

2025 CULTURE OF HEALTH & WELLBEING REPORT

Different paths. One shared journey.

The **POWER** of meeting
people where they are to build
meaningful momentum.



*Terry Peterson, shift supervisor,
Greenwood Energy Center*



This is what
COMMITMENT
 looks like in action.

Real people. Real support. Real impact.

Our culture of caring
 grows stronger by the day—
 and it shows in the progress, stories
 and lives touched along the way.

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Attention DTE Energy employees:
 Take the next step in your wellbeing journey
 by exploring the health and wellbeing
 resources featured in this report at
dteenergy.com/takecare.

Dear DTE family,

Every wellbeing journey starts somewhere, and rarely in the same place. For some, it begins with curiosity. For others, with a wake-up call. Sometimes it starts in a season of change, or in a moment when life feels heavier than expected. Wherever the starting point, these journeys remind us that none of us move forward alone.

Our Culture of Health & Wellbeing started with the intention of sparking a movement. And now, we're seeing it take root and grow. It's becoming a part of who we are and how we show up every day. You can feel it. In the way people talk and connect, in how they show up for one another and in the everyday moments where safety and care guides our actions. This past year, we've seen more leaders leaning in, more teams engaging and more employees turning intention into action. This transformation is coming to life in conversations, in behaviors and in the way we support each other.

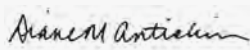
That's what this report is about. The stories that follow reflect how members of our DTE family have found support at key moments along their wellbeing journeys—**taking first steps**, **building momentum**, **navigating challenges** and **reaching new levels** of confidence and health. Each story is unique. Together, they show what's possible when we meet people where they are and grow together.

As you turn the pages, we hope you see reflections of your own journey and feel encouraged to take whatever next step feels right for you.

Thank you for being part of this shared commitment to care for ourselves and one another.



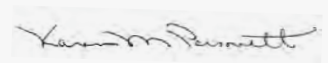

Lisa Muschong
vice president, corporate secretary
& chief of staff, and wellbeing
executive co-chair



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



David Ruud
vice chairman,
CFO and wellbeing
executive chair



Karen Personett
manager,
Wellness &
Health Promotion

At DTE, health and wellbeing **POWERS** our people and our purpose

We believe health and wellbeing fuel more than individual outcomes. They shape how we work, lead and care for one another. When people feel supported in all aspects of their lives, they are better able to show up with energy, focus and purpose. That belief is reflected in our leadership expectations, vision, mission and philosophy for fostering a Culture of Health & Wellbeing.



Wooded trail in Munising, Michigan.

Wellbeing is how we lead and live our values

Health and wellbeing are embedded into our company's value system and leadership expectations. "Support Wellbeing" is an explicit behavior of our **Inspire** leadership principle—reinforcing our care for ourselves and one another is essential to how we lead.

This commitment is also reflected in our **Service Keys**, which guide everyday decisions and behaviors across the organization:



"I take care of myself and others."



"I practice safe and healthy behaviors in everything I do."

What guides our path forward

Our mission: how we'll make it happen

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 vision: where we're headed

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

Our philosophy: the beliefs guiding us

We believe vitality comes from the interactions and harmony between the four dimensions of wellbeing. In turn, we support and encourage our DTE family through a total wellbeing approach.

🗨️ Health and wellbeing are foundational to DTE's strength. They shape how we lead, how we work together and how we deliver on our purpose. When we invest in the whole person, we build a culture where people feel supported, energized and inspired to make a meaningful difference. 🗨️

—Joi Harris, president and chief executive officer



Meet the **DRIVING FORCES** behind our movement

A strong culture of caring doesn't happen by chance. It is built and sustained by a connected group of leaders and teams who care deeply about how employees experience work and life here at DTE. Together, they set vision, shape priorities, support our DTE family and turn commitment into action that people can feel each and every day.



DTE Meridian Wind Park
in Merrill, Michigan.

2025 WELLBEING EXECUTIVE LEADERSHIP COMMITTEE (WELCOM)

Leading with care. Acting with purpose.

Serving as DTE's executive steering body, WELCOM ensures care is embedded into how we operate as an enterprise. Bringing together senior leaders from across the organization, WELCOM sets strategic direction and aligns wellbeing priorities with business realities. Members translate strategy into clear and actionable expectations—integrating wellbeing into leadership routines and decision-making, and removing barriers to accelerate progress.



WELCOM's work shows up in meaningful ways for employees:

Better support. Stronger resources. And a workplace culture where caring is not just encouraged, but expected.

Pictured (left to right): Karen Personett, Inderpal Deol, Michael Cooper, Tyrome Turner (delegate), Brian Calka, Angie Pizzuti, Steve Ambrose, Lisa Muschong, Jaspreet Singh and Shawn Dedenbach.

Not pictured: Diane Antishin, Brenda Craig, Cedric Flowers, Shawn Patterson, David Ruud, Paula Silver and Renee Tomina.

Thank you to all WELCOM members, along with wellbeing executive chair Dave Ruud and co-chair Lisa Muschong, for your continued dedication.



Energize Your Life (EYL)

EYL is the heart and soul of the movement. Through expert one-on-one support and company-wide programs, the EYL team meets employees where they are—empowering them to build healthy habits, navigate challenges and stay engaged in their wellbeing in ways that feel practical and personal.



Wellbeing Champions

Through their energy and local presence, this network of 197 employee volunteers across 50+ locations inspires coworkers to take care of themselves by sharing resources, encouraging participation and modeling healthy habits.



Local Wellbeing Committees

These committees bring together employees, leaders, Wellbeing Champions and EYL team members to shape wellbeing efforts at many DTE locations. By working closely together, they tailor activities, resources and support to reflect local needs and priorities.

Celebrating Wellbeing Champions at the 8th Annual Wellbeing Champion Summit



Our wellbeing strategy comes to life through the people who lead and deliver it every day. Their commitment, care and collaboration ensure our employees feel supported, valued and empowered to take care of themselves and one another.

– Brian Calka, senior vice president, Distribution Operations

Honoring our 2025 TAKE CARE role models

Each year, we recognize DTE employees who exemplify the Take Care spirit through their actions and mindset. By prioritizing wellbeing and supporting those around them, these role models show how care, compassion and connection make a real difference—at work and beyond.

Each featured employee was nominated by leaders, coworkers and the EYL Team for modeling what it means to Take Care. Their stories have been shared across DTE and externally to inspire others.

It is with heartfelt gratitude that we recognize our **2025 Role Models:**



Reclaiming health and confidence through the right support.

Tenisha Beard
category manager,
Supply Chain



Turning a wake-up call into lasting change.

Terry Peterson
shift supervisor,
Greenwood Energy Center



Finding harmony in music, mentorship and community.

Sara Stratil
operations analyst,
Three Mile facility

🗣️ What makes these role models so powerful is their authenticity. They face real challenges, make real choices and show that taking care is possible in everyday life. Their stories remind us that when it comes to our health and wellbeing, advocacy matters—speaking up for ourselves and for those we care about is often the first step toward meaningful change.™

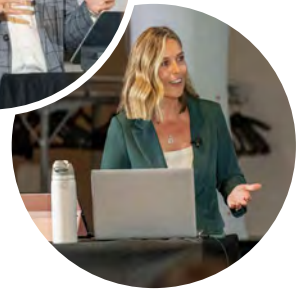
– Brenda Craig, vice president & chief communications officer

Leadership in ACTION

A culture of health and wellbeing begins with leaders who know how to INSPIRE and lead with CARE, creating the conditions where people feel safe, seen and supported. The stories that follow showcase how DTE leaders are stepping up in everyday ways to inspire others and strengthen our caring culture.



Jerry Norcia and Karen Personett



5TH ANNUAL MENTAL HEALTH TOWN HALL

Reducing stigma while strengthening connection

DTE's Mental Health Town Hall brings employees together for candid conversations about mental health, with opportunities to listen, learn and reflect as a community.

Led by Executive Chairman **Jerry Norcia** and Wellness & Health Promotion Manager **Karen Personett**, the highlight of the event was a panel of four employees who shared their mental health journeys. Their stories reflected the real challenges many face and highlighted the courage it takes to seek help, support one another and build resilience—sparking meaningful dialogue among attendees.



Employee panel members left to right: David Roose, Antoine Sampson, Heather Arioli and Al Bettis.

This past fall, nearly **2,800 EMPLOYEES** participated in the Town Hall, both in-person at Fermi and virtually with watch parties across DTE locations.

🗣️ Thank you to all the panelists for your vulnerability! Your reminders that it's okay to lean in for help and effective tools to assist with life events was greatly appreciated. 🙏

- LaQuinta Tolson, analyst, Customer Service Business Support

LAUNCHING MENTAL HEALTH MATTERS: CARING CONVERSATIONS

A space to listen, learn and feel less alone

Sometimes it helps just to hear someone say, "I've been there too." Launched in 2025, *Mental Health Matters (MHM): Caring Conversations* is a monthly video series created to do just that.

Sponsored by Diane Antishin and supported by the Abilities in Motion Energy Resource Group (ERG) and the EYL Team, the series brings people together through shared experiences, thoughtful perspectives and practical insights. The goal is simple: Create space for honest conversation, connection and the reminder that you are not alone.

🗣️ I appreciate the company for organizing these events and fostering a culture where vulnerability is welcomed and support is encouraged. The resources and outlets provided are invaluable and make a real difference. 🙏

- Thomas Snyder, principal environmental specialist



7 VIDEOS have been published with over **13,000 VIEWS.**

Mental Health Matters watch party at the DTE Michigan Avenue Service Center.

EXPANDING MENTAL HEALTH FIRST AID (MHFA) LEADER TRAINING

Equipping leaders to recognize, respond and support

Sometimes it's a simple check-in, a pause or an honest, "Are you okay?" that can make all the difference. Many mental health challenges don't show up loudly at work—they show up quietly, in small changes that are easy to miss without the right awareness and support. That's why DTE has made a meaningful investment in Mental Health First Aid (MHFA) training for the DTE family, with an early focus on leaders.

Through a two-part learning experience—a Foundational course followed by a Certification course—participants build the skills and confidence to recognize early warning signs of mental health issues, start compassionate conversations and respond in ways that support, rather than stigmatize, mental health. Just as importantly, they learn how to connect people with trusted resources when additional help is needed.

In 2025, DTE took a significant step forward by formally assigning the MHFA Foundational course to all leaders and assigning the MHFA Certification course to 25% of leaders, creating strong momentum that will continue to build through 2028.

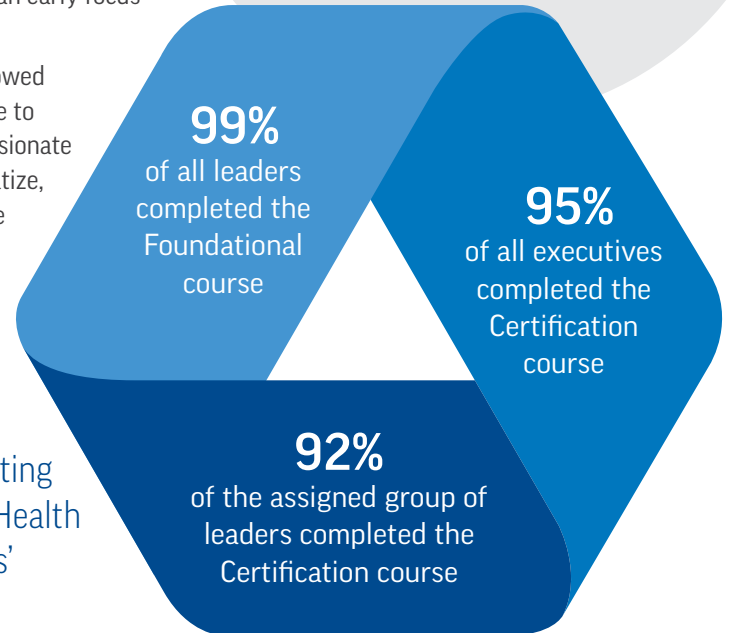
“I am very proud of DTE’s commitment to supporting mental health. The engagement we saw in Mental Health First Aid training speaks volumes about our leaders’ commitment to supporting mental health.”

– Matt Paul, president and chief operating officer, DTE Electric



Mental Health
FIRST AID

MHFA training is available to any and all DTE employees who want to build these skills for themselves or better support others.



How MHFA shifted Scott’s perspective and leadership style

Before MHFA training, **SCOTT OLECHNOWICZ**, lineman leader and regional safety expert, had not thought about mental health through a “first aid” lens. The training changed that by giving him a new perspective on how to recognize and respond when someone may be struggling.

“What stood out most was learning how differently people can react to the same situation. Being in diverse groups helped me see just how much our backgrounds, experiences and beliefs shape how we approach mental health.”

The training also prompted Scott to reflect on his own leadership approach.

“It made me realize that some of the ways I handled situations in the past weren’t always the most helpful. MHFA gave me tools and awareness I can use every day as a leader. I listen more closely, respond more thoughtfully and support people in ways that meet them where they are.”



Scott and his wife, Michelle, at the Grand Hotel on Mackinac Island.

A LOOK back

Meaningful ways EYL showed up for our DTE family in 2025



Stronger mental health awareness and recognition

More leaders and employees were trained to recognize signs and symptoms of mental health challenges and respond with care—helping create earlier conversations, stronger support and connection to appropriate resources.



Wellbeing showed up more in everyday leadership

Employees saw wellbeing show up more consistently in everyday leadership, with more leaders modeling and supporting wellbeing through day-to-day actions and conversations.



Proactive injury prevention strengthened safer movement

A preventive focus on movement awareness, early screening and musculoskeletal (MSK) support helped reduce risk and kept employees moving safely and comfortably at home, work and at play.



Better support for ongoing health needs

Improved chronic condition and complex care support helped reduce confusion and stress when navigating care.



Easier access to trusted care

More employees were supported in connecting with a trusted medical home, making care decisions feel more manageable.

Success by the numbers



4,887

wellbeing events, challenges, classes and activities

■ Exceeded annual goal!



115,543

total participant interactions with live programming

■ Exceeded annual goal AND stretch goal! That's a 34% increase from 2024.



24

workshops and webinars, with a total of

1,860
participants

Over 2,000

Fitness Zone members at our Headquarter's Fitness Zone.

■ Exceeded annual goal!

731

events with

7,778

participants

■ Exceeded annual goal!

49%



2,235

Injury Prevention education events

1,347

job site visits

19,056

total encounters with employees

■ That's an increase in total encounters of 227% from 2024!



Different PATHS, one PURPOSE: TAKING CARE

Real stories reflecting all stages along the wellbeing journey

We know everyone's path to wellbeing looks a little different. Some of us are just getting started. Others are finding their rhythm. And some are discovering new ways to get to that next level.

That's why our approach is to meet people where they are and offer support, tools and encouragement along the way.

The stories that follow reflect these different stages of the journey and the support available. They show that no matter where you are or what you're facing, there is always a way forward and always someone walking beside you.



WELLBEING JOURNEY PHASE 1

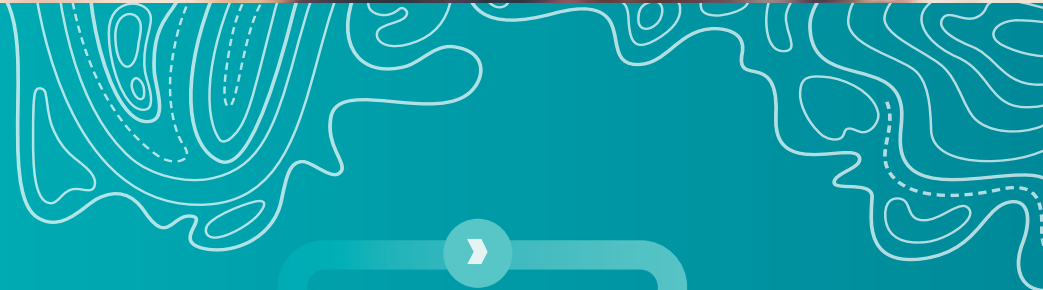
Just getting started and connected

Making that first step simple
and approachable for the
DTE family



A QUICK STOP

That turned into something more



After his first visit to an EYL Health and Wellbeing Fair, **JAKE BOONE**, manager, Budgeting/Forecast & Reporting, knew it was something his entire team needed to see.

“This was my first time attending the EYL Health and Wellbeing Fair, and I was blown away by all the vendors and information. I was even able to get my flu shot right there with zero wait time.”

As Jake moved through the space, he found plenty to explore—from helpful conversations to small perks that made the experience feel easy and welcoming.

“I really enjoyed all the booths (especially the ones that had snacks!), and I made sure to visit as many tables as I could.”

By the time he wrapped up, Jake knew it was an experience worth sharing.

“I had such a great time that I told my whole team about it and brought them to it once I was finished!”

Jake's experience is proof that a simple first step can turn into momentum—for you and the people around you. Sometimes all it takes is a space that feels approachable to say, “Why not?”



Employees attending the Health and Wellbeing Fair at the Howell Service Center.

BRINGING RESOURCES DIRECTLY TO EMPLOYEES

EYL Health and Wellbeing Fairs

For many employees, a first step in their wellbeing journey started at an **EYL Health and Wellbeing Fair**—where trusted resources, expert guidance and a little fun came together in one place.

Employees connected with benefits partners like MetLife, Delta Dental, Blue Cross Blue Shield, HAP and Alight for open enrollment support, while vendors such as Teladoc, SmartDollar and the Employee Assistance Program shared tools for physical, financial and emotional wellbeing. In the Health and Fitness Zones, team members could get a flu shot, learn about on-site clinic and rehab services, explore personal coaching and nutrition counseling, and meet EYL Wellbeing Coordinators.

By bringing these resources directly to the workplace, Health and Wellbeing Fairs removed barriers, sparked curiosity and made it easy for employees to take a meaningful step toward better health.

“The Health and Wellbeing Fair that was held at Fermi 2 was fantastic; lots of great examples of healthy snacks, great options for how to improve health and use reusable packaging for meal preps. Tyler’s enthusiasm facilitated bringing people in and created a welcoming environment, inspiring people to learn more about how to live a healthy lifestyle. Looking forward to seeing more of these events at Fermi 2.”

– Adam Erinc, supervisor, Maintenance



With over **1,300 ATTENDEES**, the fairs proved that when wellbeing is accessible, engaging and welcoming, people show up!



Employees attending the Health and Wellbeing Fair at the Headquarters (top) and Howell Service Center (bottom).

PROACTIVE CARE THAT PAYS OFF

Healthy Living Requirements (HLR)

Preventive care is one of the simplest and most powerful ways to protect long-term health. The HLR program encourages employees to stay connected to a trusted provider, know their health numbers and take proactive steps through an annual physical and a brief online health assessment. Participation reached an all-time high in 2025, with more than **91% OF ELIGIBLE EMPLOYEES** completing the requirements.

“It is important for our employees to complete HLR because it helps ensure their health and wellbeing remain a top priority. It’s not only about being healthy and fit for work, but also about taking care of themselves and their family.”

– Stacey Lake, supervisor, Gas Operations and EYL Wellbeing Champion



Special shout out to **Local 132** in Grand Rapids, Michigan, for leading the way with an impressive

97%
HLR completion rate.

MAKING HEALTHY EATING EASIER AND MORE ACCESSIBLE

Expanding on-site markets



Over the years, DTE has steadily expanded how we support healthier eating at work—from improving vending options and cafeteria offerings to making nutritious choices easier to spot, access and afford. Each step reinforces a simple goal: remove barriers and help make the healthy choice the easy choice, wherever work takes place.

In 2025, we continued to expand these efforts by opening two new on-site markets at Fermi and the Grand Rapids Wealthy Station.

We know that between meetings, long shifts and full calendars, it's not always easy to prioritize nutrition at work. Too often, convenience wins out. Not because people don't care, but because healthy options aren't always close at hand. The new markets help close that gap, offering wholesome snacks, balanced meals and grab-and-go options designed to fit busy schedules without sacrificing nutrition.

“The new market at the Wealthy Station offers employees a nutritious alternative to regular snacks. I use it regularly for lunch rather than opting for fast food. Thanks to the EYL team for making this possible.”

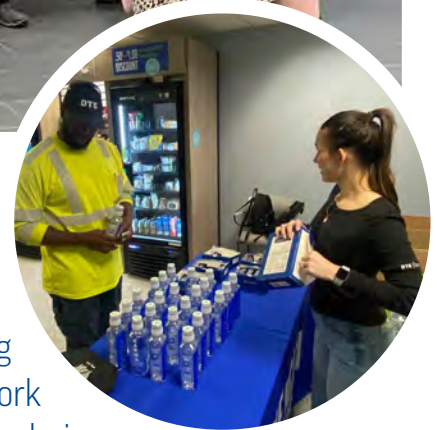
– Bill Staffen, manager, Wealthy Station

 Healthy items are clearly labeled as **EYL Better** or **EYL Best**, making nutritious choices easy to spot.  DTE also subsidizes healthier items, helping make those choices easier on your wallet.



Above: Fermi ribbon cutting.

Right: Employees at the Wealthy Station market.



“Supporting wellbeing means designing the work environment so healthy choices are the easy choices. By expanding on-site markets, we’re removing everyday barriers and helping employees sustain energy, focus and performance—at work and beyond.”

– Bob Richard, president and chief operations officer, DTE Gas

A SHARED SPACE FOR MOVEMENT, MOTIVATION AND COMMUNITY

Fitness Zone

DTE's Fitness Zone continued to grow in popularity throughout 2025, reaching a record high of more than **2,000 MEMBERS** by year end. The on-site facility supports physical fitness and connection through a wide range of amenities designed to meet employees where they are. Members receive free access to:



Gymnasium



Fitness equipment



On-site and virtual group fitness classes



Fitness coaches/registered dietitians



Recreational sports

In addition to the Fitness Zone, on-site gyms are available at many DTE locations, helping make physical fitness more accessible across the organization.

“The workout classes have been amazing—Allison and Kayla are so encouraging, the workouts are fun, and I've noticed real improvement in my fitness. I genuinely look forward to every session. They're always helping us stay motivated and reach our health and fitness goals.”

– Ali Zwayen, principal development project manager, Renewables

BUILDING ON-SITE INVOLVEMENT AND CONNECTIONS

Local events

EYL Wellbeing Coordinators create on-site experiences throughout the year to offer simple and approachable ways for employees to connect with wellbeing and each other:



DTE employees let it ROAR during the Lions Pep Rally



Families came together for food, fun and festivities across DTE locations during Family Day



Expertise, safety and teamwork were on full display at the 30th Annual Lineman Rodeo



Friendly competition, connection and fun for all at various local recreational sporting events

“The rec sports organized by our EYL team have played a big role in enriching my experience at DTE. I’ve been able to develop relationships with my coworkers both in and out of the office. I love that it provides an outlet for friendly competition and makes exercise feel fun.

On days I play during my lunch break, I always return to my desk feeling energized and ready to tackle the rest of my day. Thank you so much to the team for accommodating me and all the other rec league participants. We all appreciate the work that goes on every week to keep these events going.”

– Garrett Yee, senior engineer, Compression Engineering

JUMP STARTING HEALTH AND WELLBEING JOURNEYS

Additional resources

There is no single way to start a wellbeing journey. Whether you prefer to read, watch, join in or try something new, these options make it easy to take a first step in ways that fit your interests and schedule.



Take Care magazine

Serves as a go-to source for relatable wellness information, practical tips, resources and inspiring wellness journey stories from DTE employees, including Role Models.



Nutrition workshops and cooking demonstrations

Interactive sessions were held to equip employees with practical strategies for healthier eating at work and home.



Wellbeing webinars and workshops

Offering education, fresh insights and helpful tips, these sessions turn timely health and wellbeing topics into actionable takeaways.



Stretch breaks

Short, guided stretch breaks offered in person and virtually to help reduce stiffness, boost energy and reset during the workday.

“DTE continues to do a great job ensuring its employees take time to care for themselves physically, mentally, emotionally and financially.”

– Anonymous DTE employee



WELLBEING JOURNEY PHASE 2

Building momentum

Turning small actions
into lasting habits



View of DTE Headquarters from Beacon Park.



Sylvia's workout buddy: her dog Misty.



SYLVIA'S STORY

Building health through awareness and support

For **SYLVIA LEVERETT**, supervisor, Customer Service Quality, taking control of her health began with a simple goal: understanding her numbers. Through **Teladoc Health**, Sylvia enrolled in a health management program to help her track blood pressure and weight consistently and stay accountable over time. Daily tracking, paired with reminders and support from the care team, helped Sylvia turn awareness into action.

Seeing her progress kept her motivated, and the routine quickly became part of her everyday life. Sylvia's husband, Corey, noticed the impact and enrolled as well, making health a shared commitment at home.

That commitment became especially important last summer when Sylvia experienced a sudden heart attack. Because she had been regularly tracking her numbers, she was able to share recent readings with her care team, supporting her treatment and recovery. The experience reinforced the value of prevention and staying engaged in your health.

What's working for them

Today, Sylvia and Corey continue building healthier habits together:

- ✓ More intentional nutrition and portion awareness
- ✓ Regular movement using simple, at-home routines
- ✓ Stress management to support heart health

“I would encourage others to take advantage of these types of programs. Having the right support makes it easier to stay committed and take care of your health.”

The positive impact on Sylvia's life

Through steady habits and accountability, Sylvia has seen meaningful progress:



Improved blood
sugar levels



Weight
loss



Increased
energy

More importantly, she's gained confidence and peace of mind as she continues her wellbeing journey.



Over **415**
HMA sessions
were completed

SUPPORTING SAFER, STRONGER MOVEMENT

Human Movement Assessments (HMAs)

Musculoskeletal injuries are one of the leading causes of lost workdays. To help reduce injury risk and support a safer workforce, DTE expanded its injury prevention efforts in 2025 by offering Human Movement Assessments (HMAs) to all employees.

Conducted by a certified Athletic Trainer (AT) from the EYL Injury Prevention team, these quick, personalized screenings include simple movements that assess:



Range of
motion



Flexibility



Balance



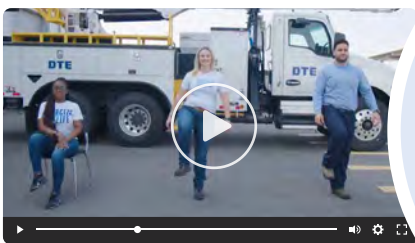
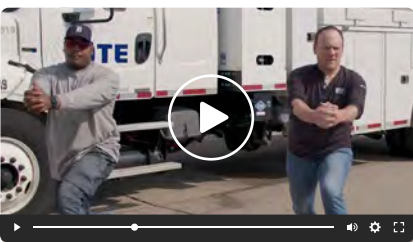
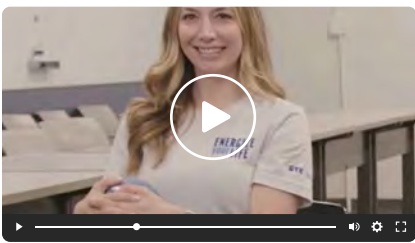
Joint
stability



EYL ATs demonstrating the HMA.

“The HMA screening that I did with Jordan Helton was very helpful. The balance exercises she gave me have helped my general balance in my life and in the field.”

- Michael Toppi, lineman leader, Mount Clemens



PREPARING THE BODY AND PROTECTING THE WORKER

EYL Injury Prevention stretch videos

To support our industrial athletes in the field, EYL launched a series of seven, three-minute **Injury Prevention stretch videos** tailored to the physical movements and demands required on the job.

Created in partnership with the Injury Prevention team and filmed at service centers and power plants, the videos demonstrate simple, job-specific warm-ups targeting key movement patterns like lifting, twisting, overhead reaching and balance—with seated and standing options to ensure accessibility for all.

By encouraging employees to warm up before strenuous tasks, the series strengthens our safety culture and helps reduce preventable strains and injuries.



Taking a few minutes to prepare the body is an essential part of staying safe, strong and ready for the job.



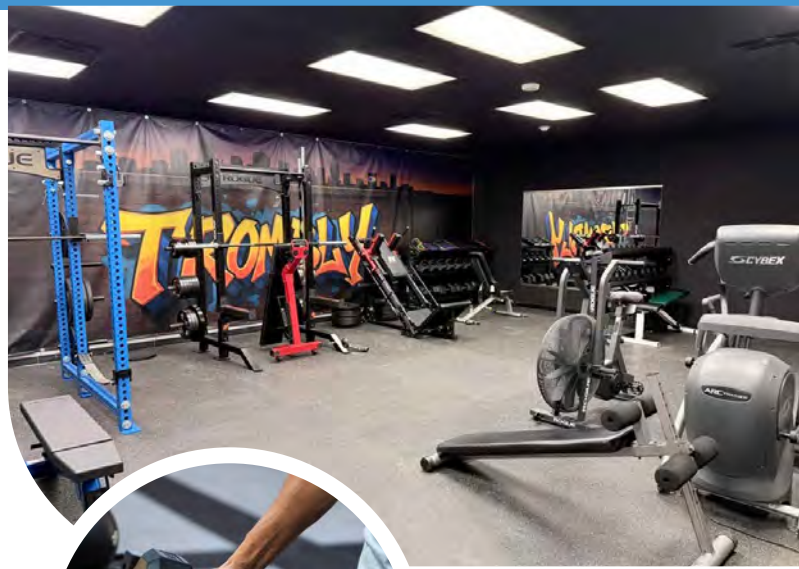
FINANCING SPACES THAT SPARK STRONGER ENGAGEMENT

EYL Mini Grants

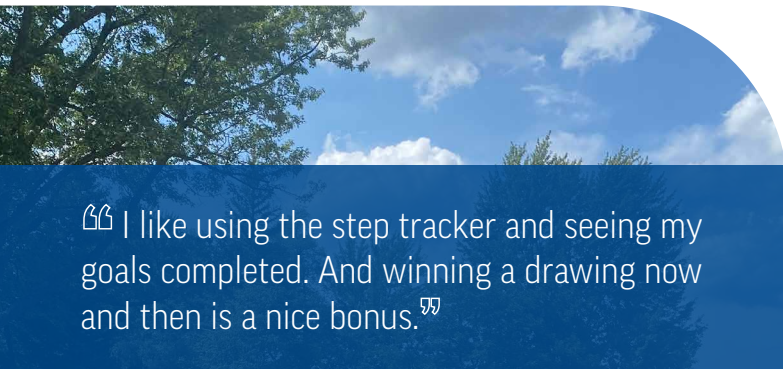
Sometimes it starts with a simple question:

What would make this space better for our team?

Through the support of **EYL Mini Grants**, local Wellbeing Committees are turning those ideas into action by identifying site-specific needs and submitting proposals for enhancements that strengthen the wellbeing environment at their location. Proposals are reviewed by WELCOM to ensure each investment supports a healthier, more sustainable work environment. Across DTE, these grants have helped upgrade on-site gyms, enhance walking paths, refresh outdoor eating areas, add new fitness equipment and even introduce practical comforts that make long shifts a little easier.



The Trombly on-site gym after its upgrade.



“ I like using the step tracker and seeing my goals completed. And winning a drawing now and then is a nice bonus.”



HOW THE EYL PORTAL KEEPS RICK MOVING TOWARD HIS GOALS

Fitness Zone

For **RICK GLASS**, principal supervisor, GRMI Gas Renewal Program, staying active is about more than counting daily steps. It is about building a healthy future with his wife, Amy. For Rick, having a partner makes all the difference.

Amy is his built-in accountability partner, keeping them both motivated and on track. Together, they have turned movement into a shared routine that fits naturally into their lives. No matter the season, Rick and Amy find ways to stay active, from walks around the lake and mall strolls to summer days spent swimming and boating.

Rick uses the **EYL Portal** to help reinforce those habits by making progress more visible and goals more achievable.

“ Taking care of my wellbeing is essential to my wife and I staying mobile and healthy as we continue to get older. I’m not far away from retirement and want to be able to travel and enjoy our time together.”



**OFFERING FRIENDLY COMPETITION
TO BUILD MOMENTUM**

EYL Healthy Habit Challenges

Sometimes building healthy habits is easier and more fun when you do it together. These challenges create an opportunity for shared experiences—creating friendly competition, conversation and connection along the way. Throughout the year, employees came together to participate in the following challenges:



Over **3,012** employees participated across all three challenges.

■ *That's a 157% increase from 2024!*

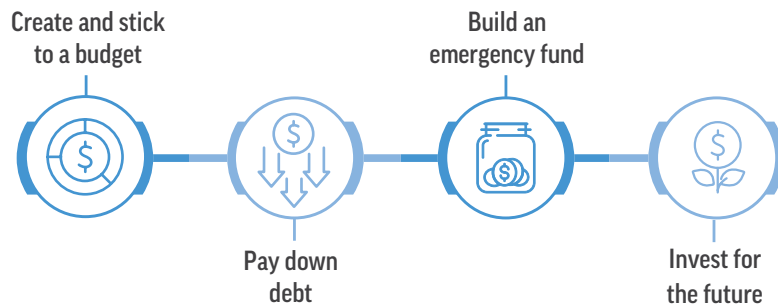
By combining movement, friendly competition and a little fun, these challenges help make healthy habits feel more social, motivating and easier to stick with.

BUILDING FOUNDATIONAL FINANCIAL HABITS

SmartDollar

Strong financial wellbeing is built over time through consistent habits and informed choices. In 2025, SmartDollar continued to serve as a foundational resource in DTE's financial wellbeing efforts, giving employees practical tools to build confidence and stability at every stage of their financial journey.

Offered at no cost to employees, **SmartDollar** helps participants:



By focusing on everyday financial habits and long-term planning, SmartDollar helps employees take greater control of their finances and move toward lasting financial wellbeing.

“I started using SmartDollar a few years ago and checking my financial health and progress against the “Baby Steps” method. It really helps you start to frame some goals and see where you are against those goals. I would absolutely recommend it!”

- Kris Dunn, director, Culture, Organizational Learning and Development

By the end of 2025, DTE participants experienced an astonishing **\$24,850,212** total financial turnaround through SmartDollar's program.

■ *That's a 21% increase over 2024.*

Additional financial resources

- ✓ Money mindfulness financial coaching
- ✓ Financial-related Journeys
- ✓ DTE Perks via Beneplace
- ✓ Monthly retirement and financial wellbeing webinar series



WELLBEING JOURNEY PHASE 3

When life gets hard

*Providing care and connection
through challenges
and change*



TENISHA'S STORY

From health crisis to renewed confidence

Tenisha's story is one of courage, growth and the undeniable power of having the right support system. Through medical scares, emotional ups and downs and lifestyle overhauls, Tenisha is finding her strength—and inspiring others along the way.

“This isn't just about losing weight. It's about taking care of myself for the long run.”

A moment that changed everything

For years, **TENISHA BEARD**, category manager, Supply Chain, struggled with high blood pressure and weight challenges, but in 2022, a severe headache sent her to the ER. She was diagnosed with dangerously high blood pressure, a frightening experience made even more real by her family history of strokes. Fortunately, she didn't suffer a stroke, but the moment became a turning point. One that made her realize she needed support she could rely on.

Tenisha's doctor prescribed a GLP-1 medication for weight loss, but with clear expectations that it wasn't a magic bullet—Tenisha would need to do the work. That's when she reached out to Teladoc and received tools at no cost that supported her journey:



Coaching



Blood pressure monitor



Smart scale

With access to Teladoc's coaching and health tools, she found accountability and encouragement every step of the way. In addition, she started exercising regularly, practicing mindful eating and tracking her progress weekly.

Finding support at work

Tenisha also continued to build her support network:



Strength training with her personal trainer



Tapping into EYL Fitness Zone support



Setting nutrition goals with EYL's registered dietitian



Exploring desk exercises to stay active at work

Overcoming the fear of judgment

Opening up about her journey wasn't easy. Over time, with encouragement from family and her care team, Tenisha found her voice and gained the confidence to share her story to inspire others.





Throughout 2025,

459

DTE members engaged with the Your Dedicated Nurse program.

■ *That's a 43% increase from 2024.*

PERSONALIZING THE TREATMENT EXPERIENCE

Your Dedicated Nurse program

This past year, more employees and family members discovered and used the **Your Dedicated Nurse program**, reflecting growing awareness of the value of personalized support within DTE's health benefits.

Available through the DTE Blue Cross Blue Shield medical plans, the program offers one-on-one guidance from a dedicated nurse to help explain conditions and treatment options, navigate care, coordinate next steps and provide reassurance. This service is proving to be especially meaningful during important health moments—delivering support that goes beyond traditional benefits.

DONNA'S STORY

Personalized care and connection at the right time

When Donna Simpson, the wife of DTE employee James Simpson, was managing multiple health conditions, navigating care became increasingly overwhelming. Poorly controlled diabetes, multiple strokes and chronic nerve pain made it difficult to stay on track—and even harder to know where to turn for help. That changed when Donna connected with the **Your Dedicated Nurse program**.



Through personalized, one-on-one support, a nurse care manager helped Donna:

- ✓ Understand her conditions and treatment options
- ✓ Coordinate care across multiple providers
- ✓ Get questions answered and concerns addressed

Additional team support helped Donna move forward:



A **pharmacist** helped secure an affordable insulin pump



A **medical social worker** arranged reliable transportation to appointments



A **registered dietitian** created a personalized nutrition plan

“The Your Dedicated Nurse team has been so kind, patient and incredibly helpful.”



How the program helped Donna

With steady guidance in place, Donna began to regain confidence and control over her health:

- ✓ Successfully managing blood sugar using a continuous glucose monitor and insulin pump
- ✓ Completing cardiac rehabilitation
- ✓ Experiencing less pain and fewer care-related barriers

Donna's story reflects the powerful role personalized support can play when employees and their families discover the right resources at the right time.



HOW TERRY REWROTE HIS HEALTH STORY

From wake-up call to new chapter

Terry's story is a powerful reminder that real change doesn't happen overnight—but with the right tools, support and consistency, it does happen. One decision at a time, he found a healthier path that fits his life and his schedule.



“I'm not perfect, but I'm consistent—and that's what matters.”






“The continuous glucose monitor changed everything. I could see how my body reacted to food in real time. It helped me make smarter choices.”

TERRY PETERSON, shift supervisor, Greenwood Energy Center, had always powered through long, irregular hours. But one routine check stopped him cold: his blood sugar was nearly 500 mg/dL—far above normal. A diagnosis of Type 2 diabetes suddenly explained the symptoms he had been ignoring for years, including extreme fatigue, thirst and blurred vision. At his heaviest, Terry weighed close to 370 pounds, and a family history of heart disease added urgency to the moment.

The turning point

Everything changed when Terry enrolled in a diabetes management program offered through Blue Care Network. For the first time, he had real-time insight into how his daily choices affected his body—and a team to support him.

What helped him along the way

- 
Continuous glucose monitor to see how food impacted his blood sugar in real time.
- 
One-on-one health coaching for guidance and accountability.
- 
Clinical care team to help adjust habits and medications.
- 
Access to Teladoc for additional condition management support.
- 
Support at home and work, including meal planning with his wife and encouragement from coworkers.

How Terry's life was transformed

- ✔ Lost nearly 120 pounds
- ✔ Became more active and intentional
- ✔ Gained a deeper understanding of what his body needs
- ✔ Built sustainable habits—even with shift work



SUPPORT IN THE MOMENTS THAT MATTER

Emotional wellbeing resources

In 2025, DTE continued to strengthen its mental health resources, with a focus on building awareness, confidence and everyday resilience. In addition to MHFA training and the MHM Caring Conversations initiative (see pages 6-7), EYL offers a wide range of emotional wellbeing tools and resources:



Together, these efforts reinforce a culture where mental health conversations are normalized and employees are encouraged to use the right resources at the right time.

SCOTT'S TRANSFORMATIONAL JOURNEY

A personal awakening around mental health and balance

Scott's journey underscores a simple truth: caring for mental wellbeing is not a sign of weakness, rather it's a key to long-term resilience.

As a lineman leader and regional safety expert, **SCOTT OLECHNOWICZ** spent years working long hours under demanding conditions. Early in his career, rotating shifts and extended workdays took a toll on his sleep, mood and family life, leaving him stressed, irritable and struggling to maintain balance. Like many, Scott believed he could simply push through, not realizing the long-term impact on his mental health.

A shift in perspective

That mindset began to change as Scott saw the impact of mental health struggles on friends, family members and coworkers. Once Scott's shift schedule became more stable, he started prioritizing his own wellbeing and balance by:

- 1 Prioritizing rest, family time and recovery
- 2 Becoming more open to reflecting on his own mental health
- 3 Developing greater empathy for what others may be experiencing

Scott also found value in DTE's broad range of mental health resources, including the MHFA training he attended (see page 7), which reinforced the importance of awareness, connection and early support.

The impact

Today, Scott has found greater balance, strengthened his mental health and is thriving at work and at life. He is a strong advocate for creating a supportive, flexible work environment—one that encourages employees to use mental health resources and recognizes that wellbeing needs change over time.

“ I had that ‘it’s never going to happen to me’ mentality. It’s the same as a smoker saying, ‘I smoke, but I’m never going to get cancer.’ You don’t realize the impact over time until it hits home.”



Scott and his wife, Michelle, in Paris.



MICHAEL'S STORY

How Michael's determination and the right support changed his health trajectory

For years, **MICHAEL COOPER**, head of Total Rewards, felt like he was one annual physical away from a serious diagnosis. With a family history of obesity, rising blood pressure and growing concerns about pre-diabetes, the risk was always present. The turning point came in September 2023, when seeing a family photo of himself made it clear that something needed to change.

The health challenge

Michael knew this journey had to be different from past attempts. Instead of trying to manage it alone, he sought medical guidance and committed to a long-term, supported approach focused on overall health, not quick fixes.

What helped

With support from DTE and EYL, Michael followed a four-pronged approach that brought structure and balance to his journey. Nutrition, activity, weight loss medication and mindset worked together to support sustainable change.

That approach was reinforced through:

- ✔ Care from a specialized obesity medicine physician
- ✔ Guidance from a registered dietitian and an exercise physiologist
- ✔ Doctor-supervised weight loss medication
- ✔ EYL nutrition resources and food tracking tools
- ✔ Access to on-site and partner fitness options

Having the right experts, tools and encouragement helped quiet the "food noise" he had struggled with for years and allowed him to stay focused on his health.

The results

In just nine months, Michael saw meaningful improvements:



More than 110 pounds lost



Reduced risk for diabetes



Improved blood pressure and lab results, including cholesterol and A1c



Increased strength, confidence and energy

“Determined to improve my long-term health, I met with my doctor to create a plan together. I also continued to lean in with our fantastic EYL Team and the wonderful resources they make available.”

Looking back, Michael credits the combination of medical care, coaching and wellbeing resources for helping him change his health trajectory. For him, progress was not about willpower alone. It was about having the right support, a balanced plan and trusted resources at the right time.



WELLBEING JOURNEY PHASE 4

Taking it to the next level

Going beyond the basics
to elevate wellbeing and
inspire others



DAN'S STORY

Pushing limits and testing boundaries

A moment that changed everything

For **DAN BAIG**, general supervisor, DTE Energy's Electric System Operations Center, a serious injury became the start of something bigger. At age 36, Dan shattered his leg. With a titanium rod, pins and screws in his shin, slowing down seemed inevitable. Instead, he chose to push forward.

The challenge

Traditional fitness did not motivate Dan. After trying and quickly losing interest in 5K races, he set his sights on something far more demanding: mountain climbing.

Taking it to the next level

Inspired by childhood dreams and adventure films, Dan began climbing at age 37. His first major ascent in Washington's Cascade Range sparked a new passion that continues to grow.

Major climbs include:

-
- Mount Aconcagua (planned for 2026), the tallest peak in South America
 - Mount Kilimanjaro (2024)
 - Mount Rainier (2021)
 - Mount Baker (2018)
His first climb above 10,000 feet

“Most of the time, it’s grueling. It’s not always enjoyable, but it is rewarding.”

“For me, staying active is about pushing boundaries. It’s about doing something not everyone can do.”

Training and mindset

Preparing for high-altitude climbs in Michigan required creativity and discipline. He does stair climber and treadmill workouts and takes weighted hikes to simulate climbing conditions.

The eight-day Kilimanjaro trek tested both his physical endurance and mental resilience. Dan credits the climbing team's positive energy and camaraderie for helping him push through the toughest moments.

Inspiring others

- ✓ Make fitness a routine
- ✓ Set a schedule and stay consistent
- ✓ Choose a challenge that keeps you engaged



ELEVATING WELLBEING EFFORTS THROUGH PERSONALIZED SUPPORT

Additional resources

For those ready to build on what's already working, EYL provides personalized support. The following one-on-one resources continued to grow in popularity this past year—offering personalized structure, expertise and encouragement for the next phase of the journey.

- Personal health coaching
- 1:1 Nutritional coaching
- 1:1 Fitness game plan appointments
- Fitness coaching

“I have been participating in health coaching for over 10 years. I feel it has helped me learn healthier ways to eat and live. I feel coaching is a very good support system to help stay focused on improving my overall health situation. I have participated in coaching for blood pressure, diabetes, dietary and emotional support. I find the things offered to DTE employees are invaluable and very beneficial.”

– Anonymous participant



FINDING STRENGTH IN EVERY STRIDE




David's running journey

DAVID ROOSE never set out to become a runner. As a maintenance supervisor at the River Rouge Power Plant, balancing work and a growing family, fitness had slowly slipped to the background. That changed in 2011 when colleagues invited him to join a relay team for the Detroit Free Press Marathon. What began as a small commitment became a turning point.

Training with coworkers gave David a sense of accountability and connection. As he built endurance, running became part of his routine and a powerful way to reset both physically and mentally. Over time, healthier eating habits followed and fitness became a lifestyle, not just an activity.

Pushing further

David continued setting new goals and challenging himself:

-  Improved his half-marathon time from over two hours to 1:36
-  Completed his first full marathon in 2018
-  Finished 12 half marathons and one full marathon to date

Along the way, he lost more than 70 pounds and found that running supported his mental wellbeing as much as his physical health. During the COVID-19 pandemic, it became his outlet for stress relief and clarity.

Inspiring others

Today, David encourages others to find what moves them. His advice is simple: **start small**, **stay consistent** and **set achievable goals**. His journey is a reminder that taking wellbeing to the next level does not mean doing it alone. Sometimes, it starts with saying yes and seeing where that first step leads.



BETH'S STORY

An evolving wellbeing journey

BETH GILDAY has never been one to stand still. When she was first featured in InCharge magazine (now called Take Care magazine) in 2014, Beth—then in her early 50s—was completing Ironman® triathlons and ultramarathons, inspiring others with a simple message: start small, find your “why” and lean on community.

More than a decade later, Beth’s wellbeing journey has evolved—but her drive remains steadfast.

Beth joined DTE in 2002 and worked across several Detroit-area locations before relocating to Grand Rapids in 2019 after the loss of her husband.

“I really wanted to change my life. It was time to decide what I wanted next.”

That year marked another milestone: Beth completed the Triple Crown of 200s—three grueling ultramarathons totaling more than 600 miles. Since then, her focus has shifted from ultra-running to hiking and walking, exploring new places and challenges at her own pace.

In 2024, Beth faced an unexpected setback when an iron deficiency drained her energy. A routine physical helped uncover the issue, and with treatment, patience and persistence, she recovered. By 2025, she was back—completing multiple races and becoming the first woman to finish Ohio’s Mohican 100, 10 times.



Today, she works as a facilitator at Wealthy Station, bringing that same energy and resilience to her role.

Beth's advice hasn't changed:

“Start where you are, stay connected, listen to your body and keep moving forward.”

Her story is proof that taking wellbeing to the next level isn't about pushing harder—it's about growing, adapting and continuing the journey.

Strengthening the COMMUNITIES we serve

A commitment to wellbeing has the power to extend outward, influencing how people live, connect and care for one another beyond the walls of our company. Here are just some of the ways our collective wellbeing efforts support the communities we live in and serve:



Nurture healthier families and households



Strengthen community resilience



Reduce strain on health care systems



Normalize mental health conversations



Create safer workplaces and public spaces



Set the standard for employer wellbeing efforts

PARTNERING TO SHAPE INCLUSIVE, EMPLOYEE-DRIVEN WELLBEING

EYL and ERG collaborations

EYL's work is strengthened through close collaboration with DTE's employee-led ERGs. Together, these partnerships help ensure wellbeing efforts reflect diverse perspectives, lived experiences and the needs of employees across the organization. A few of the collaborative events this past year included:



Creating connection and fun at Family Day



Celebrating the 200th Anniversary of the Armed Forces



Establishing *Mental Health Matters: Caring Conversations* video series



Other ERGs include:



“ I wanted to extend our deepest gratitude for EYL’s unwavering support and boundless energy. We offer a heartfelt thank you for always providing meaningful support. Your presentation and delivery are exceptional, and your contributions greatly enhance our REACH events. We are grateful for your dedication and commitment to making each event a success. Thank you for being such a vital part of our community.”

- Member of the REACH ERG



SHOWING UP AND GIVING BACK

Volunteer efforts

Wellbeing also shows up in how we give back. Through volunteer efforts, DTE employees extend care beyond the workplace and into the communities where we live and work.



Focus Hope



Meals on Wheels



North Area Community
Food Donation



Operation Good Cheer

SARA'S STORY

Finding wellbeing through music and community

By day, **SARA STRATIL** works as an operations analyst at DTE's Three Mile facility in Grand Rapids. Outside of work, she finds wellbeing through music, mentorship and the communities she helps build. Her connection to music began in marching band, where she learned the value of teamwork, accountability and showing up for others.

Today, Sara carries those lessons forward as a leader in the marching arts, directing competitive winter guard teams and teaching students at local high schools. For her, music is more than performance. It is a source of belonging, creativity and emotional wellbeing.

When Sara stepped into the role of sole winter guard director, the challenge was significant. Managing budgets, schedules and 32 performers required perseverance and trust. That shared effort paid off when the team reached the World Championship finals for the first time.

Community remains at the heart of Sara's journey:



Lifelong relationships
built through
music



Inclusive spaces
that support young
people



A sense of purpose that
extends beyond the
workplace

Sara's story is a reminder that wellbeing thrives through connection, shared passion and communities that lift one another up.



Extending our IMPACT beyond DTE

DTE's Culture of Health & Wellbeing is gaining attention beyond our organization. As this movement has matured, DTE is increasingly recognized as a thought leader in the health and wellbeing space and is being tapped as a resource by other leading employers on similar journeys.

A growing voice in wellbeing

Through conference participation, speaking engagements, published research and peer-to-peer conversations, DTE and EYL are sharing practical insights on how to build a culture that truly supports people. These moments are not about promoting specific programs. They are about sharing what works, what we've learned and how wellbeing can be embedded into the realities of daily work life.

We see this growing role as both an opportunity and responsibility: to keep learning and keep sharing. And to model what is possible when wellbeing is treated as a shared commitment.

By leading with experience and transparency, we're helping others envision and adapt to what a Culture of Health & Wellbeing can look like within their own organizations.







“Together, we have built a Culture of Health & Wellbeing that is now informing how others approach care and support at work. It's something to be proud of—not only for how we show up for one another, but for the broader impact it continues to inspire.”

– Karen Personett, manager,
Wellness & Health Promotion

2025 “Best In Class” awards

Our collective efforts are being recognized both locally and nationally. These accolades belong to the DTE family and reflect a shared commitment to caring for one another. While we appreciate the recognition, our focus remains clear: supporting our people—because it's the right thing to do.

 <p>GALLUP EXCEPTIONAL WORKPLACE AWARD</p> <p><i>13th consecutive year</i></p>	<p>THE NATION'S BEST AND BRIGHTEST IN WELLNESS WINNER 2025</p> <p><i>10th consecutive year; 12 years total</i></p>	 <p><i>6th consecutive year</i></p>		 <p><i>7th consecutive year</i></p>
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“We set out to support our people, not to become a model. That our approach is now informing wellbeing efforts beyond DTE is both an honor and a responsibility. It underscores the importance of continuous listening, and sharing what's achievable when wellbeing is a shared commitment.”

– Inderpal Deol, vice president, Energy Supply

Looking FORWARD: How we'll make a difference

Looking ahead, our focus remains on people—on strengthening the everyday support that helps work and life feel healthier, more balanced and more supported.

These are a few ways our DTE family will experience that commitment during their wellbeing journeys in 2026.

Safer movement and injury prevention

We'll keep strengthening proactive injury prevention and musculoskeletal health support to help the DTE family stay active, comfortable and well—whether they are on their feet, at a desk or in the field.

Healthier choices made easier

We'll continue to invest in nutrition efforts that make healthier options easier to find and easier to choose, including continuing to add new markets at DTE locations.

Trusted care you can count on

We'll continue helping every DTE family member connect with a trusted medical home and navigate care with confidence, so you know where to turn when health questions and needs arise.



Greater mental health support

By expanding MHFA training and other resources, we'll make mental health support more visible with a concerted effort to make access easier—so help is there earlier, when it can make the biggest difference.

Better support for managing ongoing health needs

We'll continue to improve chronic condition management and complex care support, helping people navigate care, treatment and coverage with less stress and confusion.

Leaders creating environments where wellbeing can thrive

By continuing to model and support wellbeing in day-to-day work, leaders will continue to help create a culture and environment where people feel comfortable prioritizing their health.

At the heart of this work is a simple truth: wellbeing is not a checklist. It's an ongoing journey—one we are committed to walking together by listening, learning and evolving. When people feel supported, they bring their best selves to work and life beyond it.

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





Employees participating in yoga at Beacon Park, hosted by SURGE.

🙏 I truly appreciate the company's continued commitment to supporting employee safety, health and wellbeing. All of the EYL staff are always great and bring enthusiasm and energy, which is really encouraging and very motivating. They are clearly committed to providing ample opportunities and activities that can be integrated into work and at home, too.

The voluntary nature ensures employees can take part in the programs and events that interest them. It's not a 'one size fits all' approach, so having both personalized and team options allows employees to find the goals, program, challenges, etc., that work for their situation and circumstances. Thank you DTE and EYL staff for all of your hard work and dedication to making DTE a great place to work!⁹⁷

- Anonymous DTE employee