



AN ALLETE COMPANY

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Superior Water, Light and Power recognized for excellence in safety

Superior, Wisconsin — Superior Water, Light and Power is one of nine recipients of the Wisconsin Safety Council's 30th annual Corporate Safety Awards.

The awards recognize Wisconsin companies that are dedicated to prioritizing a culture of safety in the workplace and have maintained exceptional safety records. SWL&P received the award at the Safety Council's annual conference April 15-17 in Wisconsin Dells.

"Everyone at SWL&P is committed to our core value of safety for our community, customers and each other. We prioritize safety ahead of production, ask questions, identify and communicate potential hazards and suggest safer ways to complete work—all of which have led to historic safety performance with no recordable injuries reported in 2023," said Rob Sandstrom, SWL&P president. "We are honored to be recognized as a safety leader and proud of our strong safety culture and record in an industry where there are inherent risks in delivering essential energy and water services."

The nine award recipients were selected by an independent panel of safety, health and insurance professionals. Applicants submitted data about their 2023 safety records and provided information about their company's safety and health leadership, training programs and their safety accomplishments and goals.

Sandstrom said one of the company's most significant safety and health accomplishments in 2023 was bolstering employee empowerment to speak up and be accountable for their own safety and the safety of others through improvements to processes for making safety suggestions, highlighting safe work practices, and taking an approach that focuses on continuous improvement over assigning blame.

"Employees feel more than ever that their voice is heard, that they matter and that they are making a difference in our collective safety performance," he said.

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, N.D.; 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.allte.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.

PHOTO CAPTION

Superior Water, Light and Power was recognized for its safety culture and record by the Wisconsin Safety Council. From left are Amy Pechacek, secretary of the Wisconsin Department of Workforce Development; Andrew Serre, SWL&P gas and water distribution crew leader; Rob Sandstrom, SWL&P president; Tony Huberty, SWL&P utility service representative; Ryan Keranen, SWL&P lineworker; Travis Herrboldt, SWL&P lineworker; Jake Nelson, SWL&P gas and water distribution technician; and Chris Halverson, Risk Management sales director for M3 Insurance.

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