



ALLETE recognized for commitment to women in leadership roles

April 15, 2025

DULUTH, Minn.--(BUSINESS WIRE)--Apr. 15, 2025-- ALLETE, Inc. (NYSE:ALE) has been named an Honor Roll Company of Special Distinction in the 2024 Minnesota Census of Women in Corporate Leadership.

This press release features multimedia. View the full release here: <https://www.businesswire.com/news/home/20250415229055/en/>



ALLETE was named an Honor Roll Company of Special Distinction in the 2024 Minnesota Census of Women in Corporate Leadership. From left are Katie Sieben, chair of the Minnesota Public Utilities Commission; Nicole Johnson, ALLETE vice president and president ALLETE Clean Energy; Julie Padilla, ALLETE vice president, chief legal officer and corporate secretary; Jennifer Cady, vice president Minnesota Power regulatory legislative affairs; Bethany Owen, ALLETE chair and CEO; Kristin Renskers, assistant business manager, IBEW Local 31; Audrey Partridge, MPUC commissioner; and Tina Koecher, director customer experience operations at Minnesota Power.

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. It is the sixth consecutive year ALLETE has been recognized as a Company of Special Distinction and the eighth consecutive year the company has been on the Honor Roll.

Bethany Owen, ALLETE chair, president and CEO, said the company is honored by the recognition and noted that women have served in senior leadership positions and on ALLETE's board of directors for decades.

"ALLETE's talented people are the reason for our success and that's as true today as it was more than 100 years ago. There's no doubt that our commitment to including diverse voices and experiences in the decision-making process at all levels makes us stronger," Owen said. "I am proud that ALLETE has gender parity on our Board of Directors and our executive team, but it's not just about numbers and percentages. It's about living our values, creating and strengthening a culture that is equitable and inclusive, lifting up others, and reflecting the communities we serve as we advance our Sustainability-in-Action strategy."

For 2024, ALLETE was among six companies to qualify for Special Distinction status. Special Distinction is awarded to companies with gender parity on their boards, among executive officers, or both. Five of 10 ALLETE board members are women. Women make up 50% of ALLETE's executive team.

For the 73 companies included in the 2024 census, the average percentage of women on boards of directors was 30.4% and the average percentage of women executive officers was 23.1%. Honor Roll status is awarded to companies that exceed those averages in either or both categories. Nineteen companies, including ALLETE, qualified for Honor Roll status.

ALLETE and other Honor Roll companies were recognized April 15 at an event at the Saint Paul RiverCentre hosted by Twin Cities Business, which published St. Catherine's research report in its April/ May 2025 issue. Jennifer Cady, vice president Minnesota Power regulatory legislative affairs, accepted the award on behalf of ALLETE.

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.allete.com.

ALE-CORP

ALLETE 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.

View source version on [businesswire.com](https://www.businesswire.com/news/home/20250415229055/en/): <https://www.businesswire.com/news/home/20250415229055/en/>

Amy Rutledge
Director – Corporate Communications
218-723-7400
arutledge@allete.com

Source: ALLETE, Inc.