



2025

CMS ENERGY
SUSTAINABILITY
REPORT



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A Letter from Our President and CEO



I am pleased to present CMS Energy's 2025 Sustainability Report, which showcases our strategic approach to sustainable business practices. At CMS Energy, we recognize responsible operations are not only good for the communities we serve but essential for long-term business success.

We recently released and shared our 2035 business strategy. At the center of that strategy is a commitment to our customers to deliver safe, reliable, affordable, clean and equitable energy with further commitment to performance measured across the triple bottom line of people, planet and prosperity. This balanced approach ensures success for our customers and all stakeholders.

Our 2021 Clean Energy Plan earmarked our continued commitment to sustainability as good business practice. Consumers Energy's 20-Year Renewable Energy Plan, submitted in 2024, outlines a trajectory towards achieving 60% renewable energy by 2035 and 100% clean energy by 2040, in accordance with Michigan's 2023 Energy Law. We remain dedicated to a streamlined and sustainable approach promoting increased clean energy while ensuring resource adequacy and affordability for our customers.

The natural gas side of the business also contributes to our Clean Energy Plan. We are modernizing our infrastructure and using advanced leak detection to ensure less methane escapes during the natural gas delivery process. Consumers Energy aims to achieve net zero methane emissions from its natural gas delivery system by 2030 and net zero greenhouse gas emissions across its entire operation, including both electric and gas sectors, as well as customer and supplier emissions, by 2050.

Furthermore, the submission of Consumers Energy's 5-year Electric Reliability Roadmap underscores significant investments to fortify Michigan's electric grid for the future. This 5-year plan provides a foundation for a more resilient, reliable grid that can handle extreme weather and better serve our customers. This strategy is working — our customers experienced the best reliability in over 20 years, with over 93% of our customers seeing their power restored in less than 24 hours in 2024. In short, we're building a system our customers can continue to rely on well into the future.

Garrick J. Rochow

President and Chief Executive Officer • CMS Energy and Consumers Energy

We recognize responsible operations are not only good for the communities we serve but essential for long-term business success.



About CMS Energy

CMS Energy Corporation (CMS Energy) is an energy company based in Jackson, Michigan, focused primarily on utility operations in the state. Its principal business is Consumers Energy Company (Consumers Energy), a public utility that provides electricity and/or natural gas to 6.8 million of Michigan's 10 million residents. With CMS Energy's subsidiary, NorthStar Clean Energy Company (NorthStar Clean Energy), we are also engaged in independent power generation in several states.

About This Report

CMS Energy participates in several voluntary reporting initiatives, including an industry initiative coordinated by the Edison Electric Institute (EEI) and the American Gas Association (AGA) that provides the public, our customers and shareholders a reporting template for uniform and consistent sustainability metrics. This report follows the EEI/AGA reporting template and supplements our existing sustainability disclosures, including several indices and reports found on the CMS Energy website and linked in the appendices of this report.

Our Approach to Sustainability

CMS Energy has integrated sustainable business practices throughout our corporation, including our primary subsidiaries, Consumers Energy and NorthStar Clean Energy. As the parent company of Michigan's largest energy provider, Consumers Energy, we've embedded consideration of these practices in our strategy, business planning and enterprise risk management processes. These key practices align with our purpose to provide safe, reliable, affordable, clean and equitable energy in service of our customers. CMS Energy and Consumers Energy measure progress toward their purpose by considering the impact on the "triple bottom line" of people, planet and prosperity, which balances all stakeholders' interests. We recognize responsible operations are not only good for the communities we serve but essential for long-term business success.

Determining which issues are most important to CMS Energy and its stakeholders is the foundation of our sustainability efforts. Our latest sustainability priority issue assessment refresh identified the following top priority issues for 2025, in no particular order:

- Safety, health and wellness
- Energy reliability and resiliency
- Energy affordability
- Climate, greenhouse gas (GHG) emissions and air quality
- Cyber security, privacy and security

Read our [2025 CMS Energy Sustainability Priority Issues Report](#) for more details on these issues and our assessment process.

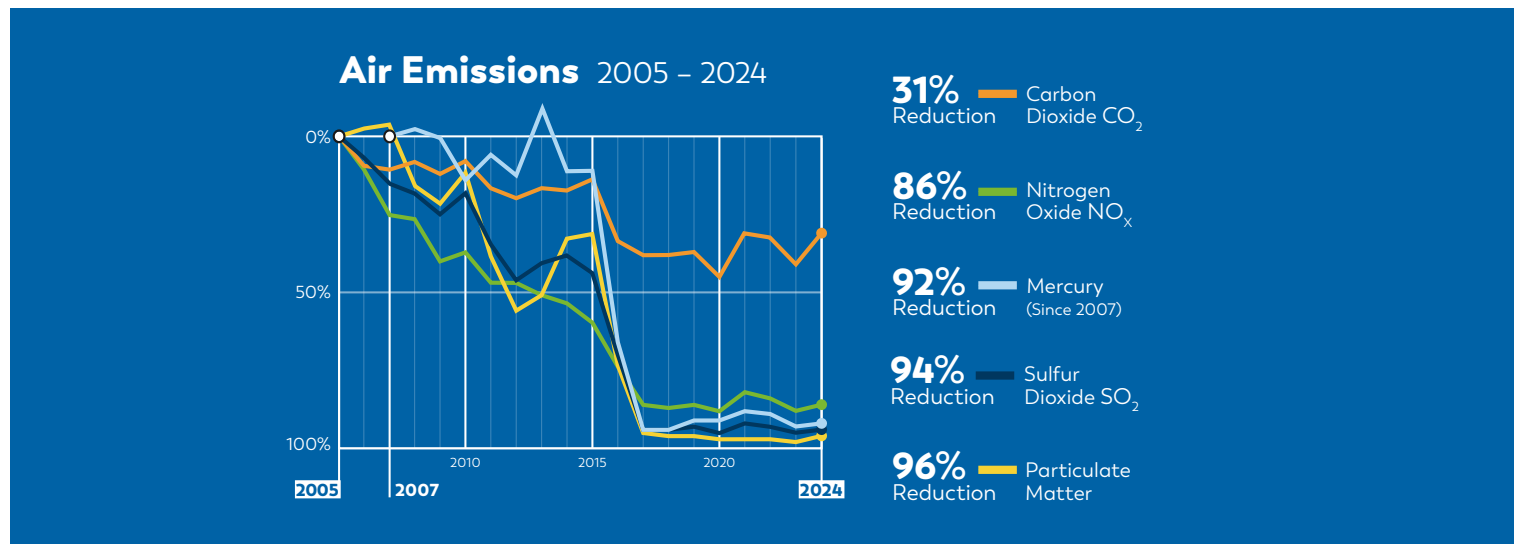


PLANET

We are committed to protecting the environment and driving progress to a clean and equitable energy future. We have ambitious planet goals and a strong track record of environmental stewardship. As a result of actions already taken through 2024, Consumers Energy has:

- Reduced carbon dioxide emissions from owned generation by more than 30 percent since 2005.
- Reduced methane emissions by nearly 30 percent since 2012.
- Reduced the volume of water used to generate electricity by more than 50 percent since 2012.
- Reduced landfill waste disposal by more than two million tons since 1992.
- Enhanced, restored or protected more than 11,700 acres of land since 2017.

Since 2005, Consumers Energy has reduced its sulfur dioxide and particulate matter emissions by nearly 95 percent, its nitrogen oxide emissions by more than 86 percent and carbon dioxide emissions by more than 30 percent. Consumers Energy began tracking mercury emissions in 2007, and since that time has reduced such emissions by more than 92 percent. The following illustration shows these reductions:



Greenhouse Gas (GHG) Emissions and Air Quality

Protecting the environment is a pillar of our sustainability efforts. Our Priority Assessment found stakeholders deem our strategic goals to improve air quality and reduce greenhouse gases high priorities. We are delivering on our promise to protect, preserve and restore our environment. Below are the commitments Consumers Energy has made to Michigan and the planet:

Net zero methane emissions from our natural gas delivery system by 2030: Under our Methane Reduction Plan, we plan to reduce methane emissions from our system by about 80 percent from 2012 baseline levels by accelerating the replacement of aging pipe, rehabilitating or retiring outdated infrastructure, and adopting innovative technologies and practices. The remaining emissions will likely be offset through clean fuel alternatives or nature-based carbon removal pathways.

100% clean energy in our electric business by 2040: Consumers Energy has set a goal of providing 100% of its electricity sales from clean energy by 2040. Our Renewable Energy and Integrated Resource Plans provide a path to meet the 100% clean energy standard by 2040 established in the 2023 Michigan Energy Law.

Net zero greenhouse gas emissions target for our entire business by 2050: This goal incorporates greenhouse gas emissions from our natural gas delivery system, including suppliers and customers. The target includes an interim goal to reduce customer emissions by 25 percent by 2035 from 2020 levels. We expect to meet this goal through carbon-offset measures, renewable natural gas, energy efficiency and demand-response programs, and adoption of cost-effective emerging technologies when proven and commercially available.

Our Energy Supply Plan

Our 2021 Integrated Resource Plan (IRP) is our most comprehensive and far-reaching energy supply strategy to date. It reinforces our reputation as a sustainability leader while maintaining resource adequacy and affordability for our customers. This strategy was bolstered by our latest Renewable Energy Plan, which shows how Consumers Energy intends to achieve renewable energy targets set as part of the 2023 Michigan Energy Law. These renewable energy goals will be incorporated into our next Integrated Resource Plan which is scheduled for filing in 2026. This next plan will provide a blueprint to remain reliable and affordable, meet its renewable energy goals and achieve 100% clean energy by 2040.

We continue to execute our current Integrated Resource Plan as we develop the next one. Reducing emissions and expanding clean energy options will improve air quality, reduce greenhouse gas emissions and protect the environment for generations to come. The plan will:

Ensure supply reliability: The purchase of the existing natural gas-fired Covert Generating Station in Michigan's Van Buren County helps us transition from coal-fired generation without creating new greenhouse gas sources. To ensure reliable supply, the U.S. Department of Energy issued an emergency order under the Federal Power Act to keep Consumers Energy's last remaining coal-fired plant from closing at its originally planned time of May 2025. Consumers Energy intends to comply with Department of Energy orders.

Our goal is to add nearly 9,000 megawatts of solar energy and 2,800 megawatts of wind over the next two decades.



Supporting coworkers and communities: As our generation mix evolves, we will engage in clear and ongoing communications with affected communities and coworkers to ensure care for our coworkers and also partner with local officials when feasible to help re-imagine their economic futures.

Increase renewable energy: We plan to have nearly 9,000 megawatts of solar and add an additional 2,800 MW of wind over the next two decades as we meet Michigan's 2023 Energy Law, which requires 50% renewable energy by 2030 and 60% by 2035.

Transition to a smarter grid: Energy waste reduction (EWR), demand response and emerging technologies like grid modernization will lower peak customer demand.

Deploying battery storage: Our plan accelerates energy storage, with over 925 MW already under contract or in development. Updates to our plan will show how Consumers Energy has already met its share of the 2,500 megawatts of planned storage across the state by 2030 as required by the Michigan 2023 Energy Law.

Our plan will help us reduce carbon emissions from owned generation by over 50 percent from 2005 levels when our last coal plant retires and continue our progress toward 100% clean energy by 2040. This is a quicker pace than the Intergovernmental Panel on Climate Change suggests is needed to limit global temperature increases to less than 1.5°Celsius.

Expanding Renewable Energy

Our plan includes a significant renewable generation build out by 2040. We plan to add capacity incrementally, enabling planning and resource-type flexibility to adapt to changing conditions. Our goal is to add nearly 9,000 megawatts of solar energy and 2,800 MW of wind over the next two decades. We plan to add renewable capacity — a mix of owned and purchased power using a competitive-bid annual solicitation process — to keep costs affordable.

By combining renewable generation with a diverse portfolio of other resources, including additional energy storage and customer demand-reduction programs, we plan to meet our customers' energy needs on the hottest days with clean energy resources. Renewable nameplate capacity — including capacity from power purchase agreements — will have

grown to 30 percent by 2026, up from 14 percent in 2021. Furthermore, Consumers Energy has already committed to more than 4,000 MW of renewable and storage capacity that is serving customers now or expected online by the end of 2027.

We also offer voluntary renewable energy customer programs. For example, our Solar Gardens program allows customers to affordably subscribe to blocks of solar energy without purchasing or installing their own panels. Similarly, the MI Sunrise component of Solar Gardens allows schools and nonprofit community organizations to subscribe on behalf of income-qualified customers. Our Renewable Energy Program helps businesses meet their sustainability goals, attract capital and improve their sustainability brands. The program has 120 megawatts of fully subscribed capacity and 709 megawatts of contracted customer demand to support the construction of new wind and solar resources.

The Renewable Energy Program also caters to residential customers, allowing them to match the energy consumption of an average Michigan home by subscribing to locally produced energy sources at levels ranging from 1% to 100%. Currently, about 650 customers participate in the program. A new, low-income renewable energy program was launched in 2025 to ensure equitable access to clean energy for underserved communities, reduce energy costs and promote sustainability. The program currently serves over 3,300 customers.

Balancing Energy Demand

Partnering with business and residential customers to reduce energy use is a critical element of our plans. Our demand-response programs help business and residential customers reduce their use during peak hours on high-demand days, which saves them money and reduces emissions from power plants. In 2024, our customers enrolled in our demand-response program for a total of about 655 megawatts. We're proud of our environmental leadership and commitment to responsibly manage impacts to customer bills.

Our Electric Vehicle Transformation

We're leading Michigan's electric vehicle transformation. Consumers Energy's national award-winning electric vehicle (EV) programs steer 90% of load growth from charging into off-peak hours, which reduces costs, increases reliability and helps all customers.

Our support for Michigan's EV transformation includes:

Customer programs. Incentives for over 11,000 EV chargers for homes, businesses and in public places through our programs. Through the PowerMIDrive program, more than 90% of participating customers charge their EVs during off-peak times when electricity is cheapest, optimizing the grid for all customers. Additionally, PowerMIFleet offers fleet and workplace Level 2 to business operations.

Rebates for multifamily and community charging. Our PowerMIDrive program provides rebates for EV chargers at apartments and other multifamily locations. The multifamily EV charging program offers \$7,500 rebates to encourage property owners to invest in overnight charging for their tenants. Learn more about our [multifamily program](#) and [community charging rebates](#).

Leading by example. As part of our continued commitment to sustainability and operational efficiency, we are evolving our internal fleet electrification strategy. Moving forward, we will prioritize and target 1-for-1 EV and plug-in hybrid electric vehicle (PHEV) replacements where a clear business case supports the transition. This refined strategy allows us to focus on electrifying vehicles that deliver measurable value for our customers and workforce — whether through reduced emissions, lower operating costs, or improved performance — while maintaining flexibility across our diverse fleet needs.

Energy Resiliency and Reliability

We are modernizing our electric distribution system to continue safely supplying affordable, reliable power for Michigan. We're replacing poles and wires, upgrading and building new substations and exploring the value of burying more power lines to strengthen the network that keeps power flowing to our homes and businesses every day. Our goal is simple: fewer, shorter and less frequent power outages for our customers. We envision a future when:

- Reliability performance is in the second quartile amongst our utility peers.
- No storm affects more than 100,000 customers.
- All customers have power restored within 24 hours.

We filed our updated five-year electric Reliability Roadmap with the Michigan Public Service Commission in 2025. It's a blueprint for serving Michigan today and innovating to meet tomorrow's challenges.

Our Electric Reliability Roadmap

We're serving our 1.9 million electric customers throughout Michigan's Lower Peninsula with a system that's safe, reliable, affordable, clean and equitable. Our plan improves reliability performance by focusing primarily on:

Infrastructure upgrades: We're making prudent, proactive investments to replace or rebuild poles, better understand how to bury power lines cost-effectively and organize circuits more efficiently to ensure fewer customers are impacted by outages. Our poles, for example, will be designed to sustain winds over 125 miles per hour under expected storm conditions (with no ice present).

Forestry management: Traditional tree trimming is an effective way to prevent and shorten power outages and improve system reliability. Our plan significantly increases spending on tree trimming to keep distribution lines clear.

Grid automation: Smart meters, sensors and automation devices work together to help us monitor our system more effectively, optimize power delivery and solve problems faster, often before customers notice.



Expanded Zeeland Natural Gas Plant Bolsters Michigan's Energy Reliability

We're expanding our Zeeland natural gas plant, reinforcing our long-standing commitment to delivering reliable, affordable and flexible energy to Michigan communities. This investment is part of our broader efforts to ensure electric resource adequacy.

"This expansion of our Zeeland facility is a powerful step forward in our commitment to supply reliability," said Jean Kang, vice president of generation operations. "As demand for electricity continues to evolve, we're taking proactive measures to ensure our customers continue to receive dependable energy around the clock — especially as our communities grow."

The Zeeland plant expansion will increase the generation capacity of the highly efficient natural gas plant by 50 megawatts through the installation of new technology to improve performance and flexibility. This includes an Advanced Gas Path (AGP) system to boost power output and fuel efficiency, along with an Advanced Fuel System (AFS) to better control how fuel is mixed.

"This is not just an investment in power generation — it's an investment in Michigan's future," Kang added.

We've invested significantly in infrastructure to ensure reliable energy supply with dependable, on-demand electricity. This includes maintaining the Jackson Generating Station and expanding our gas-fired facilities such as the recent purchase of the Covert Generating Station and this added generating capacity at the Zeeland Generating Station. We will also continue the operation of the Karn 3 and 4 peaking units.

In 2024, our customers received the best electric reliability over the past 20 years,



Support for all customers: We continue to evaluate how different communities experience reliability and resiliency — and prioritize infrastructure investment projects accordingly. Proactive outreach in the community ensures we hear from all customers and work to serve their specific needs. We also weigh future implications for grid access when it comes to EVs and other technologies.

Our approach is working. In 2024, our customers received the best electric reliability over the past 20 years, with over 93% of customers seeing their power restored in less than 24 hours. To support this positive outcome, Consumers Energy completed 1,350 projects, inspected over 25,000 miles of power lines and trimmed trees around 7,000 miles of power lines.

Meeting Demand Through Natural Gas Operations

We're one of the nation's largest natural gas companies. Our infrastructure comprises more than 28,000 miles of distribution main and about 2,400 miles of transmission pipeline. We continually make improvements to ensure we deliver safe, reliable, affordable and clean energy to our natural gas customers. Natural gas is the most affordable fuel available to customers today for heating homes and businesses. This is particularly important for our most vulnerable customers struggling to pay energy bills. Natural gas supports customers' quality of life, as well as industry and economic development throughout Michigan.

Our Natural Gas Delivery Plan, updated annually, is a 10-year natural gas system investment plan. The plan, valued at over \$12 billion, includes accelerated infrastructure replacements, innovative leak-detection technology and key process changes to reduce or eliminate methane emissions.

Advancing a Cleaner Natural Gas Future

Natural gas is safe, reliable, affordable and now it can be even cleaner. In 2022, we pledged to achieve net zero greenhouse gas emissions from Consumers Energy's entire natural gas production and delivery system — including emissions from customers and suppliers — by 2050. Reaching net zero will require us to balance diverse emissions reduction opportunities with safe, reliable, affordable and equitable energy delivery. It will also require partnerships with stakeholders across Michigan to ensure a decarbonized gas system can continue to meet the needs of customers, communities and businesses.

To reach carbon neutrality by 2050, we set an interim goal to help our customers reduce Scope 3 emissions by 25 percent from 2020 levels by 2035. Our Scope 3 emissions reduction plan includes energy waste reduction, renewable natural gas, carbon offsets and other emerging decarbonization technologies.

Pursuing a net zero goal for all emission sources, including those from customers and suppliers, aligns Consumers Energy's efforts with Michigan's MI Healthy Climate Plan to achieve net zero carbon emissions by 2050. The 2050 goal also aligns with the recommendations of the Paris Agreement to limit global warming to less than 1.5 °Celsius.

We offer several programs to support customers and suppliers who want to reduce their emissions, including:

Carbon offsets: Consumers Energy offers a program for residential and business customers who want to voluntarily offset carbon emissions from their natural gas use. We supply these offsets from a forestry project located in Michigan's Upper Peninsula, limiting the volume of deforestation, promoting clean air, preserving wildlife habitats and advancing clean carbon storage.

Renewable natural gas, or RNG: Produced from organic waste, RNG is interchangeable with conventional natural gas and a key technology available to reduce greenhouse gas emissions. Consumers Energy offers this voluntarily to residential and business customers as a clean fuel replacement to reduce their own carbon footprint.

Energy waste reduction: We help customers reduce energy waste with several energy efficiency programs for residential customers, small and medium-sized businesses and large commercial and industrial customers.

Environmental Compliance

We're committed to sustainable operations as outlined in our [Corporate Environmental Policy](#). We exercise the precautionary principle and conduct due diligence to minimize environmental impacts. Our Environmental Management System (EMS), modeled on ISO 14001 standards, helps us comply with regulations and continually improve our environmental performance.



Vehicles Spot Natural Gas Leaks, Lower Greenhouse Gas Emissions

We're protecting the environment by deploying eight state-of-the-art, methane-detecting vehicles to survey our nearly 30,000-mile distribution system for methane leaks.

"We are getting ahead of potential problems, using this advanced technology to find and fix leaks. That's important for the safety of our customers, our co-workers and our Michigan communities," said Holly Bowers, vice president of natural gas engineering, planning, and supply.

Last year, we expanded our fleet of methane detection vehicles to eight, allowing Consumers Energy to look for natural gas leaks in more communities. The Ford Edge SUVs are equipped with sensitive mobile systems from Picarro Inc., traveling through the night when wind and other atmospheric conditions are best to gather data that provides a picture of potential natural gas leaks.

We dispatch natural gas workers to follow up and, if necessary, fix leaks. In addition, we recently used an airplane to survey our large-scale transmission and storage system. The readings from above could detect gas leaks within five feet of their location.

"Consumers Energy is one of the first energy providers in the U.S. to give this level of attention to detecting methane," Bowers said. "We take this seriously because we're protecting the environment, saving money for customers and ensuring we deliver natural gas reliably to over 1.8 million homes and businesses who count on us."

Our biodiversity efforts focus on doing what's right, not just what's required.



Caring for Land, Water and Wildlife, and Reducing Waste

We love Michigan and work continually to improve the place we call home. This includes Consumers Energy setting five-year (2023 – 2027) land, waste and water protection goals:

Land: Enhance, restore or protect 6,500 acres from 2023 through 2027.

Waste: Maintain our annual waste diversion rate (through waste reduction, recycling, and reuse) of at least 90 percent through 2027.

Water: Reduce water usage via process water reductions by 1.7 billion gallons through 2027.

In 2024 alone, we saved over 660 million gallons through operational changes and in 2023 we reduced once-through cooling water at our coal plants by nearly 100 billion gallons through the retirement of the D.E. Karn units 1 and 2.

Other water efficiency efforts include:

- Prioritizing water conservation when considering new generation sources.
- Developing strategies to save and reuse water during pipe replacements.
- Reducing and recycling water at steam-fired plants.
- Collecting and reusing water that runs off coal piles.

Additionally, we have alternative water-use initiatives, such as on-site stormwater capture, to supplement our freshwater needs and further reduce the amount of fresh water extracted from surface water and the ground.

We divert at least 90% of our waste from the landfill annually through initiatives to reduce, reuse and recycle waste. We do this by conserving and recycling soil and construction materials on projects that require site clearing and digging, using centralized waste and recycling stations at all Consumers Energy facilities and providing composting facilities to minimize landfill waste at our Jackson OEP and Parnall locations.

In addition, we collect a wide variety of materials, including rubber gloves, sleeves and other protective equipment used to safely maintain and restore power on Michigan's electric grid. The materials have potential reuse as a primary ingredient in surfaces at playgrounds and dog parks.

Biodiversity

Our biodiversity efforts focus on doing what's right, not just what's required. For instance, we set a goal to plant 4,000 trees between 2024 and 2027. In 2024, we jumpstarted those efforts by planting or funding the planting of 2,130 trees.

To ensure both compliance and continuous improvement in protecting the environment, we use an Environmental Review Checklist for all projects with an environmental impact. This approach is effective. For example, in 2023 and 2024, we released 24 and 56 turtle hatchlings, respectively, into natural habitats after rescuing their eggs from the [Mid-Michigan Pipeline Project](#).

Additionally, the Consumers Energy Foundation supports environmental nonprofits, including ReLeaf Michigan's educational programs to promote a healthy tree canopy across the state. Our forestry department funds grants administered by the Michigan Forestry and Parks Association for municipalities in our electric service territories to plant appropriate tree species under overhead utility lines. Over \$650,000 has flowed through this program with over 6,000 trees planted since 2017.



PEOPLE



Achieving our goals extends beyond our environmental commitments. We're deliberate in making decisions to positively impact our customers and communities with a focus on our customers' needs, diversity equity and inclusion, labor and human rights, safety and security.

Energy Affordability

Keeping energy bills affordable for our customers is core to how we operate as a business. Reducing energy use through energy waste reduction benefits the planet and our customers. We also demonstrate care for our customers by supporting energy assistance programs.

Our Energy Efficiency Programs

Consumers Energy has a long history of supporting energy efficiency. Since 2009, our energy efficiency programs have saved customers over \$7 billion. Exceeding our statutory energy savings requirements, we've also set a target to achieve an average of 2 percent and 1 percent incremental electric and natural gas savings respectively over the course of our 2024-2025 Energy Waste Reduction plan.

In recognition of these efforts, we received the U.S. Environmental Protection Agency's 2024 ENERGY STAR® Partner of the Year — Sustained Excellence Award, the EPA's highest recognition for corporate energy management. It's the 12th year we've received this recognition for our energy-management performance.

Michigan's utility energy efficiency programs ranked No. 1 in the nation by American Council for an Energy-Efficient Economy's 2025 State Energy Efficiency Scorecard. Michigan utilities' achievement of greater savings at a lower cost combined with robust low-income programming shows energy efficiency's benefits are shared by all customers.

Help for Income-Qualified Customers

In 2024, Consumers Energy assisted income-qualified customers facing financial difficulties by connecting them to \$16.5 million in state funds and \$45.8 million in Federal funds. Throughout 2024, Consumers Energy donated \$5.9 million in gift funds to customers in need for direct bill assistance, including nearly \$1 million to fund a Percent of Income Payment Plan for income-qualified customers.

Our EWR plan reflects our commitment to achieve aggressive energy savings and increase investment in income-qualified energy efficiency programs. These efforts include developing innovative approaches to connecting EWR with income-qualified energy assistance programs and increasing funding for more holistic income-qualified, single-family and multifamily housing measures.

In 2024, we continued to expand the Income Qualified Health and Safety pilot program to help customers address structural or other damage in their homes that hinders installing energy saving measures. The EWR program is continuing the Flint Initiative and has launched a second geotargeting effort in Kalamazoo. This targeted approach aims to identify and provide EWR and health and safety interventions to single and multifamily customers who are struggling to pay energy bills in zip codes identified by EWR stakeholders as priority areas. These efforts are supported by strong community partner agencies.

Diversity, Equity and Inclusion

Our mission is to build and sustain a world-class, inclusive workforce and customer experience which depends on our foundational principle that inclusion and belonging is embedded throughout our culture and fairness is built into our daily processes and operations. When our co-workers are heard, valued and feel a sense of belonging, we achieve better outcomes for our customers, stakeholders and the business.

Within our people processes, we launched a learning model beginning in 2021 for all employees, starting with our leaders. We are committed to participation by our entire workforce by the end of 2025. Through training all co-workers, we are building a solid foundation that makes inclusion and belonging an integral part of our DNA.

Our Communities

As we mature our business processes, inclusive sourcing is imperative to ensure we build a high-quality, long-term sustainable network of suppliers who help us deliver on our triple bottom line. This includes expanding our supplier network with certified diverse-owned vendors and encouraging our suppliers to report their inclusive sourcing through Enhanced Tier II reporting. We are demonstrating our commitment to Michigan's economy with the intentional inclusion of local suppliers, including a \$1.5 billion commitment to purchase technology, equipment and services from Michigan-based businesses. This historic commitment will create and retain good-paying jobs, support Michigan manufacturers and strengthen the state's position as a global leader in the energy supply chain.

We are on a journey to deliver on our purpose every day to ensure all customers can Count on Us to experience safe, reliable, affordable, clean and equitable energy — in a way that meets their unique needs. Equitable will require us to prepare flexible solutions to identify and address energy barriers. Our efforts focus on making sure no one is left behind, demonstrating how 'equitable' applies across our business. Meaningful community engagement is an integral part of this approach.

Community perspectives help to shape our understanding of local barriers and inform actions to address them.



Launched in January 2025, the Energizing Equity community series consists of quarterly, in-person engagements led by Consumers Energy and co-hosted by external community partners in Flint, Jackson, Kalamazoo and Grand Rapids. These sessions aim to connect customers with programs, resources and information to address affordability and reliability, and improve overall safety and well-being for community members. In conjunction with bridging information-access gaps, the goal is to also capture community member feedback and perspective on energy related topics spanning safety, reliability, affordability, energy supply and community sustainability. Community perspectives help to shape our understanding of local barriers and inform actions to address them.

Our Business Employee Resource Groups (BERGS)

A BERG is a group of Consumers Energy employees who come together for a common business mission with participation open to all active employees. The relationship is mutually beneficial for co-workers and for CMS Energy. The BERGs focus on creating a sense of belonging for co-workers and greater connections to our customers and to our community. Our BERGs are trusted partners to amplify our efforts in creating opportunity and impact through accessibility and belonging.

Consumers Energy hosts semiannual culture surveys to measure overall engagement and our co-workers' sense of belonging. Our data shows co-workers who are engaged in BERGs score 5% higher in both overall engagement and belonging. Our BERGs include:

capABLE: Removes barriers, opens minds and creates pathways to meaningful work for current and future employees of all abilities.

GENERGY: Provides a platform to focus on generational similarities in the workplace, while providing opportunities for discovering how to effectively communicate, embrace learning and engagement styles of various generations.

Interfaith: Nourishes growth and understanding of faith expression in the workplace and creates pathways for meaningful connection with others as we celebrate our beliefs and the beliefs of others to allow for a more inclusive environment to retain and attract talent and help foster a more productive workforce.

Minority Advisory Panel: Supports the development, retention and advancement of all racial and ethnic minorities through employee engagement, talent development, outreach, educational sessions, workshops, removing barriers and implementing inclusive solutions.

People & Planet Partners: Empowers co-workers to drive social and environmental improvements, reduces the environmental footprint and supports Consumers Energy's planet goals.

Pride Alliance of CMS Energy: Provides resources, mentorship and guidance for LGBTQIA+ (lesbian, gay, bisexual, transgender, queer, intersex, asexual, etc.) individuals and allies.

Veterans Advisory Panel: Provides support to former and active military personnel and assists in recruiting and retaining veterans.

Women in Energy: Promotes an inclusive place for all women at Consumers Energy in the fields they have chosen from front line to management, including union and operations employees.

A Deepening Partnership with Our Union

All of us own all of this. This phrase best defines the strength of partnership built jointly by Consumers Energy and the Utility Workers Union of America (UWUA). Together with the UWUA, we continue to deepen a high-value, mutually beneficial partnership that touches nearly all facets of our union employees' experiences. Dimensions of the partnership include:

A shared commitment to employee safety and operational excellence: Ensuring every employee goes home safe is job number one, and we use a "stop the job" mentality to substantially reduce safety incidents.

Championing a Culture of Belonging: We want all employees, in all settings, to feel seen, valued and heard through every aspect of their experience — from hire to retire and every step in between. Our Inclusion Champions — a union and salaried team working side by side — help bring those core concepts to life at all organizational levels.

Energy and Environmental Justice

Our Energy and Environmental Justice (EEJ) Policy is our commitment to ensuring all customers and communities have equitable access to safe, reliable, affordable and clean energy. It calls us to recognize the impact of an energy bill or an outage does not carry the same weight for all customers. We must identify and remove the unique and diverse barriers our customers face. Environmental justice centers on protecting communities — especially our most vulnerable — from environmental harm caused by industrial practices.

Understanding our impacts and communities' needs. We were among the first utilities in Michigan to conduct an environmental justice analysis in 2021 as part of our Integrated Resource Planning and are committed to continuously monitoring our performance across affordability, reliability and sustainability contributions through an equity lens. We have implemented local community voice sessions to gather perspective on clean, affordable, reliable energy access and are incorporating feedback within strategic initiatives, including future Integrated Resource Plan filings.

Identifying disproportionately impacted communities. We use the state of Michigan's MiEJScreen interactive mapping tool to help assess how energy burden is distributed across Michigan communities. Our initial analysis revealed MiEJScreen threshold communities have better reliability than the system, on average. In 2025, we completed a deeper local level reliability regression analysis with an external partner that reaffirmed the initial findings. We have also integrated a strategic plan to improve EEJ circuit reliability within our broader electric Reliability Roadmap.

Deploying sustainable development practices. Our plan also includes more owned and contracted renewables (solar and wind) through 2040. Our sustainable development practices prioritize operating as good corporate neighbors and constructing, maintaining and operating our facilities according to the highest safety and environmental standards.

Tapping stakeholders' knowledge, perspectives and successes. We are collaborating with stakeholders committed to defining, measuring and implementing environmental justice efforts in Michigan and nationally. These include energy industry trade associations and the Michigan Public Service Commission's Energy Affordability and Accessibility Collaborative. We are committed to applying best practices and embedding an energy equity lens across our electric distribution, electric supply, gas and customer experience decision-making processes.

Caring For Our Communities

We are committed to making life better for customers by directly supporting local communities through charitable giving and volunteerism. We do this by sponsoring community events throughout our service territory, engaging employee and retiree volunteers, providing in-kind donations to schools and nonprofit organizations, spearheading corporate charitable donations, and awarding grant dollars to nonprofits through the work of the CMS and Consumers Energy foundations. In 2024, the Consumers Energy Foundation, CMS Energy Foundation, Consumers Energy and our employees and retirees contributed more than \$15 million in support of Michigan nonprofits and communities.



Community Food Club Alleviates Food Insecurity, Builds Community

The in Grand Rapids is helping alleviate food insecurity in its community thanks to a little help from a \$250,000 Consumers Energy Foundation People Award.

The Community Food Club is a grocery store that uses a unique model to serve its community. It was an idea born from a group of CEOs in the community who wanted to find a creative way to address food insecurity. But they were focused on more than just accessibility, they wanted it to be affordable and fresh. At the Community Food Club, not only are fresh fruits and vegetables available every day, but they're also the lowest priced items in the store.

Members who shop at the store pay a small monthly fee, and then receive points based on the number of people in their family. About 50% of the Community Food Club's food comes from donations and the other 50% is purchased through wholesalers.

The Community Food Club has used some of the grant money to complete critical upgrades such as:

- Replacing outdated drains to ensure a produce cooler works efficiently and reliably.
- Building and installing a walk-in cooler to accommodate larger volumes of fresh food.
- Purchasing a third checkout lane to streamline service for members.

"These updates come at a critical time when food access is more important than ever. Food isn't just a necessity — it's a way to connect, celebrate, and build community," said Jon Roberts, Development Director. "Thanks to the Consumers Energy Foundation's support, more families can access the healthy, nutritious food they need with dignity and care."

The Consumers Energy Foundation

We've given back to Michigan communities for nearly 140 years, and since 1990, we've helped local communities grow and thrive through the Consumers Energy Foundation. The foundation contributes to the strengthening of Michigan communities by investing in what's most important — our people, our planet and Michigan's prosperity. In 2024, the Consumers Energy Foundation contributed more than \$7.5 million to nonprofit organizations throughout Michigan.

Foundation giving is separate from other CMS Energy contributions and cannot be used to directly benefit the corporation. The Foundation is funded by CMS Energy donations not included in customer rates.

Signature Grant Awards

Each year, the Consumers Energy Foundation supports innovative programs and projects through signature grant allocations known as the People Awards, the Planet Awards and the Prosperity Awards. Each grant round provides up to \$250,000 to two or more Michigan nonprofit organizations striving to make a positive impact in the areas we serve. In 2024, the Consumers Energy Foundation awarded a total of \$1.5 million in Signature Awards to support habitat restoration, the development of community spaces, and basic needs assistance.

Employee and Retiree Giving

Our employees and retirees give generously and these efforts are rewarded through the Consumers Energy Foundation's Volunteer Grant and Matching Gifts programs.

Through these programs, our Foundation invests funding directly into the local communities where our employees and retirees are actively involved. In 2024, employees and retirees spent more than 79,000 hours volunteering across Michigan, generating a total economic impact of \$2.6 million. More than \$478,000 was donated to nonprofit organizations through the employee and retiree volunteer grant and matching gifts programs.

Supply Chain and Sustainability

Our suppliers are an extension of our business and an integral part of our team. Their partnership is essential to deliver on our commitment to provide materials and services for our internal crews and customers without disruption. Suppliers who demonstrate a high commitment to safety, quality, cost efficiency and timely delivery are partners with us in our aspirations to continuously improve our performance and enable our ability to provide affordable and reliable energy. This starts by identifying suppliers aligned with our mission and sharing our values.

The safety of our employees and our communities is our top priority. We expect our suppliers to maintain a high safety rating as indicated by ISNetWorld, an industry-recognized contractor management platform monitoring safety and compliance. We also ask suppliers to demonstrate their shared commitment to sustainability by asking for ideas to improve the project's sustainability. We openly share our Code of Conduct and require our suppliers to adhere to our standards of ethical behavior. Through the sourcing process, we are deliberate in selecting suppliers who share our values.

Safety includes not only our co-workers' physical safety but also their psychological and mental safety.



During project implementation, we monitor progress and process. We use mutually established key performance indicators (KPIs) and quarterly reviews as regular touchpoints with key partners and on high-risk projects. These vary by project but typically include project safety and environmental performance and spend reporting with Michigan-based and diverse suppliers.

Our commitment to sustainability extends to our suppliers. We require our suppliers to comply with the letter and spirit of all environmental laws, regulations and standards, and CMS Energy's [Environmental Policy](#). We also expect suppliers to identify and implement opportunities to reduce waste and pollution at its source and promote the use of sustainable materials and practices.

Consumers Energy is a member of the Sustainable Supply Chain Alliance, an organization of utilities and suppliers working together to advance sustainable practices in utility supply chain and supplier networks. Through this partnership, Consumers Energy encourages its suppliers to participate in The Sustainability Project assessment to assess and manage their sustainability performance.

Earlier this year, we committed to spend at least \$1.5 billion annually with Michigan suppliers to help strengthen local supply chains and encourage supplier growth into the energy sector. Spending within our home state significantly impacts the local economy, driving job creation and reinvesting dollars into the communities where we live and work.

Safety, Health and Wellness

Our focus on safety is embedded in our culture. We are committed to the safety, health and wellness of employees, customers and community members.

Our Focus on Employee Safety

The health and safety of our employees and the public is our top priority. We've worked hard to improve our safety culture and performance and have implemented a proactive, risk-based program in partnership with EEI and other utilities. The Safety Classification and Learning Model helps us identify potential serious injury or fatality (SIF) events from "safety good catches" or "stop the job," and implement controls to prevent SIF.

At CMS Energy, safety includes not only our co-workers’ physical safety but also their psychological and mental safety. We support our co-workers’ well-being through internal well-being consultants and several tools to improve physical, financial, emotional, social and professional health.

Physical and Cybersecurity

Physical and cybersecurity teams partner closely as members of the same organization within CMS Energy, including our subsidiaries, Consumers Energy and NorthStar Clean Energy, and report up through a single vice president who is accountable for both. Security is subject to state, federal and industry regulations, focusing on cybersecurity, physical security and privacy. Risks are managed through a robust program, including people, processes, technology and governance structures.

The CMS Energy and Consumers Energy Board of Directors (Board) oversees our security risks including cyber security, physical security, compliance and privacy. The Board receives updates each year covering the current threat environment, regulatory updates, review of prior-year incidents and a strategic look forward.

Leading The Way in Cybersecurity

We manage our cybersecurity program using industry frameworks and best practices developed by government and industry partners. We make significant technological investments to prevent, detect and respond to attacks. Our electric, natural gas and corporate systems each follow standards, controls and requirements to maintain compliance.

Our cybersecurity incident response team is a dedicated, proactive function focused fully on monitoring our systems and responding when issues occur. We retain third-party cybersecurity firms to assist with potentially significant incidents. Over the past three years, we have experienced no material cyber, physical or privacy incidents and have received no regulatory fines.

We have a robust set of security policies covering a variety of topics including:

- Security awareness and training
- Security risk management
- Information privacy and confidentiality
- Third-party security
- Cybersecurity incident response
- Vulnerability Management Program
- Malicious software prevention/detection
- Physical risk management acceptable use
- Security policy administration
- Weapons Free Workplace Policy
- Human Trafficking Policy
- Weapons Policy
- Manage security and access

Privacy

Our [privacy policy](#) uses industry-standard administrative, technical and physical security measures to ensure the integrity of our systems and protect customer information from unauthorized access, destruction or alteration. Protection measures include an enterprise security program based on industry standard frameworks, security awareness for employees, a dedicated team to detect and respond to threats and collaboration with peers and state and federal partners.

Physical Security

We take co-worker and customer security seriously and strive to provide a safe and secure environment free from violence or threats of violence. Our buildings and power plants are equipped with security enhancements, including physical barriers, secured access areas, cameras, alarms and other monitoring equipment. Co-workers must use electronic badges to access sites and display identification badges throughout shifts.

As part of our physical security efforts, we also:

- Partner with the Michigan Intelligence Operations Center and law enforcement to share information as appropriate related to threats against our employees, contractors, and assets.
- Mitigate potential threatening or dangerous situations through employee education and guidance for customer-facing employees to report dangerous situations to co-workers or customers.
- All co-workers are encouraged to sign up for and receive notifications about security threats and threats of violence.
- Conduct daily safety tailboards when groups of co-workers gather at work, in the field or remotely, to identify hazards, define responsibilities and review exit strategies in the case of a real threat.





PROSPERITY

CMS Energy and Consumers Energy integrate multiple levels of sustainability oversight, using several governance and risk management tools. These include oversight by the Board and its committees, an enterprise risk management (ERM) program and robust strategic and business planning processes.

Board Oversight

Our Board includes directors with experience and knowledge in sustainability issues and deploys the highest level of sustainability practices oversight. The Board also oversees our strategy and operations, including significant risk items and the corporate risk assessment process.

The Audit Committee oversees our ERM framework, which includes strategic and operational risks, and processes, guidelines and policies for identifying, assessing, monitoring and mitigating such risks. Similarly, the Governance, Sustainability, and Public Responsibility (GS&PR) Committee is responsible for advising and assisting the Board with respect to public responsibility, including stakeholder outreach, stewardship and corporate social responsibility and sustainability matters. Board committee charters and other governance documents can be accessed on the [CMS Energy website](#).

Separate from our Board, our Environment & Sustainability Council, comprised of senior leaders, also guides our environmental strategy and sustainability programs. This includes short- and long-term strategic decisions pertaining to environmental issues, including climate goals, physical risks and sustainability disclosure reporting.

Enterprise Risk Management

In addition to a robust oversight structure, we maintain an ERM program to ensure risks that may significantly impact the business are known, understood and used to inform risk-mitigation strategies. The scope, roles and responsibilities related to the ERM program are included in our corporate risk policy, which is approved by the Board's Audit Committee. The ERM program covers risks for CMS Energy and our subsidiaries across many areas: strategic, operational, regulatory, environmental, financial, information technology and cybersecurity.

One area addressed through our risk program is the physical impacts of climate change. As the owner of one of Michigan's largest infrastructure systems, Consumers Energy is especially focused on climate change resiliency and the impact of climate change on our assets. We have a cross-functional team known as the Climate Adaptation and Resiliency Team to discuss these potential impacts and how to address these issues cost-effectively. In fact, Consumers Energy was among the first utilities in the Midwest to publish a report analyzing climate change risks to our infrastructure, the [Climate Change Risk, Vulnerability, and Resiliency Report](#).

Stakeholder Engagement

Engaging stakeholders is central to our mission and long-term planning. We prioritize open, inclusive and transparent communication with customers, community members, civic leaders, regulators and other key groups across Michigan. These efforts ensure we reflect diverse perspectives in our decision-making and align our projects with community needs and values.

Engagement highlights include:

Local presence: Our Community Affairs team members live and work throughout our service territory, fostering strong relationships and responsive communication with local communities.

Inclusive dialogue: We seek input from a wide range of voices, including historically underrepresented groups, to promote equitable and sustainable outcomes.

Proactive outreach: We create opportunities for early input and collaborative problem solving through community open houses, public meetings and neighborhood events.

We remain committed to meaningful stakeholder engagement as we advance our energy transition. By fostering open dialogue and building trust, we ensure our decisions reflect the values and aspirations of the communities we serve.

Protecting Human Rights

We're helping to create a world where all are respected and included, valued for their unique qualities and abilities, and treated fairly and afforded the opportunity to advance. We protect the rights of all, including women, racial and ethnic minorities, LGBTQIA+, people with disabilities and veterans. To help accomplish this vision, all employees are expected to be strong, ethical community partners and form positive relationships wherever we do business. We work to avoid causing or contributing to human rights violations, mitigate and/or remediate adverse human rights impacts, prohibit the use of child labor, forced labor, human trafficking and modern slavery, and are transparent in our efforts, successes and challenges. Our [Human Rights Policy](#) further details this commitment.

All employees are expected to be strong, ethical community partners and form positive relationships wherever we do business.



Codes of Conduct

Our [Employee Code of Conduct](#) helps co-workers interpret our policies and make decisions. Each year, all salaried co-workers acknowledge and certify their knowledge of our Employee Code of Conduct and receive ethics and compliance training. We also have a [Board of Directors Code of Conduct](#), which lays out our standards for ethical business behavior. Our [Third-Party Code of Conduct](#) extends to our partners.

Political Activity

To meet Michigan's energy needs and help the state's communities thrive, we are committed to providing safe, reliable, clean, and competitively priced energy. Our advocacy activities are directed toward fulfilling that commitment, without regard to the personal political affiliations or views of any individual at any level across the organization. In engaging in the political process, the company is committed to upholding our core values and adhering to the highest standards of ethical conduct.

Lobbying and Trade Associations

Our political engagement includes conversations with government and elected officials, regulators, community members, business leaders and environmental groups. This collaboration informs, educates, and builds trust and partnerships to reach mutually beneficial solutions. We comply with all federal, state and local lobby registration and disclosure laws to provide transparency in our lobbying expenditures.

We hold memberships in industry, trade and business associations focused on representing the energy and utility industry, the business community, our customers and our communities. Areas of interest include: reliability, emergency response, clean energy technology integration, human resources, diversity, equity and inclusion, environmental matters, employee and public safety measures, and cybersecurity and physical security. Costs associated with lobbying activity and trade association memberships are not included in customer rates.

More information regarding our lobbying process, trade association engagement and other expenditures is available on our political engagement webpage under [Trade Associations and Business Memberships](#).

Corporate Political Contributions

Federal and state campaign finance laws prohibit corporations from making direct contributions to national and state political parties, as well as candidates for campaign purposes. However, we do contribute to grassroots activities, issue advocacy, voter registration, and state and local ballot question committees. These contributions are under the supervision of our Board, our GS&PR Committee, our senior management and members of our legal team. To promote transparency, we go above what is required by law and voluntarily publish political contributions semiannually at all levels of government as noted below:

- Expenditures made to influence the outcome of ballot initiatives.
- Direct corporate contributions to an entity organized under Sections 527 and Section 501(c)(4) of the Internal Revenue Code when annual contributions exceed \$25,000.
- Nondeductible portions of trade association and other organization dues when annual mandatory membership dues exceed \$25,000.
- The corporation discloses semiannual contribution reports each March and September.

Employee Political Activity

We maintain separate segregated funds and a corporate political action committee (PAC), which is registered with the Federal Election Commission. We also maintain a state PAC registered in Michigan. Our employee PAC, CMS Energy Corporation Employees for Better Government, is a nonprofit, nonpartisan PAC governed by an employee/shareholder-run steering committee and is independent of company officers and Board. Participation is voluntary and the PAC is governed by strict bylaws to ensure employees and shareholders have a voice in the political process. Applicable to all state and federal state and federal laws and regulations, all receipts and contributions are disclosed as required. Links to our PAC disclosures are available on our [Corporate Political Engagement webpage](#).



Awards and Recognition

Recognition for our commitment to sustainability includes:

- Named Top Utility in Economic Development by Site Selection Magazine.
- Named TRENDSETTER company by CPA-Zicklin Index for corporate political disclosure and accountability.
- 2024 ENERGY STAR® Partner of the Year, marking our 12th consecutive year
- Religious Equity, Diversity & Inclusion (REDI) Index results for 2025 most faith-friendly companies. Similarly, CMS Energy placed 6th among Fortune 500 companies, an improvement from 16th in 2024.
- 2025 Bell Seal for Workplace Mental Health recipient by Mental Health America (MHA), a leading national nonprofit promoting mental health, well-being and illness prevention.
- Michigan Veterans Affairs Agency (MVAA) Gold Level Veteran Friendly Employer Status.
- Forbes 2024 Best Employers for Diversity.
- DiversityComm Magazine Best of the Best 2024 Top Diverse Employer.
- 2024 Catalyst Award recipient from The A21 Campaign. This annual award is awarded to one company every year that has shown extraordinary commitment to battling human trafficking through their employee resource groups.
- Inclusion in the MSCI Selection Indexes.
- Receiving a perfect 100 score on disabilityIN's index assessment

Additional Reports and Data

We provide extensive sustainability public disclosures, including our environmental stewardship and long-term strategy. We address these matters in Securities and Exchange Commission, Environmental Protection Agency and other regulatory agency filings, and through voluntary reporting efforts found on our [CMS Energy Sustainability Website](#).

Disclosure

This report contains “forward-looking statements” which may cause our results to differ materially. All forward-looking statements should be considered in the context of the risk and other factors detailed in our Securities and Exchange Commission (SEC) filings. Forward-looking statements should be read in conjunction with “FORWARD-LOOKING STATEMENTS AND INFORMATION” and “RISK FACTORS” sections of our most recent Form 10-K and as updated in other reports we file with the SEC, which can be found on our Regulatory Filings page. CMS Energy and Consumers Energy have no obligation to update or revise forward-looking statements regardless of whether added information, future events, or any other factors affect the information contained in the statements. The information in this report may apply standards of materiality that are different than standards applied to other investors or required to be disclosed in SEC filings.

APPENDICES

Global Reporting Initiative (GRI) Index

GRI (Global Reporting Initiative) is the independent, international organization that helps businesses and other organizations take responsibility for their impacts, by providing them with the global common language to communicate those impacts.

+ [GRI Index](#)

Task Force on Climate-Related Financial Disclosure (TCFD) Index

The Task Force on Climate-related Financial Disclosure (TCFD) is a voluntary, consistent climate-related financial risk disclosure for use by companies in providing information to investors, lenders, insurers and other stakeholders. The TCFD framework rests on four main tenets: governance, strategy, risk management, and metrics and targets.

+ [TCFD Index](#)

Sustainability Accounting Standards Board (SASB) Index for Consumers Energy — Electric Utilities & Power Generation

Our SASB Index identifies where the corporation makes disclosures and provides information in the Electric Utilities and Power Generation industry section within the infrastructure sector.

+ [SASB Electric Index](#)

Sustainability Accounting Standards Board (SASB) Index for Consumers Energy — Gas Utilities & Distributors

Our SASB Index identifies where the corporation makes disclosures and provides information in the Gas Utilities and Distributors industry section within the infrastructure sector.

+ [SASB Natural Gas Index](#)

Sustainability Priority Issues Report

The report shows our issue prioritization process and its outcomes, including how the issues are managed.

+ [Read the Report](#)

