



AN ALLETE COMPANY

Standards of Conduct Chief Compliance Officer

Pursuant to Section 358.8(c)(2), Maggie Thickens, ALLETE Vice President, Chief Legal Officer and Corporate Secretary, is designated as Minnesota Power's Chief Compliance Officer responsible for implementation of the Standards of Conduct. She may be contacted as noted below.

Maggie Thickens

ALLETE Vice President, Chief Legal Officer and Corporate Secretary

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