

# GRI Index

This is the fourth Global Reporting Initiative (GRI)-compliant report for DTE Energy, covering calendar year 2016. GRI is a voluntary, international framework that provides guidance to organizations on non-financial reporting. In 2016, GRI published its GRI Standards, the next generation framework for sustainability reporting. DTE Energy applied the GRI Standards as the basis for this Corporate Citizenship Report, in accordance with the Core option.

We intend to publish our Corporate Citizenship Report on an annual basis. As we are still developing and formalizing our data collection process, we have not pursued third-party data assurance for this year. Report data represents aggregated data across our entire operation unless otherwise stated.

The index below lists the GRI indicators addressed in this report and either includes the information directly or provides a reference to the relevant page(s) within this Corporate Citizenship Report.

GRI INDICATOR		SECTION															
<b>General Disclosures</b>																	
102-1	Name of organization	DTE Energy Company															
102-2	Primary products and services	<a href="#">Company Profile</a>															
102-3	Location of headquarters	Detroit, Michigan, United States															
102-4	Number of countries	United States only															
102-5	Nature of ownership and legal form	<a href="#">Governance</a> See also <a href="#">Form 10-K*</a>															
102-6	Markets served	<a href="#">Company Profile</a>															
102-7	Scale of the organization	<a href="#">Our Company; Employees</a> See also <a href="#">Form 10-K*</a>															
102-8	Total workforce	<p>Number of employees of each type, based on DTE employment records as of December 31, 2016:</p> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Regular</td> <td>7,369</td> <td>2,623</td> </tr> <tr> <td>Temporary</td> <td>175</td> <td>93</td> </tr> <tr> <td>Full-time</td> <td>7,368</td> <td>2,603</td> </tr> <tr> <td>Part-time</td> <td>1</td> <td>20</td> </tr> </tbody> </table> <p>All employees work within the United States; the temporary employees represent primarily summer interns, which is the main type of seasonal employment we use. See also <a href="#">Employees</a> report section.</p>		Male	Female	Regular	7,369	2,623	Temporary	175	93	Full-time	7,368	2,603	Part-time	1	20
	Male	Female															
Regular	7,369	2,623															
Temporary	175	93															
Full-time	7,368	2,603															
Part-time	1	20															
102-9	Supply chain	<a href="#">Supply Chain Management and Diversity</a>															
102-10	Significant changes since last report	<a href="#">Company Profile</a>															
102-11	Precautionary approach	See <a href="#">Form 10-K</a>															
102-12	External initiatives	<a href="#">Energy Policy Leadership; Waste and Recycling; Habitat and Biodiversity; Environmental Management Systems; Community</a>															
102-13	Membership in associations	<a href="#">Stakeholders; Energy Policy Leadership</a>															
102-14	CEO statement	<a href="#">CEO Message</a>															
102-15	Key impacts, risks and opportunities	<a href="#">CEO Message</a>															
102-16	Values, standards, codes	<a href="#">Corporate Values and Priorities; Ethics</a>															
102-17	Mechanisms for reporting ethical concerns	<a href="#">Ethics</a>															
102-18	Governance structure	<a href="#">Governance</a>															
102-22	Board composition	<a href="#">Governance</a>															
102-40	Stakeholder groups	<a href="#">Stakeholders</a>															
102-41	Collective bargaining agreements	<a href="#">Employees</a>															

\*Form 10-K annual financial report for DTE Energy is available in the [Investor Relations section](#) of our corporate website.

GRI INDICATOR		SECTION
102-42	Selection of stakeholders	<a href="#">Stakeholders</a>
102-43	Approach to engagement	<a href="#">Stakeholders</a>
102-44	Topics raised through engagement	<a href="#">Stakeholders</a> ; <a href="#">Materiality</a>
102-45	Operational structure	<a href="#">Company Profile</a>
102-46	Defining report content	<a href="#">Materiality</a>
102-47	Material aspects	<a href="#">Materiality</a>
102-48	Restatements	This report contains no material restatements of previously reported information.
102-49	Significant changes in scope and boundaries	Not applicable
102-50	Reporting period	Calendar year 2016
102-51	Date of previous report	Summer 2016 (covering calendar year 2015)
102-52	Reporting cycle	Annual
102-53	Contact point	<a href="#">CEO Message</a>
102-54	Claims of GRI reporting	This report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	<a href="#">GRI Index</a>
102-56	External assurance	<a href="#">GRI Index</a>
<b>Economic</b>		
201-1	Direct economic value	<a href="#">Driving Economic Progress</a> ; <a href="#">Performance Data Summary</a> ; See also <a href="#">Form 10-K</a>
201-2	Risks and opportunities related to climate change	<a href="#">Climate Change</a>
203-2	Indirect economic impacts	<a href="#">Community Support</a> ; <a href="#">Driving Economic Progress</a> ; <a href="#">Land Management and Remediation</a> ; <a href="#">Performance Data Summary</a>
204-1	Local suppliers	<a href="#">Driving Economic Progress</a> ; <a href="#">Performance Data Summary</a>
<b>Environment</b>		
302-5	Energy efficiency and renewable energy initiatives	<a href="#">Renewable Energy</a> ; <a href="#">Energy Efficiency</a>
303-1	Total water withdrawal by source	<a href="#">Water</a> ; <a href="#">Performance Data Summary</a>
304-1	Biodiversity	<a href="#">Habitat and Biodiversity</a>
305-2	Greenhouse gas emissions	<a href="#">Climate Change</a> ; <a href="#">Air Quality</a> ; <a href="#">Performance Data Summary</a>  DTE uses the following standards, methodologies, assumptions and/or calculation tools to calculate Greenhouse gas emissions: The U.S. Environmental Protection Agency Mandatory Greenhouse Gas Reporting Rule and The World Resource Institute Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition)
305-5	Initiatives to reduce Greenhouse gas emissions	<a href="#">Climate Change</a>

GRI INDICATOR		SECTION
305-7	NO <sub>x</sub> , SO <sub>2</sub> and other air emissions	<a href="#">Air Quality</a> ; <a href="#">Performance Data Summary</a>  DTE uses the following standards, methodologies, assumptions and/or calculation tools to calculate air emissions:  NO <sub>x</sub> and SO <sub>2</sub> emissions are calculated using continuous emission monitoring systems. Particulate matter (PM) emissions are calculated based on opacity for all plants, excluding the DTE Monroe Power Plant. The Monroe Power Plant PM emissions are calculated using continuous emission monitoring systems.
306-2	Waste by type and disposal	<a href="#">Waste and Recycling</a> ; <a href="#">Performance Data Summary</a>
307-1	Environmental fines and sanctions	<a href="#">Compliance</a>
<b>Social</b>		
401-1	Hire rates and turnover rates	<a href="#">Employees</a>
403-2	Rates of injury	2016 Days Away, Restrictions and Transfers (DART) rate = 0.24 Absentee rates for 2016: Male = 2.22%, Female = 3.46%  Gender breakdown is not available for Occupational Safety and Health Administration recordable incidents and DART rates. See also <a href="#">Safety and Performance Data Summary</a> .
404-3	Skills management	In addition to the Foundational Capabilities training described in the report, DTE employees completed technical, regulatory and compliance training during 2016:  <ul style="list-style-type: none"> <li>• Training hours completed - 282,227 hours</li> <li>• Number of course completions - 172,081</li> <li>• Number of employees and leaders with course completions - 13,283</li> <li>• Gender breakdown of training data is not available.</li> </ul> See also <a href="#">Employee Engagement</a> section.
405-1	Employee diversity	<a href="#">Diversity and Inclusion</a>
413-1	Community engagement	<a href="#">Stakeholders</a> ; <a href="#">Community</a>
415-1	Political contributions	<a href="#">Political Contributions</a>
<b>Disclosures From Electric Utilities Sector-Specific Guidance</b>		
EU1	Installed capacity	<a href="#">Company Profile</a>
EU2	Net energy output	<a href="#">Company Profile</a>
EU3	Customer accounts	<a href="#">Company Profile</a>
EU4	Transmission and distribution mileage	<a href="#">Company Profile</a>
EU5	CO <sub>2</sub> e emissions allowances	Not applicable
EU12	Distribution line losses	3,394 gigawatt hours (6.53% of net system output)
EU15	Percent of employees near retirement age	<a href="#">Employees</a>
EU28	Power outage frequency	System Average Interruption Frequency Index = 0.988
EU29	Average power outage duration	<a href="#">Reliability</a> ; <a href="#">Performance Data Summary</a>