



ALLIANT ENERGY CORPORATION

Corporate Governance Guidelines

The business of Alliant Energy Corporation (“the Company”) is conducted by its employees, managers and officers under the direction of the Chief Executive Officer (“CEO”) and with oversight from the Board of Directors (“Board”). Directors are elected by shareowners to represent investor interests, and to oversee the Company in fulfilling its purpose of serving customers and building stronger communities.

A. Composition of the Board

1. Size of the Board

The size of the Board is set by resolution of the Board and may be no fewer than 7 and no more than 16 members.

2. Board Membership Criteria

The Nominating and Governance Committee is responsible for developing criteria for Board membership, evaluating director candidates, and ensuring that Board composition includes specific talents, skills and other characteristics to help perform its oversight responsibilities of the Company.

3. Proportion and Determination of Independent Directors

At least 75% of the Board will consist of Independent Directors as defined by the listing standards of the stock exchange on which the Company’s common stock is listed (the “Exchange”). If the Board establishes director independence standards in addition to those required by the Exchange listing standards, it will post those standards on the Company’s website. Additional independence criteria, required by the Exchange or the Securities and Exchange Commission (“SEC”), may apply to Audit Committee and Compensation and Personnel Committee members, which the Nominating and Governance Committee will use in making recommendations to these two Committees with respect to the composition of those committees. The independent directors will meet in executive session at least twice annually.

4. Selection of Directors

The Nominating and Governance Committee is responsible for identifying and recommending to the Board individuals qualified to become members of the Board. The Board is responsible for selecting Board member nominees and recommending them for election by the shareowners.

The Nominating and Governance Committee will consider persons recommended by shareowners for nomination to the Board. Such recommendations must be sent to the Corporate Secretary of the Company in writing together with appropriate biographical information for each proposed nominee, and these recommendations will be considered in accordance with the criteria established by the Nominating and Governance Committee for director candidates. The Company's bylaws also set forth certain requirements for shareowners wishing to nominate director candidates directly for consideration by shareowners.

The Nominating and Governance Committee shall develop certain criteria for director candidates that are disclosed annually in the Company's proxy statement.

5. Director Resignations

As provided for in the bylaws of the Company, directors shall be elected by a majority of the votes cast by the shares entitled to vote in the election of directors with respect to that director's election in non-contested elections and a plurality of the votes cast by the shares entitled to vote in the election of directors in contested elections. If an incumbent director receives more votes "against" than "for" votes in a non-contested election, such director shall tender a resignation to the Chair of the Board promptly following final certification of the shareowner vote. The Nominating and Governance Committee shall consider such resignation and make a recommendation to the Board as to whether to accept or reject the tendered resignation, or whether other action should be taken. The Board shall act on the tendered resignation, taking into account the Nominating and Governance Committee's recommendation and all other factors deemed relevant, and publicly disclose (by a press release, a filing with the SEC or other broadly disseminated means of communication) its decision regarding the tendered resignation within 90 days from the date of final certification of the shareowner vote. The director who has tendered a resignation pursuant to this provision shall not participate in the Nominating and Governance Committee's or the Board's deliberations or decision with respect to the tendered resignation.

6. Change in Director Employment or Job Responsibilities or Board Service

As provided for in the Company's bylaws, if a director's employment status or responsibilities has changed in a significant manner, that director will tender a resignation from the Board. The Nominating and Governance Committee will evaluate and determine whether such change impacts the director's ability to serve on the Board, including a determination whether such director's independence is impacted.

A director who is expected to be elected or appointed to an additional board of directors of a public company shall provide notice to the Chair of the Board and the Chair of the Nominating and Governance Committee prior to accepting such additional directorship.

7. No Pre-Determined Term Limits

There are no pre-determined term limits for directors. The Nominating and Governance Committee will evaluate a director's continued service on the Board when the director is being

considered for re-nomination upon the expiration of a term and at such other times as may be appropriate.

8. Retirement Age

A director cannot seek re-nomination if such director is 70 years of age or over.

B. Board Leadership

1. Selection of Chair of the Board and CEO

The Board is responsible to select a Chair of the Board and CEO [taking into account the recommendation of the Nominating and Governance Committee with respect to the Chair of the Board].

The Board shall decide whether it is in the best interests of the Company that the positions be filled by the same individual or should be separated.

Following each annual meeting of the shareholders of the Company (“Annual Meeting”), the Board shall appoint one member of the Board to serve as Chair of the Board until the next Annual Meeting, or until his or her earlier death, resignation or removal. There shall not be any limit on the number of times a member of the Board can be reappointed to serve as Chair of the Board.

If, following the Annual Meeting in any year, the Board does not appoint a member of the Board to serve as Chair of the Board, the incumbent Chair of the Board will, for so long as the incumbent Chair of the Board is a member of the Board, continue in office until a successor is duly appointed. If the Chair of the Board ceases, for any reason other than in connection with an Annual Meeting, to serve as Chair of the Board, the Board shall be responsible to select a Chair of the Board, such Chair of the Board to serve until the next Annual Meeting or until his or her earlier death, resignation, or removal.

2. Lead Independent Director

Whenever the Chair of the Board is not an independent director, the Chair of the Nominating and Governance Committee shall be the Lead Independent Director (the “Lead Director”) and will preside at executive sessions of the independent directors where management shall not be present unless invited by the Lead Director. This position is established to facilitate communication between the CEO and the Board and has no special authority other than being the Chair of the Nominating and Governance Committee. The Lead Director shall: 1) chair all meetings of the Board at which the Chair of the Board is not present; 2) chair meetings of the independent Directors of the Board and independent Director executive sessions and brief the Chair of the Board and senior management, as appropriate, on issues arising from these meetings and executive sessions; 3) review information to be sent to the Board and help to formulate meeting agendas and materials for the Board; 4) review meeting schedules for the Board to assure that there is sufficient time for discussion of all agenda items; and 5) call meetings of the independent Directors of the Board, as necessary or appropriate.

3. Communications with Directors

Shareowners and other interested parties may communicate with individual directors, the full Board, independent directors as a group or individually, including the Chair of the Board and the Lead Director, if there is one, by providing such communications in writing to the Company's Corporate Secretary, who will provide substantive communications directly to appropriate directors.

C. Board Compensation and Performance

1. Board Compensation Review

Independent directors, the Chair of the Board if non-management, the Lead Director, if there is one, and Board Committee Chairs shall receive reasonable compensation for their services considering the compensation of directors at comparable companies, among other factors. In addition, members of certain Committees may receive additional reasonable compensation based upon the responsibilities and time commitments of such committees and such benchmarking. As provided for in the Company's bylaws, the Nominating and Governance Committee will review Board compensation on an annual basis and make recommendations to the full Board. A director who is an employee of the Company will not receive board compensation for director service.

2. Assessing the Performance of the Board and its Committees

The Board and its Committees will conduct a self-assessment(s) at least annually to determine whether they are functioning effectively. The Nominating and Governance Committee is responsible for overseeing each self-assessment and reporting to the Board. The Chair of the Board, if independent, or the Lead Director, if there is one, is responsible for overseeing the Board self-assessment, and Committee Chairs are responsible for overseeing their respective Committees' self-assessments.

D. Board of Directors' Responsibilities

1. General Responsibilities

The Board is responsible for overseeing the Company so that it is successful and optimizes long-term financial returns. Consistent with the importance of the Board's responsibilities, each director is expected to be familiar with the Company's business and public disclosures, and to review in advance of Board meetings all related materials distributed to the Board. In addition, each director is expected to attend and participate in meetings of the Board and the Committees of which such director is a member. Board members are also expected to attend the Company's annual meeting of shareowners.

2. Selection, Evaluation and Retention of CEO and Oversight of Selection and Performance of Other Executive Officers

The Board selects and makes decisions about the retention of the CEO. The Compensation and Personnel Committee evaluates the performance of the CEO and reports on such evaluation to the Board on an annual basis. The Boards for each of the Company, Wisconsin Power and Light Company, Interstate Power and Light Company and Alliant Energy Corporate Services, Inc. shall approve the appointment of their respective senior management teams. The Board also approves the selection and retention of all other executive officers.

3. Understanding, Reviewing and Monitoring Implementation of Strategic Plan and Annual Operating Plan and Budgets

The Board is responsible for overseeing and understanding the Company's purpose, vision and mission, strategic plans, overall corporate risk profile, risk parameters, annual operating plans and annual budgets, and for monitoring whether these plans are being implemented effectively and within budgetary limits and appropriate measures. The Board will review and monitor executive and corporate performance goals.

4. Corporate Performance Goals and Succession Planning

Upon the recommendation of the Nominating and Governance Committee, the Board will develop procedures for selection of the CEO, and oversee succession planning in the event of the retirement of the CEO or an emergency replacement.

5. Selection and Oversight of Independent Auditors; Oversight of Financial Statements

The Audit Committee has sole responsibility to appoint, compensate, replace and oversee the Company's independent accounting firm that audits the Company's financial statements and to pre-approve the engagement terms and the provision of any audit and permitted non-audit services performed by such accounting firm for the Company consistent with the Audit Committee Charter.

6. Advising Management on Significant Issues

Directors will use their broad range of experiences and perspectives as directors to oversee the Company, both in meetings and in informal consultations, when overseeing significant issues facing the Company.

7. Review and Approval of Significant Company Actions and Certain Other Matters

Consistent with state corporate law, the Board is responsible for reviewing and approving significant actions by the Company, including election of executive officers, declaration of dividends, major transactions and other significant matters. Also, the Board is responsible for approving certain actions by the Company as provided for in these Guidelines and in any other Company policies, or as otherwise required by the SEC or the Exchange.

8. Nominating Directors and Committee Members, and Overseeing Effective Corporate Governance

The Board, upon recommendation or assistance of the Nominating and Governance Committee, is responsible for (a) nominating directors and members of Board Committees, (b) overseeing the structure and practices of the Board and the Board Committees and (c) overseeing other corporate governance matters, as more fully set forth in the Nominating and Governance Committee Charter and these Guidelines.

9. Compensation and Personnel Committee Oversees Executive Compensation and Benefits

The Compensation and Personnel Committee is responsible for setting compensation and benefits for the CEO and other executive officers.

10. Consideration of Other Constituencies

In addition to fulfilling its oversight obligation for shareholders, the Board and management should consider the impact of various actions and decisions on the Company's customers, employees, suppliers and the communities where it operates as well as the ethical, social, health, safety, security and environmental impacts of such actions and decisions - all of which are essential to a successful business.

E. Board Relationship to Senior Management

1. Regular Attendance of Non-Director/Executive Officers at Board Meetings

Upon invitation of the Chair of the Board, the CEO or the Lead Director, if there is one, members of management may attend Board or Committee meetings as appropriate.

2. Board Access to Senior Management

The Board and each Committee shall have access to Company's management to carry out responsibilities as directors of the Company. Directors may utilize the Corporate Secretary's office to disseminate important information to other directors or management.

3. Board's Interaction with Institutional Investors, Press and Customers

Management is responsible to be the public spokesperson for the Company. If public comments from the Board or a Committee are appropriate, the Board will determine the appropriate spokesperson for such comments and would normally be expected to be the Chair of the Board or Lead Director, if there is one. Members of the Board, only in consultation with the CEO and the Chair of the Board or the Lead Director, if there is one, may engage in discussions with shareowners, analysts, employee "subject matter experts" and other key stakeholders to understand issues, concerns, needs and demands which may impact the Company.

4. Communication between the Board and Management and Conflicts of Interest

Candid and constructive discussion between directors and management is essential for the directors to perform oversight responsibilities. Directors are expected to be free of conflicts of

interest, to act in an ethical manner, to act objectively, and to bring their diverse skills, backgrounds, experiences, expertise and points of view to the discussions.

F. Meeting Procedures

1. Selection of Agenda Items for Board and Committee Meetings

Management shall work with the Chair of the Board, the Lead Director, if there is one, and/or Committee Chairs, as needed, to develop the appropriate agenda for Board and Committee meetings. Board members may suggest to the Chair of the Board, the Lead Director, if there is one, or Committee Chairs desired agenda topics to be included.

2. Board Materials Distributed in Advance

Management shall be responsible for assuring that, as a general rule, information and material relevant to the Board's decision-making is distributed in advance of Board and Committee meetings to allow for preparation for those meetings.

3. Separate "Executive Session" of Independent Directors

At Board and Committee meetings, the Independent Directors shall meet in regularly scheduled Executive Sessions without the management of the Company.

G. Committee Matters

1. Number, Structure and Independence of Committees

The Board shall have an Audit Committee, a Compensation and Personnel Committee, a Nominating and Governance Committee, and an Operations Committee. The responsibilities of each Committee are described in the Company's bylaws and Committee charters. In addition, the Company has an Executive Committee with responsibility and composition as set forth in the bylaws or delegated by the Board. The Board may also create other Committees as appropriate when such Committees are needed.

Only independent directors can sit on the Audit Committee, Compensation and Personnel Committee and Nominating and Governance Committee.

2. Assignment and Rotation of Committee Members

The Nominating and Governance Committee is responsible for making Committee assignment recommendations to the Board. Such assignments will take into consideration areas of expertise and desires of directors.

The Nominating and Governance Committee shall consider rotating Committee members and Chairs periodically; but the Board does not believe that such a rotation should be mandated. Such recommendation will be made on the facts and circumstances that exist at the time the determination is being made.

3. Frequency and Length of Committee Meetings

Each Committee Chair, in consultation with Committee members and consistent with the applicable Committee charter, will determine the frequency and length of the meetings of the Committee.

4. Committee Agenda, Background Materials and Reports

The Chair of each Committee, in consultation with the appropriate members of management and staff, will develop the Committee's agenda. At each Board meeting, the Chair of each Committee or a delegate, shall report the matters discussed and any action taken at each Committee meeting. Such report can be provided in oral or written format. Chairs of each Committee will have ongoing communication outside of Board meetings with management as appropriate. Committee Chairs are the focal point between Committee members, the CEO or other members of management.

H. Miscellaneous

1. Resources

The Board and its Committees may use reasonable amounts of time of the Company's internal and independent accountants, internal and outside lawyers, and other internal staff as needed. Also, the Board and its Committees shall have the authority to hire other lawyers (including independent counsel), experts, advisors and other consultants to assist and advise the Board and Committees as needed to carry out applicable responsibilities. The Company will provide for appropriate funding, as determined by the Board or its Committees, for payment of compensation to any such advisors employed by the Board and Committees, including compensation to the registered public accounting firm engaged to prepare or issue an audit report or to perform other audit, review or attest services, as well as ordinary expenses necessary for the Board and Committees to carry out their duties.

2. Director Orientation and Continuing Education

The Nominating and Governance Committee is responsible for ensuring that new directors have an appropriate orientation to the Company and their responsibilities as directors of the Company. The Nominating and Governance Committee is also responsible for ensuring that directors are aware of relevant educational opportunities to help them perform their director responsibilities. Each director shall notify the Nominating and Governance Committee of educational sessions attended.

3. Disclosure of these Guidelines

These Guidelines, along with the Board's Committee charters and the Company's Code of Conduct, will be posted on the Company's website and will be available in print to any requesting shareowner. The Company's Form 10-K will reference that these documents are available on the Company's website consistent with applicable laws and regulations.

4. Code of Business Conduct and Ethics

The Company is responsible for creating a Code of Conduct that shall be reviewed at least annually, and the Board or other applicable Committee will oversee its compliance.

5. Limitation

Nothing in these Guidelines is intended to expand the fiduciary or other legal obligations of Board members or officers of the Company beyond those provided for under applicable law or regulation.

6. Review of Corporate Governance Guidelines

The Nominating and Governance Committee will periodically review these Corporate Governance Guidelines and recommend to the Board appropriate revisions.

(As Amended May 16, 2025)