

2024 CULTURE OF HEALTH & WELLBEING REPORT

CHEERS

to 20 Years of Health & Wellbeing

Your journey.
Our commitment.





At DTE, we **TAKE CARE** of ourselves, our families and our communities.

We are passionate about health and wellbeing. Our goal is to meet people where they are and support their journey.

We do this by creating an encouraging environment, offering self-care opportunities and providing access to valuable resources. Above all, we foster a culture of care for everyone.



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



About DTE Energy



Leading the way
in energy for more than
175 years



Fortune 300
company serving
450
Michigan communities



Top 200
of Forbes America's Best
Large Employers list



Nearly **10,000**
employees throughout
20 states



Largest electric and natural
gas utility in Michigan,
serving more than
3.5 million
residential and
business customers



Pursuing
net zero
carbon emissions
by 2050.

Best-in-class awards

DTE's journey toward becoming a best-in-class Culture of Health & Wellbeing continues to earn recognition both locally and nationally—a testament to the meaningful progress we're making. While we're grateful for these accolades, they're reminders that our work is about people, not praise. Building a healthier, more supportive environment isn't just a goal, *it's the right thing to do.*



EYL Team members accept the Best and Brightest award.



2nd consecutive year



Workplace Health and
Wellbeing (HWB) Awards



GALLUP EXCEPTIONAL
WORKPLACE AWARD
2024

12th consecutive year



Michigan Breastfeeding Friendly
Workplace—Gold Level

Dear DTE family,

It is with great pleasure that we present DTE Energy's **2024 Culture of Health & Wellbeing Report**. Reflecting on 2024, we celebrate a couple of extraordinary milestones that underscore our legacy of supporting the health and wellbeing of our DTE family. First, we honor the 20th anniversary of Energize Your Life (EYL)—our company's health and wellbeing program. Over the past two decades, EYL has inspired countless meaningful steps toward better physical health, greater emotional resilience, stronger connections forged through shared experiences and progress toward financial confidence. Secondly, we reflect on the transformative moment in 2018 when DTE committed to becoming a best-in-class Culture of Health & Wellbeing—a pledge that has deepened our vision and resolve.

This year's report is not just a reflection on what we've achieved as a company—it's a celebration of you. The stories and accomplishments shared within these pages are a testament to the power of collective effort and how your choices to prioritize health and wellbeing have made all the difference.

Together, we have built something extraordinary. And together, we will continue to grow, support one another and lead with care. Thank you for being an essential part of this journey and for your belief in the importance of a healthier future for all. Here's to the next chapter of our journey!



Lisa A. Muschong

Lisa Muschong
vice president, corporate secretary
& chief of staff, and wellbeing
executive co-chair

Diane M. Antishin

Diane Antishin, SPHR
senior vice president, HR and chief
diversity & inclusion officer

David Ruud

David Ruud
executive vice president, CFO and
wellbeing executive chair

Karen M. Personett

Karen Personett
manager, Wellness &
Health Promotion

At DTE, health and wellbeing is our energy

Health and wellbeing power everything we do at DTE. We're deeply committed to fostering a culture where our extended DTE family feels supported, safe and empowered to thrive. By creating a community that cares for one another and champions wellness in all its forms, we're building a brighter, healthier future.

What guides our path forward

DTE is a place where health and wellbeing are embedded into our value system:



An enabler of **our aspiration** to be the "best in the world and best for the world"



An **enterprise priority** for 6th consecutive year: "Drive a best-in-class Culture of Health & Wellbeing"



An explicit **leadership principle**: "Support Wellbeing"



Built into 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."



Our vision

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

Our mission

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**.

Energize Your Life (EYL): Powering DTE's Culture of Health & Wellbeing

At the heart of DTE's Culture of Health & Wellbeing is Energize Your Life (EYL)—an innovative program designed to support our employees and their families in living their best lives. Through personalized resources and tools, EYL empowers individuals to:



A look back: 2024's most meaningful accomplishments



Activated leaders and strengthened commitment.

- Provided leader activation toolkits, leader-led discussion forums and tailored training.
- Took a “shadow of a leader” approach—emphasizing walking the walk, talking the talk and impactful storytelling.



Sustained mental health programs and deepened field presence.

- Held the 4th Annual Mental Health Town Hall featuring panel of employees who shared personal stories.
- Offered Mental Health First Aid training.
- “Mental health check in” now a standard on safety agendas.



Drove further enhancements to our work environment.

- Expanded Local Wellbeing Committees.
- Leveraged improvements to the physical environments.
- Increased leader buy-in for fostering intrinsic motivation for wellbeing.



Improved support for those with chronic and complex conditions.

- Improved delivery of chronic condition management and complex care management for the DTE family.
- Highlighted success stories to expand awareness and deepen engagement.



Continued “Take Care” campaign to inspire through employee storytelling.

- Celebrated and showcased employees and leaders who take care of themselves and others.



Expanded injury prevention support and programs.

- Deployed athletic trainers to service centers throughout Gas operations.
- Deployed Body Mechanic Field Guide through leader led discussions.



Promoted importance of having a trusted medical home.

- Inspired over 80% of the DTE family to work with a primary care provider.



Provided in-person and virtual support to all employees.

- Met the DTE family wherever they were along their wellbeing journeys.

“We’ve seen firsthand how EYL is transforming the way we support health and wellbeing. A thriving workforce is the foundation of resilience, and our dedication to fostering a culture of health goes beyond business success—it’s about empowering our DTE family to lead happier, more fulfilling lives.”

– Michael Cooper, head of Total Rewards

Celebrating excellence in health and wellbeing

DTE recognized by the prestigious C. Everett Koop Health Committee—two years in a row

In 2024, DTE was once again honored by the C. Everett Koop Health Award Committee. Receiving this year's Honorable Mention and last year's award validates that together we're making a meaningful, measurable difference in the health and lives of our employees.

Known as the most prestigious recognition in its field, the Koop Health Award requires intense statistical rigor and thorough documentation to demonstrate both health improvement and business impact. In some years, no winners are selected at all, underscoring just how exceptional this honor is.




Learn more by watching the [C. Everett Koop Health Award](#) acceptance video.



THE AWARD'S NAMESAKE

C. Everett Koop is the renowned U.S. Surgeon General who elevated the federal office to the most authoritative platform to educate the nation on the importance of health promotion and disease prevention—flipping the focus from reactive to preventive health.

 Our journey to becoming a best-in-class Culture of Health & Wellbeing has been a company priority for six years now. Our leaders not only talk the talk but also walk the walk, ensuring that health and wellbeing are embedded within our culture. The progress we've made is due not only to the extraordinary leadership driving this commitment but also to the employees who support the wellbeing of their coworkers, family members and themselves.⁷⁷

– Joi Harris, president and COO, DTE Energy

DTE receives three HERO HWB awards

DTE proudly received three Health Enhancement Research Organization (HERO) Workplace Health and Wellbeing (HWB) awards—recognizing our dedication to advancing health and wellbeing. These honors celebrate the passion, leadership and hard work of the individuals driving positive change across our company.

Executive Health Champion Award

This prestigious award honors a person of senior leadership status (CEO, CFO, VP) who has made an outstanding contribution toward the meaningful advancement of health and wellbeing within their company that sets them apart from others. Recipients are distinguished by their visionary leadership and long-term commitment.

TWO OF OUR DTE EXECUTIVES RECEIVED THIS AWARD:



Jerry Norcia, chairman and CEO

Jerry was honored for his visionary leadership in fostering a culture of health at DTE. Under his guidance, DTE established the Wellbeing Executive Leadership Committee (WELCOM), integrated health and wellbeing into our core operations and hosted impactful annual town halls to reduce the stigma around mental health.

“When people take care of their total wellbeing, it amplifies the personal energy we can give toward serving our families, communities and each other. I learned from my dad, who learned from my grandfather, that health is fundamental. If you don’t have your health, you don’t have anything.”

– Jerry Norcia

David Ruud, executive vice president and CFO

David’s exceptional leadership as the executive chair of WELCOM earned him this prestigious recognition. David has been a driving force in our mission to create a best-in-class Culture of Health and Wellbeing. Under his leadership, DTE’s various health and wellbeing initiatives have made a meaningful impact on the DTE family.



“Some initiatives require significant effort to engage and motivate people to participate. This one doesn’t. We’ve presented the programs, and there’s acceptance and engagement. It’s inspiring to see everyone thinking about their health and the health of their team and families.”

– David Ruud

Heart of HERO Award

This award honors a trailblazing wellbeing practitioner who has demonstrated exceptional expertise, operational excellence, influence and results that distinguishes them by their ability to create an outstanding health and wellbeing transformation within their company.

THE HEART OF HERO AWARD WAS BESTOWED UPON:



Karen Personett, manager, Wellness & Health Promotion

Karen’s visionary leadership and tireless advocacy for workplace health and wellbeing were celebrated with the Heart of HERO Award. Under her leadership, DTE earned over 30 industry awards, and was featured in the U.S. Surgeon General’s framework for Workplace Mental Health & Wellbeing.

“We are so proud of this validation of our strategy and the difference we are making in the lives of our employees and family members. Thank you to everyone who contributed to this journey. Together, we are creating a healthier, more supportive workplace for all.”

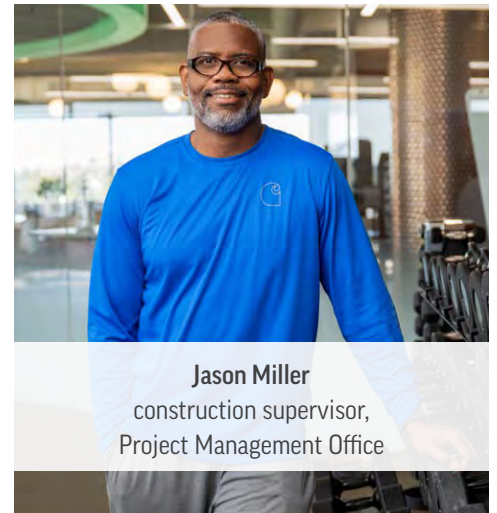
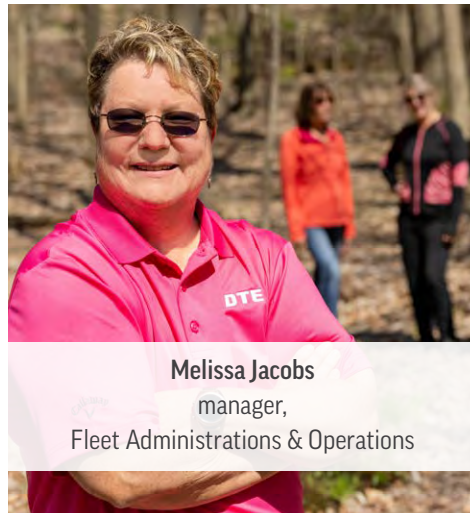
– Karen Personett



Recognizing our 2024 Take Care role models

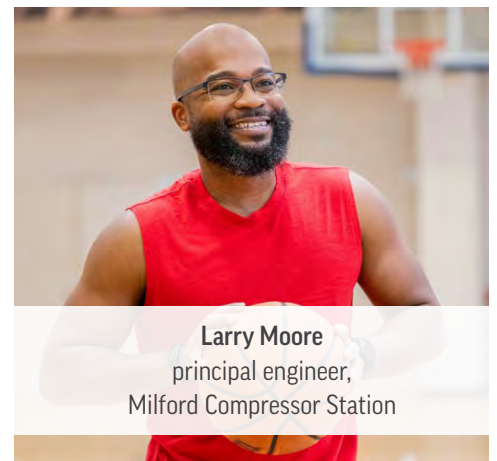
Take Care is a call to action for all of us to take better care of ourselves and the people in our lives. In 2024, we continued to feature DTE employees as they took care—giving our DTE family real examples of colleagues living the Take Care message.

Congratulations and our appreciation to our DTE 2024 Take Care role models:



Sharing actual examples of how the DTE family is living out the Take Care philosophy is a wonderful way to inspire others.

— Paula Silver, senior vice president, Communications and Public Affairs



Each featured employee was nominated by leaders, coworkers and the EYL team for being a true role model in how they take care. Their stories were showcased in our Take Care magazine, on OurDTE (DTE's intranet), visually across DTE locations and externally as part of talent recruitment efforts.



Leadership in action



Thank you to all the 2024 WELCOM members:

Top row, left to right: Shawn Patterson, Daniel Miner, David Ruud, Lisa Muschong, Michael Cooper, Jaspreet Singh, Eric Frank, Cedric Flowers.

Bottom row, left to right: Rhonda Salazar, Shawn Dedenbach, Karen Personett, Diane Antishin.

Not pictured: Brian Hill, Brian Kincaid.

2024 Wellbeing Executive Leadership Committee (WELCOM): Leading by example

To fully activate the Culture of Health & Wellbeing at DTE, we established a dedicated, cross-functional team called the Wellbeing Executive Leadership Committee (WELCOM) in 2019. This visionary committee continues to set the course and navigate our journey to becoming a best-in-class Culture of Health & Wellbeing. Under their leadership, we achieved and surpassed several of our 2024 goals.

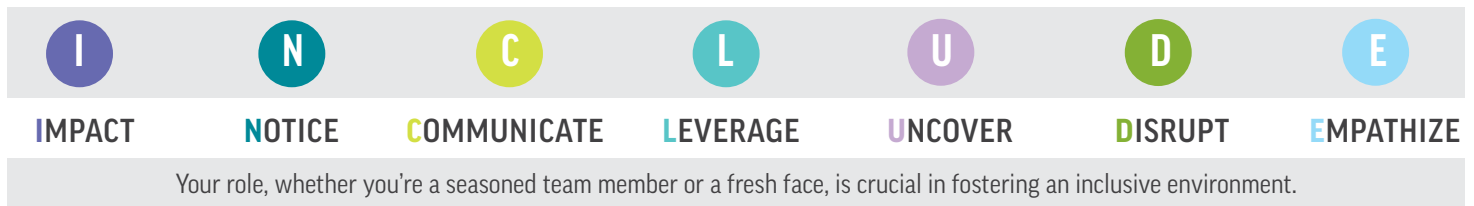
WELCOM members are more than advocates—they're role models actively embedding health and wellbeing into their teams through personalized project plans. With support from EYL coordinators, each WELCOM member develops and tracks tailored initiatives, reports progress monthly and stays accountable to their goals. These efforts ACTIVATE a ripple effect of positive change across DTE.

These inspiring leaders demonstrate how strategic planning and collaboration can weave health and wellbeing into the fabric of daily work life, creating a culture where everyone thrives. WELCOM's commitment to modeling this behavior is a testament to the power of leading by example.



Welcome Week: Recommitting to inclusion

Welcome Week is our annual opportunity to strengthen connections, celebrate diverse perspectives and deepen our commitment to learning and growth. In 2024, we focused on our INCLUDE model as a tool for fostering meaningful conversations and valuing the contributions of everyone in our workplace.



Leader-led health, wellbeing and safety team discussions

Leaders activated two different team discussions (referred to as stand ups) in 2024 that focused on the Physically Thriving dimension of total wellbeing:

Health & Wellbeing team discussion:

This session focused on inspiring DTE family members to complete their annual physical and online health assessment as part of the Healthy Living Requirement program. Leaders across the company shared a video of employee testimonials and held meaningful discussions related to importance of preventive care.

Safety and Wellbeing team discussion:

We continued to equip leaders to integrate wellbeing into safety discussions with their teams. Leaders shared an injury prevention video and Body Mechanic Field Guide, which contained practical tools and instructional illustrations of how to help prevent injuries and keep everyone safe.

Over 90% of DTE leaders completed the two team discussions.

Celebrating family-friendly leadership

Sponsored by the Family energy group, the Family Leader Award recognizes leaders who go the extra mile in supporting an employee's personal life—creating an inclusive and supportive environment where everyone feels valued and respected. Their leadership prioritizes work-life balance and ensures that team members can thrive both professionally and personally.

This year's Family Leader Award recipients are **Rodney Cole**, president, DTE Foundation and DTE Corporate Citizenship, and **Bryant Miller**, manager, Business Performance – Project Management Office (PMO).
Congratulations Rodney and Bryant!



Rodney Cole

“I've had a few challenging years navigating young children and aging parents simultaneously, and Rodney created a caring environment that helped me reach both my personal commitments and work goals.”

– Frank D' Angelo, manager, Community Outreach



Bryant Miller

“Bryant genuinely cares for his team and makes us feel empowered.”

– Dipa Hede, senior strategist, PMO

“Bryant truly embodies what it means to be a caring leader. He not only supports us in our roles but also cares about our growth, work-life balance and overall wellbeing.”

– David Stamate, strategist, PMO

EYL's impact on total wellbeing: 2024 by the numbers



DTE is dedicated to equipping our employees with the health and wellbeing tools they need to not just navigate life's challenges, but to truly thrive. By investing in their wellbeing, we're building a stronger, healthier future for our entire DTE family.⁷⁷

– Lisa Muschong, vice president, corporate secretary & chief of staff and wellbeing executive co-chair



Over 5,000

wellbeing events, challenges,
classes and activities



1,496

Fitness Zone members
(representing 46% of the DTE
Headquarters family)



112,713

total participant interactions
with live programming



827

shoutouts were given



56

workshops and webinars,
with a total of

1,934

participants

73

social groups formed with

2,485

participating members



Taking care to practice healthy habits and self-care

Triumph over adversity: Jason Miller's inspiring comeback journey

Jason's health struggles began in 2012, with symptoms that went overlooked by healthcare providers. By 2022, he was diagnosed with both prostate cancer and metastatic thyroid cancer. In 2023, he underwent surgeries to remove his cancers. As a result, his thyroid cancer marker dropped from 210 to 2.6, with hopes of reaching undetectable levels by 2025.

Reflecting on his journey, he emphasizes the importance of prioritizing health and urges others to:

- ✓ stay vigilant by attending regular check-ups and getting health screenings
- ✓ take symptoms seriously and discuss with medical professionals sooner rather than later
- ✓ advocate for yourself
- ✓ never put work and money before your health and wellbeing

Through his battles, Jason has leaned on professional support and peer mentorship to navigate the emotional toll of illness. His story inspires us all to prioritize health, lean on our support systems and take proactive steps toward wellbeing.

🗣️ Prioritize taking care of yourself and others—your health is your greatest asset. 🗣️

JASON MILLER

A construction supervisor in the Project Management Office, Jason has faced an extraordinary journey of resilience, determination and hope. His story highlights his unwavering commitment to recovery and his encouragement for others to prioritize and take charge of their health.



Flexing our commitment: Fitness Zone re-opens in-person services

As more employees returned to the office in 2024, DTE was pleased to be able to re-open the doors to in-person services in the Fitness Zone at Headquarters. Membership has reached an all-time high—**OVER 1,495 MEMBERS!**

In addition to bringing back popular offerings, some new classes were added, including yoga and cycle classes.

Some enhancements were also made to other onsite gyms—such as adding heavy-duty yoga mats and water bottle refill stations at Belle River.



Additional activities and events



One-on-one Game Plan appointments

EYL Performance Coaches empowered employees to achieve their personal fitness goals with customized workout plans, motivation and ongoing support.



One-on-one nutritional counseling

EYL Registered Dietitians worked with hundreds of employees, providing personalized strategies and practical tips and guidance to help make small changes lead to big health improvements.



EYL stretch breaks

Breaks with dynamic stretching were offered across the enterprise—both in-person and virtually.



Nutrition workshops and demonstrations

Interactive sessions were held to equip employees with practical strategies for healthier eating at work and home. Included a four-week series on managing blood pressure.

Teladoc supporting DTE family members with chronic conditions

In 2024, a growing number of DTE family members joined one of the Condition Management programs (powered by Teladoc—formerly Livongo) for a better way to manage their health conditions, including:



Diabetes prevention



Diabetes management



High blood pressure



In fact, participation hit a record high of **1,522 PARTICIPANTS** who have experienced improved health outcomes, including:

- ✓ Reduction in A1C (blood sugar)
- ✓ Reduction of blood pressure to healthier range
- ✓ Improved weight management

The program combines advanced technology, personalized coaching and general support for improved outcomes. It is available at no cost to employees, spouses and children who meet certain clinical criteria.

MELISSA'S JOURNEY: Thriving with condition management support

Melissa Jacobs, Manager of Fleet Administration & Operations, is an inspiring example of how determination and the right tools can transform health. After battling breast cancer in 2013, she decided to take control of her wellbeing. “Enough was enough,” Melissa shares. “I really began focusing on healthy living.”

With support from Teladoc's Condition Management program, Melissa made incredible strides:

1

ESSENTIAL TOOLS

“Teladoc provided me with a scale, blood pressure cuff and glucose meter— helping me track critical health metrics.”

2

INFORMED ACTION

“Knowing your numbers is critical because sometimes you don't feel like something is wrong, but it still requires awareness and management.”

3

RESULTS

“In just four months, I reduced my A1C from 7.5 to 6.4 (out of the diabetic range) and lost over 30 pounds.”

Melissa's story is a powerful reminder that with the right resources and commitment, better health is possible. “It's never too late to take control of your health,” she says.



Deploying EYL Injury Prevention to Service Centers

Driven by business units, Corporate Safety and EYL, this initiative reinforces our commitment to health, safety and wellbeing, and empowers the DTE “athletes” to stay healthy, strong and ready for each day. Like with professional athletes, the athletic trainers on the Injury Prevention team work with employees to focus on the following activities to reduce strains and injuries and enhance performance:

- ✓ Body positioning
- ✓ Conditioning
- ✓ Daily preparation and stretching
- ✓ Addressing aches, pains and injuries

We are currently expanding employee access to athletic trainers in DO, Energy Supply, Fermi and Corporate Services.



What this has done is create the ability to do things like analyze specific jobs from an ergonomics perspective and change positioning to reduce body stress to help prevent injuries. Having athletic trainers onsite also provides immediate care for our employees if an injury occurs.🙌

– Scotty Kehoe, director,
Greater Michigan Gas Operations



Improving the treatment experience: “Your Dedicated Nurse” program

The company supports those who are trying to manage multiple chronic conditions by offering the Your Dedicated Nurse program—available at no cost to qualifying employees and family members who are enrolled in a Blue Cross Blue Shield of Michigan medical plan.

The program offers one-on-one support from an experienced nurse care manager who will listen and answer healthcare questions and coordinate care with a team of specialists to ensure participants get the best care possible.

By addressing both physical and emotional needs, Your Dedicated Nurse helps employees take control of their health and improve their overall wellbeing.

I tell my colleagues all the time about all the amazing benefits I got out of working with my dedicated nurse. I will forever be grateful. Whatever the problem I had my dedicated nurse took care of it. The program is phenomenal.🙌

– Anonymous DTE participant



Local initiatives drive physical health

Power Plant Step Showdown (Monroe vs Belle River)

Monroe and Belle River Power Plants faced off in a week-long steps challenge. Belle River claimed victory with the highest average steps, sparking enthusiasm for future location-vs-location competitions.

Adding to the excitement, Monroe Power Plant hosted a 5K run, plank challenge and chair massages during their Safety Week.

Pink in the Park

Pink in the Park is an annual event bringing colleagues together to support DTE's Making Strides Against Breast Cancer team.

Farmer's market

During the fall months, employees can shop at a farmer's market in the WCB Walkway for a variety of items including fruits and vegetables, flowers, spices, iced coffee, fresh lemonade and more.

Healthy snack and meal samplings

The EYL team hosts healthy snack and meal samplings at most locations to inspire better nutrition and support physical wellbeing. These events encourage employees to discover and enjoy new, wholesome foods they might not have tried before, making nutritious eating both exciting and accessible.



It gave me a sense of pride working for DTE and having the company support the event (Detroit Free Press Marathon) like they did.⁹⁹

- Jose Goncalves, manager, Strategic Market Planning



Detroit Free Press Marathon

The Detroit Free Press Marathon weekend was a success, filled with energy, camaraderie and inspiration. DTE supported employees with a pre-race meetup offering parking, refreshments and a chance to connect.

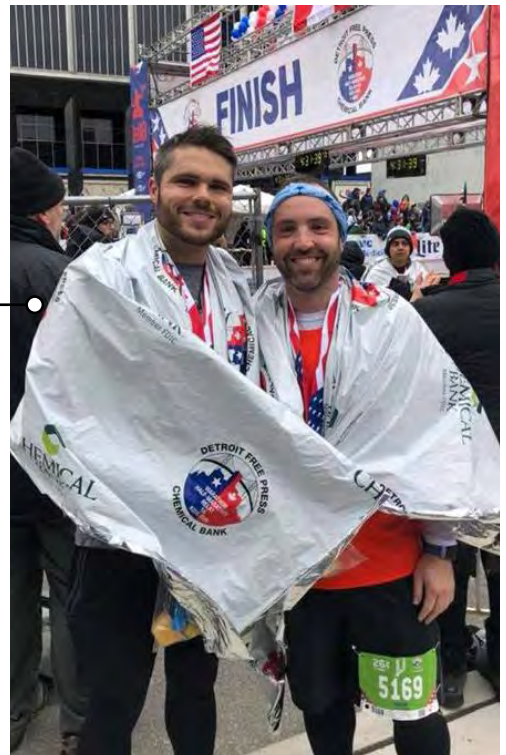
From the Gas relay team's teamwork to individual milestones—like Wanda Sands manager, Power-Gen Engineering, completing her fifth half marathon, and David Roose manager, Strategy & Special Projects, serving as a first-time ambassador to the race—DTE employees showcased dedication and pride.

Mini-teach stop-by tables: promoting everyday wellness

Monthly stop-by tables complemented mini-teach sessions—offering employees hands-on learning about topics like building healthy snacks and exploring electrolyte options. These engaging stations were a hit, with nearly every on-site employee stopping by to participate.

Belle River provides enhanced food options during outages

To meet the demands of long shifts during the periodic outage, an additional refrigerator was installed ensuring over 250 employees had convenient access to healthy meals, snacks and beverages.



RESULTS BY THE NUMBERS

Physically Thriving programming

2,468 events with 43,057 participants

One-on-one nutritional coaching

356 sessions 

Your Dedicated Nurse program

320 participants

EYL nutrition workshops, webinars and "Ask the RD" sessions

32 sessions with  587 participants

Health coaching

Over 1,400 health coaching calls and Next Step consult calls completed



Teladoc condition management (formerly Livongo)

Over 1,522 members of the DTE family utilizing Teladoc experienced an A1c reduction, blood pressure reduction and weight loss

Over 95% of participants take advantage of more than one Teladoc program to take care of their total wellbeing

Group exercise classes

591 group classes offered exercise, with  6,246 total participants

One-on-one performance coaching

775 virtual and in-person sessions



Athletic trainers and Injury Prevention program

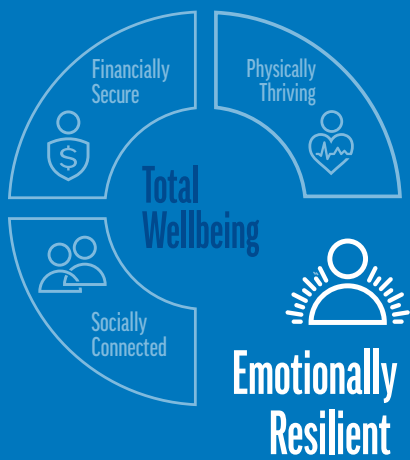


3,237 participants

11 Gas locations

5,830 total encounters

with 37% taking advantage of the myStrength mental health program through Teladoc to care for their mental health while caring for their physical health



Taking care to find balance
and protect your
mental health

Larry's journey to prioritizing mental health

When Larry Moore joined DTE 14 years ago, he didn't realize it would transform his life. What began as an eye-opening experience in workplace safety evolved into a deep commitment to physical, mental and spiritual wellbeing.

Larry, now a principal engineer, has become a powerful advocate for self-care. Speaking at a previous Mental Health Town Hall, he emphasized,

“Just like going to the gym for physical health, you need to care for your mental health on a regular basis—whether through therapy or other practices.”

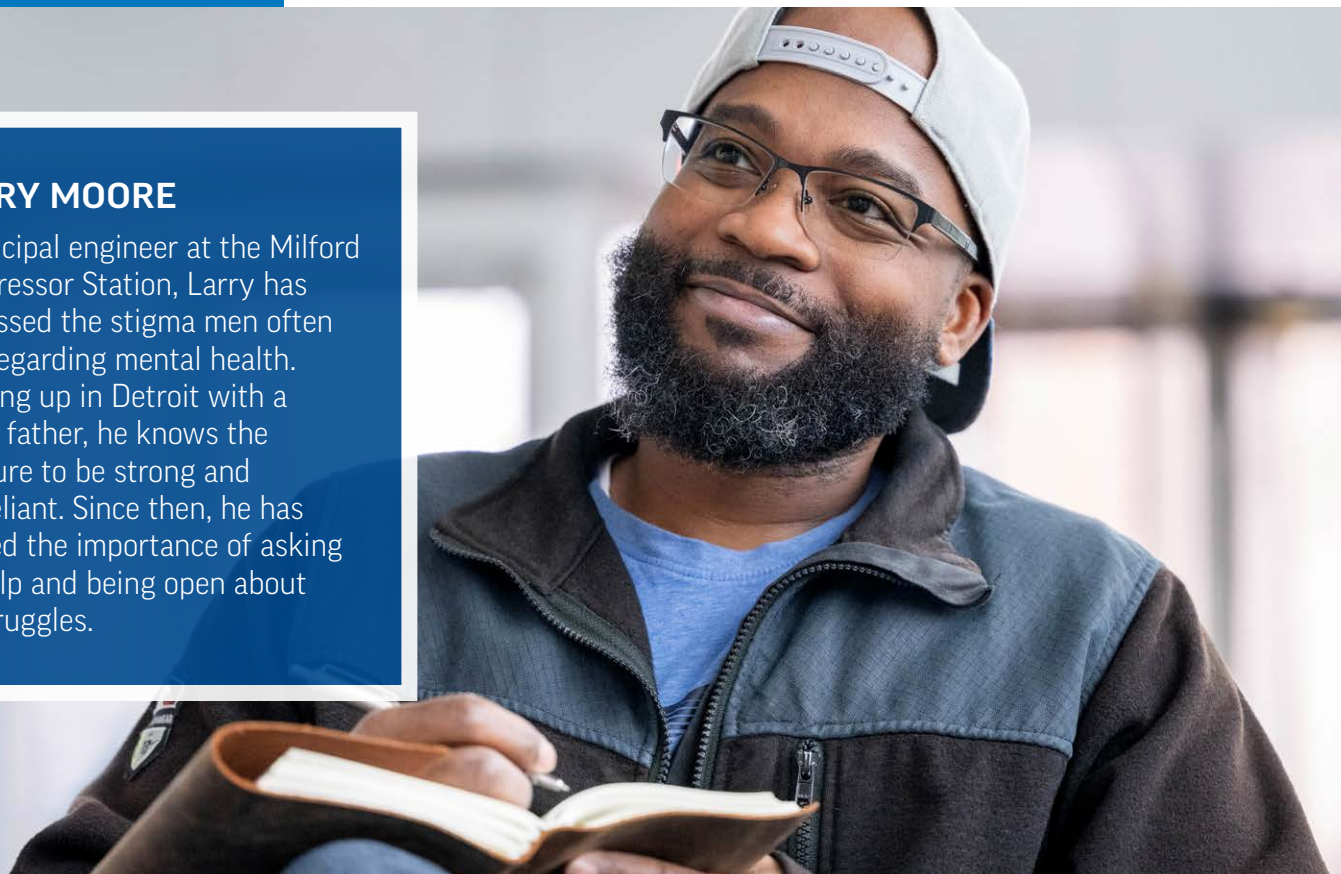
Burnout was a real challenge, but Larry found balance through meditation, poetry, music and journaling. He also confronted the stigma surrounding men's mental health, learning to ask for help and encouraging others to do the same.

His journey took on new meaning when he supported a loved one through therapy, an experience that deepened his understanding of mental wellbeing. Today, Larry finds joy in rapping, basketball and martial arts with his kids—reminders that happiness and health go hand in hand.

His story is a testament to the power of self-care and the importance of making wellbeing a lifelong priority.

LARRY MOORE

A principal engineer at the Milford Compressor Station, Larry has witnessed the stigma men often face regarding mental health. Growing up in Detroit with a tough father, he knows the pressure to be strong and self-reliant. Since then, he has learned the importance of asking for help and being open about his struggles.





Jerry Norcia helps facilitate an employee panel discussion at the Mental Health Town Hall.

“This event underscores DTE’s commitment to fostering a culture where every employee feels seen, heard and supported. Together, we’re building a workplace where mental health is treated with the care and compassion it deserves. It’s important to know that getting help is a sign of strength, not a sign of weakness.”

– Jaspreet Singh, vice president, Corporate Services

Mental Health Town Hall: “Building Resilience Together–Part IV”

Mental health is the most prevalent condition among our DTE family and addressing it head-on is a top priority. Our annual Mental Health Town Hall series is a cornerstone of our company’s commitment to mental health—helping to break the stigma, normalize conversations and encourage employees to seek the support they need.

This past fall, **OVER 1,200 EMPLOYEES** joined the 4th annual event at the Western Wayne Service Center, while watch parties were hosted at multiple DTE locations.

“The focus we are placing on mental health and our efforts to talk about mental health challenges to normalize conversations, is making a real difference in people’s lives.”

– Ryan Olechnowicz, lineman specialist, Howell Service Center and assistant business manager/grievance committee chairman, Local 17

CEO Jerry Norcia set the tone of openness by affirming the importance of mental health and its role in overall wellbeing by saying, “I think we all can agree, we each face different challenges at different times, and it’s just so important to remember that we’re not alone and there are a lot of different tools available to us.”

The highlight of the event was a heartfelt panel discussion featuring four employees courageously sharing their personal journeys of overcoming mental health challenges. Their stories and insights created an open, supportive dialogue that inspired attendees to prioritize their mental health and reach out for help when needed.



Shelley Harlen, Employee Assistance Program (EAP) therapist



Expanding Mental Health First Aid training

In 2024, **84 EMPLOYEES WERE CERTIFIED** in Mental Health First Aid (MHFA), bringing the total certifications to 186. Efforts are underway to expand certification to all employees in the near future.

This past October, MHFA training became a key priority for leadership, reinforcing DTE’s commitment to fostering emotional resilience and support.

Resources like the Employee Assistance Program (EAP), Emotional Resilience Toolkit and MHFA materials are now prominently featured on our Health & Wellbeing page to encourage participation and ongoing education.



Mental Health
FIRST AID

“Mental health first aid training is not just a skill, but a vital component of a compassionate and resilient workplace. I took the training myself, and it has profoundly impacted how I understand and address mental health issues. By prioritizing mental health, we foster an environment where everyone can thrive, both personally and professionally.”

– Matt Paul, president and COO of DTE Electric

Emotional wellbeing workshops


Providing comforting insights, actionable tools and useful resources, these webinars help build emotional resilience and wellbeing. Some of the topics included:



Prioritizing rest with EYL's sleep series

EYL hosted a two-part webinar series led by renowned sleep expert and licensed psychologist, **Dr. Michael Grandner**. This engaging series explored the vital connection between sleep health, safety and emotional wellbeing.

Over 200 attendees gained practical strategies for improving sleep habits and unlocking the restorative power of quality rest to enhance their overall health and productivity.

 I really enjoyed the information shared and discussing how to improve your sleep quality and what disrupts your sleep. 🙌

– Brenda Myles, supervisor – Reliability, Warren Service Center

Safety Day collaboration: Promoting mental health and wellbeing

EYL participated in Safety Day for Belle River Power Plant and the Blue Water Energy Center by delivering a Mental Health and MHFA presentation. Afterward, employees participated in engaging activities like a plank challenge, pickleball, chair massage and EYL Q&A session. There was strong attendance and employees expressed interest in holding future sessions.



RESULTS BY THE NUMBERS

Emotionally Resilient programming

1,224
events

35,886
total participants

Emotional wellbeing webinars and workshops



24
events

1,347
participants

4th annual mental health town hall

1,200
participants





Taking care to nurture
relationships and
expand connections

Darlene's Journey: Powered by her support network

Darlene Husband, a 37-year DTE Gas employee, has faced Type 2 diabetes, hypertension and two battles with breast cancer. Her journey is a testament to the power of faith, determination and an unwavering support network.

From the start, Darlene knew she couldn't face these challenges alone. She found strength in her community. She joined the Motor City Dragons, a breast cancer survivor dragon boat racing team, where she gained not only physical benefits but also camaraderie and emotional support.

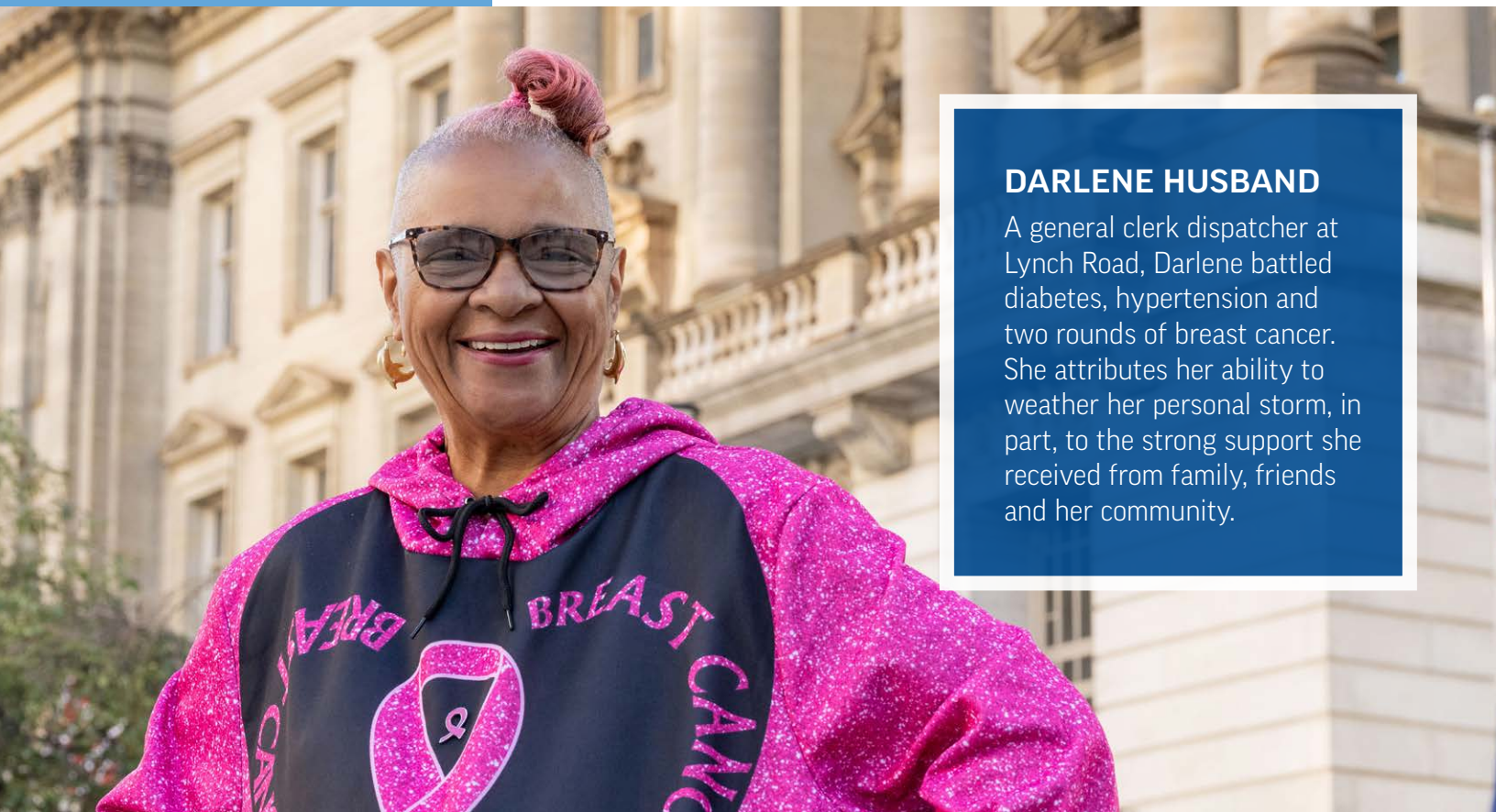
“Being part of a team where everyone understands
your journey makes all the difference.”

Her resilience shone through during her two battles with breast cancer, first in 2009 and again in 2021. With faith, determination and encouragement from loved ones, she endured lengthy treatments, multiple surgeries and setbacks—but emerged stronger each time.

Today, Darlene is a passionate advocate for breast cancer awareness, using her story to inspire others and push for policy change.

Her journey proves that with the right social network, resources and mindset that even the toughest battles can be overcome.

“It's not just about surviving; it's about thriving.”



DARLENE HUSBAND

A general clerk dispatcher at Lynch Road, Darlene battled diabetes, hypertension and two rounds of breast cancer. She attributes her ability to weather her personal storm, in part, to the strong support she received from family, friends and her community.

Strengthening social connection: Recognizing the teams who are building bonds

Our ability to strengthen the social connections among the DTE family is heavily influenced by the passion, commitment and efforts of several teams:

EYL team: The driving force

The EYL team is a dynamic group of health and wellbeing experts—including athletic trainers, health educators, exercise physiologists, registered dietitians and public health professionals. Together, they are the driving force behind DTE's commitment to fostering total health and wellbeing.

From one-on-one coaching to company-wide initiatives, the EYL team connects with employees daily—whether on-site or remotely—empowering them to take charge of their health. Their passion, expertise, and hands-on support ensure that wellbeing isn't just a promise but a lived experience for every member of the DTE family.

They 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



EYL Wellbeing Coordinators and employees.

EYL Wellbeing Champions: Inspiring a culture of care

The EYL Wellbeing Champions are a team of 197 dedicated employee volunteers spanning over 50 DTE locations. These passionate advocates for total wellbeing are the heart of a grassroots movement, inspiring their coworkers to prioritize self-care and embrace the value of the EYL program. By sharing their enthusiasm and commitment, they help foster a culture of health, connection and support across the DTE family.

Local Wellbeing Committees: Driving health and connection

Local Wellbeing Committees bring together employees, leaders and EYL Wellbeing Coordinators to create a culture of health at each DTE location. These committees work collaboratively to identify opportunities, enhance the health-supportive environment, share best practices and amplify the impact of EYL programming.

In 2024, these committees played a key role in implementing innovative health initiatives, improving access to wellbeing resources and fostering stronger connections across teams. By working together, they're building a workplace where wellbeing thrives, and every employee feels supported on their health journey.

Celebrating EYL Wellbeing Champions: 7th Annual Wellbeing Champion Summit

At our 7th Annual Wellbeing Champion Summit, DTE celebrated EYL Wellbeing Champions who drive our Culture of Health & Wellbeing. The half-day event brought together EYL Wellbeing Champions from various DTE locations, the EYL team, 11 WELCOM members and partner representatives.

The celebration blended recognition, inspiration and collaboration, leaving participants energized and equipped to further advance employee health and wellbeing.



Showcasing wellbeing through EYL Health Fairs

EYL celebrated its 20th anniversary by hosting health fairs across many DTE locations. The health fairs featured a wide range of fun, interactive and health-oriented activities, including:



Snack samplings



Spin-the-wheel games



Raffles



Onsite chair massages



Educational resources

With over **2,000 ATTENDEES**, the fairs were a resounding success, highlighting DTE's commitment to creating a vibrant, supportive environment for health and connection.



“The EYL health fair was awesome. It brought a renewed sense of energy and positivity to our workplace, encouraging us to prioritize our wellbeing, as well as brought vibrancy to the day!”

– Tenisha Beard, Strategic Supply Category Manager



“EYL has consistently been great. This event is awesome, and it shows you guys really care about us. We enjoy the activities you bring. My kids are going to love the decorations I made them. This DIY activity table was a great idea.”

– James Cochenour, gas service technician, Milford Compressor Station

Healthy Habit Challenges

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

In 2024, the challenges included:



A month-long challenge inspiring participants to complete fun and interesting heart-healthy activities.



A two-week friendly competition among Business Units across the enterprise to achieve the highest average step count.

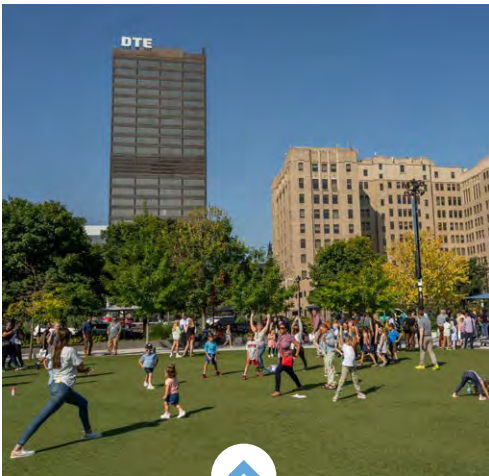
“This was a fun challenge. Toward the end I saw that we were close to second, so I made sure to get active and sync my steps to stay in first place.”

– Travis Williams, senior meter reader



This challenge encouraged employees to explore the benefits of meaningful rest while staying active.

Our connections make us stronger: EYL and Energy Group collaborations



“Bring Your Kids to Work” day
Hundreds of kids and their parents had a great time during the day’s festivities. Activities included plant tours, safety presentations, interactive EYL games and fun experiments like powering a food clock. Kids also enjoyed healthy snacks, yard games and visits from Nora, DTE’s canine ambassador, making it a memorable day of learning and connection.



VETS Veterans Day lunch event
The VETS ERG Veterans Day Luncheon celebrated our heroes while addressing critical mental health challenges. In partnership with Eurest, the event featured thoughtful meals and a powerful presentation on Post Traumatic Stress Disorder (PTSD), anxiety, depression and suicide among active and retired military. It was a meaningful gathering focused on awareness, support, and hope for those who serve.



EYL holiday party
SURGE is a young professionals Energy Group that came together for a heartwarming event filled with purpose and creativity. Participants made thoughtful holiday cards, bringing smiles to kids spending the holidays in the hospital. Attendees bonded during board games, laughter and shared moments of fun. To top it off, they embraced the spirit of the new year by creating inspiring 2025 vision boards.



Cooking demonstrations with EYL
To celebrate Hispanic Heritage Month, SOMOS and EYL hosted a live cooking demo featuring Chef Gabriel at DTE’s downtown Detroit Headquarters and virtually. Chef Gabriel showcased three delicious ceviche recipes—Traditional Ecuadorian Shrimp, Peruvian Hamachi and Plant-Based Watermelon. Attendees enjoyed a flavorful journey while learning about Hispanic Heritage Month and its significance to our employees.

Take Care magazine: Inspiring wellness across DTE

A cornerstone of EYL communications, Take Care magazine is published three times a year to all employees, offering a relatable and empowering approach to health and wellness. Each issue features key topics, actionable tips, and inspiring stories from DTE employees, including Take Care role models who share their personal wellness journeys and triumphs. The magazine celebrates individual choice and achievement, encouraging engagement at every level.



“I love reading Take Care because it’s full of relatable, practical advice that makes wellness feel achievable for everyone. No matter where you are in your journey, there’s always something helpful—whether it’s a small lifestyle tweak or a big mindset shift. It’s inspiring without being overwhelming!”

– Anonymous reader

EYL Wellbeing Champions build onsite involvement



Lions Playoff Pep Rally




29th Annual Lineman Rodeo



Allen Road dunk tank breast cancer fundraiser



Coolidge employees volunteer at Detroit play lot

 I really appreciate all the health and wellbeing activities our company offers throughout the year. It's a great way to connect with coworkers in a fun, relaxed setting. These events make it easy to take a break, recharge and build relationships with people I might not interact with otherwise!

- Anonymous participant

RESULTS BY THE NUMBERS

Socially Connected programming



96
events

16,975
participants

Health Challenges

1,171

participants across all
three Health Challenges.



Health Fairs

(including 20th anniversary events)

1,975
participants



Financially
Secure



Taking care to plan,
manage and
save wisely

Melissa's success story: From budgeting novice to financial freedom

"I wasn't always the best with money," Melissa admits, but that changed when she discovered DTE's free access to the SmartDollar program. Determined to improve her financial health, she dove in, learning to budget, setting up an emergency fund and tracking her spending.

Using SmartDollar's EveryDollar app, Melissa categorized her expenses and was shocked at how much she spent in certain areas. With consistent effort and dedication, she turned things around.

A few years later, Melissa walked into a dealership and wrote a check for a brand-new car—completely debt-free. For the past two years, she's enjoyed vacations paid for entirely in cash. Melissa credits her financial success to the SmartDollar program and the power of mindful spending.

"There is no right or wrong spending—just the facts about where the money went. This information is indispensable and will help you with budgeting and thinking through changing to good spending habits," Melissa shares.

It's amazing what you can achieve when you take control of your finances.



MELISSA JACOBS

A manager, Fleet Operations, transformed her personal finances with the help of SmartDollar strategies and was able to purchase her new car with ease. Melissa now uses her car to do all the things that she and her wife Jami enjoy, such as gardening.

SmartDollar®: Empowering financial security

SmartDollar remains the cornerstone of DTE's financial wellness initiatives, offering all employees a program to build financial confidence and security. Provided at no cost to employees, this resource helps participants:



Create and stick to a budget



Build an emergency fund



Pay off debt



Invest for the future



Increase charitable giving

By providing practical tools and guidance, SmartDollar empowers the DTE family to take control of their finances and achieve lasting financial wellbeing.

“Becoming financially secure does not happen overnight, it takes time. But with the right tools and a solid plan, you can achieve it.”

– Jeremy Baker, cybersecurity officer

“I was afraid to confront my finances. But by using the SmartDollar program and EveryDollar app I was able to eliminate the fear.”

– Michael Romeo, sr. customer service analyst

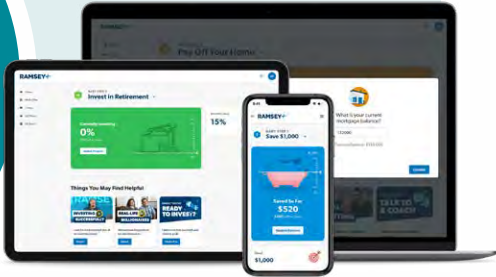


By the end of 2024, DTE participants experienced an astonishing

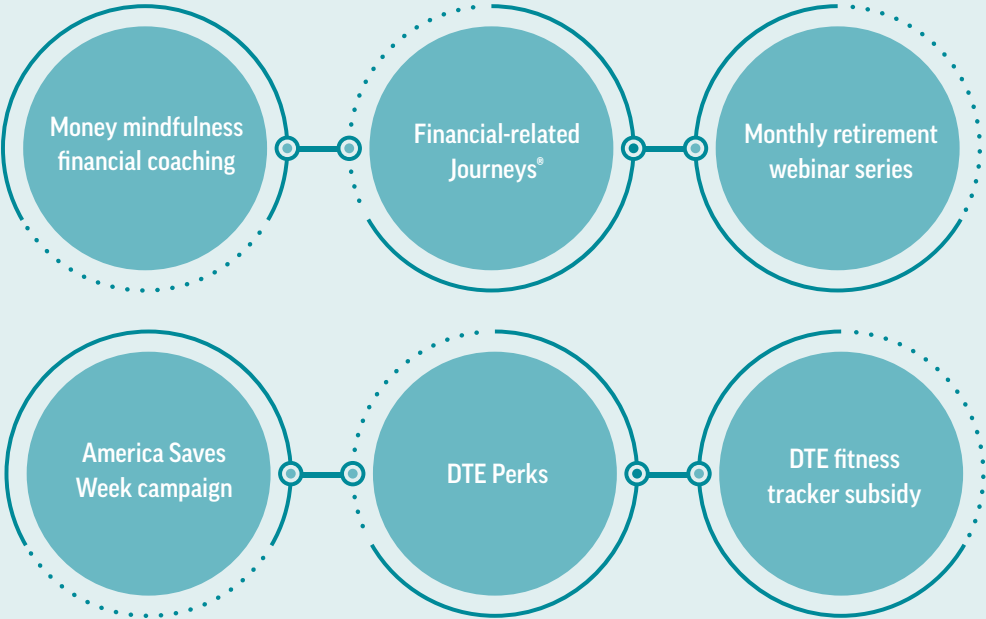
\$20,571,998

total financial turnaround through SmartDollar.

That's a 20% increase over 2023!
See more results on page 29.



Additional financial resources



RESULTS BY THE NUMBERS

Financially Secure programming

248
events

4,617
participants

Quarterly EYL Rewards

11,937
employees and spouses
completed healthy activities
to earn points

SmartDollar

\$20,571,998
total financial turnaround

■ That's \$4,206,248 more than
in 2023—a 20% increase!

\$56,828

average financial turnaround
per participant

■ That's a \$15,186 increase
per participant from 2023

20%

of the DTE family is enrolled
in SmartDollar

62%

of participants reported
they felt confident or secure
about their finances compared with
47% in the pre-survey



America Saves Week campaign

46

401(k) enrollments within
30 days of the campaign

268

members increased their
401(k) contributions within
30 days of the campaign

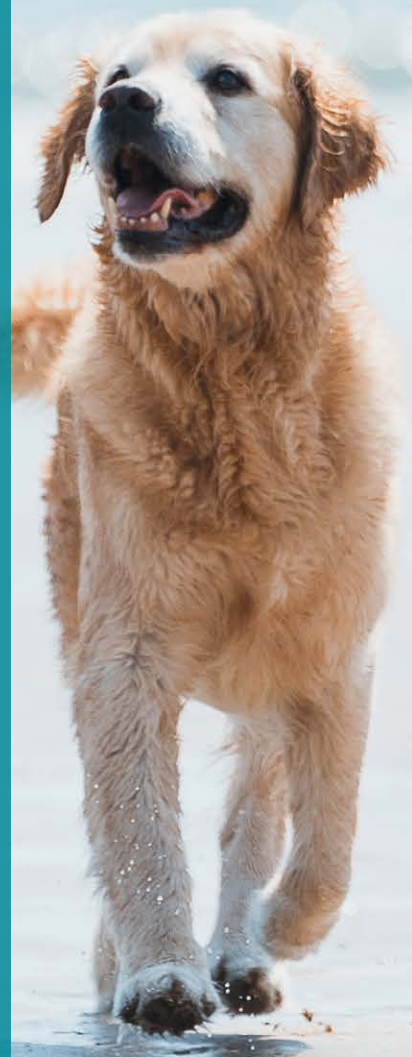
DTE Perks

(Employee Online Discount Program)

21,990
visits

4,496
unique users

48%
active users



Looking forward...



 Health and wellbeing are not just goals to achieve but lifelong journeys we walk together. At DTE, we're proud of the strides we've made in supporting our DTE family, but our work is far from done. We are committed to going further—listening, learning and evolving—to ensure every member of the DTE family feels supported, valued and empowered to live their best life.⁷⁷

– Diane Antishin, senior vice president, HR and chief diversity & inclusion officer



“At DTE, we know that a strong Culture of Health & Wellbeing fuels both personal and professional success. When employees feel their best—physically, mentally, socially and financially—they’re empowered to thrive at work and in life. Investing in wellbeing is not only the right thing to do; it creates a ripple effect of positivity, performance and connection across our entire company.”

— Jerry Norcia, chairman and CEO