlled using established safety standards and procedures, with particular focus on high-energy hazards. All incidents, including near misses, are investigated to identify root causes and corrective actions, and lessons learned are shared to prevent recurrence and support continuous improvement.			
GRI 403-3	Occupational health services	DTE provides occupational health services that include medical evaluation and treatment for work-related injuries and illnesses, fitness-for-duty and return-to-work assessments, and medical surveillance for employees with potential occupational exposures. These services are supported by Corporate Safety standards and industrial hygiene programs. Employees also have access to a confidential Employee Assistance Program to support mental health and overall well-being.			

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD																																																			
GRI 403-4	Worker participation, consultation, and communication on occupational health and safety	DTE supports worker participation and consultation on occupational health and safety through a structured, multi-level safety committee framework that includes employees, union representatives, and management. Safety information is communicated through committee meetings, leadership engagement, safety stand-ups, and enterprise safety communications. These processes promote two-way dialogue, shared accountability, and continuous improvement in health and safety performance.																																																			
GRI 403-5	Worker training on occupational health and safety	DTE provides occupational health and safety training to employees throughout their employment lifecycle, including onboarding, job-specific qualification, and refresher training. Training is aligned with Corporate Safety standards and includes hazard recognition, safe work practices, Life Critical activities, and leadership-led safety coaching. Training requirements are reviewed and updated as needed to support continuous improvement in safety performance.																																																			
GRI 403-6	Promotion of worker health	See promotion of worker health in the 2025 Culture of Health & Wellbeing Report .																																																			
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	DTE works to prevent and mitigate occupational health and safety impacts linked to its business relationships by establishing safety expectations for contractors, qualifying higher-risk contractors, monitoring safety performance, and implementing corrective actions when issues are identified. Contractor incidents are reported, investigated, and reviewed to support continuous improvement and alignment with Company safety standards.																																																			
GRI 403-8	Workers covered by an occupational health and safety management system	DTE's occupational health and safety management system applies across all operations and business units and is designed to cover all employees. Contractors performing work on behalf of the Company are required to comply with applicable safety requirements aligned with Company standards to support consistent protection across the workforce.																																																			
GRI 403-9	Work-related injuries	<table><tr><th></th><th>2025</th><th>Injury Type</th><th>2025 Incidents</th></tr><tr><td>OSHA recordable incident</td><td>0.57</td><td>Burns</td><td>1</td></tr><tr><td>DART</td><td>0.42</td><td>Caught in, crushed, pinched</td><td>5</td></tr><tr><td>Fatalities</td><td>0</td><td>Cut by object</td><td>6</td></tr><tr><td></td><td></td><td>Exposure-arc flash</td><td>0</td></tr><tr><td></td><td></td><td>Exposure- caustics, noxious, or toxic</td><td>2</td></tr><tr><td></td><td></td><td>Exposure- insects</td><td>1</td></tr><tr><td></td><td></td><td>Eye injury</td><td>0</td></tr><tr><td></td><td></td><td>Fall from elevation</td><td>1</td></tr><tr><td></td><td></td><td>Overexertion</td><td>24</td></tr><tr><td></td><td></td><td>Slip, trip, fall</td><td>11</td></tr><tr><td></td><td></td><td>Struck by/against</td><td>4</td></tr></table>					2025	Injury Type	2025 Incidents	OSHA recordable incident	0.57	Burns	1	DART	0.42	Caught in, crushed, pinched	5	Fatalities	0	Cut by object	6			Exposure-arc flash	0			Exposure- caustics, noxious, or toxic	2			Exposure- insects	1			Eye injury	0			Fall from elevation	1			Overexertion	24			Slip, trip, fall	11			Struck by/against	4
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STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD						
GRI 404	Training and Education							
GRI 404-1	Average hours of training per year per employee	Type of Training			Number of Hours			
		Technical and compliance training			323,611			
		Average number of hours per employee (including full time and contractors)			20.14			
GRI 404-2	Programs for upgrading employee skills and transition assistance programs	Continuous learning is integral to DTE's culture and to building a resilient, future ready workforce. DTE delivers a comprehensive suite of internal training programs and provides financial support for external education to support employee growth and professional advancement. DTE invests annually in training and development initiatives focused on Technical Training, Leadership Development, Professional Development, Continuous Improvement, and Service Excellence. Leadership development is delivered through a tiered framework of programs, assessments, and coaching that support employees from aspiring leaders through senior executives. Programs are offered equitably across geographies and roles, with both in person and virtual options, and are designed to drive engagement, inclusion, and performance aligned with business goals. In addition to formal programs, DTE offers a robust digital learning ecosystem through its Digital Empowerment Hub, providing access to live virtual sessions, on demand content, role-based learning pathways, and community-based learning. These offerings include platforms such as Copilot, Power Platform, Microsoft Learn, Udemy, and other tools, and are continuously updated to build digital readiness through microlearning, hands-on application, and peer learning communities. To complement internal development opportunities, DTE supports external education through its Education Tuition Reimbursement Program. Employees may receive tuition reimbursement for bachelor's degrees (up to \$5,250), master's degrees (up to \$7,500), individual college courses, or professional certifications. DTE also offers educational discounts for employees' dependents through partnerships with colleges and universities. Reskilling or upskilling may include a combination of field and classroom-style experiences and requirements (role-specific training, industry training and on-the-job shadowing and mentoring). This may also include resume and interview workshops to assist our team members on writing effective resumes and how best to highlight accomplishments in the Background/Actions/Results or "BAR" format. Furthermore, DTE provides educational sessions and workshops to promote financial education and support financial readiness as employees approach retirement. These include topics such as Social Security and Medicare, 401(k) plan education, and tax planning considerations.						
GRI 404-3	Percentage of employees receiving regular performance reviews and career development reviews	100%						
GRI 405	Diversity and Equal Opportunity							
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	61%	39%	0%	0%	100%	39%
		Executives and senior leaders	72%	28%	0%	49%	51%	17%
		Managers and supervisors	74%	26%	1%	57%	42%	27%
		Individual contributors/ workers	74%	26%	11%	55%	34%	30%

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
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	See GRI 2-26 for DTE's policy on ethics and compliance.
GRI 407	Freedom of Association and Collective Bargaining	
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 23% of total managed spend for 2025, including tier 2 spend. This is the 2nd consecutive year DTE crossed the \$1B mark for diversity spend. Diversity spend was at \$1.07B in 2025.
GRI 415	Public Policy	
GRI 415-1	Political contributions	1,551 individual DTE employees contributed to the PAC. 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 comprised 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: - Public integrity of the candidate - Leadership position or committee service - Representation of a district that includes a DTE Energy facility or service area - General support on issues important to the Company - Assessment of the appropriate level of support to be provided See the Political Participation page on DTE's Corporate Governance website

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI 416	Customer Health Safety	
GRI 416-1	Assessment of the health and safety impacts of product and service categories	The Company assesses the health and safety impacts of its product and service categories through an integrated occupational health and safety management system. Risks are identified and evaluated using pre-job briefs, job safety analyses, Life Critical focused assessments, and the Safety Energy Model, with particular emphasis on high-energy hazards inherent in electric and gas operations. Health and safety performance is monitored through leading and lagging indicators, leadership reviews, and safety committees, and results are used to drive continuous improvement. Supplier and contractor safety performance is also considered to address impacts linked to business relationships.
GRI 418	Customer Privacy	
GRI 418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	See DTE Energy's Form 10-K for the fiscal year ending Dec. 31, 2025 pages 25 .
Sector Specific	Electric Utilities Sector Supplement	
GRI EU1	Installed capacity	12,185 MW
GRI EU2	Net energy output	48,535,094 MWh
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 (31,190 miles) and underground (14,804 miles) distribution miles on page 10 of DTE Energy's Form 10-K for the fiscal year ending December 31, 2025 .
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 are discussed in the regulatory proceedings related to the company's 2026 Integrated Resource Plan (IRP), filed with the Michigan Public Service Commission (MPSC). The 2026 IRP describes planned generation additions, energy efficiency, demand response, energy storage, renewable energy resources and other customer-focused programs to meet projected load demand in the near-term (2027-2031), mid-term (2032-2036), and longer-term (2037-2046). The plan outlines a balanced portfolio of renewable energy, energy storage, nuclear generation, natural gas resources and customer programs designed to maintain reliability, support affordability and comply with Michigan's clean energy requirements. DTE Electric will continue to refine its generation planning strategy through future IRP filings and regulatory proceedings. For additional information, see DTE Electric's 2026 Integrated Resource Plan
GRI EU11	Average generation efficiency of thermal plants by energy source and by regulatory regime	33.6% for Coal Generation 42.4% for Natural Gas Generation
GRI EU12	Distribution line losses	The 2025 distribution loss factor is 2.7%
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 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 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.

STANDARD #	STANDARD DESCRIPTION	DTE RESPONSE TO STANDARD
GRI EU15	Percentage of employees eligible to retire in the next 5-10 years	18% able to retire in 5 years 33% 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: 1.16 Excluding major event days: 1.06
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: 191.8 minutes Excluding major event days: 150.7 minutes The Customer Average Interruption Duration Index (CAIDI) measures the average number of minutes a customer experiences interruption. All-weather CAIDI: 165.1 minutes Excluding major event days: 141.1 minutes

1. DTE Electric filed an updated Integrated Resource Plan (IRP) with the Michigan Public Service Commission (MPSC) in 2026; however, approval of the plan remains pending.

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 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 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	Name of Organization	Stakeholder Group	Name of Organization	Stakeholder Group
American Biogas Council	Industry Association	Coalition for Renewable Natural Gas	Industry Association	Michigan Municipal League	Government
American Clean Power	Industry Association	Edison Electric Institute	Industry Association	Michigan Oil & Gas Association	Industry Association
American Coke & Coal Institute	Industry Association	Energy Storage Association	Industry Association	Michigan Retailers Association	Business Partner
American Energy Innovation Council/ Association of Edison Illumination Companies	Industry Association	Human Resources Policy Association	Business Partner	Michigan Township Association	Government
		Interstate Natural Gas Association of America	Industry Association	Midwest Energy Association	Industry Association
American Gas Association	Industry Association	Local Chambers- Over 65 across the state	Chamber of Commerce	National Association of Manufacturers	Business Partner
American Energy Innovation Council	Industry Association			National Business League	Business Partner
American Iron & Steel Institute	Industry Association	Metro Detroit Visitors & Convention Bureau	Business Partner	National Energy and Utility Affordability Coalition	Nonprofit
Ann Arbor Spark	Business Partner	Metropolitan Affairs Coalition	Nonprofit	Northern Michigan Chamber Alliance	Chamber of Commerce
Biomass Power Association	Industry Association	Michigan Alliance for Business	Business Partner	North American Electric Reliability	Industry Association
Business Leaders for Michigan	Business Partner	Michigan Association of Counties	Government	North American Energy Standards Board Inc.	Industry Association
California Biomass Energy Alliance	Industry Association	Michigan Association of Planning	Government	Nuclear Energy Institute	Industry Association
Carbon Capture Coalition	Industry Association	Michigan Chamber of Commerce	Chamber of Commerce	Nuclear Waste Strategy Coalition	Industry Association
Center on Executive Compensation	Business Partner	Michigan Economic Development Corporation	Econ Development	Public Affairs Council	Business Partner
Chamber of Commerce of the US	Chamber of Commerce	Michigan Electric and Gas Association	Industry Association	Small Business Association of Michigan	Business Partner
Citizens Research Council	Business Partner	Michigan Manufacturers Association	Business Partner	The Right Place	Nonprofit
Clean Fuels Michigan	Industry Association	Michigan Municipal Electric Association	Industry Association	West Michigan Policy Forum	Business Partner
Coalition to Keep Michigan Warm	Nonprofit				

Wildlife Habitat Council Certified Sites

GRI Standard 304

Location/site		Certified Through	Application Status	Certification Status	Location/site		Certified Through	Application Status	Certification Status
1.	Allen Road Service Center	12/31/2027	In Progress	Certified	19.	Ludington Service Center	12/31/2027	In Progress	Certified
2.	Alpena Service Center	12/31/2027	In Progress	Certified	20.	Lynch Road Service Center	12/31/2027	In Progress	Certified
3.	Ann Arbor Service Center	12/31/2026	In Progress	Certified	21.	Michigan Avenue Service Center	12/31/2026	In Progress	Certified
4.	Belle River Mills Compressor Station	12/31/2027	In Progress	Certified	22.	Milford Compressor Station	12/31/2027	In Progress	Certified
5.	Belle River Power Plant	12/31/2027	In Progress	Certified	23.	Monroe Power Plant	12/31/2026	In Progress	Certified Silver
6.	Big Rapids Service Center	12/31/2027	In Progress	Certified	24.	Mt Pleasant Service Center	12/31/2027	In Progress	Certified
7.	Cadillac Service Center	12/31/2027	In Progress	Certified	25.	Muskegon Service Center	12/31/2027	In Progress	Certified
8.	Coolidge Service Center	12/31/2026	In Progress	Certified	26.	Newport Service Center	12/31/2026	In Progress	Certified
9.	Citizen's Gas	12/31/2026	In Progress	Certified	27.	Petoskey Service Center	12/31/2027	In Progress	Certified
10.	Detroit Headquarters Complex	12/31/2026	In Progress	Certified	28.	Sault Ste Marie Service Center	12/31/2026	In Progress	Certified
11.	Escanaba Service Center	12/31/2027	In Progress	Certified	29.	Tawas Service Center	12/31/2027	In Progress	Certified
12.	Fermi 2 Power Plant	12/31/2027	In Progress	Certified	30.	Technical Training Center	12/31/2027	In Progress	Certified
13.	Gaylord T&SO	12/31/2026	In Progress	Certified	31.	Traverse City Gas Operations	12/31/2027	In Progress	Certified
14.	Grayling Service Center	12/31/2027	In Progress	Certified	32.	W.C. Taggart Compressor Station	12/31/2026	In Progress	Certified
15.	Greenwood Energy Center	12/31/2026	In Progress	Certified Silver	33.	Wealthy Street Station	12/31/2027	In Progress	Certified
16.	Huron Renewable Energy Center	12/31/2026	In Progress	Certified	34.	Western Wayne Service Center	12/31/2027	In Progress	Certified
17.	Kalkaska T&SO	12/31/2026	In Progress	Certified	35.	3 Mile GRP Service Center	12/31/2027	In Progress	Certified
18.	Kingsford Service Center	12/31/2027	In Progress	Certified	36.	Warren Service Center	12/31/2027	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) Prior to 2025, the majority of reported Scope 1 emissions from DTE Electric were 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 and emissions related to emergency generators are not subject to GHG reporting requirements. Currently the GHG Mandatory Reporting Rule 40 CFR 98 is under review for repeal.
	IF-EU-110a.2	Greenhouse gas (GHG) emissions associated with power deliveries.	28,319,763 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 2026 IRP report accessible here: DTE Energy 2026 IRP .
Air Quality	IF-EU-120a.1	Air emissions from the following pollutants: (1) NO _x (excluding N ₂ O),	(1) 12,666 MT
		(2) SO _x ,	(2) 19,906 MT
		(3) particulate matter (PM10),	(3) 532 MT
		(4) lead (Pb), and	(4) 0.05 MT
		(5) mercury (Hg); percentage of each in or near areas of dense population	(5) 0.04 MT
Water Management	IF-EU-140a.1	(1) Total water withdrawn,	(1) 2,925,119 Thousand Cubic Meters
		(2) total water consumed; percentage of each in regions with high or extremely high baseline water stress.	(2) 79,679 Thousand Cubic Meters
	IF-EU-140a.2	Number of incidents of non-compliance associated with water quantity and/or quality permits, standards, and regulations.	3
	IF-EU-140a.3	Description of water-management risks and discussion of strategies and practices to mitigate those risks.	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
Coal Ash Management	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, 2024 and 2025. 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.
	IF-EU-150a.1	Amount of combustion residuals (CCR) generated and percentage recycled.	1,047,996 tons 57%
	IF-EU-150a.3	Description of coal combustion products (CCPs) management policies and procedures for active and inactive operations.	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. (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.	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. 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 570,000 tons generated in 2025, of which approximately 120,000 tons were recycled. Gypsum is used as a component in drywall manufacturing and as a beneficial additive in agriculture. In 2025, DTE recycled 99.9% 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).	222,649 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) 0.54 (2) 0 (3) 1.07
End-Use Efficiency and Demand	IF-EU-420a.2	Percentage of electric load served by smart grid technology.	93% of distribution circuits are monitored with smart grid technology, 99% of residential customers have smart meters monitoring their load.
	IF-EU-420a.3	Customer electricity savings from efficiency measures by market.	912,017 MWh
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 (3) Customer Average Interruption Duration Index (CAIDI), inclusive of major event days	See GRI EU28 in this report. 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.	44,592,000 MWh per DTE Energy's Form 10-K for fiscal year ending December 31, 2025, page 34.
	IF-EU-000.C	Length of transmission and distribution lines (km).	See table detailing overhead (31,190 miles) and underground (14,804 miles) distribution miles on page 10 of DTE Energy's Form 10-K for the fiscal year ending December 31, 2025.
	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).	4,622,311
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) \$9.45 (2) \$8.90 (3) \$7.75 (4) N/A
	IF-GU-240a.3	Number of residential customer gas disconnections for non-payment, percentage reconnected within 30 days (meter level).	18,456 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.	DTE Gas secures its natural gas supply up to three years in advance before delivering it to homes and business, which protects customers from sudden price spikes due to fluctuating supply and demand. And it's important to note that DTE does not mark up the cost of 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 compared to natural gas rates.

Disclosures	SASB Code	Accounting Metric	Response
End-Use Efficiency	IF-GU-420a.2	Customer gas savings from efficiency measures by market (MMBtu)	2,137,790 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
	IF-GU-540a.2	Percentage of distribution pipeline that is (1) cast and/or wrought iron and (2) unprotected steel.	(1) 2% (2) 4%
	IF-GU-540a.3	Percentage of gas (1) transmission and (2) distribution pipelines inspected.	(1) 82% 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.

Activity Metrics			
	IF-GU-000.A	Number of: (1) residential, (2) commercial and (3) industrial customers served.	(1) 1,260,240 (2) 90,908 (3) 395
	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.	875 Bcf per DTE Energy's Form 10-K for fiscal year ending December 31, 2025, page 37 .
	IF-GU-000.C	Length of gas (km) (1) transmission and (2) distribution pipelines	Approximately 21,000 miles of distribution mains per DTE Energy's Form 10-K for fiscal year ending December 31, 2025, page 12 .

DTE Energy Greenhouse Gas Emissions Summary

(metric tonnes CO2e, unless otherwise noted)

DTE Electric Company	2005 Baseline	2025
Scope 1 - Stationary Combustion from DTE Electric Company	38,010,000	26,274,000
Scope 1 - Fleet Vehicle Emissions	-----	32,000
Scope 2 - Purchased Power T&D Line Loss on DTE System	253,000	55,000
Scope 3 - Purchased Power Emissions	3,396,000	5,176,000

DTE Gas Company		
Scope 1 - Combustion and Fugitive Emissions from DTE Gas Company	-----	767,000
Scope 1 - Fleet Vehicle Emissions	-----	17,000
Scope 2 - Purchased Power Emissions	-----	-----
Scope 3 - Upstream DTE Gas Supplier Emissions*	-----	550,000
Scope 3 - Downstream DTE Gas Emissions	-----	7,642,000

DTE Non-Utility Operations		
Scope 1 - Stationary Combustion from DTE Vantage	-----	777,000

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.	Processes and frequency by which the board and/or board committees (e.g., audit, risk etc.) are informed about climate issues	The Board of Directors maintains primary oversight for ESG matters generally, while the Committees oversee those matters within their expertise. 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 2026 Proxy Statement section titled Board of Directors Risk Oversight Functions on page 24.
	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 DTE Energy's 2026 Proxy Statement Board of Directors Oversight Functions beginning on page 24.
	Describe how the board monitors and oversees progress against goals and targets for addressing climate-related issues	See DTE Energy's 2026 Proxy Statement Board of Directors Oversight Functions beginning on page 24.
	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 DTE Energy's 2026 Proxy Statement.
Describe the management's role in assessing and managing climate-related risks and opportunities.	Associated organizational structure(s)	See DTE Energy's 2026 Proxy Statement.
	Processes by which management is informed about climate-related issues	See DTE Energy's 2026 Proxy Statement.
	Describe how management (through specific positions and/or management committees) monitors climate-related issues	See DTE Energy's 2026 Proxy Statement.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Strategy		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 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025.
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.	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 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025.
		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.
	Process(es) used to determine which risks and opportunities could have a material financial impact on the organization	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 (cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.		• Manage risks and opportunities associated with environmental and social initiatives • Receive compensation tied to the achievement of company goals See DTE Energy's 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025.
	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	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. 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). DTE's energy waste reduction offerings also help customers reduce their natural gas consumption. DTE Gas is also exploring opportunities to incorporate more renewable natural gas into the distribution system as well as advanced fuel technologies such as 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 and includes residential customers, businesses and industrial customers. (cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the climate-related risks and opportunities the organization has identified over the short, medium and long term.		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. DTE Electric's 2026 Integrated Resource Plan evaluates transition and physical risks and opportunities that could affect the company's ability to serve customers reliably and affordably while complying with Michigan's energy requirements. The planning process considers changes in customer demand, fuel and market prices, federal policy and tax incentives, technology costs, project schedules, grid interconnections, supply chains, land availability, permitting, labor availability and market purchases. The plan also evaluates resource adequacy and grid reliability under normal and stressed system conditions. DTE Electric considered how retiring and replacing generating facilities could affect the transmission system and assessed potential infrastructure upgrades and associated costs. The planning process included more than 100 modeling runs across scenarios and sensitivities addressing load growth, resource retirements, renewable energy and energy storage deployment, customer and distributed energy programs, natural gas prices and capital-cost uncertainty. The proposed plan manages these risks through a diverse resource mix, competitive procurement, continued use of existing assets, placement of replacement resources in service before major retirements, reliance on proven near-term technologies and flexibility to incorporate emerging low- and zero-carbon technologies as they become practical and cost-effective. Opportunities include expanding renewable energy and energy storage, upgrading nuclear generation, advancing demand-side and virtual power plant resources, reducing emissions, supporting investment in Michigan, and improving the flexibility and resilience of the electric system. DTE Electric also evaluated environmental justice considerations, including potential changes in emissions and public health, land use, water and waste, and the effects of adding or retiring generating resources near environmental justice communities. See the DTE 2026 IRP Executive Summary. 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 billions of dollars in renewable energy infrastructure with billions of investment over the next several years and multiple new solar parks under construction. By 2042, we plan to have more than 19,000 megawatts of renewable energy generation capacity – enough clean energy to power the equivalent of approximately 5.9 million homes. 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.
	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	See DTE Energy's 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the impact of climate-related risks and opportunities on the organization's businesses.		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. DTE Electric's 2026 Integrated Resource Plan serves as a long-term planning framework for meeting projected electricity demand while addressing reliability, affordability, environmental performance and Michigan's clean energy requirements. The proposed plan includes the phased retirement of the Monroe Power Plant, the retirement of the Superior Peaking Station and, later, the Belle River natural gas peaking resource. These retirements are coordinated with renewable energy, energy storage, nuclear, natural gas and customer-resource additions to maintain sufficient energy and capacity as the generating portfolio changes. The Proposed Course of Action includes approximately 15 gigawatts of renewable energy and 4.5 gigawatts of energy storage; the acquisition of the 138-megawatt Michigan Power Cogeneration facility; approximately 2.2 gigawatts of additional high-efficiency natural gas generation; an approximately 177-megawatt Fermi 2 extended power uprate; and continued energy efficiency, demand response, conservation voltage reduction and virtual power plant programs. Carbon capture and storage is planned to begin operating at the two proposed combined-cycle natural gas facilities in 2035 to support compliance with Michigan's Clean Energy Standard. The plan uses phased development, competitive procurement, existing resources and project controls to manage implementation risk and customer costs. It also preserves flexibility to adjust resource timing and technology choices in future resource planning proceedings as demand, technology, policy and market conditions evolve. [IRPExecutiveSummary PDF] See DTE Energy's 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025.
	Effect of identified climate-related issues on businesses, strategy, and financial planning.	
	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.	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. (cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the impact of climate-related risks and opportunities on the organization's businesses.	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 Electric's 2026 Integrated Resource Plan serves as a long-term planning framework for meeting projected electricity demand while addressing reliability, affordability, environmental performance and Michigan's clean energy requirements. The proposed plan includes the phased retirement of the Monroe Power Plant, the retirement of the Superior Peaking Station and, later, the Belle River natural gas peaking resource. These retirements are coordinated with renewable energy, energy storage, nuclear, natural gas and customer-resource additions to maintain sufficient energy and capacity as the generating portfolio changes. The Proposed Course of Action includes approximately 15 gigawatts of renewable energy and 4.5 gigawatts of energy storage; the acquisition of the 138-megawatt Michigan Power Cogeneration facility; approximately 2.2 gigawatts of additional high-efficiency natural gas generation; an approximately 177-megawatt Fermi 2 extended power uprate; and continued energy efficiency, demand response, conservation voltage reduction and virtual power plant programs. Carbon capture and storage is planned to begin operating at the two proposed combined-cycle natural gas facilities in 2035 to support compliance with Michigan's Clean Energy Standard. The plan uses phased development, competitive procurement, existing resources and project controls to manage implementation risk and customer costs. It also preserves flexibility to adjust resource timing and technology choices in future resource planning proceedings as demand, technology, policy and market conditions evolve. See the DTE 2026 IRP Executive Summary. See DTE Energy's 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025. DTE Electric evaluated the long-term costs and customer-rate effects of the 2026 Proposed Course of Action across multiple potential future conditions. Under the assumptions used in the IRP, the proposed plan is projected to cost approximately \$3.5 billion less than the plan approved through the 2022 IRP over the 2027-2046 planning period. DTE Electric estimates that residential rates over the life of the plan would be approximately 4% lower compared with the 2022 Proposed Course of Action. Financial planning considered uncertainty related to customer demand, fuel and market prices, federal policy and tax credits, capital and technology costs, project schedules, transmission and grid connections, supply chains, land use, permitting, labor availability and market purchases. The plan manages these uncertainties through resource diversity, competitive procurement, staged development, continued use of existing assets and the sequencing of new resources before major generating facilities retire. These financial projections are planning estimates and may change as assumptions, project costs, market conditions, regulatory requirements and implementation schedules evolve. The IRP and its associated cost-preapproval and Certificate of Necessity requests remain subject to review by the Michigan Public Service Commission. See the DTE 2026 IRP Executive Summary. 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. (cont.)
	Impact of climate-related issues on financial performance (e.g., revenues, costs) and financial position (e.g., assets, liabilities).	

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the impact of climate-related risks and opportunities on the organization's businesses.		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. 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 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025.
		DTE Electric's 2026 Integrated Resource Plan proposes a balanced portfolio intended to maintain reliability and affordability while completing the company's transition away from coal and meeting Michigan's renewable and clean energy requirements. Under the proposed plan, Monroe Power Plant Units 3 and 4 would retire in 2028, and Units 1 and 2 would retire in 2032. This would end DTE Electric's use of coal after 2032. The plan includes approximately 15 gigawatts of renewable energy, primarily solar and wind, and 4.5 gigawatts of energy storage, including approximately 1.7 gigawatts of long-duration storage. It also maintains and expands nuclear generation through a proposed Fermi 2 extended power uprate, continues energy efficiency and demand response programs, and develops virtual power plant and other distributed customer resources. To support reliability as coal generation retires and electricity demand grows, the plan includes acquisition of the existing Michigan Power Cogeneration facility and development of two proposed high-efficiency, carbon-capture-ready combined-cycle natural gas facilities. Carbon capture and storage systems are planned to begin operating at these facilities in 2035, subject to development and regulatory review.
	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	The proposed Clean Energy Plan is designed to meet Michigan's Renewable Portfolio Standard of 50% beginning in 2030 and 60% beginning in 2035, and the Clean Energy Standard of at least 80% from 2035 through 2039 and 100% beginning in 2040. The plan projects that annual fleet carbon dioxide emissions will decline 90% from the 2005 baseline by 2035, with the largest reductions resulting from the phased retirement of the Monroe Power Plant and implementation of carbon capture and storage. Additional activities include competitive procurement, placing replacement resources in service before major retirements, evaluating emerging low- and zero-carbon technologies, and supporting affected employees and communities through workforce-transition, community-engagement and economic-development planning. The proposed resource additions, retirements and emission reductions remain subject to Michigan Public Service Commission review and applicable project-level approvals. See the DTE 2026 IRP Executive Summary. 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. (cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the impact of climate-related risks and opportunities on the organization's businesses.		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 (cont.)
	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..	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 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025.
	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. (cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
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.	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 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025.
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.	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 2025 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 2025 Form 10-K annual report. 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. (cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
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	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 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025.
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.	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 (cont.)

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.	• 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 2026 Proxy Statement . See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025 .
Describe how processes for identifying, assessing, and managing climate-related risks are integrated into the organization's overall risk management.	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.	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 2026 Proxy Statement . See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025 .
Metrics and Targets		
Disclose the metrics and targets used to assess and manage 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 plans to reduce the carbon emissions of its electric utility operations by 60% in 2029, 80% in 2033, and 90% by 2035 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. 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. 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.

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Disclose the metrics and targets used to assess and manage relevant climate-related risks and opportunities.	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 2026 Proxy Statement . For Board see " Board of Directors Compensation " on page 25 and " Proposal 3 - Advisory Proposal - Nonbinding Vote to Approve Executive Compensation " on page 34 . See also " Independent Review of Compensation Program " on page 38 . At the 2025 annual meeting, shareholders supported an advisory vote on executive compensation with 96.7% of those voting in favor. See the full results in DTE Energy's Form 8-K filed on May 7, 2026 .
	Internal carbon prices as well as other climate-related opportunity metrics. I.e. 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 2026 Proxy Statement . See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025 .
	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.		See the GHG Summary Table within the Sustainability Report.
	Scope 1 and Scope 2 GHG emissions independent of a materiality assessment.	Scope 1 emissions include direct emissions for DTE Electric stationary sources as reported to EPA's GHG Reporting Program (40 CFR 98) for 2025 and emissions from the following peaking unit sources that fall below the reporting threshold of 25,000 metric tons CO2e 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 CO2e: 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.		DTE reporting boundary for all Scope 1, 2, and 3 emissions reported is based on 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.	DTE reports 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 emissions2
		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 2025 reporting year is 0.00176MT 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 2b. 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.		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 (cont.)
		• 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 2026 Proxy Statement . See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025 . See the EEI/AGA and Climate Goals sections of the report.
	Associated interim targets, in aggregate or by business, related to disclosed medium-term or long-term targets.	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. (cont.)

DISCLOSURE FOCUS AREA	RECOMMENDED DISCLOSURE	RESPONSE
Describe the targets used by the organization to manage climate-related risks and opportunities and performance against targets.	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 2026 Proxy Statement. See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025. See the EEI/AGA and Climate Goals sections of the report.
		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 Electric Interim Targets/Goals: Scope 1, 90% reduction from base year by 2035 Base Year: 2005, Base Year Scope 1 emissions: 38,010,000 metric tons CO2e Scope 1, 60% reduction from base year by 2029, Base Year: 2005, Base Year Scope 1 emissions: 38,010,000 metric tons CO2e Scope 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). (cont.)

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	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. 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): 767,000 (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 2025, DTE calculated that approximately 281,000 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 2025, DTE calculated that approximately 5,218,000 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 2025 DTE calculated that approximately 227,000 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 2025, DTE calculated that approximately 3,800 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 by 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 2025 DTE calculated that approximately 7,642,000 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.
		Revenues/savings from investments in low-carbon alternatives (e.g. R&D, equipment, products or services).
		Describe current carbon price or range of prices used.
		Percent water withdrawn in regions with high or extremely high baseline water stress.
Revenues - Risk Adaptation & Mitigation		See DTE Energy's 10-K for the fiscal year ending Dec. 31, 2025 . See DTE's 2026 IRP
Expenditures - GHG Emissions		\$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		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.

Financial Category	Climate-Related Category	Recommended Disclosure
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, 2025 .
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, 2025 .

1. DTE Electric filed an updated Integrated Resource Plan (IRP) with the Michigan Public Service Commission (MPSC) in 2026; however, approval of the plan remains pending.