



2020 CULTURE OF HEALTH & WELLBEING ANNUAL REPORT



Navigating a Year of Unprecedented Change



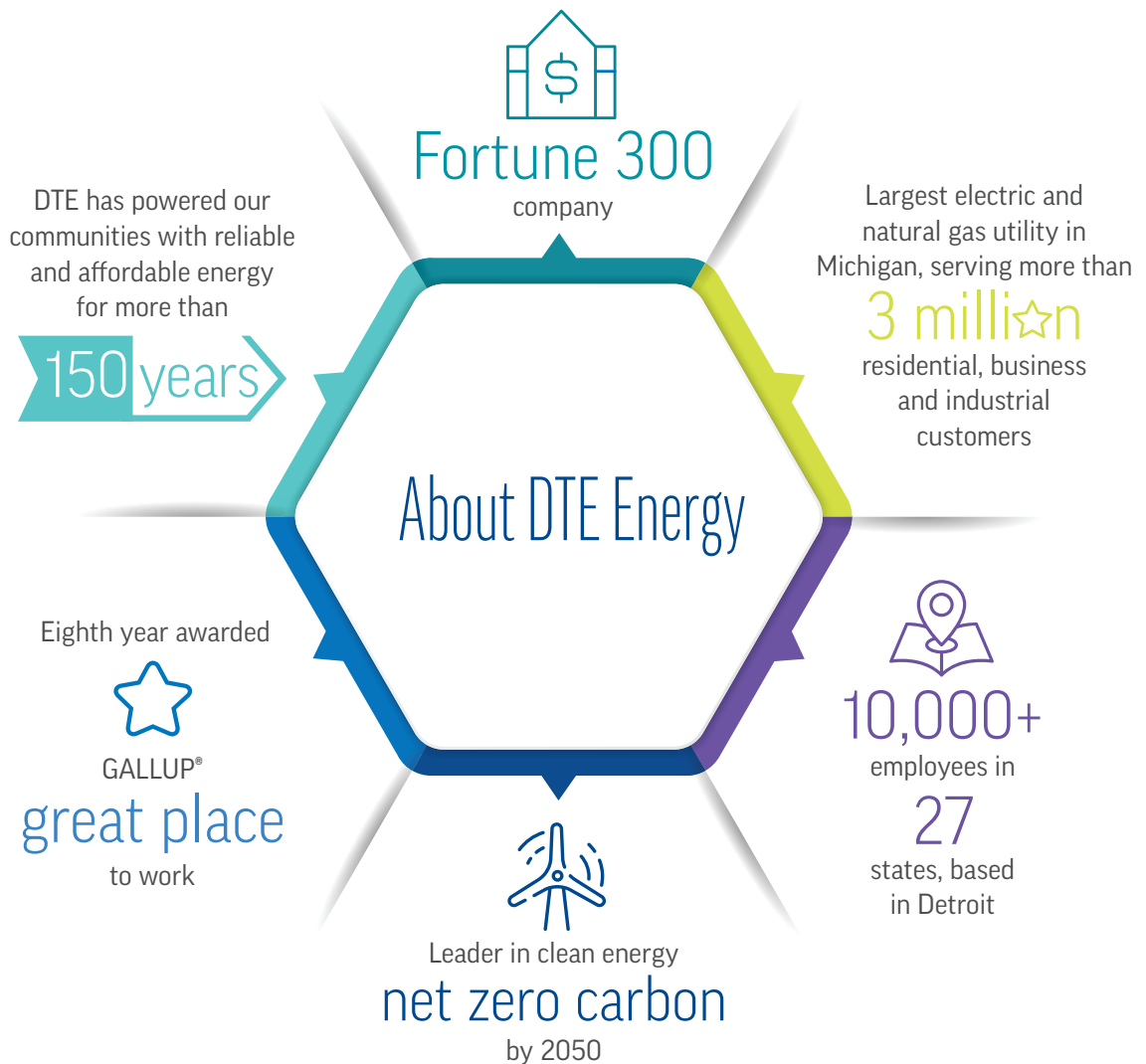
ENERGIZE
your **LIFE**

We're people who care.

That's always been part of the DTE culture.

When the storms rage, when the cold weather strikes ...
we *take care* of our customers and communities ...
it's what we do.

Now it's time for us to *take care* of ourselves ...
and each other.



Welcome

DTE Energy has a long history of supporting the health and wellbeing of the DTE family. In 2020, the global COVID-19 pandemic took our Culture of Health & Wellbeing imperative to a new level, as we quickly learned how underlying health conditions and chronic disease put people at greater risk for succumbing to the devastating effects of this virus.

While we, too, have suffered loss, thankfully, our strong foundation of health and wellbeing support has helped mitigate the impact COVID-19 has had on the DTE family. We are fortunate that our employees and family members had been making strides to improve their health long before the pandemic took hold. This past year was an extremely powerful example of how one's overall health and wellbeing is the fundamental enabler to everything we do and everything we strive to achieve, personally and professionally.

We head into 2021 from a position of strength. Not only are we emerging from the pandemic with a large and growing number of employees getting vaccinated, but we have extensive health and wellbeing support and programs in place and we are taking steps to expand that support in the coming year. Our focus will now be to explicitly empower and encourage our DTE family to engage with and take advantage of the support available.

Our cultural transformation requires the efforts and dedication of everyone throughout the enterprise. DTE does so much to support employee health and wellbeing beyond *Energize Your Life's* efforts, and while it's not possible to recognize everyone's contribution, we are pleased to celebrate and showcase as many as we can (e.g., Volunteerism and Diversity, Equity and Inclusion) through this Culture of Health & Wellbeing Annual Report. We invite you to explore the tremendous progress made throughout 2020—accomplishments we all share collectively. And as we move forward into the coming year, let's continue to look for opportunities to take care of ourselves and each other!

In best health,




David Ruud
senior vice president and CFO
and Wellbeing Executive Champion




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




Karen M. Personett
manager, Wellness & Health Promotion

Culture of Health & Wellbeing at DTE

Our Culture of Health & Wellbeing is about surrounding employees with the environment, policies, tools and resources that help create a culture where the healthy choice becomes the easy and valued choice.

DTE is a place where health and wellbeing are built right into the value system of our organization, as evidenced by our number one stated value: ***“We put the health and safety of people first ... and know this responsibility rests with each of us.”***



🔗 Developing DTE's Culture of Health & Wellbeing is clearly connected to our overall business goals, such as serving as an enabler of our Aspiration, Values, Service Keys and Priorities. It also is a leading indicator of safety and engagement. But our real 'WHY' for creating a culture of health and wellbeing, just like when we embarked on our Safety journey, is because ***it's the right thing to do.*** 🔗

– David Ruud,
senior vice president and CFO



What Guides Our Path Forward

Our Vision

We aspire to improve the health and vitality of our DTE family by becoming the most health and wellbeing-supportive organization.

Our Philosophy and Mission

Every strategy is supported by an overarching philosophy and mission. Our philosophy is that wellbeing must extend beyond physical health to address all four dimensions of one's total health and wellbeing: physical, emotional, social and financial.

Our philosophy is built into 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.***

TAKING CARE OF OURSELVES AND EACH OTHER

We have made tremendous progress in supporting employees' health and wellbeing, but there is still work to be done.

Our goal is to meet DTE family members where they are along the health care continuum and their personal wellbeing journey, and help them live with vitality.

🔗 To build a sustainable benchmark culture of health, safety and wellbeing requires an evidence-based, population health approach. On the one hand, we need to keep healthy people well, while also assisting those who are managing illness. We must remember that this work starts with our own commitment to wellness. The pursuit of health is contagious. 🔗

– Dr. Raymond Fabius, population health expert

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

Our Strategy

Our strategy is focused on five key principles designed to evolve mindsets and behaviors:

Power of STRONG LEADERSHIP



Model, encourage and reinforce desired behaviors.

Power of KNOWLEDGE



Educate DTE employees as active leaders in their health.

Power of SUPPORT



Provide the right support to the right person at the right time.

Power of ENVIRONMENT



Make the healthy choice the easy choice.

Power of ENGAGEMENT



Create opportunities to inspire engagement.

Energize Your Life

Serving as a cornerstone of DTE's Culture of Health & Wellbeing movement, *Energize Your Life* (EYL) is DTE's Health & Wellbeing program. EYL's programming, resources and tools work together to deliver on our mission.

🔗 Taking care of our health and wellbeing is not a separate and distinct effort; it is inclusive of other work that we do—such as Safety efforts, Volunteerism and DEI—which reinforces our focus to support health and wellbeing. 🔗

– Michael Cooper, director, Compensation, Benefits & Wellness

Meet the Architects Behind Building a Culture of Health & Wellbeing

2020 Health & Wellbeing Team

This team is primarily responsible for setting the health and wellbeing strategy for the organization. It approaches health and wellbeing with the same level of business rigor as any of DTE's other priorities, including:

- ✓ reviewing all of the data and metrics
- ✓ assessing effectiveness of our efforts
- ✓ identifying trends
- ✓ providing guidance for change

The Health & Wellbeing team is grateful to all the individuals and partners who contribute to implementing the strategy and supporting the overall effort.



Karen Personett and Kelsey Stein

2020 Wellbeing Executive Leadership Committee

The Wellbeing Executive Leadership Committee (WELCOM) helps set the course and navigate our journey to becoming a benchmark Culture of Health & Wellbeing. While the global pandemic could have caused the company to veer off course from this journey, it only intensified the committee's efforts and the company's commitment. This unwavering leadership allowed us to accomplish a tremendous amount in 2020. (See page 14 for a summary of how DTE leadership and WELCOM pivoted to address the COVID-19 crisis.)



Committee members pictured: 1) Christine Garber, 2) David Ruud, 3) Brian Kincaid, 4) Renee Moran, 5) Paula Silver, 6) Nicholas Levin, 7) Kelsey Stein, 8) Rhonda Salazar, 9) Dr. Raymond Fabius, 10) Karen Personett, 11) Diane M. Antishin, 12) Edwin Kokosky, 13) Tamara Johnson, 14) Mary Anne Casha, 15) Anthony Tomczak, 16) Lisa Muschong, 17) Michael Cooper, 18) Brian Hill, 19) Morgan Elliott-Andahazy and 20) Shawn Patterson.
Not pictured: Doug (Kenneth) Russell.

EYL Team

The EYL team is on the front line (whether virtually or onsite) each day engaging with employees and promoting total wellbeing and vitality. The team meets people where they are in their own personal journey by using a variety of health strategies, including:



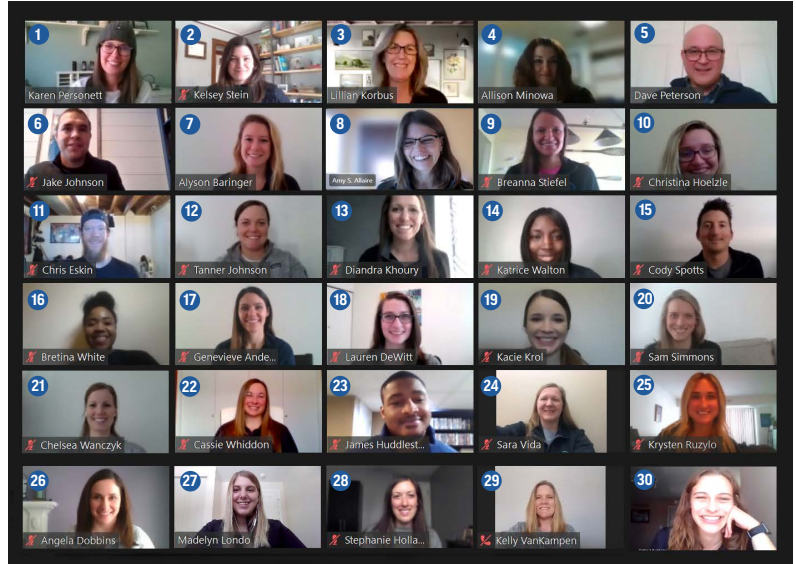
Awareness-building



Education



Intervention



EYL team members pictured: 1) Karen Personett, 2) Kelsey Stein, 3) Lillian Korbus, 4) Allison Minowa, 5) Dave Peterson, 6) Jake Johnson, 7) Alyson Baringer, 8) Amy Alliere, 9) Breanna Stiefel, 10) Christina Hoelzle, 11) Chris Eskin, 12) Tanner Johnson, 13) Diandra Khoury, 14) Katrice Walton, 15) Cody Spotts, 16) Bretina White, 17) Genevieve Anderson, 18) Lauren DeWitt, 19) Kacie Krol, 20) Sam Simmons, 21) Chelsea Wanczyk, 22) Cassie Whiddon, 23) James Huddleston, 24) Sara Vida, 25) Krysten Ruzlyo, 26) Angela Dobbins, 27) Madelyn Londo, 28) Stephanie Hollander, 29) Kelly VanKampe and 30) Kaitlyn Bushbaker.

EYL Champion Network

EYL Wellbeing Champions serve as the local resource to help promote all EYL programs, model desired healthy behaviors, direct people to the proper resources and address questions. They are instrumental in generating momentum at the locations and monitoring employees' needs.

While normally demonstrating their value onsite and in person, this past year required our EYL Wellbeing Champions to quickly adapt their services to a fully virtual environment. Given the strong engagement and participation levels of all EYL programs for 2020, clearly, they were successful!



200

The number of EYL Wellbeing Champions throughout 50 DTE locations



To show support of our EYL Wellbeing Champions, rather than cancel the traditionally onsite and in-person Annual Champion Summit, we quickly reimagined it and held our first-ever *virtual* EYL Wellbeing Champion Summit.

Measuring Our Progress

DTE takes a very disciplined, metric-driven approach to its health and wellbeing efforts. We have established metrics that are externally validated, evidence-based tools to track our progress and measure our success.

Using the metrics described below, we primarily look at two main indicators for evaluating our health and wellbeing efforts:

- The health and wellbeing of the DTE family
- How health and wellbeing-supportive we are to DTE

Together these assessments help us determine if what we are doing is working.

It is extraordinary that DTE experienced such an incredible gain in EHOA results, especially in the midst of a global pandemic. In fact, no other companies in the HealthNEXT book of business achieved their EHOA targets!

– David Kirshenbaum, health informatics expert and HealthNEXT COO & CIO

Our Tools

EHOA (Employer Health Opportunity Assessment)

Measures the maturity of how health-supportive DTE is at an *enterprise level*. It evaluates DTE on 218 elements within the 10 best practices of health and wellbeing.

■ We exceeded our 2020 goal and achieved a 17% improvement from our 2019 score.

Site Scan Culture Check

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

■ We exceeded our 2020 goal and achieved a 9% improvement from our 2019 score.

Power Business Intelligence Tool

Allows us to track the *monthly* progress toward our goals outlined in our comprehensive project plan.

Enterprise Health & Wellbeing Cockpit

Measures the *collective health* of our DTE family and provides business intelligence that informs our strategy and sets programming priorities.



2020 Key Accomplishments and Accolades

Despite the abrupt shift in focus to help navigate the DTE family through the COVID-19 crisis, as well as social and political unrest, we made tremendous progress in our pursuit to become a best-in-class Culture of Health & Wellbeing—meeting or exceeding all our key metrics and delivering on everything we set out to accomplish for the year.

Specifically, the **WELCOM** championed several notable achievements:

- ✓ Delivered a substantial health and wellbeing response to the pandemic, including launching **virtual delivery** for most programs and services and expanding **emotional wellbeing resources**.
- ✓ Implemented **chronic condition management** support focused on diabetes prevention, diabetes management and high blood pressure management.
- ✓ Expanded the **injury prevention program** and piloted an ergonomic committee.
- ✓ Published the first-ever **DTE Culture of Health & Wellbeing Annual Report**.
- ✓ Used a comprehensive data warehouse and produced a beta “**Corporate Cockpit**.”
- ✓ Created one-stop EYL access by leveraging the new OurDTE intranet site, including migrating to our new EYL portal platform.
- ✓ Developed a comprehensive and **engaging training program** to align more than 10,000 employees on our commitment to transform health and wellbeing at DTE.
- ✓ Established a new **vitality campaign** to be launched in 2021.
- ✓ Expanded our best-in-class **nutritional focus**.
- ✓ Offered **extensive opportunities** to support the total wellbeing of the DTE family no matter where employees worked (remotely, in the field, in a truck or onsite).
- ✓ Received several **health and wellbeing-related awards**.

“71% of employees responded that they ‘Strongly Agree’ with the statement, ‘DTE cares about my overall wellbeing.’ We estimate this puts DTE in the 94th percentile of Gallup’s survey, based on 50 other companies asking a similar question. This is something to be proud of and to celebrate!”

– Amy Schultz, executive director, Organizational Effectiveness & Chief Learning Officer

Our best practice health and wellbeing efforts have been recognized by numerous outside organizations. While awards are wonderful, we do this work because *it's the right thing to do*.





Power of STRONG LEADERSHIP

Model, encourage and reinforce desired behaviors

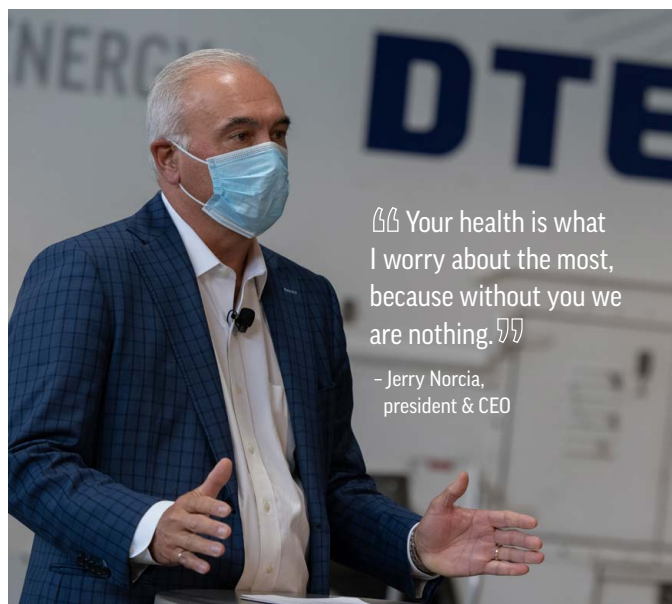
DTE Leaders Walk the Walk and Talk the Talk

Strong leadership was the hallmark of 2020. When faced with a global pandemic, DTE's leadership and the WELCOM faced an unprecedented opportunity to demonstrate DTE's commitment to safety, health and wellbeing – for our employees, their family members, our customers and the communities we serve:

- ✓ Showed a **united front** of strength, direction, compassion, support and care.
- ✓ Activated an **Incident Command Structure** to direct DTE's response to COVID-19 as part of DTE's pandemic protocol.
- ✓ Kept **employees informed** around the clock about the constantly changing situation.
- ✓ **Stayed visible** and reached out to employees by visiting sites of essential workers and holding virtual employee town halls.
- ✓ Sent messages of **encouragement and care**.



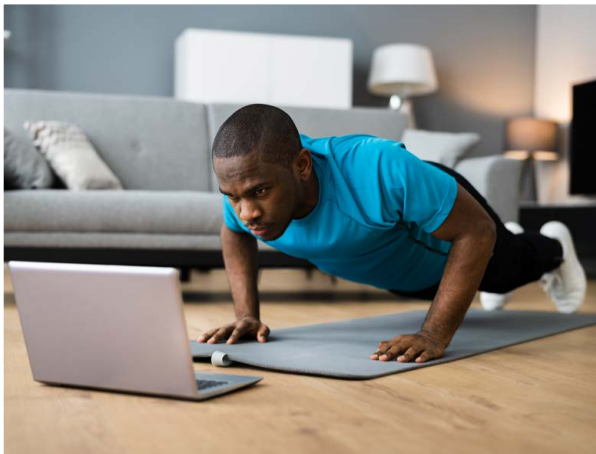
See a summary of DTE's COVID-19 response activities on page 14.



“Your health is what I worry about the most, because without you we are nothing.”

– Jerry Norcia,
president & CEO

- ✓ **Communicated and modeled desired behaviors**, such as abiding by physical distancing protocols, washing hands and wearing masks.
- ✓ WELCOM continued to make **progress and maintained focus on health and wellbeing**, acknowledging it is the cornerstone to increase resistance and resilience to COVID-19. Specifically, increasing support and focus on emotional and mental health.



EYL Pivots the Delivery of Health and Wellbeing Services

With close to 60% of the DTE family sent home to work remotely and the other 40% of essential workers staying onsite (with physical distancing in place), EYL underwent a massive effort to adapt the comprehensive collection of onsite programming to a virtual environment.

The significant pivot in delivery was a success, with employee engagement and participation in health and wellbeing programs at record highs by the end of 2020.

“Not being able to be one's authentic self can dramatically impact one's quality of life and total wellbeing. Welcome Week is intended to welcome each and every one of us as our true, authentic selves. It's this diversity and uniqueness that makes us great.”

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

OTHER WAYS DTE DEMONSTRATED STRONG LEADERSHIP

Juneteenth

In addition to the global pandemic, 2020 was a time of heightened social and political unrest. On Friday, June 19, DTE declared Juneteenth a day off for employees to provide them with time to listen, learn, have meaningful conversations, heal and act.



“I commemorated Juneteenth doing the personal work to learn more about racial injustice, privilege and bias by listening to '1619,' 'Code Switch' and 'Pod for the Cause' podcasts.”

– Hope Allen, manager,
Electric Choice Program Officer

Welcome Week

As part of DTE's Diversity, Equity and Inclusion efforts (DEI), DTE celebrated “Welcome Week,” whereby all employees are welcomed to be a part of the DTE family. Throughout the week, employees participated in various virtual events. They also had the opportunity to engage in inclusive conversations and events with team members.

The week started with a virtual event on “How We Thrive Through Connection,” presented by Dr. Raymond Fabius and Karen Personett, and came to a close with a live virtual event hosted by nationally renowned speaker, Dr. Steve Robbins. The event included a question-and-answer session with a panel of DTE senior leaders.



Power of KNOWLEDGE

Educate DTE employees as active leaders in their health



Educational Programming

To address the changing work arrangements due to COVID-19, EYL quickly established online delivery mechanisms to give employees uninterrupted remote access to EYL's extensive offerings across all dimensions of wellbeing.

Program offerings continued to address key risk factors within the organization, but were also adapted to address the emerging needs caused by the pandemic, such as stress management, resilience building and social connection support.

2020 OVERALL EYL PROGRAMMING ENGAGEMENT

3,882

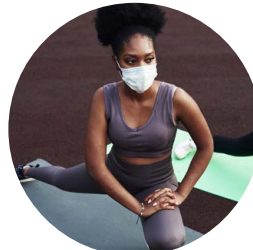
Wellbeing events, challenges,
webinar activities and
classes offered during 2020



meditation moments



dynamic stretching



group exercise



cooking demos



art classes



home office ergonomic
assessments

More than
83,000

Total interactions with *live*
programs (onsite and virtual)

■ *That's 16,500+ more
interactions than in 2019—
representing a 25% increase*



PLUS, an extensive library of **THOUSANDS** of recorded sessions and classes "on demand."

🙏 EYL has adapted wonderfully with all the challenges that we faced with COVID-19. I love how quickly EYL was able to provide virtual everything—workouts, stretches, meditation, lunch-n-learns and more, to keep us healthy and active. THANK YOU EYL for always being there to support us physically, emotionally, financially and socially. 🙏

– Stacey Stackpoole, operations analyst – Field Support

We continued to offer programming for all areas of total wellbeing, however, as part of our COVID-19 response, we focused our efforts primarily on the physical and emotional dimensions. Below are a few examples across the wellbeing continuum:



Workshops and Webinars

Held as live virtual events, Emotional Wellbeing workshops, EYL monthly webinars and Family Care Support webinars were presented by experts in their respective fields and covered a variety of wellbeing topics, including:



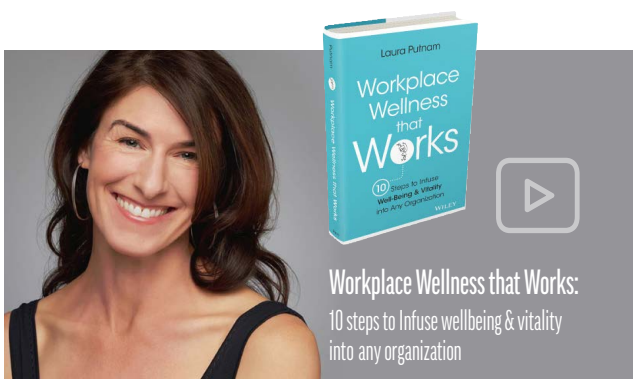
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Workshops and webinars offered

3,014

Total number of webinar participants

 Recordings of the presentations were made available to employees who couldn't watch the virtual live event.



“EYL always does such a great job selecting the topics to present on each month. They are always relevant to what we’re talking about at the time.”

– Trombley supervisor

My wife cooked a grilled chicken recipe from the *InCharge* magazine and it was amazing. We actually get quite a few of our dinner ideas from there. We love it!

– DTE employee at NW Planning & Design

InCharge Magazine

InCharge magazine is the company's respected wellbeing publication. Eye-catching and easy to read, it is published quarterly and mailed to homes—making it easy to share with family members. The magazine is educational in nature, and covers timely and relevant wellbeing topics, shares employee health success stories and features useful DTE health and wellbeing tools and resources.



9 out of 10
Americans consume too much sodium

Shaking Up People's Perception about Sodium and Its Dangers

(Source: American Heart Association and CDC)

Sodium & Salt: What's the Difference?
The words "salt" and "sodium" are often used interchangeably, but they don't mean the same thing.

Daily recommended intake:
2,325 milligrams (mg) or 1 teaspoon

The average American's daily intake:
3,400 mg

Top High-Sodium Offenders

- frozen meals
- canned soups
- pizza
- burgers
- cheese
- pasta
- hot dogs
- milk, chips and crackers
- canned meat (spicy, deli meats, bacon and salami)
- wings
- cottage cheese
- soups and salad dressings

Where does our excess sodium come from?

- 65%** supermarkets and convenience stores
- 25%** restaurants
- 10%** at the table and through other sources

6 Simple Steps to Reduce Sodium

- Read:** Check food labels and avoid items with excessive sodium. Look for "low sodium" or "reduced sodium" labels.
- Choose:** Choose wisely. Avoid processed and packaged foods. Opt for fresh fruits, vegetables, lean meats, and low-sodium dairy.
- Prepare:** Prepare your own food. Cook and season with herbs and spices instead of salt. Rinse canned beans and vegetables.
- Skip:** Skip fast food. Avoid eating out frequently. If you must eat out, choose a low-sodium option.
- Shrink:** Shrink salt intake. Use salt substitutes or salt-free seasonings.
- Rinse:** Rinse salt intake. Rinse canned beans and vegetables.

Understanding Salt's Full Impact on the Body

High blood pressure and heart disease are commonly associated with eating too much salt. While many people understand that excess salt causes the body to retain water and blood, most people haven't given much thought to how hard their organs need to work to process all of that sodium found in our modern Western diet.

Did you know that your body's reaction to salt begins with your kidneys? Once you understand exactly how that piece of pizza affects your body, you might opt for a smaller piece.

Over time, this can lead to kidney disease.

Your BRAIN: Your central control center. It controls your thoughts, memory and speech, movement of the arms and legs and the function of many organs within your body.

The reduction in blood delivered to the brain can lead to dizziness or stroke.

Your HEART: Pumps blood—oxygen and nutrients—through your body. The right side of your heart receives blood from the body and pumps it to the lungs. The left side of your heart receives blood from the lungs and pumps it out to the body. The pressure inside drops when the arteries aren't performing efficiently.

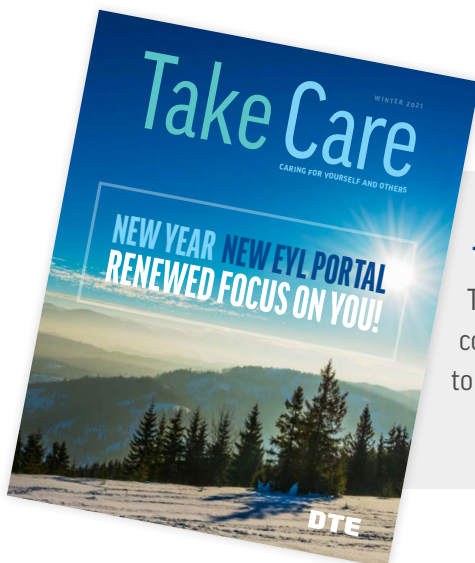
This can lead to hypertension, heart disease or heart failure.

Most Americans exceed the recommended daily sodium limit by 3 TIMES

The portion of American adults living with hypertension or prehypertension is 56%

The portion of American children living with hypertension or prehypertension is 10%

Kids who have high sodium diets are THREE as likely to develop high blood pressure as kids with low sodium diets.



The *InCharge* magazine has a new name: *Take Care!*

The revised name aligns with the new direction DTE is taking when conversing with employees about health and wellbeing – one that lends itself to personal choice, personal achievement and varying levels of engagement.



Power of SUPPORT

Provide the right support to the right person at the right time



COVID-19 Response: Pause. Pivot. Push Forward.

In July 2019, DTE leaders and employees participated in a live emergency preparedness drill at the DTE headquarters simulating a flu pandemic. This initiative provided a strong foundation for what would soon become a real-life emergency.

At the time COVID-19 occurred, many processes and procedures were already in place to help ensure DTE could continue to deliver energy to the public while also protecting and supporting employees' safety, health and wellbeing. The following is **just a sample** of some of the ways DTE led its COVID-19 response.



Examples of DTE's COVID-19 Response

⏸ PAUSE	↻ PIVOT	➤ PUSH FORWARD
Take Stock; Regroup	Plan; Establish; Build	Deploy
<ul style="list-style-type: none"> Activated an Incident Command Structure to direct DTE's response to COVID-19. Conducted continuous monitoring of the pandemic situation through national, state, and local governments and Centers for Disease Control and Prevention (CDC). 	<ul style="list-style-type: none"> Established partnership with Henry Ford Health System to: <ul style="list-style-type: none"> + Deliver COVID-19 tests and vaccines. + Provide case managers to help manage the care of employees who fell ill with COVID-19. Reached out to local public health departments and municipalities. Participated in a best-practices network—collaborating with other key employers. Set up contact tracing and a Fast Pass smartphone COVID-19 screening app for employees. Developed COVID-19 Playbooks for employees, contractors and vendors. Established a medical services call center staffed by clinicians to help manage the care of employees. 	<p>COVID-19 PROTECTION</p> <ul style="list-style-type: none"> Established 10 "drive-thru" COVID-19 testing clinics. Sent masks and thermometers home to employees. <p>WORK FROM HOME SUPPORT</p> <ul style="list-style-type: none"> Provided a one-time stipend of \$750 to remote workers to help set up home offices. <p>CHILD CARE</p> <ul style="list-style-type: none"> Provided a \$300 stipend for each dependent 18 and under to help with daycare and school supplies. Helped provide tablets for 51,000 students of Detroit Public Schools Community District through Connected Futures (a public-private partnership led by DTE). <p>BENEFIT COVERAGE</p> <ul style="list-style-type: none"> Offered free COVID-19 tests and vaccinations. Expanded telehealth/virtual services to cover both medical and behavioral health care. Provided immediate health care eligibility for new hires. Allowed mid-year changes to Flexible Spending Accounts. Offered COBRA at significantly reduced cost for dependents who turned age 26.
		<p>HEALTH & WELLBEING SUPPORT</p> <ul style="list-style-type: none"> Offered virtual programs, including fitness coaching, nutritional and cooking demos, employee assistance, injury prevention and ergonomic health support, and social event opportunities, to name a few. Created an extensive digital emotional toolkit. Deployed a series of social connection opportunities. And more! <p>SEQUESTERED EMPLOYEES</p> <ul style="list-style-type: none"> Connected daily with these employees to offer one-on-one coaching to help combat loneliness and isolation, as well as provided fitness tips and nutritional support. <p>OTHER</p> <ul style="list-style-type: none"> Deployed an <i>Everyday Hero</i> recognition program. Established extensive 24/7 communications channels to keep employees informed.



“We weren't going to let COVID-19 get in the way of our DTE family's efforts to live their best life. The virtual EYL Games were a huge success and we saw record attendance in all of our programs. And a special thanks to the onsite team of wellness, fitness and athletic coordinators who continued to support on the local level through COVID-19.”

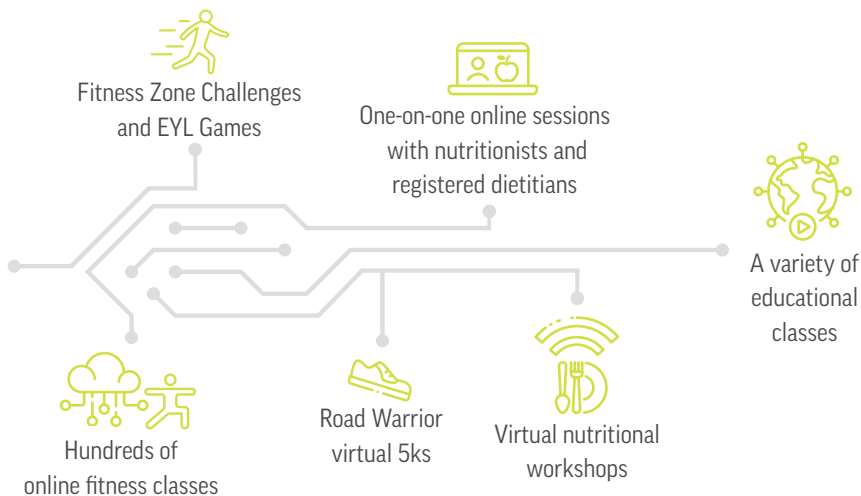
– Allison Minowa, manager, EYL Fitness Zone

Support for Physically Thriving

Fitness Zone

With more than 60% of the workforce no longer onsite after March 2020, the Fitness Zone successfully reimagined itself into a *virtual* fitness center available to *all* DTE employees and their family members.

Virtual Offerings



EYL Games

The first-ever virtual EYL Games event was held to help employees improve their physical health, emotional wellbeing and recovery, and social connectivity, while also bringing fun and laughter into their lives during such difficult times.

Teams of four worked together to earn points by completing various healthy lifestyle tasks, such as attending virtual fitness classes, nutrition workshops and cooking demos, as well as participating in personal workouts, meditating, and focusing on their health and wellness.

“Loved the EYL Games! It was great motivation to keep working at it! It was a fun competition and a great introduction to the EYL classes and instructors.”

– Mary Nydam,
senior environmental engineer

The Fitness Zone experienced an overall increase in participation thanks to the virtual nature of its services:

ANNUAL ENGAGEMENT

1,457

Group exercise classes offered in 2020

11,361

Total attendance in group exercise classes

■ This reflects a 13% increase from 2019

EYL GAMES VIRTUAL ENGAGEMENT

4,633

Activities, classes and services completed

29

Virtual teams

7,749

Total point earned

Health Zone (Onsite Health Services Clinic)

The Health Zone services remained in tact throughout the pandemic, and with the support of Henry Ford Health Systems (HFHS), safety protocols were enhanced and the flu shot program transitioned to “drive-thru” access.



Condition Management

Over 30% of the DTE family lives with serious health conditions that impact the quality of their lives, such as being overweight or obese, having high blood pressure and having either pre-diabetes or diabetes. Because DTE cares about helping employees live their best lives, a new resource was offered to support eligible employees along their health improvement journeys. Three different voluntary programs were offered at no charge:



Diabetes Prevention Program



Diabetes Management Program



Hypertension (High Blood Pressure) Program

The programs provided the following at **no charge** depending on participants' health goals:

- Glucose meter, blood pressure monitor and smart scale
- Personalized coaching on nutrition, medication or any other health-related topic
- 24/7 access to online educational support, including tips and techniques to help participants manage stress, sleep issues, anxiety, depression and more

With a program launch in the fourth quarter, the DTE family responded immediately with having **15%** of the eligible population enrolled by the end of the year.



Livongo®

Injury Prevention

EYL Athletic Trainers

With the success of the pilot program at several Gas, Distribution Operations and Fossil Generation locations, we expanded the EYL Athletic Trainers (ATs) services in 2020. ATs are certified athletic trainers who serve as subject matter experts for injury prevention and job risk assessments. They teach employees proper body positioning, physical conditioning and stretching to prevent musculoskeletal injuries.

“Our EYL Athletic Trainer has given me dynamic stretching techniques and strength building exercises to help improve my shoulder and upper back discomfort. Since working with my AT and using the tools she has given me, I have noticed I’m not as sore and have improved motion in my shoulder, which ultimately helps me perform my job better.”

– Jaren Howell, Overhead Lineman

3,970

The number of encounters between ATs and DTE employees

■ *That’s almost triple the 2019 encounters*

Ergonomic Assessments

Another way DTE tried to keep employees safe from injury was by offering personalized Ergonomic Assessments. Employees simply scheduled a one-on-one assessment with an AT via video chat. The AT would then optimize the employee’s workspace, troubleshoot issues and provide custom preventive strategies to minimize minor aches.

Prework Stretches and Warm-Ups

Prework stretches and warm-ups were offered to help prepare the body for work and avoid musculoskeletal injuries on the job.

More than
540

stretches and warm-ups
offered annually

Nutritional Support

With a growing number of DTE family members cooking and eating at home more often, EYL capitalized on the opportunity to encourage employees to “cook healthy” by offering a variety of virtual cooking demonstrations, classes, workshops and cooking skill videos.



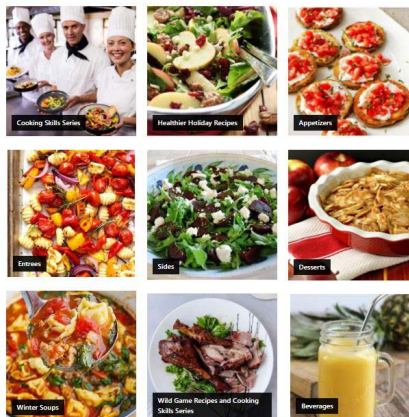
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Cooking demos,
nutrition workshops,
lunch-n-learns and cooking skills
videos offered in 2020

DTE DIGITAL COOKBOOK

In September 2020, EYL unveiled DTE's first-ever digital cookbook. The goal was two-fold: **1)** share deliciously healthy recipes that even the pickiest eaters would enjoy, and **2)** be inclusive of all cultures. All recipes were submitted by DTE employees, including the WELCOM members. To add a social connection element, the name of the employee who submitted the recipe was included. The cookbook grew to more than 100 recipes across a variety of categories.

DTE Cookbook
Employee submitted recipes that the whole family will enjoy! Have a great recipe to submit? Email edl.accounts@denversys.com
NEW - EYL in partnership with Eurest has created a new set of videos that cover basic cooking skills like making a perfectly poached egg, how to cut a melon, and knife skills. Let us know if you have any skills that you would like to learn! Click the tile below to explore.



941

Unique viewers
since inception



5,417

Site visits—equaling five
visits per visitor



Emotionally Resilient Support

Emotional Resilience Toolkit for Leaders

To help address growing stress, anxiety, depression and virtual burnout, EYL developed a comprehensive digital Emotional Resilience Toolkit for leaders to assist their employees.

Monthly EAP Emotional Wellness Workshops

As the pandemic and social and political unrest continued to erode emotional wellness, EYL stepped up its virtual support by offering monthly emotional wellness workshops led by subject matter experts. Participants received helpful education, how-to strategies and referrals to other resources.

Emotional Support for Sequestered Employees

While many DTE employees found themselves working from home due to the pandemic, that was not an option for everyone. Keeping our communities powered with electricity and gas requires people on site 24/7. DTE has hundreds of jobs that it feels are so vital to the company's ability to operate safely that employees in those jobs (and employees in the back-up positions) were asked to live in hotels during the worst of the COVID-19 pandemic. This helped ensure these employees had minimal exposure to the virus.

Knowing loneliness and isolation could be a potential risk factor for these employees, EYL Wellbeing Coordinators reached out daily and offered one-on-one coaching to keep them engaged and active during the sequestering period. In addition, EYL provided access to on-demand virtual programming and personal training. And to ensure

sequestered employees brought their best energy each day, EYL helped fuel them by providing nutritional support, including access to healthy meals and snacks.

💬 Thank you for taking the time to reach out to me personally, I feel appreciated and supported for the work that I am doing. 🙏

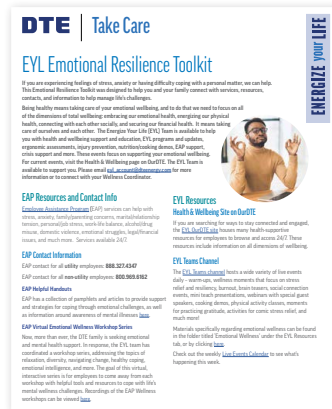
– Sequestered employee from Monroe

Wellness Moments and Meditation

EYL hosted daily wellness moments that addressed emotional wellbeing topics, such as virtual burnout. In addition, weekly 10-minute meditation breaks were offered to employees using various mobile apps, such as Calm and Insight Timer.

💬 It's amazing to see how much the company is invested in all the health aspects of us employees. Really grateful to work for this kind of an organization. 🙏

– Ryan DeCook, system supervisor, DO System Operations Work Management



2,817

Outreach calls to sequestered and home reserve employees

61%

Portion of employees contacted who requested a follow-up call with their onsite Wellbeing Coordinators





“I love the SmartDollar® and have already completed Step 3. Feels amazing!”

– Michelle Martinez, supervisor, Account Recoveries, Customer Service

“This program has changed my and my family’s lives. Thank you!”

– DTE employee

Financially Secure Support

Promoting Financial Fitness

In addition to being a health crisis, the COVID-19 pandemic also represented an economic and personal financial crisis for many. With financial stress on the rise, EYL stepped up promotion of its financial wellbeing resources, including SmartDollar®. The program was offered for free and aimed to empower employees to take control of their money by teaching them to:



Create a budget



Build an emergency fund



Pay off debt



Invest for the future



Increase charitable giving

STRENGTHENING EMPLOYEES' FINANCIAL FUTURES

Another way DTE supported financial wellbeing was by teaming up with its 401(k) plan vendor partner—Empower Retirement®—to develop and deliver various award-winning retirement and financial education campaigns and webinars, such as:

- America Saves Week, Five-day Financial Forecast
- Financial Wellness campaign
- Meet the Match campaign
- 401(k) plan loan education
- Advisory Services campaign
- Roth contribution education
- Required Minimum Distribution (RMD) Relief information
- Market volatility education
- A Plan for All Seasons education
- Moving Forward In Uncertain Times education

Michigan Auto Insurance Reform: Helping with Informed Financial Decisions

The Michigan Auto Insurance Reform law went into effect in 2020 requiring important decisions about auto insurance coverage (specifically, Personal Protection Insurance). These decisions could significantly impact health protection and finances. To help employees and retirees navigate this change, the Benefits team assembled a mailing to homes that clarified important details about the new law, its potential impact and important considerations.



ENGAGEMENT IN SMARTDOLLAR CONTINUED TO GROW IN 2020:

\$9,589,520

The “total financial turnaround” of DTE family participants in 2020

■ *That’s \$3.2 million more than in 2019, representing just under a 52% increase*

\$24,588

Average financial turnaround per participant

■ *An increase of \$3,380 per participant from 2019*

17%

The portion of DTE family members enrolled in the program

■ *This reflects a 2% increase over 2019*

68%

The portion of SmartDollar® participants who reported that they felt confident or secure about their personal finances compared to pre-survey of 50%

Socially Connected Support

Employee Resource Group Collaboration

EYL partners with all nine of DTE's employee Energy Resource Groups (ERGs) to expand the reach of wellness events and programming to employees throughout the enterprise virtually. For example, EYL collaborated with our Family ERG to offer a series of virtual events.

Everyone sharing tips and their personal experiences was so beneficial for me. The Family Energy Group is wonderful; I am glad DTE supports working families.

– DTE employee

Virtual Art Classes

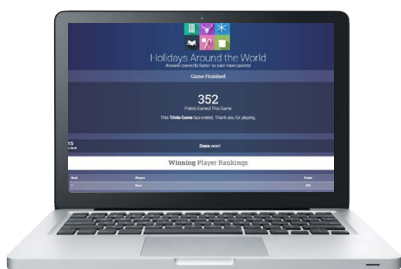
Another way EYL tried to help employees combat loneliness and isolation was to offer virtual art classes. Open to employees and their children or other family members, classes were designed to use materials already found in our homes so families wouldn't need to visit stores or spend money on supplies.

EYL Trivia

To promote social connection among DTE employees while physically distancing, EYL hosted virtual trivia games three times a week since May 2020. The games proved to be very popular. They served as bragging rights for some, air high-fives for others and even raised money for charitable causes.

This was really fun and a great way to relax and de-stress from the day. I'd like to do this with my entire team!

–principal analyst,
Customer Service RM&P



120

Trivia games played

1,000+

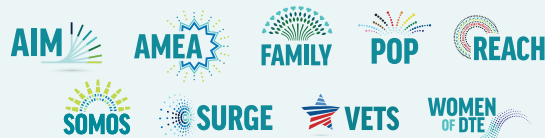
Trivia participants

OTHER WAYS DTE SUPPORTED SOCIAL CONNECTIVITY

Energy Resource Groups: Our Connections Make Us Stronger

We're brought together by common experiences, ideas and interests and we stay together because we feel accepted, supported and stronger as a group. The same is true for the groups you join at work. The Energy Groups served as an important social lifeline for DTE employees this past year:

Diversity, Equity and Inclusion Energy Resource Groups





Volunteering: Giving to Others While Taking Care of One's Own Social Wellbeing

Research shows that volunteering enhances wellbeing by helping people feel more socially connected and purposeful—reducing the risk of loneliness and depression.

Below are just some of the ways employees supported community and their own social wellbeing:

- Delivered more than **two million KN95 masks** to first responders.
- Packaged **COVID-19 support kits** for DTE employees, including masks and thermometers.
- Put tablets into the hands of all **51,000 K-12 students** in the Detroit Public School district.
- Assembled **DIY Educational Kits**.
- **Assembled emergency food boxes** and assisted in a drive-thru food distribution event.
- Delivered **holiday meals** to seniors via Meals on Wheels.

3,017  62,627 
Total volunteers Total hours of service





Power of ENVIRONMENT

Make the healthy choice the easy choice



Nutritional Transformation

The stay-at-home mandates meant that for most of the year only 40-50% of our workforce was reporting to locations. Nonetheless, we took care to ensure onsite and field employees continued to receive healthy and nutritional options to ensure they could bring their best energy to the job at hand. In addition, we made notable strides toward our goal of offering best-in-class nutritional support.

Best and Better Program

In 2020, we completed the Best and Better healthy makeover for our cafes and onsite markets enterprise-wide, which ensures that 50% or more of the food and drink offerings are considered healthy.



100% complete
Healthy makeover for
onsite markets

100% complete
Healthy makeover
for onsite cafés

75% complete
Healthy makeover
for vending machines
(on track to be 100%
complete by end of 2021)



New Mother's Rooms

For the second year in a row, DTE won the 2020 Michigan Breastfeeding-friendly Workplace Gold-level for DTE's New Mother's Rooms.



MoGo (Detroit campus)

DTE offered a free MoGo pass to all employees to encourage them to engage in physical activity while connecting to Detroit local businesses. Even amid the COVID pandemic, MoGo holders have increased every year since it launched in 2017.

840
MoGo pass holders—
a 7% increase
from 2019

798,821
Calories burned—
50,000 more calories
than in 2019

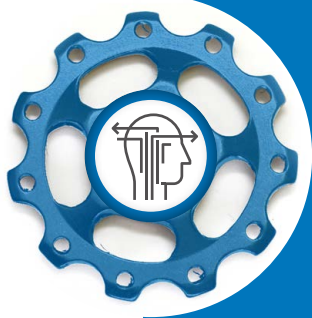
18,577
Miles covered—nearly 3/4 of
the distance around the world
(at the equator)

12,068
Total trips taken

16,651
Pounds of CO2 saved
(the equivalent to the CO2 emissions from 850 gallons
of gas consumed or charging nearly 1 million smartphones)

“In my opinion, there's nothing more freeing and relaxing than getting on a bike and riding around the city. It helps relax, de-stress and refocus my day.”

— DTE employee



Power of ENGAGEMENT

Create opportunities to inspire engagement



Healthy Rewards

To help engage employees in healthy activities, DTE offered a Healthy Rewards program. Employees would complete a rewardable activity to earn credits. The credits were then redeemed for online gift cards or donated to charity.

6,309

Number of employees and spouses who completed healthy activities in 2020 and earned rewards

■ That's over 2,000 more than in 2019—representing a 53% increase

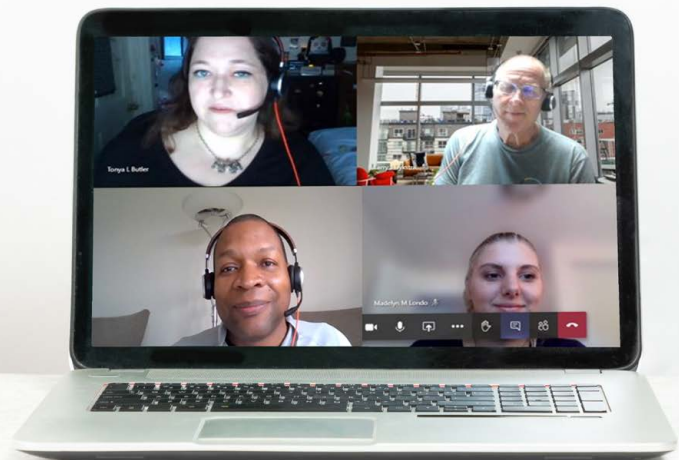


The portion of points redeemed—a new record

EYL Employee Spotlight: Celebrating Success

Many of us face some type of health or wellbeing challenge, and when we do, it can be helpful and inspiring to learn how others have successfully navigated through a similar journey. That was the thought behind the EYL Employee Spotlight series. Intended to be a form of engagement and celebration, this series invited employees to either submit their own story or nominate a coworker to be in the spotlight.

Each month, a 10-minute live event was hosted by an EYL Wellbeing Coordinator through the EYL MS Teams channel. The employee shared their story, while leaders and/or coworkers chimed in to show their support. The live events were then taped and featured through DTE News (an internal publication sent to all DTE employees).



“Most people realize that being active is good for physical health, but it offers so much more. It can be a major mood boost—leaving you feeling happier, less stressed and anxious, more confident and energized. It’s also great for gaining perspective, enhancing problem-solving skills and increasing creativity.”

– Lillian Korbus, RD, EYL Wellness Manager

Health Challenges

EYL sponsored enterprise-wide health challenges offering opportunities to inspire and engage employees in achieving their own personal best. The challenges were designed in the spirit of friendly competition—with coworkers encouraging and inspiring one another. In addition to enhancing physical wellbeing, these challenges supported social wellbeing by building social connections through collaboration.

CARROT Challenge

A couple different CARROT Challenges were held throughout the year, including survivor-themed challenges. These “last-person-standing” competitions challenged contestants to achieve their personal step goal for a certain number of consecutive days. The grand prize of \$1,000 was split among finalists.



“I love the Carrot app. It keeps me accountable to 2-3 planned walks per day to get to my step goal. I love the friendly competition. Carrot challenge is a motivator, I hope they do more in the future.”

– Kristin M. Dunn, manager, Org. Change, Learning & Development

Healthy Selfie Challenge

A picture is worth a thousand words. This challenge encouraged employees to put a face on the various dimensions of wellbeing by uploading a picture of themselves doing something positive for their physical, emotional, social or financial wellbeing.

Plank Challenge

Employees across the enterprise were invited to plank every day for the month of August and track improvements by completing and submitting a plank log. In addition, they could submit a photo of themselves in a creative plank pose on a TEAMS channel.



DTE's Got Talent

DTE debuted a virtual employee talent show for charity—helping to infuse a bit of joy into an otherwise somber and stressful time. Participants submitted a video showcasing their talents, and employees voted for their favorites. The acts ranged from comedy skits to rap songs and other musical and vocalist acts. Winners had a donation made to the charity of their choice. The DTE Foundation doubled donations the company made on behalf of the winners.

“DTE's Got Talent show was a wonderful way to live our Service Key of Caring by supporting our communities and providing emotional wellness support for our coworkers.”

– Lynette Dowler, vice president, Public Affairs and president of the DTE Foundation

A Look Forward to 2021

Our goal for 2021 is to continue working on our four-year sequenced plan. This year's focus will be on the #1 Culture of Health & Wellbeing best practice: **LEADERSHIP SUPPORT & MANAGEMENT ALIGNMENT**. Leadership's active support is critical to achieving our 2021 targets, which include:



Engage leaders in the commitment to be a **Culture of Health & Wellbeing**, including establishing a health and wellbeing goal as one of the six leadership focus areas for 2021.



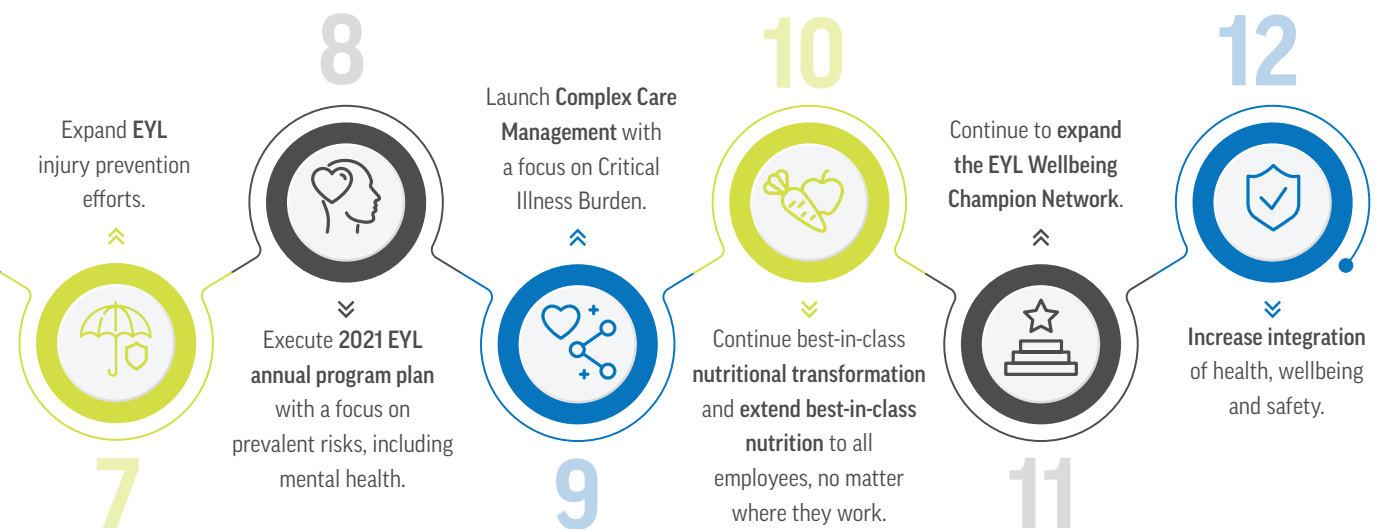
“For years, we had a laser focused on the SAFETY side of our #1 value. Now we must widen the lens, and focus on the HEALTH side of our value with the same INTENSITY and INSTRUMENTATION as we did with Safety. It’s time to ask ourselves, ‘Is what I am doing safe, and supporting the health and wellbeing of myself and others?’”

– Karen Personett, manager, Wellness & Health Promotion



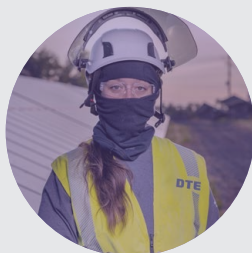
“We have laid out a robust set of 2021 priorities ... and it’s true to say that it’s our collective health and wellbeing that will fuel us and provide the energy for us to accomplish these priorities.”

– Jerry Norcia, president and CEO



Questions or Comments?

Contact us at eyl_account@dteenergy.com.



DTE

