



AN ALLETE COMPANY

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SWL&P receives Wisconsin Vets Ready Employer award for 2024

Superior, Wisconsin — The Wisconsin Department of Workforce Development (DWD) honored Superior Water, Light and Power, a wholly owned subsidiary of ALLETE Inc. (NYSE:ALE), with a Silver Certification in the 2024 Vets Ready Employer Initiative.

The award recognizes Wisconsin employers that have gone above and beyond to hire and support veterans and their families. Twenty-two Wisconsin employers of all sizes are being honored this year.

"Our nation's veterans have given so much in service to our country and often face special challenges when they return home, including finding family-supporting employment," DWD Secretary Amy Pechacek said. "Veterans bring invaluable experience to the workplace, and I commend these Vets Ready employers for employing and engaging veterans. This distinction elevates the work of these employers and gives them the competitive edge in recruiting and retaining veterans."

This is the first time Superior Water, Light and Power has been honored with the award, and SWL&P President Rob Sandstrom said support for veterans and their families is part of the company's culture.

"We've always been proud to support veterans and their families and are honored to receive this recognition from the state," Sandstrom said. "The energy and water industries are great fits for veterans because of their 24/7 operations and the urgent responses to problems at any hour. Veterans understand those needs and are integral members of our team at SWL&P."

The Vets Ready Employer Initiative encourages employers to build a support system within their workplace, hire and retain more veterans, and connect to veterans and their families in the community. Every year, the Wisconsin DWD and its Office of Veteran Employment Services recognize businesses with either a gold or silver certification in one of three employer categories: small, medium, and large. SWL&P's award was in the large category.

Award-winning employers will be invited to a recognition event. Recipients are promoted by DWD staff, veterans agencies and organizations, and workforce partners through resources such as [DWD's website](#). Additionally, winners are highlighted as a Vets Ready employer on [JobCenterofWisconsin.com](#) and recognized with a special icon on [JobCenterofWisconsin.com](#) to indicate the employer's Vets Ready status. Winners are also

given a Vets Ready Winner emblem to include on the company's website and presented a certificate.

SWL&P's sister companies, ALLETE/Minnesota Power and ALLETE Clean Energy, also have been honored as Yellow Ribbon companies in Minnesota for their support for active-duty military members, veterans and their families.

Superior Water, Light and Power provides electricity, water and natural gas in the city of Superior and adjacent areas in northwestern Wisconsin. The company has served the area since 1889 and provides services to approximately 15,000 electric customers, 13,000 natural gas customers and 10,000 water customers. More information can be found at www.swlp.com.

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; 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.

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

The statements contained in this release and statements that ALLETE may make orally in connection with this release that are not historical facts, are forward-looking statements. Actual results may differ materially from those projected in the forward-looking statements. These forward-looking statements involve risks and uncertainties and investors are directed to the risks discussed in documents filed by ALLETE with the Securities and Exchange Commission.

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