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Dear Alliant Energy employee:

Each of us has a role to play in maintaining a culture that is welcoming, safe and free from inappropriate behavior. This allows us to focus on our Purpose of serving our customers and building stronger communities.

We are anchored by our strong, safe and ethical culture, and we follow and share our Values always.

I'm proud to be part of an organization that regards these key principles as essential.

Our Code of Conduct states our expectations for positive workplace behavior and provides guidance on what to do if you are faced with a difficult situation. **Our code is especially important as we navigate a global pandemic** and have new way of looking at our workplace, our workforce and where and how we work.

These guidelines apply to all employees at every level, the Directors of our Board and third parties including vendors, contractors and suppliers. They are critical to maintaining our reputation with stakeholders, ensuring equal employment opportunities, sharpening our competitive advantage and driving long-term growth. By following them, we not only strengthen our ethical culture, but we also build trust with fellow employees, customers, consumers, investors and communities, helping us win in every market we serve.

The expectations laid out in the Code of Conduct are quite simple. They come down to making good choices and living our Values. If you observe someone acting outside of the Code of Conduct, please speak up.

Thank you for all you do to make Alliant Energy a great place to work!

John O. Larsen Chair, President and CEO





How we use our Code

At Alliant Energy, we serve our customers and build stronger communities. We deliver the power they rely on – safely, efficiently and responsibly, treat each customer with respect, support our communities and empower their growth.

Each of us contributes to accomplishing our Purpose. And it's much more than completing our daily duties. It requires us to live our Values, follow all laws and regulations, our company policies and procedures and conduct our business honestly, fairly and with integrity.

How to use the Code of Conduct

During your career, you will likely find yourself in a situation where you ask yourself, "Is this right, legal or ethical?"

Our Code of Conduct serves as a guide for our employees, the directors of our board and third parties including vendors, contractors and suppliers. Our Code of Conduct sets forth the minimum standards of ethical conduct. It can help you determine the right course of action in a questionable situation or help you avoid it altogether. Consult the Code to make the right choice.

Policies, procedures and questions

However, the Code can't address every scenario. We also have policies and procedures you are expected to know and follow.

Have questions? Don't be afraid to ask!

If you ever have a question about the Code or violations, don't be afraid to ask questions.

- Go to your supervisor, your manager or a manager in another department.
- Talk to someone in HR. You can submit a confidential question through the Ask HR section of <u>Service Now</u>.
- Contact the <u>Compliance Office</u>, call the Compliance Hotline at 1-844-218-3357 or use the Web Reporting System.

Learn more in the "Questions, reporting, retaliation" section of the Code.

Your responsibilities

- Read and understand the Code of Conduct and our policies and procedures.
- · Complete Code of Conduct training each year.
- Speak up! If you see something, say something. Report suspected violations.
- Fully and honestly cooperate with compliance disclosures, audits, reviews and investigations.
- Do not retaliate against others if they report a violation or suspected violation.

Violations

Violation of our Code of Conduct is grounds for disciplinary action up to and including termination of employment.







Questions, reporting and retaliation Speak up! Ask questions, raise and report concerns Ask questions

It takes courage to ask questions. You are encouraged to speak up by asking questions about our Code of Conduct or any Alliant Energy policy or procedure. If you are uncertain about the appropriate action to take in any given situation, please do not hesitate to ask!

When faced with a difficult decision ask yourself the questions below. They'll help you perform an "instant gut check." If what you are about to do, or what you see a co-working doing, doesn't seem right, trust your gut. Change your course of action or make a report.

Ask yourself

- Is this consistent with the Code of Conduct, our Values and Alliant Energy policies and procedures?
- Am I being ethical?
- Is this safe?
- Could this negatively affect the company's reputation?
- Is this appropriate conduct for the workplace?
- How would I feel if my actions ended up in the news or on social media?
- If my family, friends or coworkers knew about it, would I be okay?





Questions, reporting and retaliation

Raise and report concerns

Our employees are the gatekeepers who make sure we always conduct our business in a way that reflects our Values. You are also encouraged to speak up by raising and reporting concerns.

We all have an obligation to raise concerns and promptly report any known or suspected violations of our Code of Conduct, policies and procedures, laws or regulations, or other conduct that is dishonest, unethical or illegal.

How do I raise or report a concern?

- A good place to start is talking to your supervisor. They should know you and your job. They are in the best position to understand your concern and take appropriate actions.
- 2. If you are uncomfortable raising your concern to your leader, consider talking to a leader in another department or any level of management.
- 3. Call our Compliance Hotline at 844-218-3357, use the Online Compliance Hotline or speak to someone in HR.



Your options for reporting a concern



Speak to your supervisor or another supervisor



Call the Compliance Office at (608) 458-7103



Contact a Human Resources Representative



Call the Compliance Hotline at (844) 218-3357 (anonymous)



Online
Compliance Hotline
alliantenergycorp.
ethicspoint.com
(anonymous)



Ask HR

Have a question, suggestion or comment on a human resources issue?

Go to Ask HR in Service Now to submit a confidential request to the HR Service Center team.

You can expect a follow-up within one business day.

Your Ask HR requests will appear in the ServiceNow Portal under "My Tickets."

If your request is urgent, call the HR Service Center at 608-458-8458 (from 8 a.m. to 5 p.m., Monday through Friday).





Questions, reporting and retaliation

What happens after I report a concern?



Contact: You may use our reporting options to report a concern or ask a question.

Review: Your concern or question will be promptly reviewed by the appropriate staff.

Investigation: You may be contacted during the investigative process to provide information. The company's goal is to resolve questions and concerns as soon as possible.

Decision: You may be notified of the outcome of the investigation, but this cannot always be guaranteed. You are encouraged to reach out to investigative contacts with additional questions.

Retaliation

Alliant Energy prohibits all forms of retaliation against an employee for raising a concern in good faith or assisting with an investigation regarding a potential violation of our Code, our policies, or laws and regulations. Alliant Energy also prohibits retaliation as set forth in all applicable laws.

If you know or suspect that you or someone else has experienced retaliation, please report it immediately.

Privacy and confidentiality

All concerns are taken seriously by Alliant Energy.

Any information you provide to assist Alliant Energy in investigating your report will be shared only with those who have a need to know to help investigate your concerns, ensure the prompt enforcement of the Code, determine appropriate disciplinary action or as otherwise required by law.

You may remain anonymous except where restricted by applicable law.





Our Values are the foundation of how we work and our guide for an inclusive, innovative and safety-focused culture. Aways refer to and look back at our Values. The following pages address how to understand and use our Values.



Live safety. Everyone. Always.

Our first priority is that nobody gets hurt.



Do the right thing.

We keep our promises and conduct our business openly and honestly.



Care for others.

Together we create a workplace where people feel like they belong and can use their unique backgrounds, talents and perspectives to their fullest potential.



Make things better.

We partner with our customers and communities to solve problems, create opportunities and help make life better.



Act for tomorrow.

We use resources wisely, care for the environment and continuously improve ourselves and our company.



Think beyond. Be bold.

We create and embrace change, innovate beyond current practices and use our curiosity to find new solutions.





Live safety. Everyone. Always.

Alliant Energy is committed to providing a safe environment for our employees, visitors, customers, vendors and the communities in which we live and work.

Our ultimate goal is that everyone goes home uninjured at the end of the day. Each of us has the responsibility to report an unsafe work condition in good faith. By working together, we can eliminate safety hazards and at-risk behavior.

As part of providing a safe work environment for all employees, Alliant Energy strictly prohibits any conduct that appears to be violent or threatening, degrading, humiliating, intimidating or abusive toward any employee, customer, vendor or visitor.

You should immediately report any such behavior by using one of the options described in the "Questions, reporting concerns and retaliation" section.

When faced with a potentially dangerous situation:

Report the situation immediately to the Central Alarm Station (CAS) at (319) 786-3333 or 1-800-972-5341.

In cases of fire or medical emergencies, always call 9-911 first.

Need to talk? Call our Employee Assistance Program

Our <u>Employee Assistance Program</u> (EAP) is a confidential, toll-free telephone line for help with personal problems. It's open to you and your family members.

Professional counselors can assist with such things as emotional, marital or family stress, personal crisis, gambling, alcohol or drug use.

The line is open 24-hours a day, seven days a week.

Ready to get help? Call Employee and Family Resources at 1-800-327-4692.



Drug, alcohol and smoke-free workplace

Maintaining a drug- and alcohol-free workplace is critical to a safe working environment for you, fellow employees and the public.

Our Drug, Alcohol and Smoke-free Workplace Policy prohibits the use, possession, sale, purchase, manufacture, distribution, dispensation or being under the influence of drugs or alcohol while performing work for or on behalf of Alliant Energy. That includes breaks, meals and overtime, on company property or in vehicles.

An exception to allow alcohol at certain company events may be granted at the discretion of the Vice President sponsoring the event.

Additionally, Alliant Energy supports a smoke-free work-place in accordance with all applicable laws. For additional information, please see the Drug, Alcohol and Smoke-free Workplace Policy.





Care for others

We are proud of our commitment to diversity, equity and inclusion in the workplace. Diversity includes a rich mixture of:

- · Race.
- · Ethnicity.
- Gender.
- Gender identity.
- · Sexual orientation.
- Disability.
- Age.
- National origin.
- · Education.
- · Religion.
- · Genetic background.
- · Socioeconomic status.
- · Veteran/military status.
- Perspective and many other attributes that make each of us unique.

Equal employment opportunity and non-harassment

We are committed to equal opportunity in employment and to fostering diversity. Harassment or discrimination is prohibited at Alliant Energy on all categories as set forth in applicable federal, state or local laws.

What should I do?

If you think you are being treated differently or someone you know is, report it immediately to Human Resources, Legal and/or Compliance.

Our Diversity, Equity and Inclusion journey

Whether it's company-wide inclusion events, Employee Resource Groups (ERGs), recruiting, supplier diversity or building community relationships, we take pride in our quest to be a more inclusive workplace. When everyone feels like they belong and can fully contribute, we can better support our Purpose of serving our customers and building stronger communities. We live "how big is your team?" That means we leverage the skills, capabilities and passions of employees across all departments, roles and levels of leadership.

Our Employee Resource Groups (ERGs)

You are an important member of the team. Each one of us shares the responsibility to advance diversity, equity and inclusion (DE&I). Joining an ERG is one way you can further your understanding, educate others and be part of a community. Our ERGs include: Equality Alliance (LGBTQ+), Evolving Professionals Connection, Multicultural Network, Sustainability Squad, Veterans' Alliance and Women's Network. Membership is free and open to all benefits-eligible employees.

Our DE&I Leadership Team

This team of director-level leaders identify and fast-track opportunities for change. Their work includes DE&I pulse surveys several times a year, spearheading inclusive recruitment and hiring practices, supporting and partnering with our ERGs, Day of Understanding company-wide learning opportunities and inclusion training for leaders, prioritizing and supporting meaningful action, and monitoring and reporting on the outcomes of those actions.





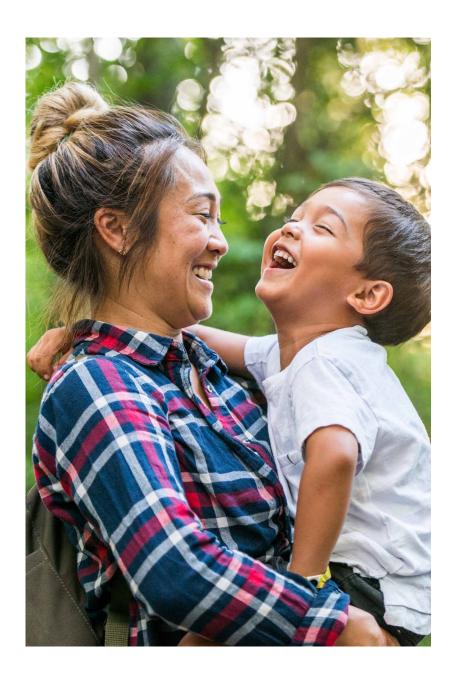
Sustainability

We use resources wisely, care for the environment and continuously improve ourselves and our company.

The way we do business at Alliant Energy reflects our commitment to a clean, safe and healthy environment. Alliant Energy is committed to complying with all environmental laws and regulations.

We integrate environmental requirements into all planning, decision-making, construction, operating and maintenance activities we perform. Employees must conduct work in a manner demonstrating Alliant Energy's concern for preserving natural resources and protecting wildlife – acting in accordance with our Value to *Act for tomorrow*.

If you believe an event has occurred involving noncompliance with an environmental law, regulation, permit, or Alliant Energy policy or procedure, immediately contact your supervisor, the Director – Environmental Services and Corporate Sustainability, or the Compliance Office. For more information on how we demonstrate our environmental commitment, please see the Environmental Services and Corporate Sustainability page on The Compass.





How we conduct business

Do the right thing

Our Values guide how we do business. We do the right thing. That means you should understand and follow all federal, state and local laws and regulations as well as Alliant Energy policies and procedures.

In this section:

- Ethical labor practices.
- · Maintaining accurate business records.
- · Accuracy of financial reports and audits.
- · Using social media.

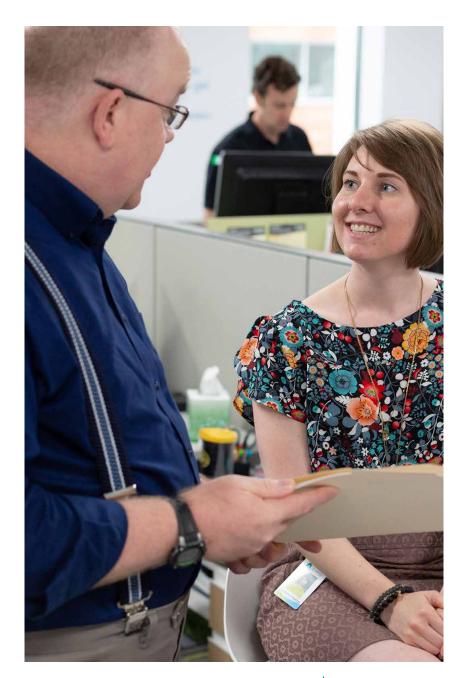
Ethical labor practices

We treat all our employees with respect and dignity and promote diversity in the workplace.

We are committed to:

- Adhering to all applicable laws concerning non-discrimination.
- Adhering to all applicable laws concerning forced labor, human trafficking and child labor.
- Providing work hours, wages and benefits in compliance with applicable laws and regulations and applicable collective bargaining agreements.
- Complying with applicable wage, work hours, overtime and benefits laws.

We respect the right of our employees to join, form or not to join a labor union consistent with applicable organizing law without fear of reprisal, intimidation or harassment. Where employees are represented by a legally recognized union, we are committed to establishing a constructive dialogue with their freely chosen representatives and bargaining in good faith.







How we conduct business

Maintaining accurate business records

Corporate information is an important company asset that all employees must be vigilant to protect. All of us are responsible for ensuring that the records in our custody or control are maintained, retained and destroyed in compliance with all legal and regulatory record keeping requirements.

To maintain accurate business records and protect corporate information, you should:

- Comply with our records management policies and retention schedules for all business records, paper or electronic.
- Follow all retention instructions on a legal hold notice if you receive one, regardless of the retention schedule or applicable law. Destruction of documents subject to a legal hold notice, even inadvertently, could expose our company and you to civil and criminal liability.
- Reach out to the Content & Records Management team and Legal Department for specific questions. Find out more about our business records management at the <u>Information Management Playbook</u>.

Accuracy of financial reports and audits

Alliant Energy has controls and procedures in place that all employees must follow to ensure that we comply with accounting and disclosure standards and regulations; allocate revenues and expenses to the appropriate affiliates, regulatory jurisdiction(s) and business line(s); and provide full, fair, accurate, timely and understandable reports.

It is important that all accounting records and reports, including any supporting documentation, accurately reflect and describe corporate transactions.



Some of the activities you perform on a regular basis affect Alliant Energy's accounting records and reports. As an employee, you should ensure that you:

- Complete your time sheet and expense report correctly and on time.
- Approve time sheets with accuracy.
- Verify requests for access are required and that such access is necessary on a periodic basis.
- Approve accurate payments for goods or services in a timely manner.
- Appropriately characterize a transaction.
- Follow the governance process set forth by the company.
- Receive prior review and approval of the legal department for any legally binding document that modifies or interprets existing customer agreement.
- Verify reports that will be filed with any regulatory agency or made public and relied upon are full, fair, accurate, timely and understandable.
- Present accurate medical information to obtain employee benefits, including disability.





How we conduct business

How we portray ourselves publicly

Social media

Social media serves as an excellent way to communicate not only locally but across the globe with ease. While we encourage you to use the various social media channels available to you, we must remember our responsibility and affiliation to Alliant Energy, even when you are off the clock.

You are expected to think about what you post, especially when you use company equipment or identify yourself as an Alliant Energy employee on your social media platforms. When using social media, even on your private accounts, remember that you are entitled to your personal views but your affiliation with Alliant Energy is still always there.

Visit our <u>Social Media Central page</u> on The Compass to learn more about using social media in a way that reflects our Values.

Here are some quick do's and don'ts to consider when using social media:





Disclose your affiliation: If you talk about work-related matters you should disclose your affiliation with Alliant Energy.

State that it's your opinion: Unless you're authorized to speak on behalf of Alliant Energy, you must state that the views expressed are your own.

Honor diversity: Alliant Energy does not tolerate discrimination or harassment of any kind. Avoid engaging in harassing, defamatory or disparaging content that can be culturally sensitive.



Disclose non-public financial or operational information: This includes strategies, forecasts and reports. Never share personal information about our customers. If you have concerns or questions, please speak to your leader first.

Disclose legal information: Avoid sharing anything that has to do with a legal matter related to our company. Please check with your leader, who will then check with our legal department.

Take anything that belongs to someone else: Be careful with how you use copyrighted publications and trademarked images, especially of Alliant Energy. If you have questions, visit our Copyright Compliance and Trademark and Domains pages on The Compass.





The following pages will address how these can impact and guide the work that you do:

- · Conflicts of interest.
- Antitrust, fair dealing.
- When are gifts and entertainment appropriate?
- Anti-bribery and corruption.
- · Employee political activity.
- EPAN.
- Relationships with public officials and other government employees.

Conflicts of interest

A conflict of interest can arise any time you face a choice between a personal interest (financial or otherwise) and the interest of Alliant Energy.

Perception matters! You need to be aware of how your actions might be perceived by our customers, your fellow employees, shareowners, regulators or neighbors in local communities – and avoid acting in ways that could be interpreted as conflicting with the interests of Alliant Energy.

When faced with a possible conflict of interest, ask yourself the questions outlined in the "Making the right choice" section, review the <u>Alliant Energy Conflict of Interest Policy</u> and always contact your supervisor or one of the other options outlined in the "Asking questions, reporting concerns and retaliation" section.

A conflict of interest can be actual or apparent and can show up in many different circumstances. Here are a few examples:

- Gifts giving or receiving them.
- · Business meals.
- Reporting to or supervising a good friend or relative.
- · Employment outside the company.
- · Relatives or friends as vendors or other business partners.
- · Rebates from vendors.
- You or a relative having a significant financial interest in a business that is seeking to do business with the company or does business as a customer of Alliant Energy or its subsidiary.
- Soliciting vendors or customers for donations or gifts to charitable causes.
- · Romantic or intimate relationships in the workplace.





Antitrust and fair dealing

What does this mean for you?

- You are prohibited from making agreements with competitors that might adversely affect competition, including agreements setting prices or other competitive terms.
- You should not take any action for the purpose of harming or excluding a competitor, such as denying a competitor access to a market.
- You must refrain from discussing or exchanging information on prices, bids or other aspects of competition with competitors that are intended to or that will have an adverse impact on competition. Discussing these subjects with a competitor can give rise to an inference that an illegal agreement exists, since the agreement does not have to be in writing for these activities to be a violation of antitrust laws.

Because antitrust laws are complex, their requirements are not always obvious and their violations can have serious and severe consequences.

Seek advice from Legal Services if you have questions regarding how these laws may apply in a specific situation.

Note that discussing joint advocacy between competitors is allowed by federal and state antitrust laws, but please seek advice from Legal Services before determining that this exception applies to certain circumstances.





When are gifts and entertainment appropriate?

Other companies or outside people you work with often give gifts to build goodwill or improve the business relationship. But be aware that you could be opening more than you bargained for.

Do not accept any gift that creates a sense of obligation or compromises your judgment. Remember, perception matters. You may feel the gift is appropriate, but others might think it's not.

If you have questions about exchanging gifts with customers or suppliers, please ask your supervisor or the Compliance Office.

Gifts and entertainment:

- Must be acceptable under our Conflicts of Interest Policy.
- Must appear reasonable and legitimate to an outside observer.
- Must never be given in exchange for something in return.
- Must never be solicited (like asking a supplier for football tickets).
- Must be open and transparent.
- Must comply with applicable disclosure requirements.

Prohibited gifts and entertainment under Alliant Energy policy:

- No lavish or excessive gifts, meals, travel or entertainment.
- No frequent giving or receiving of gifts, meals, travel or entertainment.
- No gifts of cash, gold, precious metals, gemstones or any item or entertainment that creates embarrassment for yourself and Alliant Energy.
- No giving or receiving gifts during a bid, deal or contract negotiation.

Government gifting

You are required to contact the Public Affairs Department for approval before giving a gift to a government employee, regardless of whether personal funds will be used, and regardless of the value of the gift.

Anti-bribery and corruption

Alliant Energy prohibits – at all times and in any form – bribery, corruption, improper payments or laundering the corrupt proceeds of these practices. These practices are prohibited whether they are engaged in directly or indirectly, including through third parties, including Alliant Energy's business partners.

A bribe is offering or giving anything of value "including cash, gifts, meals, travel and entertainment, "kickbacks" of payments made under a contractual agreement and "personal favors" such as improperly securing job offers or contract opportunities" to any person for the purpose of obtaining or retaining business or securing an improper advantage. You also may not accept anything of value that might affect your objectivity in doing your job or secure an unfair business advantage.

You must promptly report any suspected bribery, demands or offers for a bribe, or the actual payment of a bribe made under coercion, directly to your supervisor, Compliance Office, and local law enforcement.





Employee political activity

We encourage you to participate in the democratic process. Active involvement is one way to practice good citizenship and *Make things better*. But there are things to consider:

- Any political activity (other than voting or participation in EPAN) must be done on your own time.
- You must use your own resources (some exceptions apply).
- It must not interfere with your work or that of your co-workers.
- It should not in any way suggest that Alliant Energy is involved in or supportive of an issue or candidate.



Employee Public Affairs Network

The Employee Public Affairs Network (EPAN) is Alliant Energy's voluntary, nonpartisan political action program. Through EPAN, eligible employees can combine their individual voices and financial contributions to help educate candidates and elected officials on Alliant Energy's Purpose of serving customers and building stronger communities. EPAN supports those policy makers who represent Alliant Energy service territory, serve on committees relevant to our industry, and those who take an interest in issues of importance to our company and recognize the impact of their decisions on our ability to provide reliable and affordable service to our customers.

Relationships with public officials and other government employees

Under the guidance of the Public Affairs Department, some employees may occasionally contact government and regulatory officials on behalf of the company to keep them informed about our operations and positions on issues.

Employees responsible for these contacts must understand and obey the laws and rules governing lobbying activities as well as any registration and reporting requirements. If you have questions, contact the Public Affairs Department.

Running for office?

If you want to run for local, state or federal office, you must talk to your supervisor, the Compliance Office and the Public Affairs Department, as well as review the Alliant Energy Conflict of Interest Policy.





In this section:

- · Protection and use of Alliant Energy assets.
- · Intellectual property.
- · Endorsements.
- Protecting personal information.
- · Privacy expectations.
- · Confidential information.
- · Electronic assets.
- Insider information and securities trading.
- · Government requests for information.
- · Contact with the public and media.

Protection and use of Alliant Energy assets

You have a responsibility to use Alliant Energy property, facilities and equipment properly and efficiently. This means protecting Alliant Energy assets from loss, theft, abuse and unauthorized use.

Assets such as vehicles, computers, software, email, copiers, tools and supplies should be used for legitimate business purposes only. Although limited personal use of some Alliant Energy assets may be permissible, the use must be approved by your supervisor and must not interfere with your job responsibilities, not unreasonably increase company expense or liability and not violate Alliant Energy policies or procedures.

Intellectual property

Inventions, trademarks, copyrights, logos, our company name, software and publications developed by employees are all intellectual property, are the sole and exclusive property of Alliant Energy and must be protected like any other asset.

If your work requires you to use material that could be considered intellectual property, discuss this use with your supervisor.

Endorsements

To protect our intellectual property, we do not offer endorsements of third-party products and services on behalf of Alliant Energy or by individual employees without appropriate approval from our Marketing, Communications and Community Affairs department. Contact them at corporatecommunications@alliantenergy.com.





Protecting personal information

Our customers, employees, and third parties trust us to protect and limit use of their personal information and respect their privacy. Personal information is any information that, by itself or in combination with other information, identifies or can identify a person, directly or indirectly, such as name, email address, phone number, government identification number, account number, energy usage, medical information, user ID and password, and online identifiers like MAC addresses, IP addresses or persistent cookies.

Keep the information secure

- Minimize the collection, sharing, and use of personal information only to what is needed to perform your work.
- Comply with Alliant Energy's Records Management destruction requirements.
- Share personal information only with approved third parties, and only for legitimate business purposes.

Privacy expectations

You should not have an expectation of privacy regarding the use of Alliant Energy information resources on your company or personal devices. Any Alliant Energy information you create, share or download onto your company or personal device belongs to the company.

Alliant Energy reserves the right to monitor, record, disclose, audit and delete without prior notice the nature and content of an employee's activity using our company's email, phone, voicemail, internet and other systems, to the extent permitted by applicable law.

You must ensure that all third parties you engage or work with that provide for access to any Alliant Energy information, systems or other information services also adhere to Alliant Energy's Information Management Policies, and, if necessary, the Data Access Rider.

Examples of confidential information

- · Company financial data.
- Vendor information.
- Personal employee or customer information.
- Strategic plans.
- Information regarding company business contracts or negotiations (excluding collective bargaining).
- Information provided to Alliant Energy by a third party that is subject to a confidentiality agreement.

Examples of personal data incidents

- Emailing or mailing documents with personal information to the wrong recipient.
- Emailing personal information to your personal non-Alliant Energy email address.
- Posting personal information to an unsecured shared site.
- · Losing a company laptop, phone or other device.

If you suspect a security-related incident or data breach or become aware of any situation in which data has been compromised, including the loss or theft of a laptop or handheld device or malware infection:

Report the situation immediately to your supervisor or the Central Alarm Station (CAS) at (319) 786-3333 or 1-800-972-5341.



Electronic assets

Our electronic assets consist of email, internet, and other software applications that can be used on either company-owned and/or personal equipment. No matter what you use, you still have the same responsibilities under our information management policies and procedures. This information is easily found on The Compass and in our easy-to-use Information Management Playbook.

Here are keys to putting information security into practice:

Don't

- Allow others to access your electronic devices or user identification credentials.
- Use unsecure online accounts, including social media accounts.
- Leave laptops or other mobile devices unattended while traveling, working remotely where other people (including family) can easily access them or in an exposed location where they can be stolen.
- Download unauthorized or unlicensed software.
- · Disable, defeat or circumvent any security controls.
- · Respond to suspicious phone calls or emails.

Who to contact

If you have questions regarding material, nonpublic information, or have witnessed what you believe is an improper use of such information, contact your supervisor, the Compliance Office or any resource identified in the "Questions, reporting concerns and retaliation" section.

Insider information and securities trading

Alliant Energy is a publicly traded company, and in the course of your job responsibilities, you may come across material, nonpublic information regarding the company. Material, nonpublic information includes information about Aliant Energy that is not known by the general public and would be considered important to someone who is deciding if they should buy or sell the company's stock, or if the information is likely to have a significant effect on the market price of a company's stock. Both positive and negative information may be considered material.

Examples may include:

- · A potential purchase or sale of a business.
- · Undisclosed financial information.
- · A potential rate filing.
- · An upcoming senior management change.
- · A cybersecurity incident.

Insider trading is using the material, nonpublic information about the company for your own financial benefit or the benefit of others. It is unethical and illegal.

You violate securities laws if you buy or sell stock when you have this information, or you share the information with others so they can profit (or avoid losses) from buying or selling our stock.

Using material, nonpublic information regarding Alliant Energy or another company for your own financial benefit or the benefit of others is unethical and against the law. It is a violation of securities laws to buy or sell stock while in possession of this type of information or to provide this information to others so that they may buy or sell stock of Alliant Energy or another company.



Government requests for information

As part of your job responsibilities, you may receive a request from a federal, state or local investigator seeking information regarding Alliant Energy operations or employees. This could include requests for interviews with employees, subpoenas, data or copies of documents or access to files. If you receive such a request, prior to releasing any information, you should immediately contact Legal for assistance. Nothing in this section limits an employee's right to voice a concern to any governmental agency related to their work environment or as provided for, protected under or warranted by applicable law.





During the course of your job duties, you may receive a request for information or comment from a member of the news media, perhaps related to our operations or current company events. In such instances, if you are asked to provide an official statement on behalf of the company, you should direct media requests to Corporate Communications at (319) 786-4040 (lowa or Minnesota) or (608) 458-4040 (Wisconsin).

Thank you for living our Values and Code of Conduct

Thank you for your commitment to our organization. Our reputation for integrity, safety and caring for others is reflected in our Code of Conduct. We urge you to review the Code thoroughly and while it cannot address every situation, the Code can serve as a guide as to what behaviors are acceptable and when concerns or situations should be reported to your supervisor, Human Resources, or the Compliance/Legal department. Thank you for being a part of our team. We will continue to succeed because of your commitment to make integrity and proper business conduct the foundation of our business

The Board of Directors has the authority to grant any waivers of this Code of Conduct for executive officers or directors. Any waivers will be publicly disclosed and consistent with Securities and Exchange Commission rules and the listing standards of the stock exchange on which Alliant Energy's stock is listed. To date, the Board of Directors has not granted any waivers.

This Code of Conduct does not eliminate or modify in any way the employment at-will status of Alliant Energy employees. The policies set forth in the Code of Conduct are not intended to create a contract of employment between the company and employees.

Nothing contained in the Alliant Energy Code of Conduct is intended to interfere with or deny rights under any local, state or federal laws or regulations, and employees may exercise their rights to initiate and/or participate in investigations or proceedings by federal, state or local governmental agencies without fear of reprisal or retaliation.

