

UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

**SCHEDULE 14A**

Proxy Statement Pursuant to Section 14(a) of  
the Securities Exchange Act of 1934 (Amendment No.)

Filed by the Registrant

Filed by a Party other than the Registrant

Check the appropriate box:

- Preliminary Proxy Statement
- Confidential, for Use of the Commission Only (as permitted by Rule 14a-6(e)(2))**
- Definitive Proxy Statement
- Definitive Additional Materials
- Soliciting Material Pursuant to §240.14a-12

ALLETE, Inc.

(Name of Registrant as Specified In Its Charter)

(Name of Person(s) Filing Proxy Statement, if other than the Registrant)

Payment of Filing Fee (Check the appropriate box):

- No fee required.
- Fee computed on table below per Exchange Act Rules 14a-6(i)(1) and 0-11.
  - (1) Title of each class of securities to which transaction applies:  
\_\_\_\_\_
  - (2) Aggregate number of securities to which transaction applies:  
\_\_\_\_\_
  - (3) Per unit price or other underlying value of transaction computed pursuant to Exchange Act Rule 0-11 (set forth the amount on which the filing fee is calculated and state how it was determined):  
\_\_\_\_\_
  - (4) Proposed maximum aggregate value of transaction:  
\_\_\_\_\_
  - (5) Total fee paid:  
\_\_\_\_\_
- Fee paid previously with preliminary materials.
- Check box if any part of the fee is offset as provided by Exchange Act Rule 0-11(a)(2) and identify the filing for which the offsetting fee was paid previously. Identify the previous filing by registration statement number, or the Form or Schedule and the date of its filing.
  - (1) Amount Previously Paid:  
\_\_\_\_\_
  - (2) Form, Schedule or Registration Statement No.:  
\_\_\_\_\_
  - (3) Filing Party:  
\_\_\_\_\_
  - (4) Date Filed:  
\_\_\_\_\_



ALLETE, INC.  
30 W. SUPERIOR STREET  
DULUTH, MN 55802

# Your Vote Counts!

ALLETE, INC.

2023 Annual Meeting of Shareholders

Vote by May 8, 2023 11:59 PM ET.

For shares held in the RSOP Plan,  
vote by May 4, 2023 11:59 PM ET.



V01978-P85691

**You invested in ALLETE, INC. and it's time to vote!**  
**This is an Important Notice Regarding the Availability of Proxy Materials for the  
Shareholder Meeting to be Held on May 9, 2023:**

**Under Securities and Exchange Commission Rules, you are receiving this Notice that the proxy materials for the  
ALLETE, Inc. Annual Meeting of Shareholders are available on the Internet.**

## Get informed before you vote.

View the Notice and Proxy Statement and Annual Report online at [www.proxyvote.com](http://www.proxyvote.com). If you want to receive a free paper or email copy of the proxy materials, you must request that prior to April 25, 2023. To request a copy of the proxy materials for this and/or future shareholder meetings: (1) visit [www.proxyvote.com](http://www.proxyvote.com); (2) call 1-800-579-1639; or (3) send an email to [sendmaterial@proxyvote.com](mailto:sendmaterial@proxyvote.com). If sending an email, please include your control number (indicated below) in the subject line. Unless requested, you will not otherwise receive a paper or email copy of the proxy materials.



For complete information and to vote, visit [www.proxyvote.com](http://www.proxyvote.com)

Control #

### Smartphone users

Point your camera here and  
vote without entering a  
control number



### Vote Virtually at the Meeting\*

May 9, 2023  
10:30 a.m. Central Daylight Time

Virtual meeting site:

[www.virtualshareholdermeeting.com/ALE2023](http://www.virtualshareholdermeeting.com/ALE2023)

\*Please check the meeting materials for any special requirements for meeting attendance.

## THIS IS NOT A VOTABLE BALLOT

This is an overview of the proposals being presented at the upcoming shareholder meeting. Please follow the instructions on the reverse side to vote these important matters.

Voting Items	Board Recommends
1. Election of Directors	
<b>Director Nominees:</b>	
1a. Bethany M. Owen	✓ For
1b. Susan K. Nestegard	✓ For
1c. George G. Goldfarb	✓ For
1d. James J. Hoolihan	✓ For
1e. Madeleine W. Ludlow	✓ For
1f. Charles R. Matthews	✓ For
1g. Douglas C. Neve	✓ For
1h. Barbara A. Nick	✓ For
1i. Robert P. Powers	✓ For
1j. Charlene A. Thomas	✓ For
2. Advisory vote to approve executive compensation.	✓ For
3. Advisory vote on the frequency of future advisory votes on executive compensation.	1 Year
4. Ratify the selection of PricewaterhouseCoopers LLP as the Company's independent registered public accounting firm for 2023.	✓ For

**NOTE:** Transact such other business as may properly come before the meeting or any adjournments or postponements thereof.

Prefer to receive an email instead? While voting on [www.proxyvote.com](http://www.proxyvote.com), be sure to click "Sign up for E-delivery."