



ALLETE a 7-time 'Special Distinction' honoree for commitment to women in leadership roles

April 14, 2026

DULUTH, Minn. – ALLETE, Inc. has been named an Honor Roll Company of Special Distinction in the 2025 Minnesota Census of Women in Corporate Leadership.

It is the seventh consecutive year ALLETE has been recognized as a Company of Special Distinction and the ninth consecutive year the company has been on the Honor Roll. The annual research report produced by St. Catherine University's School of Business examines the representation of women on boards of directors and as executive officers in Minnesota's largest publicly held companies. This year's report reflects board membership and executive officers in SEC filings as of June 30, 2025.

Honor Roll companies are an elite group that exceed industry averages for women's representation in executive-level positions (25.9%) and board directors (33.4%). Twenty-three companies are on the 2025 Honor Roll. ALLETE is one of only nine companies to be recognized for Special Distinction, companies that have achieved gender parity on either their board of directors, among their executive officers, or both.

"At ALLETE, our success is driven by the diverse talents and perspectives of our people and by living our values," said Bethany Owen, ALLETE chair, president, and CEO. "Inclusion shapes our leadership, our decisions, and our future. I am so proud to work for this company where women have served on our Board and in senior leadership roles for decades. By championing people and leaders who have diverse perspectives, experiences, and backgrounds at every level of our company, we are building a stronger, more resilient ALLETE—one that reflects, serves, and lifts up our communities as we advance our Sustainability-in-Action strategy."

ALLETE and other Honor Roll companies were recognized April 14 at an event at the Saint Paul RiverCentre hosted by Twin Cities Business, which published St. Catherine's research report in its April/May 2026 issue. Owen accepted the award on behalf of ALLETE.

About ALLETE, Inc.

ALLETE, Inc. is an energy company headquartered in Duluth, Minnesota. In addition to its electric utilities, Minnesota Power and Superior Water, Light and Power of Wisconsin, ALLETE owns ALLETE Clean Energy, based in Duluth, Minnesota; BNI Energy in Bismarck, North Dakota; and New Energy Equity, headquartered in Annapolis, Maryland; and has an 8% equity interest in the American Transmission Co. More information about ALLETE is available at www.allete.com. ALE-CORP

ALLETE calculates and reports carbon emissions based on the GHG Protocol. Details in ALLETE's [Corporate Sustainability Report](#).

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