

A YEAR TO
RECHARGE.
RESET. REDISCOVER.

*What if getting outdoors could
change your outlook?*

Michael Nee, senior engineer, Codes and Standards Field Consulting, Grand Rapids Wealthy Station

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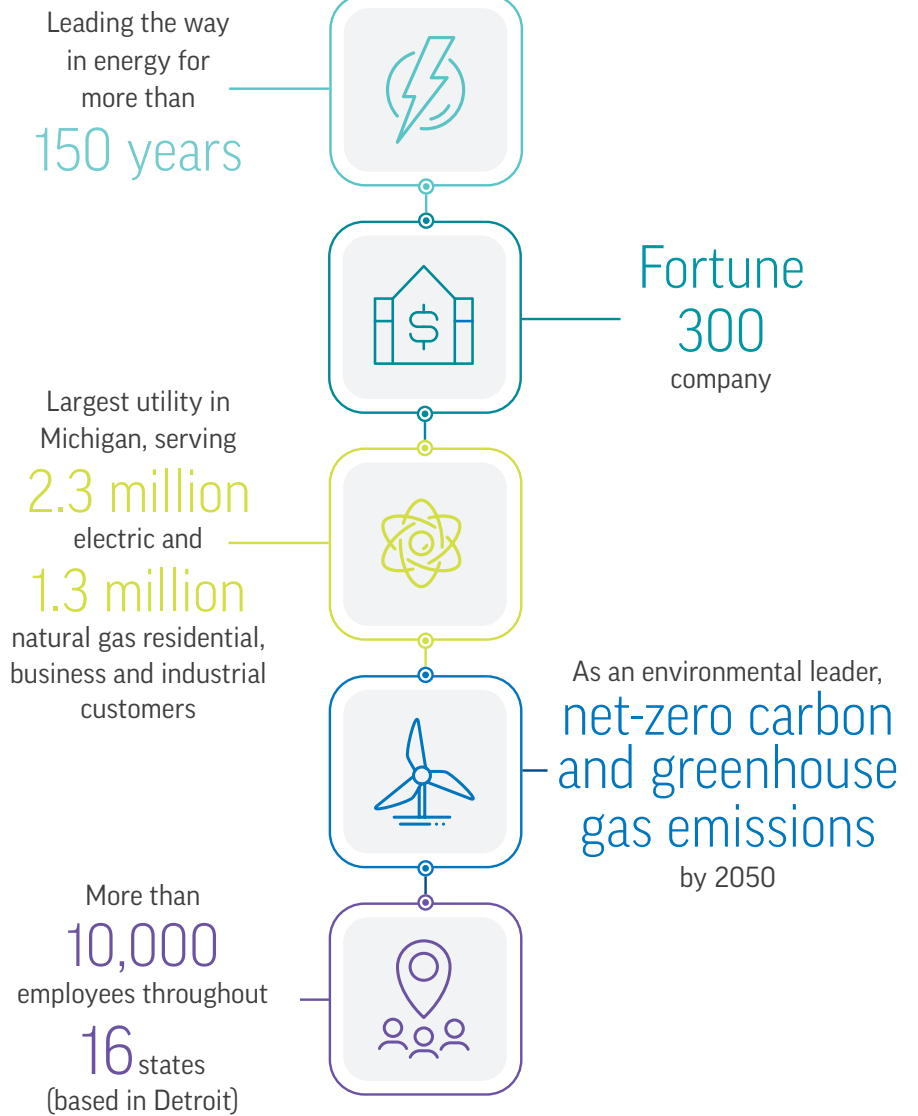
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About DTE Energy



DTE Energy employees can access our Health & Wellbeing resources at dteenergy.com/takecare.

BEST IN CLASS

DTE continues to be recognized nationally for the progress made toward becoming a best-in-class Culture of Health & Wellbeing. While accolades and recognition are appreciated, the greatest reward is witnessing our DTE family taking care of themselves and others. We don't do this work for the external praise – we do it because **it's the right thing to do**.



Dear DTE family,

We are pleased to share DTE Energy's **2022 Culture of Health & Wellbeing Annual Report**. Throughout these pages are inspiring stories from our DTE family – stories that demonstrate their commitment to **taking care** of themselves and others and the positive impact on their vitality.

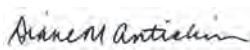
Through these first-hand accounts, you also will gain insight into the priority DTE places on employee health and wellbeing, the extent to which we hold ourselves accountable to measure our progress and impact, how we celebrate successes and our commitment to continually raise the bar.

This past year, we saw tremendous growth in leader involvement and support of wellbeing, a deepening of our Take Care tenets and an expansion of mental health resources. And thanks to the strong leadership of the Wellbeing Executive Leadership Committee (WELCOM) and the collaborative efforts of our wellbeing champions and our many partners, we exceeded our health and wellbeing targets for a fourth year in a row. In addition, DTE continues to build respect as a leader in health and wellbeing, evidenced by our company receiving the distinguished Best Employer in Health & Wellbeing award and Excellence in Mental Health award. What we are most proud of, though, has been the positive and direct impact these efforts have had on the DTE family.

2022 was a critical time to help employees rebalance and ground themselves in the new post-pandemic world. Specifically, it was a time to: **RECHARGE** our personal batteries; **RESET** our intentions and outlook; and **REDISCOVER** our relationship to our work, our health and our wellbeing. We applaud our DTE family for all the progress you've made along your own personal health and wellbeing journeys. This annual report is dedicated to all of you.

As we look forward to 2023, we face some temporary business challenges, but we have no doubt that there are tremendous opportunities ahead to make significant positive impact for our DTE family. Together, we are well-positioned to continue building a brighter and healthier future for all of us.

In best health – take care,



Diane Antishin, SPHR
vice president, HR and Chief
Diversity & Inclusion Officer



David Ruud
senior vice president, CFO
and Wellbeing Executive Champion



Karen Personett
manager, Wellness & Health Promotion

Culture of Health & Wellbeing at DTE Energy

At DTE, we are **PASSIONATE** about health and wellbeing.

We **CARE ABOUT EACH OTHER** and want everyone in our extended DTE family to be healthy, safe and well.

We **EMBRACE AND CELEBRATE** diversity and inclusion.

For us, it's about creating a welcoming and inclusive space, meeting people where they are and supporting their journey. Whether it's providing a supportive environment, creating opportunities and space for self-care, or offering access to valuable tools and resources, we are building a caring culture and inviting employees to provide a supportive environment for those around them.



What guides our path forward

DTE is a place where health and wellbeing are embedded into our value system, as evidenced by our Service Keys.

🔗 I take care of myself and others. 🔗

🔗 We practice safe and healthy behaviors in everything we do and speak up to ensure physical and emotional safety. 🔗

In fact, 2022 marked the fourth year in a row where “Drive a best-in-class culture of health and wellbeing” was a key business priority.



Our vision

We aspire to be the most health and wellbeing-supportive workplace — leading to a healthier DTE family.

Our mission

Our mission is to empower employees and their families to live with positive energy, good health and a passion for life by fostering a lifetime commitment to total wellbeing and vitality.

Our philosophy

We believe vitality comes from the interactions and harmony between the four dimensions of wellbeing: physically thriving, emotionally resilient, socially connected and financially secure. In turn, we support and encourage the DTE family through a **total wellbeing approach**.

🔗 Our commitment to total wellbeing is paramount to the success of our company. If we take care of ourselves, we will be able to take better care of our families, customers and the communities where we live and serve. 🔗

— Jerry Norcia, Chairman and CEO



OFFERING SUPPORT AT EACH POINT ALONG THE WELLBEING JOURNEY

In 2022, we made significant progress in strengthening employees' health and wellbeing. However, we believe there are opportunities to do more. By meeting DTE family members where they are in their wellbeing journey, we strive to keep the healthy people well and assist those who are managing illness.

Well	Keep the healthy people well.
At Risk	Reduce the number of DTE family members at risk for illness.
Acute Illness	Provide rapid access to primary care and social support for acute illnesses.
Chronic Illness	Ensure members with chronic conditions are managing those conditions with excellence.
Catastrophic Illness	Provide access to the highest quality care for serious and catastrophic illnesses.

Delivering on our mission: Energize Your Life

A driving force behind DTE's Culture of Health & Wellbeing is Energize Your Life (EYL) – our innovative wellbeing program that supports employees, retirees and their families along their personal journey to get the most from life:



The integration of EYL's team members, programming, resources and tools strengthens our Culture of Health & Wellbeing mission for employees.

“Our Health & Wellbeing strategy, the belief in it and the rigor in executing it has elevated our efforts to a movement – a movement with strong momentum that has fostered a fundamental change in values at DTE. Health and wellbeing has become a source of pride. It is some of the best work I've been connected to in my career.”

– Diane Antishin, vice president HR and Chief Diversity & Inclusion Officer



Tracking our progress and measuring impact

We want to ensure what we do makes a difference in the lives of our DTE family. That's why we use comprehensive metrics to track our progress, measure impact and help us determine if what we are doing is working.



“For the fourth year in a row, we exceeded our health and wellbeing targets. We are on track to achieve best-in-class status. But more importantly, this means our DTE family is receiving access to meaningful support and resources that are helping them to meet their wellbeing goals and improve their personal outcomes.”

– Joi Harris, president and COO, DTE Gas

Our tools

Employer Health Opportunity Assessment (EHOA)

Measures how health-supportive DTE is at an *enterprise level*.

Site Scan Culture Check

Measures how health-supportive DTE is at an *individual location and site level*.

Project Plan Progress (Power Business Intelligence Tool)

Tracks *monthly progress* toward our goals outlined in our project plan.

Corporate Cockpit

Measures the *effectiveness, efficiency and experience* of our wellbeing efforts – shaping our strategy and programming priorities.



RESULTS BY THE NUMBERS

2022 EHOA
score
675

■ We surpassed our 2022 goal by **10 points** and achieved a **7% improvement** from 2021.

2022 Site Scan
Culture Check
81

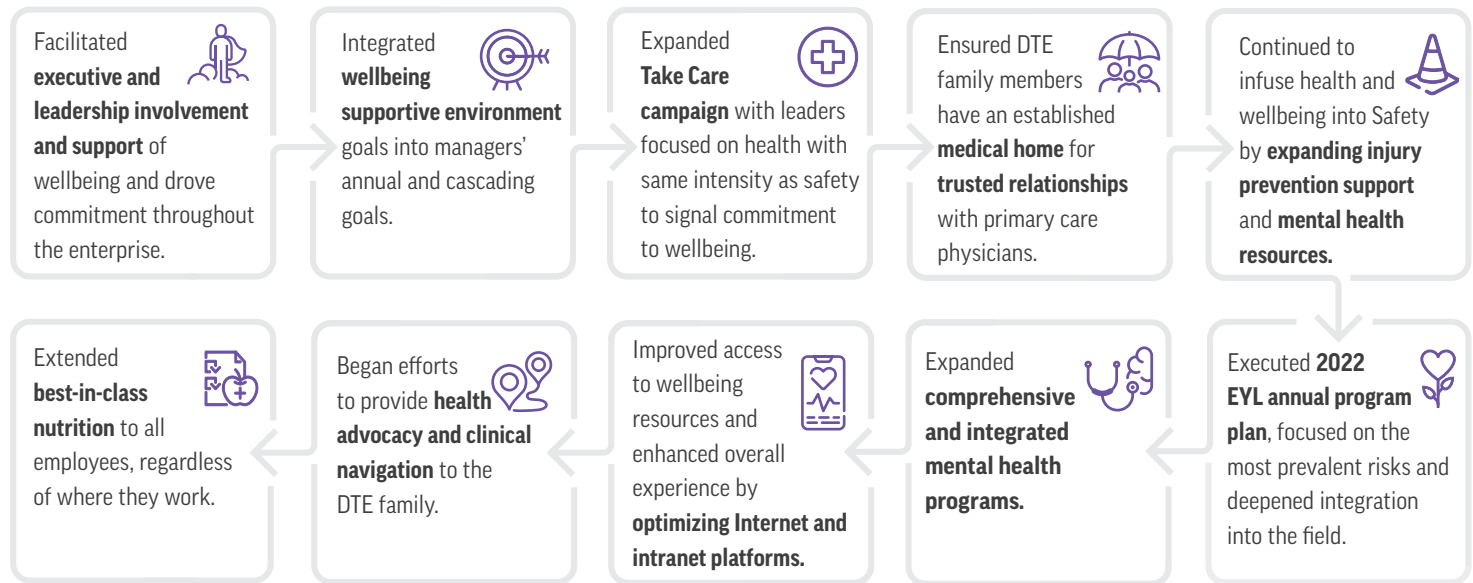
■ We achieved a **best-in-class** score and a **3% improvement** from 2021.

A look back: The most meaningful accomplishments

Thanks to the strong leadership of the Wellbeing Executive Leadership Committee (WELCOM) and the collaborative efforts of our many partners, there have been numerous health and wellbeing successes and triumphs this year. Here are the ones we feel had the greatest impact for our DTE family.



2022 key accomplishments



“It has been very rewarding to see the positive impact of our health and wellbeing efforts on our DTE family. The efforts of EYL, our business partners and our whole team is starting to really change how our fellow employees and their families approach their wellbeing. It’s so inspiring and highlights the true importance of this effort.”

- David Ruud, senior vice president and CFO and Wellbeing Executive Champion

2022 Take Care heroes

A common way to wish someone well is to say, “take care.” We likely say it almost every day – to our family, friends and co-workers. For DTE, “Take Care” is an anthem for our shift to a healthier culture. Not only is taking care a top priority, it’s also the right thing to do for our DTE family. Take Care is a call to action for all of us to take better care of ourselves and all the people in our lives. In 2022, we continued to feature DTE employees as they took care – enabling us to see real examples of colleagues living the Take Care message.

Each employee featured throughout the year was nominated by leaders, co-workers and the EYL team for being true role models in how they take care. The EYL team also honored featured employees at the Wellbeing Champion Summit and highlighted their stories on OurDTE, the employee intranet, as well as in trainings, enterprise-wide meetings, mini-teaches and visually across DTE locations.



Our congratulations and appreciation to all our 2022 Take Care role models:

ROW #1 LEFT TO RIGHT:

Amanda Grace Booker, station analyst, Milford Compressor Station

Allie Ayoub, facilitator, Distribution Operations

Pina Vyas, director, Electric Marketing



ROW #2 LEFT TO RIGHT:

Eric Younan, senior strategist, Economic Development

Brenda Myles, reliability supervisor, Warren Service Center

Brandon Cole, lineman leader, Shelby Service Center



ROW #3 LEFT TO RIGHT:

Evelyn Danish, operations analyst, GRMI North Central Construction and Western Region in Big Rapids

Carlton Leonard, lineman leader, Caniff Service Center

Crissy Calvin, Safety & Health Specialist, Monroe Plant



Leadership in action

Taking care is contagious. When DTE leaders demonstrate how they value taking care of their health and wellbeing, they foster an atmosphere where that value is reflected and empower their teams to take care. One of the most meaningful ways leaders signal their commitment to supporting their team's health and wellbeing is by walking the walk and talking the talk.



Thank you to all the WELCOM members and our executive wellbeing champion, Dave Ruud, for your dedication:

- | | |
|-------------------------|------------------|
| Diane Antishin | Renee Moran |
| Michael Cooper | Lisa Muschong |
| Shawn Dedenbach | Shawn Patterson |
| Morgan Elliott-Andahazy | Karen Personett |
| Eric Frank | Manish Rukadikar |
| Christine Garber | David Ruud |
| Brian Hill | Rhonda Salazar |
| Tamara Johnson | Paula Silver |
| Brian Kincaid | Jaspreet Singh |
| Nicholas Levin | Anthony Tomczak |

2022 Wellbeing Executive Leadership Committee

A foundational way that DTE leadership supports health and wellbeing is through the Wellbeing Executive Leadership Committee (WELCOM). This visionary committee helps set the course and navigate our journey to becoming a best-in-class Culture of Health & Wellbeing. Under their leadership, we achieved and even surpassed some of our 2022 goals.

How we lead: New leadership principles

As part of the launch of our refreshed Operating Model, we brought forth a simplified approach to how we lead: DTE's Leadership Principles of *Inspire*, *Innovate*, and *Deliver*.

Whether leading a team of people, a project, field work or a meeting – we all lead from where we are and use the following Leadership Principles behaviors to guide us:



INSPIRE

Foster belonging

Welcome everyone, connect authentically and cultivate engagement.

Support wellbeing

Care for each person's wellbeing and ensure physical and emotional safety.

Communicate for impact

Make our purpose real through storytelling, teaching and recognition.

INNOVATE

Collaborate for excellence

Serve one another to achieve the best possible results for our stakeholders.

Create breakthroughs

Lead change courageously, seek new ideas and foster continuous improvement.

Grow every day

Encourage a growth mindset and continuous learning so people can do their best work.

DELIVER

Achieve results

Prioritize and deliver what matters to drive service excellence and growth.

Act with integrity

Be ethical, honest and transparent.

Lead with grit

Passionately pursue excellence and persevere through challenges.

🗨️ When we focus on the Inspire leadership principle of taking care of each other – supporting wellbeing, fostering belonging and communicating for impact – I promise the Innovation and Deliver will follow. 🗨️

– Jerry Norcia, Chairman and CEO



Welcome Week: Listen, learn and speak up

Welcome Week is an intentional effort to support our company’s commitment to create a welcoming environment for all DTE employees. Our Diversity, Equity and Inclusion (DEI) purpose statement reflects this commitment: *You are welcome here.* By valuing, including and fueling the aspirations of everyone at DTE, we will take great care of each other and our customers, and serve as a force for good in our communities.

Welcome Week was held in the fall of 2022 and focused on fostering a “Speak-Up Culture.” Activities focused on identifying key steps we can all take to help create a safe space for people to listen, learn and speak up. Leaders facilitated a sharing of thoughts, opinions and ideas.

Health, Safety & Wellbeing Stand Ups

Stand Ups are about a united cause. An invitation to pause – together. They draw attention to a specific aspect of how we can take care of ourselves and each other. In 2022, DTE leaders held a series of Stand Ups related to various aspects of health, safety and wellbeing. To help facilitate these Stand Ups, leaders were provided with detailed discussion guides, as well as tips to share with their teams. *Details about specific Stand Ups are included in each wellbeing dimension of this report.*

“Family-Friendly Leader” award

The Family-Friendly Leader award was initiated by our Family employee resource group as a way of recognizing and celebrating leaders who truly embody the Service Key of Caring by recognizing the differing needs of individuals who care for and support loved ones while attending to their careers. Nominees are recognized each quarter (with a personalized note and gift of a custom Microsoft Teams background) and a list is compiled of all nominees throughout the year to select a grand prize winner at the end of the year.

Congratulations to all the leaders that are living and demonstrating the commitment:

Winner: Greg Chiesa

Nominees: Alex Sleiman • Alexandru Bodea • Amy Joyce • Angela Loftis • Annie Bal-Schienze • Anthony Ignasiak • Barry Marietta • Brad Clark • Bradley Leiter • Brian K Nichols • Brian Rice • Cameron Sherding • Charles McNew • Chris Conley • Clayton Holmes • Dan Miner • Dan Williams • Daniel Braker • Daniel Herring • Daniel Williams • Danielle Dunn • Dave Schneider • David Betts • David J Elwarner • Dawn Hayes • Debra Kelih • Derek Snell • Donna Jackson • Doug Cash • Emmanuel Pervolarakis • Gregory Chiesa • Gregory Rice • Jason Lorence • Jaspreet Singh • Jill Wilmot • Jodi Monacelli • Joe Shimkus • John Boladian • Joy Neych • Julia Huffman • Julian Aguilar • Kalaine Tamlin • Karen Whitman • Kevin Tomaszewski • Kristin McBurrows • Kristine Dunn • Kyle Dahl • Lance Esparza • Lisa Ronk • Marca Brown • Maridy Mazaira • Mark C Johnson • Martin S. Nichols Sr. • Mendy Petersen • Michael Fedele • Michael Seischab • Michael Sklar • Michelle Martinez • Michelle Underwood • Nicholas Latzy • Paula Silver • Renee Tomina • Rosana Laurain • Saikrishna Gangeddula • Sarah Bello • Steve Gates • Steven Jackson • Theresa Livingston • Todd Zare

Operationalizing ways to take care

To help “hardwire” health and wellbeing into the organization, we optimized technology to drive awareness of DTE commitment.

For example, EYL worked with leadership to establish an automated approach to encourage breaks between meetings. The DTE Outlook system (email/calendar server) was modified to set calendar invitation defaults as follows:

Meetings of **30 minutes or less** were automatically scheduled to



Meetings of **1 hour or longer** were automatically scheduled to



This structured available time enabled employees to take a few moments for themselves and their health and wellbeing between meetings. Employees used this time to stretch, move around, fill a water bottle, fuel up with a healthy snack or participate in a brief meditation. The goal was to simply make space in the day to recharge and re-energize. The company also introduced lock-screen messages that reinforced take care messaging and themes.

“I encourage my team to take care with whatever health break works best for them. Giving your body and mind a break refreshes your outlook, makes you more productive and improves your mindset.”

– Chris Garber, director and information officer

EYL's efforts to support total wellbeing

2022 by the numbers



7,046

wellbeing events, challenges, classes and activities offered, which was an increase from 2021

More than
114,237

total participant interactions with live programs

■ That's 6,000 more interactions compared with 2021 – a 5% increase



59

workshops and webinars offered, with a total of 4,026 participants



An extensive online library of

THOUSANDS

of recorded sessions and classes accessed "on-demand"





Taking care to practice healthy habits and self-care



“ I take care of my body and my mind by being physically active in the morning. My easy, quick go-to is an early morning walk. There’s nothing better to refresh the body and start the brain than a 40-minute walk. It’s the best way to start my day. Whether it’s walking, biking, yoga practice or lifting weights, physical activity keeps me in top form. I can connect better, I’m more alert, and I’m more in-tune with others.”

- Paula Silver, senior vice president, Corporate Communications and Public Affairs



“ As someone who is always on call at home and at work, it’s tough to find time to take care of myself. I realized I needed to make my health a priority. Now, I wake up early three days a week to play tennis. Not only has my doctor correlated this increased physical activity to a drop in my cholesterol, but I come to work with so much more energy and feel less stressed.”

- Eric Younan, senior strategist, Economic Development

Injury Prevention

In 2022, in partnership with Corporate Safety and the business units, the EYL Athletic Trainers (ATs) successfully expanded DTE's Injury Prevention efforts. In addition to carrying out their normal duties visiting job sites, educating, performing job risk analyses and helping employees one on one, the ATs expanded their ergonomic trainings, implemented wearable technologies and provided ongoing tooling support.

Injury Prevention training

Across the company, apprentices and new hires in the field were given body preparation, conditioning and positioning education as they began their new roles. In fact, 39 new overhead and underground apprentices received 22 hours of training over the course of four classes.

In addition to the new hire training, over 800 of our Electric field employees piloted an online injury prevention and ergonomics course.

Wearable technology to support the safety and health of our workers

To help support programming, reduce injury risks, educate employees on potential hazards and help develop corrective actions to help decrease musculoskeletal injuries, DTE implemented usage of a wearable, multipoint sensor-based system to analyze the physical risks imposed upon the field workers. Data captured during a task or shift included: motion, posture, vibration and thermal risks.

Utilizing wearables in conjunction with standard job risk assessments allowed the ATs to identify not just general ergonomic risks, but to pinpoint which body parts were at most severe risk during a task and what other factors could be changed to reduce that risk.



“The Injury Prevention workshops taught me new techniques for my shoulders, and I have noticed an improvement in how my shoulders feel since implementing their recommendations.”

– Quinn Ottman, cable splicer apprentice,
Trombly Service Center

ERGONOMIC TOOLING IMPLEMENTATION

Tools are an important part of any employee's role, but our essential workforce works with larger, heavier and more ergonomically unfriendly tools than most. Our ATs worked with ergonomic steering committee members to evaluate old tooling and existing work methods against more ergonomically friendly tools and best practices.

Other Injury Prevention initiatives:

- ✔ Virtual office ergonomic assessments
- ✔ Gas Operations “Safety Awareness” guide
- ✔ Tree Trim Academy support
- ✔ Storm support
- ✔ Power Equipment and Relay Testing Lab
- ✔ Re-establishing the Energy Supply Ergonomics Committee

“We had a great experience working with the ergonomics team. It was interesting to see the results using the wearable technology of a one-person lift vs. two-person lift. For one piece of equipment we lifted, we were shocked to find the control difference. The ATs were also very helpful in building a business case for the purchase of new equipment that is more ergonomically friendly compared to existing equipment used for the same task.”

– Daniel Wallace, field safety specialist, UGL

“Physically Thriving” Stand Up

Leaders helped conduct two different Stand Ups in 2022 that focused on the Physically Thriving dimension of total wellbeing:

Healthy Living Requirements Stand Up

DTE’s Healthy Living Requirements (HLR) program is about helping the DTE family to thrive and have a healthy future. The program helps ensure we all have a trusted provider, know our health status and can detect health issues before they become health problems.

The HLR Stand Up addressed the two key action steps required under the HLR: receiving an annual physical and taking an online health assessment. Leaders showed a powerful video of employee testimonials addressing how their own relationship with their provider has been life-changing. Afterward, the teams discussed the video and were encouraged to share their own experiences. In some instances, employees were given time to call and schedule their annual physicals and/or start their online health assessments.



Before



After

“If it weren’t for the Healthy Living Requirements program, I’m not sure I’d be here today. I was diagnosed with prostate cancer during one of my annual physicals. I was young, had no family history of cancer and had no visible symptoms. Since we caught it early, it was treatable with surgery. I didn’t have to go through radiation or chemotherapy. Had I waited to go to the doctor until I started experiencing symptoms, my story may have had a very different ending. I believe the HLR program saved my life.”

– Michael Listello, supervisor, Safety

DTE | Take Care

FIELD EMPLOYEE VERSION

Fast Five Tips for Physically Thriving

WE ARE INDUSTRIAL ATHLETES

- 1 Prepare your Body**
 - Wear proper protective equipment and follow all safety guidelines.
 - Prioritize sleeping at least seven hours each night and keep a consistent schedule.
 - Warm-up your body: Make time for regular stretch breaks before your day starts and between activities.
- 2 Get Active for Peak Performance**
 - Take 10 minutes a day for CTEs Wellness Moments. [Learn more here.](#)
 - Stay fit by participating in EYL live, virtual or on-demand exercise sessions. [Go to a live.](#)
- 3 Stay Hydrated**
 - Stay hydrated! Drinking water consistently throughout the day improves mental focus and productivity. Dehydration causes muscle fatigue, which increases the risk of sprains, strains and overexertion. Use the [EYL Drink](#) to help you keep track.
 - Minimize caffeine. Caffeine can be a diuretic and may cause you to lose fluids faster.
- 4 Eat for Strength**
 - Add fruits and/or vegetables and lean protein to every meal to improve your physical ability and mental focus.
 - Meet with the DTE registered dietitian to learn what foods are optimal for your body. [Click here to schedule a session.](#)
- 5 Practice Proper Ergonomics**
 - Consider your space. Work in your green [Ergo Zone](#) (see diagram). [Schedule a 1:1](#) appointment with the Injury Prevention Team for a free ergonomic assessment – also available for home, office and work trucks.
 - Rest, move, or adjust your body hourly. All postures, positions or movements need to be interrupted – even good or ideal ones.

For additional tips on how to physically thrive, please reference the Energize Your Life Program Guide, “Something for Everyone” – Nutrition, Physically Activity, Injury Prevention and Ergonomic Health Sections.

Injury Prevention Stand Up

This Stand Up focused on helping employees understand the importance of injury prevention and build awareness around preparing their bodies for their task/work, just like an athlete prepares their body for their sport. Employees learned how to prepare, position and condition their minds and bodies to tackle the job at hand and avoid injuries. Leaders also shared various ergonomic and injury prevention resources, such as Ergonomic Assessments, Crew Readiness Conditioning and Office Worker Warm-ups, as well as the Body Mechanics Field Guide.

Group fitness programs

One of the best ways to boost physical fitness and reduce stress is to move more. The Fitness Zone offered various classes, including Novice, 10-minute stretching, strength training and more. On-site and virtual classes are available to all DTE employees free of charge.



Monthly “Ask the Dietitian” Q&A webinars

A new webinar series was launched in 2022, called “Ask the Dietitian.” Each month, our EYL Registered Dietitian (RD), conducted a 45-minute Q&A session to address employees’ trending nutrition questions. Some of the webinars included: “Fad Diets,” “Plant-Forward Eating,” “Eating Healthy on a Budget,” “Inflammation and Nutrition” and more.



“I attended most (if not all) of the ‘Ask the Registered Dietitian Sessions’ in 2022. I find these sessions to be one of the most valuable services of the EYL wellbeing program. All the topics are extremely relevant. They provide valuable and practical information and tactics that can be adapted easily into everyday life. Sayde does a great job in de-mystifying complicated topics and explaining things in terms that everyone can understand.”

– Robin Thompson, strategist, Nuclear Communications



Nutrition program workshops and demos

Each month, our EYL RD offered educational webinars on trending nutritional topics and cooking workshops for popular healthy recipes. A few of the webinars and workshops included:



“Intuitive Eating”



“Reframing Your Relationship with Food”



“Globally Inspired Meals”



“Foods that Support Brain Health”

Healthy catering guidelines

Serving healthier food in the workplace is an important part of supporting the health and wellbeing of our employees and visitors. Healthy eating not only provides energy to power us through the day, but it also keeps us focused and alert, and allows us to live with vitality.

Building on the success of our best-in-class nutrition transformation, we piloted a revised set of catering guidelines that included healthy food and beverage items that fully met the EYL Better and Best criteria. The pilot was a success, leading us to phase the new DTE Healthy Catering Guidelines into operation throughout the enterprise in 2022.

“Honestly, you guys make it easy when you have such amazing options that are within guidelines! I also appreciate the flexibility of fun you all encourage us to have, too.”

– Kari Capello, strategist, HR Leadership Development



Whether it was answering questions about nutrition, sharing strategies on eating in a way that will better manage an underlying chronic condition or offering tips on how to easily add more plant-based foods into family meals, the EYL RD was there. Together, the employees and the EYL RD identified small changes that could add up to big results, slowly and over time.

Other EYL physical activities and events



One-on-one Game Plan appointments

From designing customized workout plans to providing ongoing motivation and support, EYL Performance Coaches helped employees establish and achieve personal fitness goals. Employees can request a virtual appointment with no membership required and at no cost!



One-on-one nutritional counseling

Whether it was answering questions about nutrition, sharing strategies on eating to better manage a chronic condition or offering tips on how to add more plant-based foods into family meals, our EYL RD met with hundreds of employees to identify small changes that could add up to big results, slowly and over time.



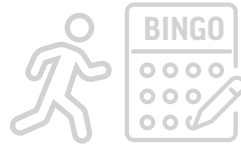
EYL Games

Employees participated in friendly competition during this four-week challenge. They earned points for participating in healthy lifestyle activities, such as attending virtual fitness classes, nutritional workshops and cooking demos, as well as for personal workouts, meditating and more.



Minute to Win It

During this four-week program, individuals were asked to complete four tasks that took one minute each to complete. The tasks centered on mindset, movement, nutrition and fun! If all 16 tasks were completed by the end of the challenge, the participant earned a prize.



Holiday Bingo

A healthy twist on the classic game, this version had bingo squares listing EYL activities. A new bingo card was provided each week. When an individual completed an item listed on the card, they would cross it off. Once a complete row was checked off, they earned a bingo!



Cupid Shuffle

Individuals were asked to complete a set number of cardiovascular minutes each week. If they completed more minutes than the target goal, trainers were to perform an exercise of the employee's choice.

“The EYL Games helped expose me to other services offered by the EYL Team. I never used to do things like Mindfulness Moments or warm-ups, but they have been really helpful and enjoyable. They kept me working at my best throughout the day.”

- Carmelene Corona, senior business analyst, Information Technology (IT)

RESULTS BY THE NUMBERS

Injury prevention

Served **4,175** employees at **30** locations, with **11,023** total encounters with employees



■ That's 16% more encounters compared with 2021.

All 2022 healthy challenges

3,883

total participants, representing about 35% of employees



■ That's 11% more participants than in 2021.

Group exercise classes

1,294

group classes offered exercise, with

6,656

total participants

Warm-ups

Delivered over

744

warm-ups with dynamic stretch sessions across the enterprise (in person and virtually), including virtual warm-ups

3 times a day



One-on-one nutritional coaching

419

sessions



■ That's up from 297 in 2021.

One-on-one performance coaching

67

sessions



■ That's up from 508 in 2021.



Taking care to find balance and protect mental health

“Thank you for talking about mental health. The more we talk about it, the more we can remove the stigma.”

– Ignatious Brennen, general service technician max, OQ Training & Evaluation

“This is a huge step in the direction of health and wellbeing at DTE. This conversation alone will give people the courage to establish more personal boundaries to protect their own wellbeing. Thank you, Jerry, for being such a caring leader!”

– Anonymous DTE employee



“When I take care of my mental health, I’m happier, have a more positive outlook on life and look forward to the next adventure.”

In addition, I support my co-workers at Warren Service Center (WSC) to take care of their mental health by encouraging them to take vacation time, make time for their families and build relationships with one another.”

– Brenda Myles, reliability supervisor and EYL Wellbeing Champion

Emotional wellbeing town hall: “Building Emotional Strength Together – Part 2”

Building on the success of the 2021 Emotional Resilience town hall and webcast and taking into account the world events in 2022 that had increased people’s anxiety, DTE held a second all-employee town hall meeting, “Building Emotional Strength Together – Part 2.”

The session was attended by 1,527 people and was conducted as a continuation of the discussion in 2021 between Jerry Norcia, Chairman and CEO, and Nina Vasani, a #1 best-selling author, professor at Stanford University School of Medicine and founder of The Stanford Lab for Mental Health Innovation.

The intent was to keep the momentum for building emotional resilience and to continue our efforts to destigmatize mental health issues. A Q&A session followed, giving employees an opportunity to have their questions answered by Jerry Norcia, Dr. Vasani and Karen Personett.

“I truly hope mental health conversation like this continue with Jerry, other leaders and EYL. It’s conversations like that show DTE’s true commitment to us.”

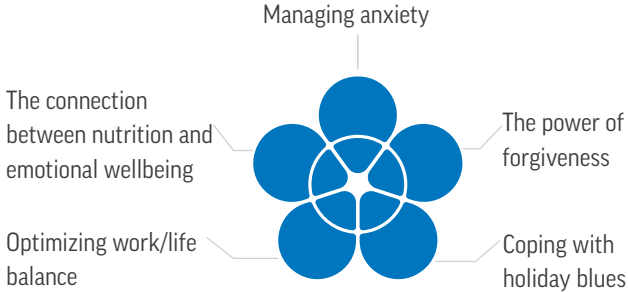
– Anonymous DTE employee

“We need to normalize speaking out loud about mental health issues without the fear of a stigma in the workplace. Applaud DTE for trying to change this!”

– Anonymous DTE employee

Emotional wellbeing webinars and workshops

In 2022, the EYL team coordinated monthly webinars and workshops addressing a broad range of emotional wellbeing topics, such as:



The goal of this virtual interactive series was to provide participants with helpful tools and resources to cope with life's mental health and emotional wellbeing challenges.

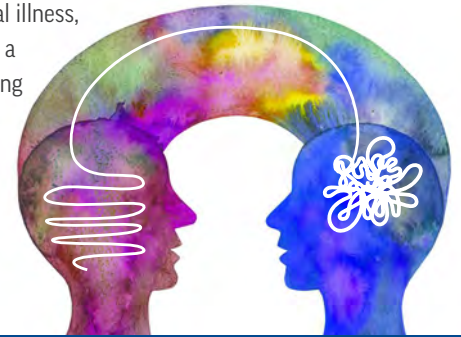
My needs matter: Identifying and breaking burnout in the workplace

In this well-attended workshop, psychologist Dr. Tierra Ellis helped participants learn about:

- ✓ The effects of burnout on overall wellbeing
- ✓ Ways to manage burnout
- ✓ Tips to take care of your emotional wellbeing to prevent burnout

Expanding Mental Health First Aid certification training

With the success of the launch of the Mental Health First Aid (MHFA) certification training in November 2021, we focused on expanding the course in 2022. Offered through the National Council on Behavioral Health, the training was extended to EYL Wellbeing Champions, leaders, Corporate Safety and Human Resources personnel. This empowering program taught participants how to identify and respond to someone who is showing signs of mental illness, substance use or experiencing a mental health crisis. The training gives participants the skills needed to reach out and provide initial support by connecting them with appropriate care.



ON-SITE EMPLOYEE ASSISTANCE PROGRAM (EAP) APPOINTMENTS

In May 2022, we enhanced access to EAP by launching new on-site appointments with a counselor dedicated to serving DTE employees and household members. On-site appointments were available at DTE headquarters every Wednesday. Virtual appointments were also available if preferred.

RESULTS BY THE NUMBERS



Emotional wellbeing workshops and webinars

12
events with
563
participants



Emotional wellbeing town hall

Included
1,527
participants



Certifications in Mental Health First Aid

173
EYL team members, Wellbeing Champions, Corporate Safety personnel, leaders and HR personnel are MHFA certified



Taking care to nurture relationships and expand connections



Evelyn's Wednesday night ladies' group from left to right: Kay, Nancy, Kassadee, Lisa, Denise and Kathy



“As a single mom, I prioritize taking care of myself so I can be there for others who depend on me. One of the ways I take care is through social connections. I love to check in on my neighbors and share homemade bread and soup with them. I’ve also been known to host an occasional kickball game in the front yard when the ‘grown kids’ get a team together.

Another thing that has helped me tremendously is my Wednesday night ladies’ bible study. Some in the group have been with me since 2009. I could not have come this far without them. We care for one another and volunteer in the community.”

– Evelyn Danish, GRMI operations analyst and EYL Wellbeing Champion

EYL Team and EYL Wellbeing champions: Fostering social connection

2022 EYL Team

The EYL Team is made up of multidisciplinary professionals in the health and wellbeing field, including athletic trainers, health educators, exercise physiologists, registered dietitians and public health professionals. Together, they are a primary force that enables us to deliver our promises. EYL Team members are on the front line, engaging with employees (whether on-site or remotely) every day to promote and reinforce total wellbeing. Their focus is to meet people where they are in their own personal journey by:



Creating awareness and facilitating access



Educating and building understanding



Engaging with individuals to help nurture commitment

2022 EYL Wellbeing Champions

The EYL Wellbeing Champion Network is comprised of 199 employee volunteers across more than 50 DTE locations who are passionate about total wellbeing and take a strong interest in sharing the value of the EYL program with others.

EYL Wellbeing Champions create a grassroots movement fueled by passion as they encourage co-workers to take care.



Building on-site involvement

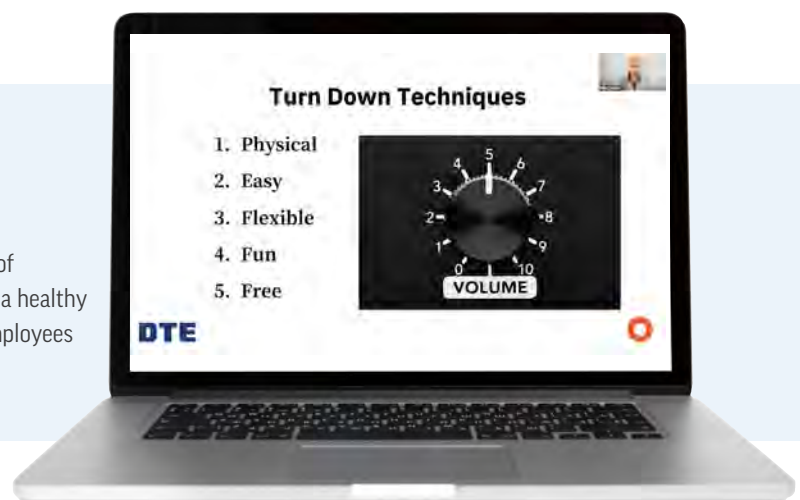
EYL Wellbeing Coordinators held fun events throughout the year to build engagement among on-site employees, including:

- ✓ Trail mix stations
- ✓ Smoothie stations
- ✓ Team breakfasts
- ✓ Team building activities such as giant Jenga, corn hole/bean bag toss, trivia and more!



Social Connection Stand Up

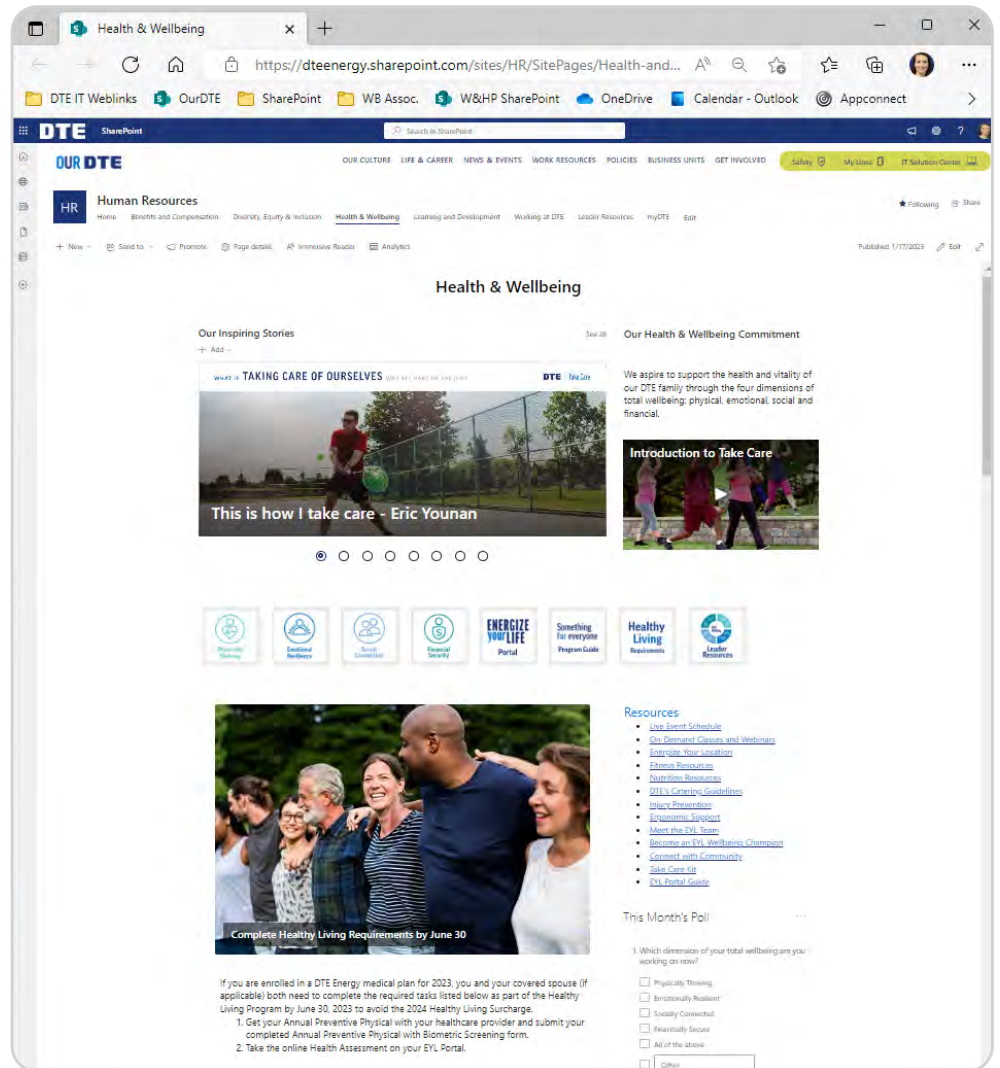
Leaders led a discussion with their teams to reinforce the importance of socializing and nurturing healthy relationships in the journey to living a healthy and vibrant life. They also shared a video that provided tips to help employees take care of themselves even when their tanks are running low.



Connecting the DTE family to resources and support

New Health & Wellbeing online experience

To improve access to the plethora of health and wellbeing tools and resources, we created a single destination on OurDTE, our company intranet. It is also accessible externally at dteenergy.com/takecare.



The new site offers several advantages:

- Improves search results to save time
- Connects employees with EYL team members
- Promotes easy access to EYL Portal and programs
- Highlights inspirational stories of employees taking care
- Provides single Health & Wellbeing leader resource destination to support leaders and their teams
- Increases visibility of quality EYL programs (live and on-demand)
- Features Healthy Living Requirements (HLR) resources and support
- Organizes content by physical, emotional, social and financial health
- Includes poll for employee feedback
- Curates Health & Wellbeing resources, programs and news in a single location

Healthy Habit challenges

To engage individuals and teams in taking steps to build healthy habits, EYL sponsors various Healthy Habit challenges throughout the year, including:



“More Veggies Today”

This challenge encouraged employees to incorporate more vegetables into their meals throughout their day.



“Self-care Selfies”

This challenge encouraged employees to post photos of themselves being physically active, taking steps to be emotionally resilient, practicing financial security or participating in social connectivity.



“Stay Hydrated”

This challenge took a fun approach to encouraging employees to drink more water throughout their day.



“Walk the World”

This challenge helped participants discover cultural festivals during a virtual walk around the world.

5TH ANNUAL EYL CHAMPION SUMMIT

The 2022 Wellbeing Champion Summit marked the first in-person Summit since 2019! The day-long event was held on Oct. 12 at the Garden Theatre. In attendance were 150 EYL Champions (representing over 25 DTE locations), the EYL Team and the WELCOM, plus a few members from DTE partner organizations. Topics included an update on the Health & Wellbeing journey at DTE and alignment of Health & Wellbeing, Safety and the Take Care campaign. The session included several interactive activities and EYL Better and Best meals and snacks fueled participants throughout the day.

The event garnered rave reviews, with participants sharing that they felt the topic areas were meaningful and impactful and that they especially appreciated having the opportunity to gather again in-person. Our goal of having participants leave the Summit feeling educated, appreciated and inspired was clearly met!

🙌 A BIG thank you to your entire team for putting together a great event. Great breakfast, lunch, snacks and content. Awesome job! 🙌

- Shantanu Modal, principal network engineer, ITS LAN/WAN Engineering

🙌 I'd have to say that the fitness tracker is actually pretty cool. I hardly notice it's there, and so far, it helped me to be more aware of my level of activity/inactivity and subconsciously motivates me to get a little more active. 🙌

-Cody Schwartz, senior continuous improvement specialist, Gas CI Greater Michigan

RESULTS BY THE NUMBERS

Portal enrollment was

72%

(up from 69% in 2021)



including **76%** of employees and **58%** of spouses

EYL Portal



3,247 shoutouts were given
43 social groups formed with
1,359 participating members



6,277

personal health challenges were created with

1,213

employees and spouses engaging in health coaching

Financially Secure



Taking care to plan, manage and save wisely



“SmartDollar REALLY WORKS! I have used it for a couple of years now and it helped me to save for a mortgage, a wedding and even our Hawaii honeymoon. Some advice that resonated with me, and is engraved in my financial plans, is that before making any plans to save, one has to focus on getting rid of debt. This resource has helped me stay disciplined and accomplish my financial goals throughout the years.”

- Galia Ainsworth, specialist, Labor Relations

Fast Five Tips for Financial Security



1

Improve your Financial Education

- Participate in EYL and Family Energy Resource Group (ERG) live sessions. Learn from a certified financial planner, elder care lawyer and geriatric care manager. Join the Family ERG. Learn the latest news.
- Access on-demand sessions about retirement planning, saving for college, setting up a budget and more!
- Connect with a health coach for personalized “Money Mindfulness” financial tips.

2

Make a Plan and Share It

- Write it down. Whether you want to improve your financial security, make smarter money decisions or start saving, creating a plan with tangible goals is essential.
- Get everyone on board. Discuss finances with those who impact your financial wellbeing, including partners and dependents. Align everyone on the same plan.
- Schedule a financial security presentation with your EYL Wellbeing Coordinator.

3

Create and Follow a Budget

- Access SmartDollar and EveryDollar. EYL provides these resources for free to help you create a monthly budget and manage your spending.
- Use DTE Perks. Create a free account using your DTE email to access discounts through Beneplace. Save money on fitness devices, gym memberships and more.
- Get ideas. Go to dteenergy.com/takecare for ideas on how to stay socially connected without spending money.

4

Grow Your Savings

- Start small. Dave Ramsey’s “Baby steps” help to pay down debt and accumulate wealth. Enroll in SmartDollar for the easy-to-follow tools by texting “DTE” to 33795.
- Create rainy day and emergency savings funds. Rainy day funds can help you cover small, short-term expenses, while emergency saving funds can cover unexpected events such as sudden illness or job loss.

5

Use DTE401k.com

- Understand your estimated monthly future income. Check now to see if you’re on track to reach your savings goal for retirement.
- Follow “My Financial Path” to access personalized, actionable steps that can help you strike a balance between living for today and planning for tomorrow. Log onto DTE401k.com and select “My Financial Path.”

For additional tips on how to create financial security, please reference the EYL Program Guide, “Something for Everyone,” in the Financially Secure Section.

ABOVE: The Take Care Image featuring Amanda Grace Booker invites us to consider “What if a rainy day fund meant winter also ahead?” Amanda is a station analyst at Midland Computer Station.

Financially Secure Stand Up

Financial stress was on the rise last year, so special attention on financial security was extremely important. Leaders facilitated discussions with their teams about how financial stress impacts one’s health and wellbeing and provided tips to overcome it, such as making a plan, creating and following a budget, growing savings and participating in the DTE 401(k) Plan. In addition, leaders provided several resources to assist employees in becoming financially secure.

SmartDollar®

The SmartDollar program continued to serve as the cornerstone of our efforts to support the DTE family in feeling financially secure. Offered at no charge to all employees, the program aims to empower people to take control of their money by teaching them to:

- ✔ Create a budget
- ✔ Build an emergency fund
- ✔ Pay off debt
- ✔ Invest for the future
- ✔ Increase charitable giving



Money Mindfulness health coaching and Journeys

Money Mindfulness coaches were available online and via phone to help employees develop personal financial goals, gain tips for replacing poor financial habits with healthier habits and establish a healthier relationship with money. Coaches also referred employees to other relevant resources as needed.

In addition, a variety of financially related online Journeys were available through the EYL Portal. From planning for emergencies to shrinking debt, these self-paced Journeys helped employees address financial challenges head on to reduce their financial stress and build a more secure financial future.

Financial education

Another way DTE supported financial wellbeing was by teaming up with its 401(k) plan vendor partner (Empower®) to develop and deliver various award-winning retirement and financial education campaigns, such as America Saves Week (ASW). In addition, Empower held numerous webinars, free of charge, on various aspects of the 401(k) plan, as well as general financial planning concepts.



Healthy Rewards

DTE continued to offer the Healthy Rewards program to help engage employees and eligible spouses in a wide variety of health and wellbeing activities. In return for completing a rewardable activity, individuals earned EYL Points that were converted to dollars or drawing entries (depending on eligibility).



RESULTS BY THE NUMBERS



SmartDollar

\$10,654,651

total financial turnaround

■ That's \$318,851 more than in 2021 – a 3% increase!

\$27,180

average financial turnaround per participant

■ That's a \$1,661 increase per participant from 2021

19%

of the DTE family is enrolled in SmartDollar

■ Up 1% from 2021

66%

of participants reported that they felt confident or secure about their finances compared with

49%

in the pre-survey



Empower®

America Saves Week campaign

3,724

enrollments within 30 days of the campaign

521

members increased their deferral rates within 30 days of ASW – increasing the deferral average by 4%

151

new beneficiaries added



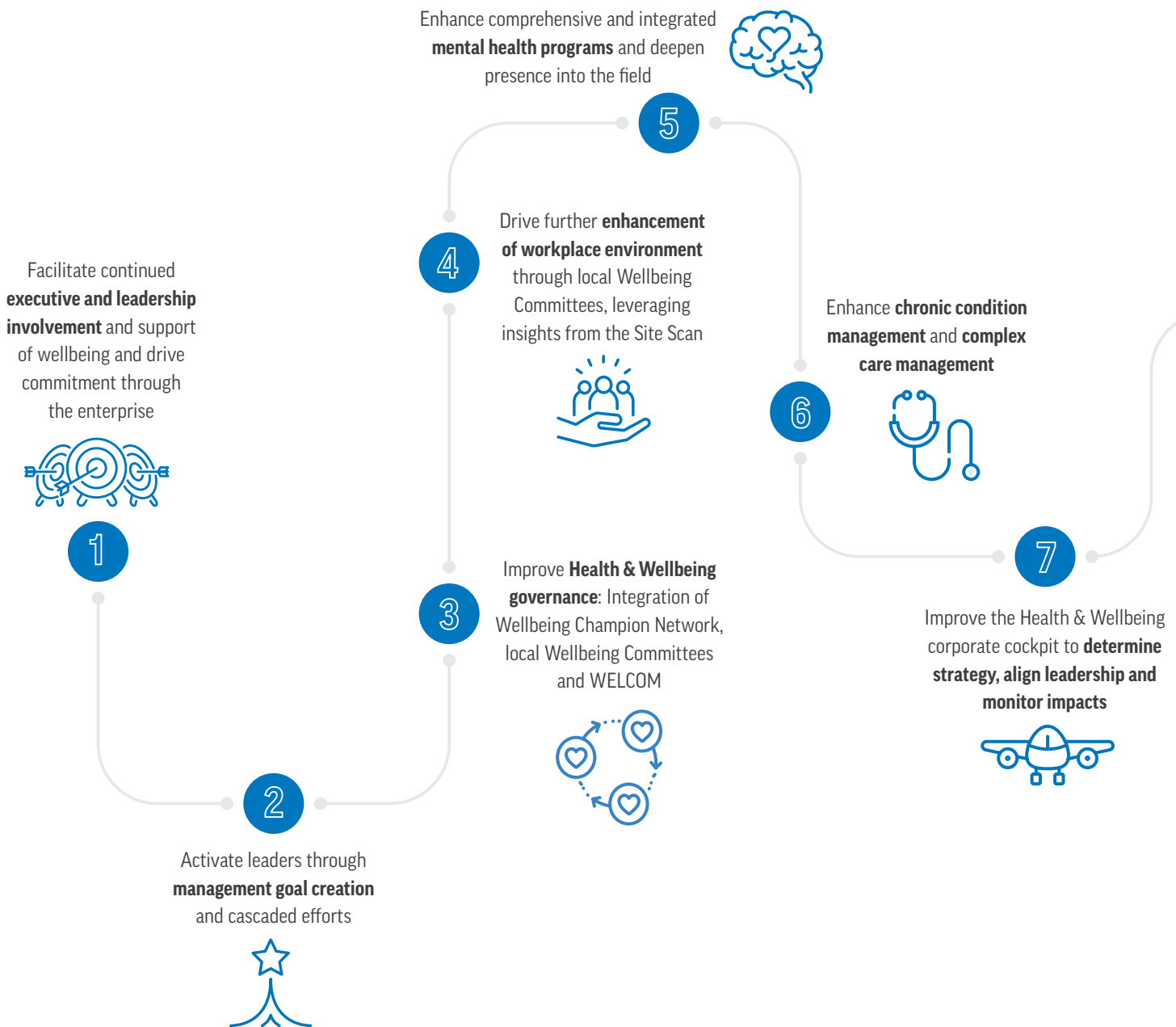
Healthy Rewards

12,706

employees and spouses completed healthy activities to earn points for the year

Looking forward: Continuing to pursue best-in-class for 2023

Our goal for 2023 is to continue making progress on our rolling strategic plan by aiming to achieve the targets listed below.



“As we look forward, we will continue to expand our efforts and focus on supporting our most prevalent conditions by providing the right support for the right person at the right time.”

– Michael Cooper, director, Compensation, Benefits and Wellness



Apply for **awards** that assess innovation and our Culture of Health & Wellbeing



10

Educate and promote **musculoskeletal health support services**



8

Sustain focus to ensure the individuals in the DTE family have a **trusted medical home**



9

Demonstrate commitment to wellbeing and vitality from **recruitment through the employee lifecycle**



11

Monitor, manage and improve **marketing and communication** of “Take Care”



14

Evolve **best-in-class nutrition efforts** to support all employees, no matter where they work



12

13

Implement phase one **health literacy and consumer education** to educate employees to be informed healthcare consumers



“This body of work really distinguishes us from other companies and the momentum is contagious. The best part is the employees are starting to feel it!”

– Renee Tomina, senior vice president, Major Enterprise Projects

Questions or comments?

Contact us at eyl_account@dteenergy.com

“It is together that we can accomplish great things, so it’s important to take care of ourselves, so that we can be there for one other.”

- Matt Paul, executive vice president, Distribution Operations



Wanda Sands, plant manager, Trenton Channel Power Plant, walks the walk by forming a walking group to encourage her team to walk and be active.

Pictured left to right: Wanda Sands, plant manager, Trenton Channel Power Plant | Darrick Thomas, supervisor, Pontiac Service Center | Wesley Hanes, previous employee | Jacob Schaub, engineering supervisor, Monroe Power Plant | Duane Hanson, assistant shift supervisor, Monroe Power Plant | Charles Terrell, mechanical specialist, Belle River Power Plant | Brian Dantas, renewable site development manager, HQ

DTE