



ALLETE Transaction | Minnesota Power FAQ

ALLETE Inc., including the company's utility division Minnesota Power, is in the process of being acquired by two experienced, long-term investors with a successful track record of partnerships with the energy sector and infrastructure businesses. We know there are questions about what this means, and we want you to know that we are confident in this business decision as we believe it will make Minnesota Power stronger and continue its 100-plus years of service to its customers and communities in northeastern Minnesota.

Who has to approve the transaction?

The transaction has been approved by major regulatory bodies including the Federal Energy Regulatory Commission and the Public Service Commission of Wisconsin. The shareholders of ALLETE overwhelmingly approved the proposal in August of last year, with approximately 97% of votes cast in favor. We continue to work on securing the last major regulatory approval for the transaction from the Minnesota Public Utilities Commission (MPUC).

Will this transaction impact rates?

Transaction costs will not impact rates for customers. In addition, Minnesota Power will remain a regulated public utility under Minnesota law, and future rates will continue to be subject to review and approval by the MPUC.

Will the acquisition change the way that Minnesota Power operates?

No. This transaction is a change in ALLETE's ownership only. Day-to-day operations decisions will continue to be made by Minnesota Power's local management team much like it is today, and Minnesota Power will remain a regulated public utility under the purview of the MPUC.

What is the impact to company employees?

Minnesota Power's new partners have made commitments with respect to workforce retention, as well as maintaining compensation levels, benefits programs and honoring union contracts.

Who will own Minnesota Power?

Minnesota Power will continue to be a utility division of ALLETE. ALLETE will be owned jointly by CPP Investments and GIP, two of the world's leading long-term infrastructure investors. Both are committed to Minnesota Power's customers and the communities we serve.

The utility will remain locally managed and continue to be headquartered in Duluth, Minnesota. Bethany Owen will continue as Chief Executive Officer of ALLETE, and the current management team will continue to lead the company.

Why GIP and CPP Investments?

CPP Investments and GIP were chosen precisely because they are aligned with the company's sustainability strategy, as well as its values of safety, integrity, planet, and people. CPP Investments and GIP have a successful track record of long-term partnerships with infrastructure businesses, including energy investments. They also recognize the importance of our employees and our ties to the communities we serve.

Why does ALLETE want to do this deal?

This transaction is important for Minnesota Power and the customers we serve. The transaction with CPP Investments and GIP will help to strengthen Minnesota Power's operational and financial foundation and provide financial support for the infrastructure investment needed to continue our EnergyForward strategy. This transaction is a change in ALLETE ownership, not a change in strategy. We will continue on a path toward a clean energy future while maintaining reliable and safe power for our region.

Will there be any impact to current customer contracts?

No, existing customer contracts will not be impacted as a result of the acquisition

How can we be assured rates or jobs won't be negatively impacted?

This transaction is about making Minnesota Power a stronger company. Just as it is today, Minnesota Power will remain under the purview of the MPUC and remain a regulated public utility, ensuring strict oversight and MPUC control of rates and energy planning. Additionally, CPP and GIP have made firm commitments as part of this transaction, including to maintain ALLETE's local headquarters, honor union agreements, and preserve jobs – helping to preserve the economic vitality of our region.

What will private ownership of ALLETE mean?

There will no longer be an opportunity for individuals to purchase or trade ALLETE stock, as the company will have two private owners with the capital needed to help Minnesota Power achieve our objectives. Today, approximately 75% of ALLETE's shares are already held by large institutional investors.

Will this transaction affect the company's sustainability strategy?

No. The transaction will help to provide the financial support Minnesota Power needs to continue on a path toward a clean energy future and provide reliable, safe power to our region.

Where will the company be headquartered?

We will continue to be headquartered in Duluth, Minnesota.

Who supports this transaction?

This transaction provides a more secure future for Minnesota Power customers, employees and partners at a time when the energy industry is undergoing an unprecedented transition. This transaction has earned the support of many labor, business and community leaders, including International Brotherhood of Electrical Workers (IBEW) Local 31, Laborers' International Union of North America for MN and ND, Operating Engineers Local 49, North Central States Regional Council of Carpenters, Matt Baumgartner of the Duluth Area Chamber of Commerce, Deb DeLuca of the Duluth Seaway Port Authority, and Head of the Lakes United Way.

What is the timeline for this transaction?

We expect to complete the transaction in 2025.

Where can I find out more information?

Visit [ALLETEForward.com](https://www.ALLETEForward.com).